HR CONNECT NEWSLETTER

APRIL 2025

IN THIS ISSUE:

- HR News, Beneficiaries, & Latest Vacancies
- Ultimate Health & Wellness
- Autism Awareness Month
- Child Abuse Awareness Month
- Spring Puzzle
- Upcoming Events

IMPORTANT DATES:

- April 17-21: Easter Break
- April 28-May 2: School Break/ STT/STJ Carnival Week



FROM THE OFFICE OF HUMAN RESOURCES

By now, we hope you've had the opportunity to explore the new Human Resources Information Management System. This platform was designed to give all employees easy access to review their files and securely submit documents for processing—anytime, from anywhere. If you haven't explored it yet, we strongly encourage you to do so. To access the platform, utilize the link below.
https://vide.tedk12.com/records

Spring Showers Bring May flowers

May this holiday and break be restful, safe, and joyous for you and yours!

ALL ABOUT WORKERS' COMPENSATION

What is Workers' Compensation?

Workers' Compensation is a form of insurance that provides wage replacement and medical benefits to employees who are injured or become ill as a result of their job. This ensures that employees receive the support they need while recovering, without the added worry of financial strain.

Who is Covered?

All employees of the Virgin Islands Department of Education are covered under our Workers' Compensation policy from their first day on the job. This coverage includes both full-time and part-time (Per Diem) employees.

What Does Workers' Compensation Cover?

Workers' Compensation typically covers:

1. Medical Expenses: Costs associated with medical treatment for work-related injuries or illnesses.
2. Lost Wages: Partial wage replacement if you are unable to work due to your injury.
3. Rehabilitation Costs: Support for physical therapy or retraining if needed.
4. Permanent Disability: Compensation for injuries that lead to permanent impairment.
5. Death Benefits: In the unfortunate event of a work-related death, benefits are provided to the employee's dependents.



What Should You Do if You're Injured at Work?

DO IT!

If you suffer an injury at work, it's important to take the following steps:

1. Report the Injury: Notify your supervisor immediately or within 48 hours of the injury, regardless of the severity of the injury. Prompt reporting helps to ensure that you receive the necessary care, and that the Department remains in compliance with the Department of Labor's policies.
2. Seek Medical Attention: Visit a healthcare provider to get the required treatment. In emergencies, call 911 or go to the nearest emergency room.
3. File a Claim: Both the employee and/or your supervisor are responsible for ensuring that the claim forms are submitted to the Human Resources office timely, no later than 24 hours (or next business day) after reporting the incident.
4. Follow Up: It is your responsibility to stay in touch with the Office of Human Resources and the Department of Labor-Worker's Compensation on a monthly basis, as it pertains to your recovery and your return- to- work plan.

Your Responsibilities

- **Follow Safety Guidelines**: Adhere to all safety protocols and report any hazardous
- **Complete the Required Paperwork**: Ensure all necessary forms and documentation are submitted on time.

Additional Resources

For more detailed information on Workers' Compensation, please refer to https://www.vidol.gov/workers-compensation/

If you have any questions or need further assistance, don't hesitate to contact the Human Resources Office.

We appreciate your commitment to maintaining a safe and healthy work environment. Remember, safety is everyone's responsibility.

Updating Beneficiaries

What is a beneficiary?

A beneficiary is someone you choose to receive a life insurance benefit or your GERS contributions payment should you pass away. There are 2 types, primary and contingent. Primary beneficiaries are the first to receive payments. Contingent beneficiaries would receive the payment if the primary beneficiary is deceased, incapacitated, or cannot be located.

How do I update my beneficiary?

Beneficiaries are updated by visiting the Bentek and GERS' websites. Please visit www.mybentek.com/gvi AND www.usvigers.com/ Beneficiaries and contact information can be updated at any time.



Why should I update beneficiaries?

Reviewing and updating beneficiaries ensures an easy process for any benefits payout.

When should I update my beneficiary?

Life events such as marriage, divorce, birth of a child, or death of a loved one can impact your beneficiary designations. If your beneficiary's contact information changes please update also.



V.I.D.E Current Vacancies

Principal (STT)

Assistant Principals (STT)

APPLY NOW



The Ultimate Health and Wellness Bulletin

APRIL IS STRESS AWARENESS MONTH!

Managing stress is an essential component of a healthy lifestyle. Knowing how to manage stress can improve mental and physical well-being and minimize exacerbation of health-related issues.

Commit to taking 10 to 15 minutes daily to do something for yourself. Here are some ideas from the Center for Disease Prevention and Control (CDC) to get started:


Get Outside


Embrace Self-Care


Practice Gratitude


Be Active


Laugh


Try a New Hobby


Practice Relaxation


Connect with Friends


Seek Counseling/Therapy

FOOD FOR THOUGHT!

Do you eat enough Magnesium rich food? Magnesium is a mineral that is responsible for over 300 reactions in our bodies that affect blood sugar, blood pressure, digestions, muscle relaxation, migraine headaches, anxiety & sleep. Here are the top 5 foods:

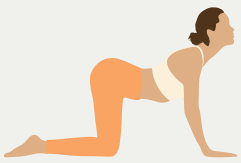


- Seeds (pumpkin, chia)
- Nuts (almonds, cashews)
- Greens (spinach, chard)
- Beans (lima, black)
- Soy (milk, edamame)

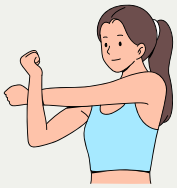
MOVE MORE! STRECH TO DE-STRESS!


Forward Fold


Neck Rolls


Cat-Cow Stretch


Seated Spinal Twist


Shoulder Stretch


Child's Pose

HIBISCUS ROSE MOCKTAIL

A low sugar, antioxidant rich mocktail that is easy to make and keep you hydrated this carnival season.



INGREDIENTS

- 3 oz of hibiscus tea
- 1/2-1 teaspoon sweetener
- 1 oz orange juice
- ¼ teaspoon rosewater
- Top with sparkling water or non-alcoholic rose

INSTRUCTIONS

1. Prepare your hibiscus tea according to packet instructions. Be sure to use double the amount of tea that is recommended on the packet. While the tea is still warm, add your sweetener of choice and stir. Set aside to chill.
2. Fill a wine glass with ice and add the hibiscus tea and orange juice.
3. Add the rose water, then top with sparkling water or alcohol-free rosé.
4. Stir gently and serve.



APRIL IS NATIONAL AUTISM AWARENESS MONTH

AUTISM SPECTRUM DISORDER

is a range of conditions affecting social skills, repetitive behaviors, speech and nonverbal communication.

APRIL IS NATIONAL AUTISM AWARENESS MONTH

with celebrations to understand this disorder. Here are some facts to learn what autism is and how you can hel those who have it.

AWARENESS



- Most obvious signs of autism appear between two and three years old.
- Children may fail to respond to their name or have a reduced interest in people.
- Around one third of people with autism stay nonverbal their whole life.
- Seizures, ADHD, and anxiety frequently accompany autism.

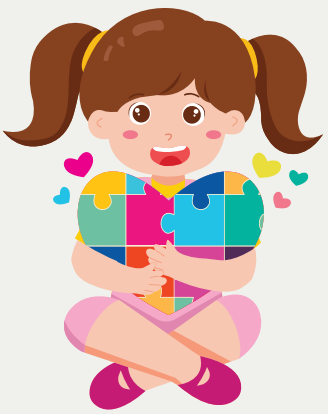


ACTION

- Developmental delay screenings should occur at nine months.
- Autism Spectrum Disorder screenings should be at 18 months.
- Child psychologist and neurologists can help detect autism in your child

IN CONCLUSION & ACCEPTANCE

- Children with Autism don’t get the same sense of inclusion in schools as other children, making them feel excluded and alienated.
- Adults with autism often have trouble getting a job.
- Social inclusion is having access to education, health care, and services.
- The Convention on the Rights of Persons with Disabilities states those with autism have the right to be included in their community



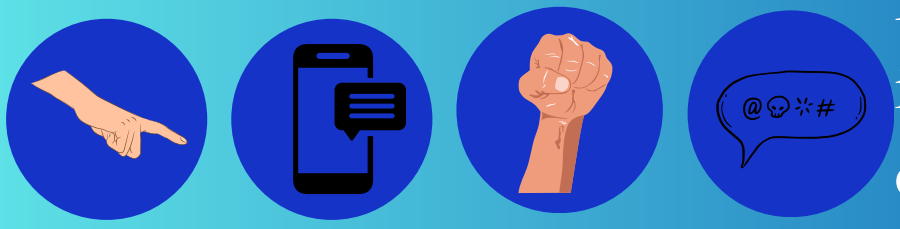


APRIL Is Child Abuse Prevention Month

Everyone has a role to play in keeping kids safe and supporting families.



Prevent Child Abuse



Social Cyber Physical Verbal

Child abuse is not an isolated problem

It affects each of us, and it is only through each of us that child abuse can be prevented.



GET INVOLVED

If you see something or know something, say something. An innocent child is depending on you. Do not be silent about child abuse.

Let's work to keep our children safe
ONE CHILD AT A TIME

Spring is Here!

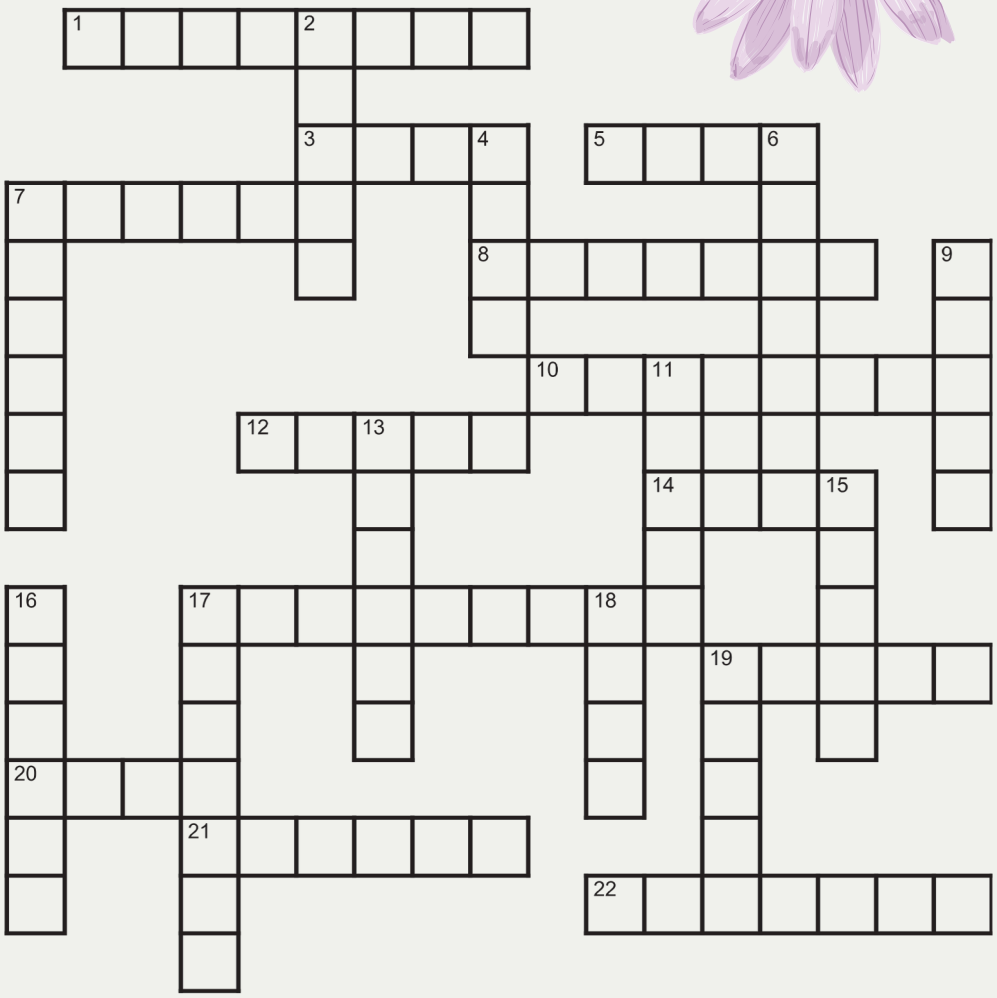
Can You Solve The Puzzle?





Across

1. It warms and brightens everything.
3. Warm up from a freeze.
5. They make honey.
7. Meal in the park.
8. Colorful arc in the sky.
10. It keeps the rain off you.
12. The color of spring grass.
14. Where a bird lives.
17. An adult caterpillar.
19. A baby chicken.
20. What chicks hatch from.
21. It comes after winter.
22. Red insect with black spots.



Down

2. Come out of an egg.
4. Wriggly creature that lives in the ground.
6. Short rainfalls.
7. Small pool of rain.
9. What the lawn is made of.
11. Another name for a rabbit.
13. A spring holiday.
15. Holland is famous for this flower.
16. Just a little wind.
17. Flower on a tree.
18. It is green and on a plant.
19. It might hide the sun.



Word Bank: Bees, Blossom, Breeze, Bunny, Butterfly, Chick, Cloud, Easter, Eggs, Grass, Green, Hatch, Ladybug, Leaf, Nest, Picnic, Puddle, Rainbow, Showers, Spring, Sunshine, Thaw, Tulip, Umbrella, Worm









"If April showers should come your way, they bring the flowers that bloom in May."

Annual JROTC INTER-ISLAND DRILL COMPETITION



5th April 2025

9:00 am-2:00 pm
Location: St. croix Central High School Gymnasium

Show Your School Pride and Compete to Win!

Medals awarded to 1st and 2nd place winners

Competing Schools are:
Charlotte Amalie High School (CAHS)
St. Croix Central High School (CHS)
Ivanna Eudora Kean High School (IEKHS)
St. Croix Educational Complex High School (SCEC)

Free Entry

Point of contacts are:

SAI COL FRANCIS
Alfred.Francis@vide.vi
(703) 789-1287

1SG Charles
Gerard.Charles@vide.vi
(910) 574-7877

SPORTS, PARKS & RECREATION X ROCK CITY RUN CLUB INC. PRESENTS

CARNIVAL SHAKE OUT

1 MILE / 5K RACE

"RUN, JOG, OR WALK - JUST KEEP IT MOVING!"

LOCAL CELEBRITY RUNNERS, LIVE MUSIC, MEDALS, AND MORE!



HOSTED BY "DEH PAPI SHOW"

APRIL 26TH 2025

@GRIFFITH BALLPARK

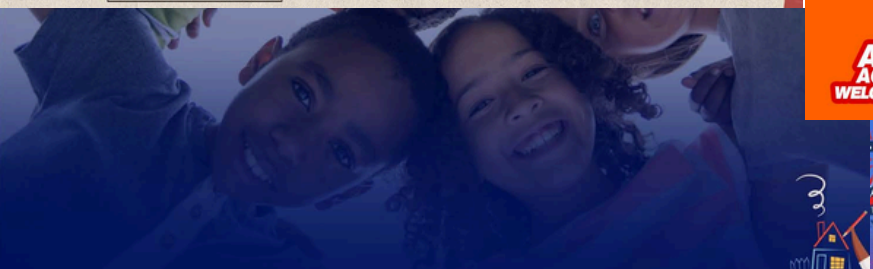
LIVE BROADCAST

RACE DAY SCHEDULE

- IN PERSON REGISTRATION & BIB PICKUP / 6:30AM
- WARM UP WITH "BAD FITNESS CAMP" / 7:00AM
- RACE BEGINS / 7:30AM AT "BLYDEN TERMINAL"
- AWARD CEREMONY FOLLOWS IMMEDIATLEY AFTER

REGISTER FOR FREE ONLINE

ALL AGES WELCOMED!



VIRGIN ISLANDS DEPARTMENT OF EDUCATION

Week of the Young Child

APRIL 21-25, 2025

THEME: "THE JOY OF LEARNING!"

JOIN US AS WE CELEBRATE WEEK OF THE YOUNG CHILD—A NATIONAL EVENT THAT HIGHLIGHTS EARLY LEARNING, YOUNG CHILDREN, THEIR TEACHERS, AND FAMILIES! THIS WEEK-LONG CELEBRATION WILL INCLUDE ENGAGING ACTIVITIES DESIGNED TO PROMOTE SOCIAL-EMOTIONAL LEARNING, CREATIVITY, AND TEAMWORK FOR OUR YOUNGEST LEARNERS. CHECK OUT THE EXCITING ACTIVITIES PLANNED FOR THE ST. THOMAS-ST. JOHN AND ST. CROIX DISTRICTS!

Share the Fun!

WE ENCOURAGE SCHOOLS TO SHOWCASE THEIR ACTIVITIES BY SENDING PICTURES AND VIDEOS TO PUBLIC.RELATIONS@VIDE.VI TO HIGHLIGHT THE JOY OF LEARNING IN ACTION.

FOR MORE INFORMATION, CONTACT:

ST. THOMAS-ST. JOHN: ERIKA WINSTON, ELEMENTARY PROGRAMS COORDINATOR - ERIKA.WINSTON@VIDE.VI

ST. CROIX: JESELLE CRUSE-PETER, ELEMENTARY PROGRAMS COORDINATOR - JESELLE.PETER@VIDE.VI

VIRGIN ISLANDS DEMOCRATIC PARTY

PRESENTS

EASTER EGG HUNT

FOOD - GAME - MUSIC

April 12, 2025
1:00pm - 4:00pm

Ag Fair Ground, St. Croix, Virgin Islands

Children 12 and under walk with your Easter basket for your goodies. Children must be accompanied by an adult

