

The Resource

A monthly publication of the
Human Resources Department
Northside Independent School District, San Antonio TX 78238



Welcome back, welcome forward!

"Where has the time gone?" What an appropriate question for the September issue of *The Resource*. Summer is a wonderful season to unwind, relax, and reconnect with family and friends. Summer also gives the NISD Human Resource Benefits team the time to carefully plan for your return and the 2009 Annual Enrollment period.

In the last edition of *The Resource*, you learned about our new benefits offerings for 2009, with special emphasis on the High Deductible Health Plan and Health Savings Account. If you haven't already done so, please take the time to [review the information](#) so you are aware of the many benefit choices for you and your family.

Briefly mentioned was the addition of a second CoverageFirst plan – the CoverageFirst 1500. The only difference from the CoverageFirst 1000 is a slightly higher deductible and

a lower premium. Many of you are familiar with how the CoverageFirst plans work, but many more of you are considering this type of plan for the first time. For you, we have scheduled special pre-enrollment seminars:

- Sept. 3, 6-7 p.m. – Jefferson MS, 10900 Shaenfield Road
- Sept. 9, 11 a.m.-12 p.m. – Crossroads Baptist Church, 8300 Tezel Road (across from Stevenson MS)
- Sept. 16, 6-7 p.m. – Stinson MS, 13200 Skyhawk
- Sept. 25, 6-7 p.m. – Neff MS, 5227 Evers Road

If you still have questions after the seminars, don't worry! During our Annual Enrollment period, you will have many opportunities to learn more about these CoverageFirst plans, as well as your other benefit choices for 2009.

On behalf of the NISD Human Resource Benefits team, welcome back! We look forward to an exciting and rewarding school year.

Expired certificate could cost you your job!

TEA requires that public school employees have the appropriate credentials for their assignment. The State Board for Educator Certification (SBEC) is responsible for ensuring that educators are qualified to serve in the Texas public school system and maintains records of educator certificates.

Those employees required to have a certificate include superintendents, principals, classroom teachers, school librarians, school counselors, and educational aides.

Many of you have a "provisional certificate" or a "professional certificate." These certificates were issued prior to Sept. 1, 1999, and both types are valid for your lifetime.

Since Sept. 1, 1999, the State of Texas has issued "standard certificates" for all classes of certificates. All standard certificates are valid for no more than five years. If you hold a standard certificate for your current assignment then you must renew your certificate before it expires. The renewal date of a standard certificate is five years after the last day of your next birth month.

If you hold a standard certificate you will be notified by SBEC one year before your certificate is due to expire. Your responsibility includes regularly updating your personal information in your SBEC account and keeping your educator certificate status "active."

However, some of you have allowed your standard certificate to expire. Your immediate action is required to maintain your contract status with the District. [Log into your SBEC account](#), click on "Applications" in the menu on the left side of the screen, and then select "Renew a Standard Certificate" from the drop-down menu.

Don't delay renewing your standard certificate!

Yes You Can...become a certified teacher!



A graduate of Holmes HS, Lisa Martinez has spent the last six years working as an Instructional Assistant in Northside ISD. She worked one year at Lewis ES and the last five years at Warren HS.

Over the past four years, Lisa has also been taking classes to complete her undergraduate degree and obtain her Texas teaching certificate. She finally earned her bachelor's degree from Texas State

University, graduating *Magna Cum Laude* last month. Her lifetime dream was realized when she signed her contract to work as a special education teacher.

Lisa's story is just one of many successes being celebrated every year in Northside. This year alone, Northside ISD has hired 43 former teacher assistants, custodians, bus drivers and child nutrition workers as fulltime certified teachers. [Click here](#) if YOU want more information on becoming a TEACHER.



Getting Active Has Many Rewards



Thanks to the Virgin HealthMiles™ program, more than 5,700 NISD employees who are on the Humana Health Plan are making healthy decisions and keeping fit. Plus, they're earning gift cards to major retailers along with cool Spectrum gear by using their GoZone™ Pedometer and LifeZone™ web site. So far, NISD employees have earned \$233,000. More than 1,300 NISD employees have Stepped Up and participated in Challenges. If you haven't signed up, stop by a Spectrum Athletic Club near you to activate your FREE Spectrum & Virgin HealthMiles™ Membership today! [Click here for additional information.](#)

Stay tuned for details on how you can challenge! More information to come.

NISD and Spectrum Athletic Clubs are teaming up to provide you with Exclusive Offers to get you in Back to School "Shape!"

[Click here for coupons.](#)

The Resource is electronically published nine times a year by the Northside ISD Human Resources and Communications departments to help keep employees informed.

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Enrollment opportunity for Allstate Group Cancer Plan

As many as one in two men and one in three women will get cancer in their lifetime.

Allstate is offering a cancer insurance plan to all employees during this year's Annual Enrollment. No health questions will be asked as part of the application process. This special offer is for all employees not currently participating in the Allstate Cancer Plan. In the Allstate Cancer Plan, a \$100 wellness benefit is paid directly to you annually if you complete one of the cancer screenings listed in the outline of coverage in your Annual Enrollment package.

According to the America Cancer Society, most costs related to cancer are indirect expenses not covered by most health plans (deductibles, lost wages, travel etc.). The Allstate Cancer Plan pays benefits directly to the group member to help preserve savings and protect against financial hardship. Employees who currently have cancer or a pre-existing condition will be able to have their expenses covered one year after enrolling.

BE SURE NOT TO MISS THIS UNIQUE OPPORTUNITY TO ENROLL!

Annual enrollment begins Oct. 6

The District's Annual Enrollment period for insurance benefits will be Oct. 6-24. During this time, all Northside employees eligible to receive benefits must complete their selection for the 2009 plan year. A special edition of *The Resource* was mailed to all employees last month and provided [information on health plan options and premium information.](#)

Annual Enrollment packages with insurance plan summaries, information concerning Cafeteria Plan elections, and instructions for Annual Enrollment will be distributed to employees the week of Sept. 29. Anyone who needs help with benefit selections should make it a priority to attend an Annual Enrollment Fair at one of the many locations throughout the District. The locations for the Annual Enrollment Fairs are posted on the [Benefits web site](#) and will be listed in the Annual Enrollment edition of *The Resource* that will be sent to all employees at the end of the month.

During the Annual Enrollment period most of the staff of the Office of Benefits and Risk Management will be away from the office attending to staff at the Annual Enrollment Fairs. Therefore, be advised that should you come to the Office of Benefits and Risk Management during one of these times, there will be minimal staff to assist you. This is one more reason to take advantage of the pre-enrollment seminars and the annual enrollment fairs!

GED = more opportunities and more pay

Do you want to earn a raise in pay? One way to accomplish this goal is to obtain a GED. It has been reported that individuals with a high school diploma or GED are paid about \$10,000 more per year than individuals without a high school diploma or GED. And here at Northside, you have an opportunity to attend GED Prep classes at no

cost to you! In fact, you may even be eligible to be paid for attending these GED classes.

With a GED, it will be easy for you to explore opportunities including instructional assistant jobs, numerous maintenance jobs, management and supervisory positions, head custodian/plant managers jobs, office and clerical positions, as well as other opportunities. So increase your income by investing in your future.

Classes are held at the Northside Learning Center located at 6632 Bandera Road, Building B, or you can call 397-8109 for information.

