

The Resource

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

Dental and vision insurance has changed for 2010

Northside will be changing dental and vision insurance carriers beginning Jan. 1, 2010. HumanaDental and HumanaVision will become the new providers for these plans.

The Humana dental plan and benefit options are similar to those offered in the past. You can choose from one of four traditional PPO plan options which offer a range of deductible and annual maximum benefits, or you can select the HumanaDental DHMO plan.

With more than 100 local vision provider locations including independent optometrists, ophthalmologists, Vision Source, and TSO, HumanaVision offers access to one of the largest vision networks in the United States. Additional information on the vision plan is in your enrollment packet.

Sizzling Summer Holiday Challenge competition simmers down



More than 1,100 NISD employees joined the Virgin Healthmiles Sizzling Summer Holiday Challenge. At press time the challenge still had one week remaining, so drawing winners and team winners had not been determined. However, a listing of weekly drawing winners is available on the [Benefits blog site](#). Each of these winners receives an additional 500 healthmiles.

Welcome new teachers!

Northside is pleased to welcome 514 new teachers to the state's fourth largest District, which is Recognized for the second consecutive year! Nearly 30 percent of new NISD teachers are UTSA alumni, making it another banner year for the Road-runners.

A special congratulations to the 199 first-year teachers: thank you for choosing Northside to launch your teaching career. The other 315 teachers come to Northside from 34 other school districts. To all of our new teachers: As Dr. Folks likes to say, "Welcome to the promised land!"



NEW! H-E-B now offers Rxtra Advantage PLATINUM Card!

Effective Sept. 1, 2009, you and your household members will be able to save even more with the new H-E-B Rxtra Advantage Platinum Card! The H-E-B Rxtra Advantage Platinum Card can be used at any H-E-B Pharmacy to receive the following benefits:

- Access to 500 generic medications for \$5 each or a 90-day supply for \$9.99 each (at commonly prescribed dosages).
- Savings on ALL generic and brand medications, not just the 500 generics!
- No quantity restrictions or limitations on the number of days supply. This means you can use your card to get a 90-day supply!
- Savings includes certain medications for animals, if prescribed by a licensed veterinarian. (This feature endorsed by HR Hound!)
- Free prenatal vitamins (three select prescription-strength vitamins available).
- Savings on non-covered medications, such as those not covered under your insurance plan.
- Everyone can save! Employees and ALL household members can use the H-E-B Rxtra Advantage Platinum Care – enrollment in the company benefit health plan is not required.

Your current H-E-B Rxtra card remains valid and new cards will not be issued to current employees. New employees will receive enrollment cards. If you have misplaced your H-E-B Rxtra Advantage Card, you can request a replacement card by calling 877-HEB-MYRX (877-432-6979).



Heads up! Change in Annual Enrollment Fair location

A special edition of The Resource was mailed to all current employees in early August. In addition to providing information about the 2010 insurance programs NISD will offer its employees, the newsletter also provided a listing of Annual Enrollment Fair dates and locations. The locations for the fairs being conducted on Oct. 20 and 21, 2009 were reversed. The Oct. 20 fair will be at NLC and the Oct. 21 fair will be at Clark HS. A complete updated listing is provided on the [HR Benefits site](#).

Paraprofessional Training Program a huge success

Seven Northside schools open their doors this year as newly designated Title I campuses: Holmes and Jay high schools; Rudder and Jordan middle schools; and Rhodes, Ward, and Northwest Crossing elementary schools. All instructional assistants at the schools were required to meet federal guidelines for working in a Title I school. Most assistants already met the guidelines.

In order to meet the NCLB eligibility requirements, almost 40 assistants from the seven schools attended a four-day training session this summer, "Treasuring our Paraprofessionals." Participants received training in how to assist in the instruction of reading, writing and math, incorporating the latest research on math manipulatives and geoboards; vocabulary development, fluency, and Content Area Reading.

Provided at no cost to the assistants, the training was overwhelmingly praised for its positive support of the District's paraprofessionals. "Thank you so very much for giving us this opportunity. This has been the best," said a group of the Ward Wrangler Assistants in a signed "thank you" note to Human Resources.



Region 20 trainer Jayme Presley works with Raul Mojica and Sylvia Haynes from Ward ES.

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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Prepaid legal service now includes identity theft coverage

LegalEase has offered Northside employees a prepaid legal plan for several years. The plan provides enrollees with free legal consultations, document reviews, estate planning and will preparation, and various other legal services including identity theft and prevention assistance. The plan is now being expanded to include LifeLock® for additional identity theft protection. The LifeLock® plan includes:



- **Fraud alerts placed on your credit profiles:**
 - You will receive a call from any financial institution that receives an application for credit in your name.
 - You will receive toll-free advice and consultation from trained identity theft counselors related to your fraud alerts.
- **Free credit reports:**
 - Within six weeks of enrollment you will receive your credit reports from the three major bureaus.
 - Every 12 months, you will receive new copies of your credit reports from the major credit bureaus if you renew enrollment.
- **Free notices mailed to stop pre-approved credit offers.**
 - Within two months of enrolling you should see pre-approved credit offers decrease.
- **\$1 Million Guarantee**
 - LifeLock® guarantees your good name up to \$1 million if someone subsequently steals your information and misuses it. This guarantee will be applied should there be a failure or defect in services.



HR Hound Dissects Handbook Changes!

Hey, I know it's been a summer filled with record heat and dog day afternoons. But don't blame this hound! I'm just SO glad to be out of the heat and back with my Northside colleagues and collies again this year!

If you look closely you'll notice that the Employee Handbooks have undergone multiple appendectomies since last year. Many of the familiar appendices were removed and replaced with links directly to the information online. For your convenience though, we created a table in *Appendix A of the Handbook* that provides links directly to the information on the NISD Internet and Intranet.

Other items of interest NEW to this year's Handbooks:

TOPIC	SECTION	CHANGE
Absences	Leaves & Absences	Policy DEC Local currently under revision
Bullying	Employee Conduct	NEW Policy
Employee Handbook Internet Links	Appendix A	NEW to Handbooks
Equal Opportunity Employment	Employment	Expanded definition
Health Savings Account	Benefits	NEW to Handbooks
Personnel Reassignments	Employment	NEW to Handbooks
Personnel Records	Employment	Employee Self Service now available
Resignations	Employment	Re-written
Searches/Employee Testing	Employee Conduct	NEW Policy
Staff Development (Teachers)	Employment	NEW Dates
Termination procedures (non-contract)	Employment	NEW Administrative Regulation
Workers' Compensation	Safety & Health	NEW State guidelines for compensation

NEXT MONTH...Employee Absence Reporting: Succeeding with SEMS