DPAC

Regular Meeting

October 8, 2024

Welcome To DPAC

Mrs. Ella Moreaux

Team Building

Mrs. Ella Moreaux

State of the District

Mrs. Sherrhonda Hunter

Department Spotlight: Employee Benefits

Mrs. Holli Sherrard

Meet The Team

Meet the warm smiles and brilliant minds behind your benefits experience.

HOLLI SHERRARD
Director for
Employee Benefits

JENNY BERNABE
Benefits
Specialist

VALERIE GUAJARDO
Benefits
Specialist

CATALINA PACHECO
FFGA Benefits
Assistant

WHAT WE DO

The mission of the Employee Benefits Department is to provide competitive benefits and services to our employees with courtesy, dignity, and respect while maintaining confidentiality.

01

Enrollment:

- Annual Open Enrollment
- Mid-Year and New Hires
- Information Sessions
- 1-on-1 Assistance

02

Customer Service:

- Claims Administration
- Advocate
- ID Cards, Apps
- Providers
- Benefits Explanations

03

Health & Wellness:

- Benefits Fair
- Campus & District Events
- Screenings
- Employee Benefits Committee

Benefits Offered

- Medical
- Dental
- Vision
- **District Paid!** Telehealth
- Disability
- **District Paid!** Life Insurance
- Life Insurance
- Cancer Plan
- Critical Illness Plan
- Accident Plan
- Legal Plan
- Retirement Plans
- Flex Spending/Health Savings
- **District Paid!** Employee Assistance Plan
- Hospital Indemnity Plan

TELEHEALTH via TELADOC

- For those who WAIVE medical or are ENROLLED in TRS -ActiveCare HD
- Available to household members as well, in some cases
- Access to acute care doctor appointments via video or phone 24/7
- Call 1-800-TELADOC or 1-800-835-2362

FREE

EMPLOYEE ASSISTANCE PROGRAM

The EAP offers confidential counseling sessions and resources for every employee and their household members.

The EAP provides **SIX FREE** in-person or virtual short-term counseling sessions with licensed counselors in our area who can help with your mental and emotional concerns.
It is 100% confidential.

Helping employees and their dependents handle depression, stress, anxiety and relationship issues ensures that these issues don't harm productivity or morale.

Get started by calling 1-800-272-7255

BENEFIT PERKS

CANCER-$100

Wellness Benefit once per year
for certain screenings.

CRITICAL ILLNESS-$100

Health Screening Benefit once per year for
several qualified tests

AFLAC-$30 OR $50

Wellness Benefit once per year for
wellness tests
Low - $30; HIgh - $50

DISABILITY-$50 OR $150

Physician Expense if no other claim paid and
you missed one full day of work.
Sickness - $50; Injury - $150

EMPLOYER GROUP LIFE INSURANCE

Beneficiary Resource Services -
counseling and templates to create a
legal will

Traveler Resource Services -
Emergency medical assistance,
financial, and legal communication
assistance while traveling

TRS ACTIVECARE

$0 Preventive Care, Gym memberships,
weight loss programs, Nutrition programs,
Pregnancy Support, Health coach, Mental
health benefits, Member Rewards, BluePoints

EMPLOYEE BENEFITS COMMITEE

EXPAND MEMBERSHIP

- One nominated member from each campus/educational facility and departments including Auxiliary and Administration Building Staff.
- Nominated by Principal or Supervisor as an Ambassador with a backup. Sense of honor, ownership, promotes buy-in, and can add to resume

INCENTIVIZE

- Light refreshments at meetings
- Ability to leave campus/facility 30 minutes before meeting
- Committee apparel and promotional items
- End of year recognition

BE EFFICIENT & EFFECTIVE

- No more than 4 meetings per school year Sept-May
- 1 hour meeting duration
- Leverage Staff Development Day Schedule
- Meetings held at Administration Building (open to alternative locations)
- EBC members are on the agenda at staff meetings to share discussion/receive feedback

REMINDERS

- Use Flex Spending Account funds by August 31 of each year. Automatic grace period until November 30 of each year; forfeit after November each year.

- Check your paystub to ensure your premiums are occurring and that they are correct.

Get in Touch

BENEFITS@GALENAPARKISD.COM

https://www.galenaparkisd.com/Domain/122

Thank You

Federal Programs Update

Mrs. Amy Cole

Federal Programs Funding

DPAC Presentation 2024-2025

Program Evaluation

2023-2024

What We Spent In 2023-2024

Expenditure Description	Amount
Supplemental Staff Salaries	*$5,825,827.00*
Parent and Family Engagement	*$111,838.00*
Equitable Services for Private Schools	*$23,425.00*
Professional Development	*$106,783.00*
Supplemental Campus Allocations	*$564,237.00*
Homeless Transportation	*$658,187.00*
Communities in Schools Partnership Agreement	*$505,000.00*
Instructional Software Licenses	*$699,176.00*
Campus Technology & Materials	*$430,031.00*
Long Term Sub Classroom Extra Help	*$195,232.00*
Total Expenditures	**$9,119,736.00**

Title I Requirements

Parent Involvement

A minimum of 1% of the Title I planning amount must be allocated to parent and family engagement activities

Staff Development

Title I funds are used to supplement professional development activities for teachers, paras, and district staff

Improvement of Academic Achievement

Supplementary campus funds are allocated to help provide resources and support to help students meet academic standards

Ensure Teachers are Highly Qualified

Title I funds are used to provide training and support to ensure that all teachers teaching in core academic subjects in the district are highly qualified

Private Non-Profit Schools Equitable Services

Equitable services are provided to eligible private school students, teachers, and families, that are comparable to the services provided to public school students

Title I, Part A

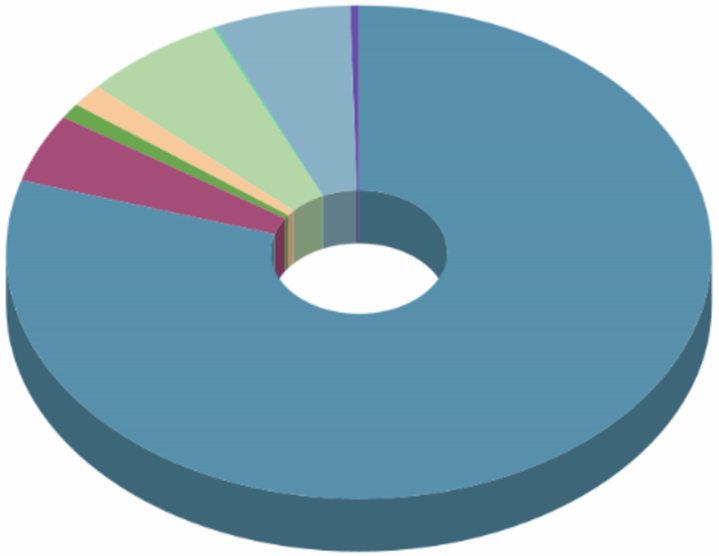
2024-2025 Planning Amount - $9,559,643

Program Requirements:

1. Parent Involvement
2. Staff Development
3. Improvement of academic achievement
4. Ensure teachers are highly qualified
5. Private Non-Profit Schools

Title I-A Program Areas:

- Campus Salaries 79.7%
- District Staff 4.5%
- Parent Involvement 1%
- Staff Development 1.5%
- Campus Allocations 6.5%
- Pre-K Support 0.1%
- Homeless Transportation 6.3%
- Private Non-Profit Schools 0.4%



Campus allotments are based on the total number of economically disadvantaged students.

- ★ Supplementary staff
- ★ Support for improving academic achievement
- ★ During and after school tutoring
- ★ Intervention Programs
- ★ Summer programs
- ★ Supplementary campus funds for improving student achievement
- ★ Parent Involvement activities
- ★ Pre-K support training/materials
- ★ Homeless transportation
- ★ Private non-profit school consultation and participation

Title II, Part A

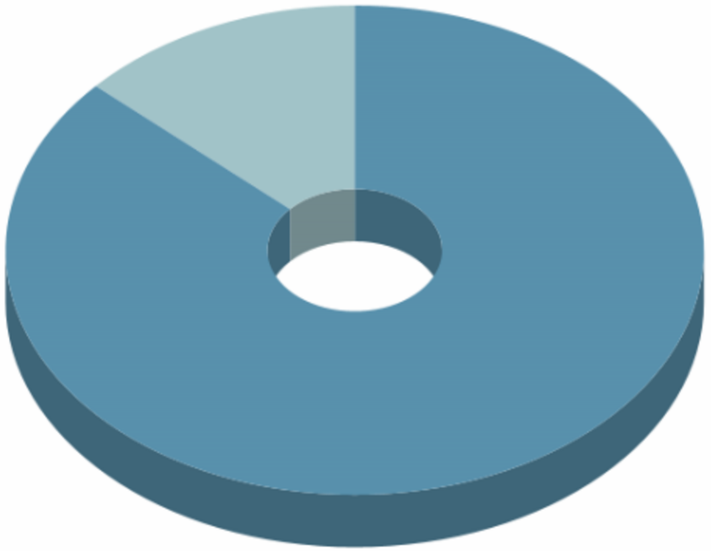
2024-2025 Planning Amount - $1,191,234.00

Program Requirements:

1. **Increasing academic achievement by improving teacher/principal quality and retention, increasing highly qualified teachers**
2. **Hold schools accountable for improving student academic achievement**

Title II Program Areas:

- **District Specialist Salaries 86.7%**
- **Content Staff Development 13.3%**



- ★ Secondary Math/Science Specialists
- ★ Content staff development for teachers
  - Language Arts
  - Math
  - Science
  - Social Studies
  - Technology
  - Languages other than English

Funding Transferability for 2024-2025

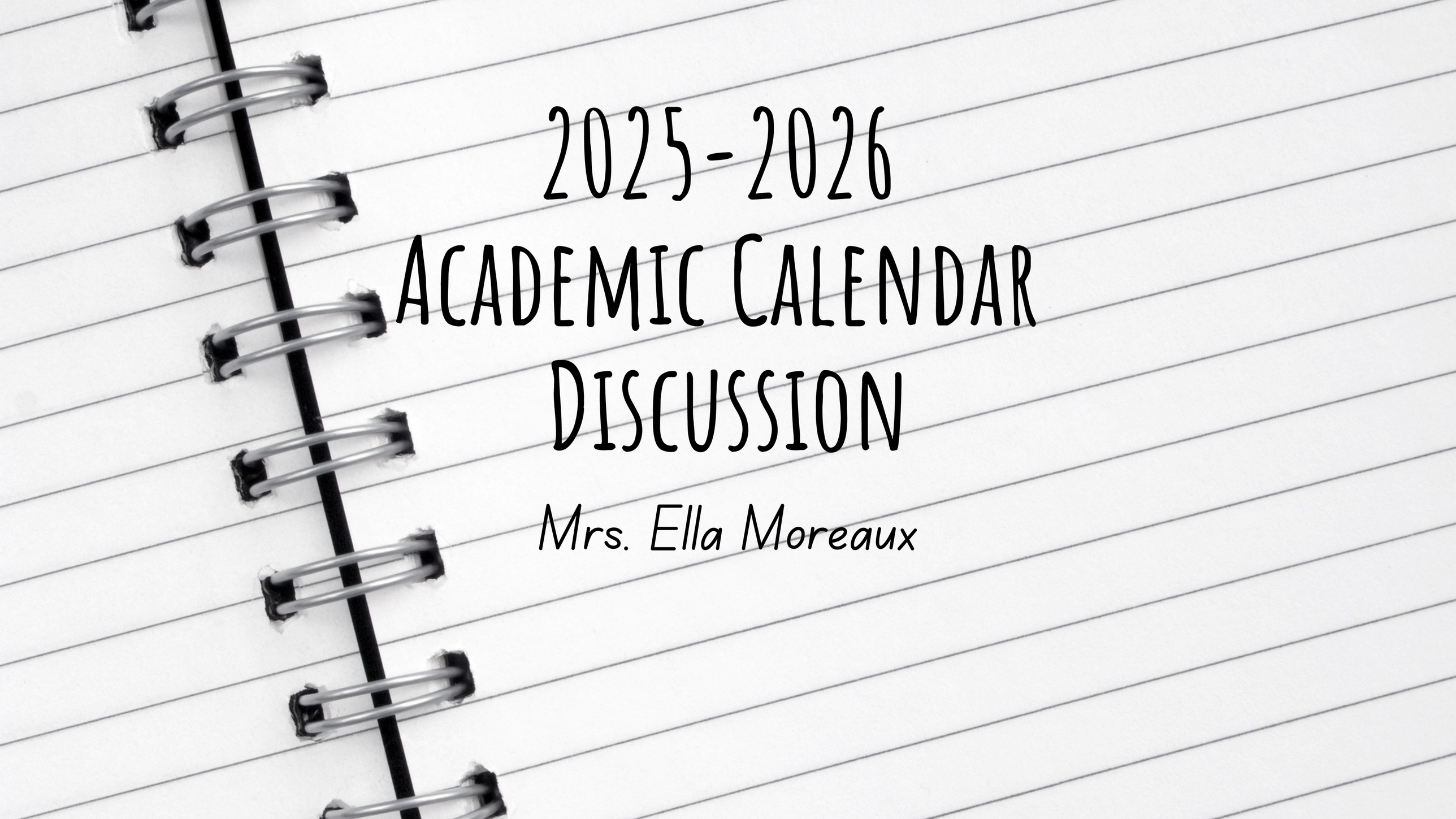
Beginning the 2024-2025 school year, the district has decided to exercise the option to redirect funds from **Title II, Part A** to **Title I, Part A**.

This option allows the district spend Title II funds in the same manner as Title I. All of the allowable activities under Title II are also allowable in Title I as well.

Feedback

Scan QR Code for Feedback Form

Your response is greatly appreciated!


2025-2026
Academic Calendar
Discussion
Mrs. Ella Moreaux

Next Meeting:
November 12

Announcements & Reminders

Questions?