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Benefit Reminders

Biometric Screening and Health Assessment:

New enrollees, including employees and spouses, do not forget to complete your biometric screening and health assessment within 60 days of your medical insurance effective date. Please visit the website below for more information regarding this benefit. Please note: If you or your spouse are pregnant, you do not have to complete the biometric screening; however, you or your spouse must complete the Health Assessment online on myuhc.com.

<http://www.fortbendisd.com/Page/13733>

Flexible Spending Accounts (Use-it-or-lose-it and Filing Deadline):

If you have unused contributions in your FSA for the 2015 plan year you can continue to incur expenses during the first 2.5 months immediately following the end of the plan year, and receive reimbursement for these expenses until such unused funds are depleted. All requests for reimbursement will be accepted and processed through March 30, 2016. After March 30, 2016 funds remaining in your account for the 2015 plan year will be forfeited.

Please refer to <http://www.fortbendisd.com/Page/1219> for more information.



**FBISD wants to help you make your
health a priority, not just a resolution!**

FBISD offers no cost and discounted fitness related programs for employees and their families.

Employees Open Swim— Employees may utilize the Don Cook Natatorium on Mondays, Wednesdays and Friday from 4:30pm to 7:30pm for lap swim. To register, please click [HERE](#).

Health Club Discounts— FBISD and UHC offer discounts to employees and their families to select health clubs such as 24 Hour Fitness and LA Fitness. For more

information on these discounts, click [HERE](#).

Onsite Boot Camps— Employees of ALL fitness levels may participate in boot camps at multiple school campuses. These boot camps are offered at various times and locations, Monday through Friday. To check the schedule and register for onsite boot camps, click [HERE](#).

Payroll Reminders

Banking and Payroll Checks-Janie Banda 281-634-1279

- Direct Deposit is mandatory for ALL employees. Please verify routing number, account number and type of account on direct deposit prior to submission in My Self Serve.
- Effective January 1, 2016, all paper checks will be held in the Payroll department for pickup. Employees must provide banking information at the time of pickup. Employees with pending direct deposits will not have to provide banking information at time of pick-up.
- W-2 and paper checks cannot be forwarded to new addresses by the USPS.
- Active employees may update their address on My Self Serve. If you need to reset your password, please call 281-634-1300.

Supplemental Pay– Gina Cerio 281-634-1410

- Supplemental pay for hourly and salary employees is based on the Supplemental Pay schedule.
- All Supplemental Pay is included on regular payroll check.

Hourly Employees-Rebecca Cano-Garrett 281-634-1226

Employees missing pay should contact the appropriate person:

- Hourly employees missing pay from worked hours should call Rebecca Cano-Garrett at 281-634-1226
- Any employee missing leave pay should submit their inquiry to Talent Connection:
 - Go to <http://www.fortbendisd.com//site/Default.aspx?PageID=7856>
 - Click on Absence Management

Garnishments– Gail Ned 281-634-1220

- Garnishment releases will only be accepted from the originator of the garnishment.

Important information regarding picking up checks, W-2's or any document with personal information

When having someone else pick up checks or documents containing personal information, the employee must email or fax a request to the individual providing the document. The request must include name and relationship of person picking up the document and requestor's signature. The requestor's signature will be verified with employee's personnel file. If the signatures do not match, the request will be denied. The person picking up the document must present a valid photo ID with matching name from the requester.

Documents with personal information (for example: W-2's and copies of paychecks) cannot be scanned, faxed or emailed.

Want to learn more about Fort Bend ISD's Employee Wellness Program and how to get involved? Click [HERE](#) to see our LiveWell calendar and event details. Click [HERE](#) to register for upcoming events.

Employee Spotlight– Sandy Buell



In October 2014, Sandy Buell joined the \$10,000

Healthy Wage Team Challenge through Fort Bend ISD. In November of 2014, just after things got rolling with her challenge, she was diagnosed with Type II Diabetes. That's when she decided she was really going to make a change, and she made her HealthyWager on top of her team challenge.

While her team struggled, Sandy was more determined than ever to get her

health under control through a better diet and exercise. Within 3 weeks she'd cut her blood sugar almost in half, and was able to come off the medications her doctor initially prescribed!

She found support in her team, from friends at school and from her family – especially her 22 year old daughter who had lost almost 90 pounds on her own already!

Sandy's challenge took her through the Holidays and into busy rodeo season where she's a volunteer for the Fort Bend County Fair. But fried Oreos, beer, cotton candy and other notorious fair foods did not sway Sandy

from her goal! She kept up with her strategy of walking 5-7 miles per day, counting her carbs and watching her portions.

To win her Wager, Sandy lost 49 pounds (with a goal to lose only 40) in 9 months. Continuing her weight loss with her HealthyWager, she was also able to ensure she won her Team Challenge Reimbursement prize, a little extra cash incentive for a job well done!

Now down a total of 58 pounds, Sandy is within 20 pounds of her ultimate goal and looking and feeling better than ever.

Congratulations Sandy!

Employer-sponsored Programs

SurgeryPlus is an employer-paid surgery benefit that allows 100% coverage of elective surgeries. It is automatically available to participants in the medical plan. However, please note that not all surgeries are covered. When you need surgery, simply call SurgeryPlus at **855.200.9513, extension 26** or visit MySurgeryPlus.com/FBISD.

Teladoc is a new way to access qualified doctors. If you need to treat a minor medical condition such as cold & flu symptoms, allergies and more, contact Teladoc at 1-800-835-2362 for a phone consult with an licensed physician. This benefit is available to all

FBISD employees and eligible dependents. Medical insurance with the district is not required. You are simply responsible for a \$45 copay per consultation.

Employee Assistance Program (EAP) is an employer-paid program that provides confidential services to employees and their families at no cost. Many of the services such as face to face counseling sessions and phone consultations for legal and financial will not cost you anything. To obtain information or to utilize the program call the 24hr. helpline & Crisis hotline: **1-800-343-3822** or visit www.alliancewp.com.

Fort Bend ISD is now a Fit Friendly Worksite!

Fort Bend ISD has been recognized as a Fit-Friendly Worksite. The Fit-Friendly Worksites Recognition program is an award given by the American Heart Association's *My Heart. My Life.* Initiative and is intended to be a catalyst for positive change in the workplace across America. It recognizes worksites for making the health and wellness of their employees a priority.



This workplace has been recognized by the American Heart Association for meeting criteria for employee wellness.

Maintain Don't Gain Wrap-Up

Congratulations Fort Bend ISD! Over 75% of participants successfully maintained their weight over the holidays in the HealthyWage weight loss challenge! Congratulations to the all teams in the challenge! Special recognition to 3 Fort Bend ISD teams that not only maintained their weight but also loss weight (2.2% or more of their starting total weight) during this challenge:

- **Dynamic Divas**
- **Austin Parkway Maintainers not Gainers**
- **Fantastic Finance Four**

Heart Health Topic– Blood Clots

Blood clots are healthy and lifesaving when they stop bleeding. But they can also form when they aren't needed and cause a heart attack, stroke, or other serious medical problems. Blood clots can form when plaque in your arteries break. Most heart attacks and strokes happen when a plaque in your heart or brain suddenly bursts. Blood clots can also form when your blood doesn't flow properly. If it pools in your blood vessels or heart, platelets are more likely to stick together and form a clot. Atrial fibrillation and deep vein thrombosis (DVT) are two conditions where slowly moving blood can cause clotting problems.

Other Possible Effects of Blood Clots Include:

Kidney Failure - A blood clot in the kidneys can lead to kidney failure, where kidneys can no longer remove fluids and waste from your body.

Pulmonary Embolism - If a blood clot travels from a deep

vein in the body to the lungs, it's called a pulmonary embolism (PE). PE is a serious condition that can damage your lungs and other organs and cause low oxygen levels in your blood.

Venous Thromboembolism (VTE) - Together, PE and DVT make up venous thromboembolism.

Peripheral Artery Disease (PAD) - PAD is a narrowing of the peripheral arteries, most commonly in the arteries of the pelvis and legs.

Pregnancy-related problems - Blood clots can cause miscarriages, stillbirths, and other pregnancy-related problems, such as preeclampsia, which is high blood pressure that occurs during pregnancy.

Do you have any particular health and wellness topics that you want to hear about? Let us know, email us [HERE](#)



FBISD Payroll & Benefits

Administration Building
16431 Lexington Blvd
Room 217
Sugar Land, TX 77479

[Wellness Website](#)

[Benefits Website](#)

benefits@fortbendis.com

payroll@fortbendis.com or 281-634-1221



November 11, 2015 FBID had one of the most successful district wide health fairs ever. Almost 40 vendors participated and several hundred employees took part in this event. The event was highlighted by a Color Guard presentation by the Dulles High School JROTC along with the singing of the National Anthem by FBISD student from Clements High School Matthew Cramer.