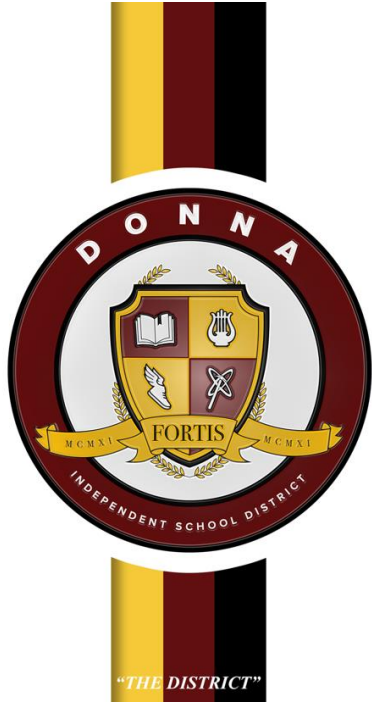


Donna Independent School District



Benefits & Risk Management

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Donna ISD Vision and Mission Statement

Vision

“All Donna ISD student are empowered with academic and life skills to boldly lead and achieve personal success in a global society.”

Mission

The mission of Donna ISD is to provide a rigorous and supportive learning environment with meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking that ensures educational excellence for all students.



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Number One Student Outcome

To graduate all students per their expected graduation date, ready for college, career, or military



Class of 2022



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Workers' Compensation

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Employees' Role

Time Sensitive Tasks

- Report Incident
- Complete Form(s)
- Bring forms to Benefits & Risk Management
- Seek medical attention if needed

Ongoing Tasks

- Communicate with Benefits & Risk Management/Supervisor
- Accept restricted duty/honor restrictions
- Report Time/Absences



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Supervisor's Role

Time Sensitive Tasks

- Assist Employee
- Notify Benefits & Risk Management/HR
- Investigate



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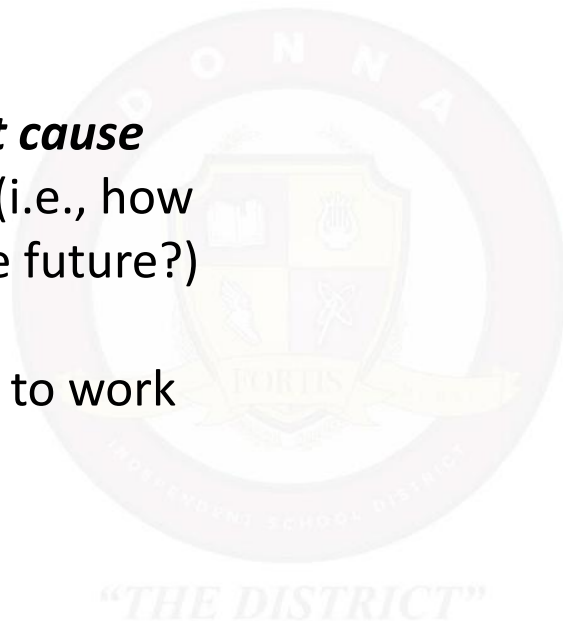
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INVESTIGATE

- Emphasis to find the ***root cause***
- Prevent future incidents (i.e., how can this be avoided in the future?)
- Reduce lost time
- Emphasis on early return to work

Ask

- ✓ Who
- ✓ What
- ✓ When
- ✓ Why
- ✓ Where
- ✓ How



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Questions?



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Employee Benefits



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Health Insurance



**BlueCross BlueShield
of Texas**

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Donna ISD still offering 3 plans – No plan changes

Benefit Plan	Medium Plan		High Plan		PPO Plan	
Network Access	Choice HMO		Choice HMO		PPO	
	In-Network	Non-Network	In-Network	Non-Network	In-Network	Non-Network
Coinurance	70%	Not Covered	80%	Not Covered	80%	60%
Calendar Year Deductible(Individual/Family)	\$4,500/\$11,250	Not Covered	\$2,500/\$6,250	Not Covered	\$3,000/\$9,000	\$6,000/Unlimited
Maximum Out of Pocket Limits	\$7,900/\$15,800	Not Covered	\$7,900/\$15,800	Not Covered	\$8,700/\$17,400	Unlimited
Physician Office Visit Copay	\$30 copay	Not Covered	\$20 copay	Not Covered	\$30 copay	60% of allowable amount after deductible
Specialist Office Visit Copay	\$50 copay	Not Covered	\$40 copay	Not Covered	\$50 copay	60% of allowable amount after deductible
Preventive Care Services	Covered at 100%	Not Covered	Covered at 100%	Not Covered	Covered at 100%	60% of allowable amount after deductible
Urgent Care	\$75 copay	Not Covered	\$75 copay	Not Covered	\$75 copay	60% of allowable amount after deductible
Virtual Visits	Covered at 100%	Not Covered	Covered at 100%	Not Covered	Covered at 100%	60% of allowable amount after deductible
Hospital Inpatient	70% after Ded	Not Covered	80% after Ded	Not Covered	80% after Ded	60% of allowable amount after deductible
Emergency Room Visit	\$500 copay then 80%		\$300 copay then 80%		\$500 copay then 80%	
Hospital Outpatient	70% after Ded	Not Covered	80% after Ded	Not Covered	80% after Ded	60% of allowable amount after deductible
Durable Medical Equipment	70% after Ded	Not Covered	80% after Ded	Not Covered	80% after Ded	60% of allowable amount after deductible
Lab & X-Ray	\$30 copay	Not Covered	\$20 copay	Not Covered	\$30 copay	60% of allowable amount after deductible
Major Diagnostics(CT,PET,MRI, MRA & Nuclear Medicine)	70% after Ded	Not Covered	80% after Ded	Not Covered	80% after Ded	60% of allowable amount after deductible
Prescription Benefit - Up to 30-day supply	\$10/\$30/\$30/10% up to \$100	Not Covered	\$10/\$30/\$30/10% up to \$100	Not Covered	\$10/\$30/\$30/10% up to \$100	60% minus the copay
Mail-order	\$0/\$30/\$30	Not Covered	\$0/\$30/\$30	Not Covered	\$0/\$30/\$30	Not Covered



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Medical Rates ~~2022-2023~~ 2024-2025

HMO Medium Plan

Employee Only	\$29.00
Employee & Spouse	\$386.78
Employee & 1 or 2 Children	\$253.55
Employee & 3 or More Children	\$373.40
Employee & Family	\$610.44

HMO High Plan

Employee Only	\$140.30
Employee & Spouse	\$501.23
Employee & 1 or 2 Children	\$349.13
Employee & 3 or More Children	\$511.39
Employee & Family	\$755.76

PPO Plan

Employee Only	\$402.88
Employee & Spouse	\$760.66
Employee & 1 or 2 Children	\$627.43
Employee & 3 or More Children	\$747.28
Employee & Family	\$984.32

*Donna ISD Contribution is \$550.00 per employee per month.



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Eligibility:

- All Full-Time Employees are eligible for coverage
 - Must enroll within 30 days of hire
- Changes only allowed for new hires, during open enrollment, and within 30 days of qualifying event



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Dependents

You may enroll your eligible dependents in the District's insurance plans

- Your spouse
- Your natural child
- Adopted child
- Your stepchild
- Court-appointed ward

Children must be under age 26 for health insurance.



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Proof of Eligibility

If you're enrolling your dependent(s) under the medical plan, you are required to provide proof of your dependent's eligibility.

- If any dependent is found to be ***ineligible***, will be removed or not added to the medical plan.



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Voluntary Products

- Ameritas Dental – New Carrier for Dental
- Aetna Vision
- Voya Basic and Voluntary Life
- The Standard Disability and Accident Insurance
- Guardian Cancer, Critical Illness, and Hospital Indemnity Insurance
- Texas Republic Universal Life Insurance
- TASC Healthcare FSA and Dependent Care



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Retirement



TEACHER RETIREMENT SYSTEM OF TEXAS



All full-time District employees are automatically enrolled as of their first day of employment.
1-800-223-8778



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Planning for Retirement



PLANNING FOR RETIREMENT



STEP
1

10-12 MONTHS prior to retirement:



Use the retirement calculator in *MyTRS*



Form TRS 18 – *Request for Estimate of Retirement Benefits*
Complete and submit

TRS will mail retirement packet within 60 days.



Watch *Member Education and Financial Awareness* videos



Review retirement options



Attend benefits presentation

TRS counselor will provide information you need to know about your benefits.



Purchase *service credit* or *transfer credit*

TRS will provide a service credit purchase statement for eligible purchases.



If needed, *schedule an appointment* with a *Benefits Counselor*

TRS counselor will meet with you one-on-one to review your retirement estimate and guide you through the paperwork.

STEP
2

6 MONTHS prior to your retirement date, submit:



Form TRS 30 – *Application for Service Retirement*

TRS processes application for retirement within 31 days of receipt. You will receive a *Retirement Application Acknowledgment* (Form TRS 32).



Driver's license or birth certificate for age verification



Form TRS 228A – *Federal Income Tax Withholding Certificate*

TRS will use this to determine annuity payment Federal Income Tax Withholding.



Form TRS 278 – *Direct Deposit Request*

TRS processes request to ensure your annuity payment is delivered directly to your account.

STEP
3

30-60 DAYS prior to retirement:



If you are currently employed by a TRS-covered entity, notify your employer of your intent to retire/terminate all employment with TRS-covered entities



Form TRS 7 – *Notice of Final Deposit before Retirement and School Official Certification of Salaries* should be given to your employer
Your employer must complete and submit

TRS certifies retirement and annuity payment information. TRS sends a final letter.
Completion time: Usually within 31 days of receipt of all paperwork.



Review and consider available health benefit options



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Raptor Alert Update



CRITICAL PRODUCT UPDATES

Dear David,

****CRITICAL MOBILE APP UPGRADE REQUIRED FOR EMERGENCY ALERT NOTIFICATIONS****

To ensure compliance with the latest Google notifications standards, **Raptor** released an upgrade to the **Raptor** Alert mobile app on Tuesday, June 18.

This upgrade ensures the timely and consistent delivery of notifications during Emergencies, Drills, and Team Assists.

Notification delivery during incidents at schools is a top priority. For this reason, upgrading to **Raptor** Alert 4.1.2 *will be required for all users of the app - both iOS and Android*. For those with auto-updates enabled, the app will upgrade automatically. Otherwise, users will be required to update to the newest version the next time they login.

IMPORTANT: Users must be on the latest version of the app to ensure notification deliverability. Please ensure all users update to version 4.1.2 as soon as possible.

Due to the summer holiday, this communication was sent exclusively to district-level users of the **Raptor** system. Please ensure your school-based users receive this communication in accordance with your district's communication policies.

If you have any questions, please contact the **Raptor** Customer Success team at customersuccess@raptortech.com.

Regards,
The **Raptor** Team

RAPTOR
TECHNOLOGIES
THE DISTRICT™ IN SCHOOL SAFETY

Raptor Technologies, LLC
2900 North Loop West, Suite 900
Houston, Texas 77092

If you have staff that transferred from another campus, send email to david.mosqueda@donnaisd.net to update employees location as they will be getting notifications from old campus. One email from either the principal or secretary of all new employees/transfers.



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Contact:

Office of Benefits & Risk Management
956-461-4350

David Mosqueda – Director ext.1427

Melody Piña – Benefits Specialist ext. 1437

Josie Benavidez – Clerk ext. 1428

Jessika Gonzalez – Specialist ext. 1013



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