

**Fort Bend ISD**  
**2014-15 Benefits Committee**  
**Top Budget Items**  
**19-Nov-14**

		Table Ranking											Number of Reponses	Avg. by Number of Response				
<b>24</b>	403b matching – vest after 5 years to improve turnover	1	1	1	4	1	1	1	3	3	1	5	4	1	<b>13</b>	<b>2.1</b>		
<b>18</b>	Bonus for Continuous employment a)Cheaper to keep someone than to replace them b)Reduce the number of “rehires” – significant number of people leave and return, causing extra work for HR, etc. c)For example, 500 at end of second year, 1000 at end of third year, etc. up to say 10 years.	2	5	2		3		4	1	3		3	3	2	<b>10</b>	<b>2.8</b>		
<b>17</b>	(Partial) Pay for unused sick days a)Pro – discourage use of “Sick Days” when not necessary b)Con – could cause someone to work when infectious	3	4			2		3	4		5		2	2	<b>8</b>	<b>3.1</b>		
<b>26</b>	Extra incentives for working at Title I campus			4	5			5		2		2		3	5	3	<b>8</b>	<b>3.6</b>
<b>5</b>	Partner with a clinic in the district to offer immediate visits to employees and granted 1-2 hours to visit clinic and receive treatment (absence logged in system as medical and not deducted, and employee does not pay copay)							1	5	3		2			1	1	<b>6</b>	<b>2.2</b>
<b>23</b>	Incentives for perfect attendance (monetary award)	2				2					5	4	4	5	<b>6</b>	<b>3.7</b>		
<b>6</b>	Employee child care center (create a second early childhood center in the district that offers tuition based PreK, employee childcare classrooms, etc.)	3						2	2		1		4	<b>5</b>	<b>2.4</b>			
<b>14</b>	Work with Community member Whole Foods for wellness collaboration (Teacher discount program)			3				5			2			<b>3</b>	<b>3.3</b>			
<b>1</b>	Fitness club discounts									1			2	<b>2</b>	<b>1.5</b>			
<b>3</b>	Offer wellness classes at different campuses											5	1	<b>2</b>	<b>3.0</b>			
<b>20</b>	Higher stipends for team leaders					3							4	<b>2</b>	<b>3.5</b>			
<b>7</b>	Free mental health visits (current program does not encourage mental health and the copays are expensive)	4					4							<b>2</b>	<b>4.0</b>			
<b>19</b>	Stipend for Special Education teachers and referrals									5			3	<b>2</b>	<b>4.0</b>			
<b>21</b>	Subsidies/grants for earning additional certifications (cover the cost of test fees)											4	4	<b>2</b>	<b>4.0</b>			
<b>25</b>	Provide prep classes to earn additional certifications	5		5										<b>2</b>	<b>5.0</b>			
<b>15</b>	Get more coverage for children with special needs, ex. outside speech, psychologist, behavior							4						<b>1</b>	<b>4.0</b>			
<b>12</b>	Upgrade benefits with cell phone companies												5	<b>1</b>	<b>5.0</b>			
<b>9</b>	Premium discount if maintaining/staying within range in terms of health																	
<b>4</b>	Onsite Clinics																	
<b>11</b>	Health Savings plan																	
<b>22</b>	Subsidies/grants to earn additional graduate hours to meet adjunct requirements for HCC/WCJC (support dual credit in FBISD)																	
<b>2</b>	Acupuncture																	
<b>8</b>	Better speech services coverage and not all out of pocket (only covered if in an accident)																	
<b>10</b>	Family Medical leave bank, Sick leave bank																	
<b>13</b>	Offer chair massage therapy days																	
<b>16</b>	Jeans every day-Improve morale - Perhaps allow employees to “buy” into it – employees contribute \$500 or \$1000 per year to FBEF for “right” to wear jeans																	