

January 2021



OUR students...THE future

# Ector County Independent School District

## Benefits & Risk Management Newsletter

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## Happy New Year 2021 & Welcome Back

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- New Year Reminders
- FFCRA Update
- 1095 Update

As we begin this new year we remind staff of the importance to self screen, practice social distancing, wear your face mask and shield, and frequent hand washing/hand sanitizing.

January 01, 2021 is the beginning of ECISD 2021 Medical Plan, we encourage staff to review their January check stub for deduction verification. If you have any questions please call our Benefits Office at 432-456-9784.

**This new year practice a positive attitude! See the brighter side of every situation. Developing a positive attitude brings optimism into our life and makes us feel happy..**



Did you know?

## FFCRA Federal Leave ended on 12/31/2020

As you are all aware, the FFCRA federal leave program ended on 12-31-2020. The question on all our minds is, "What happens now for ECISD employees?" Some of the questions we have been asked are answered below:

- Employees must continue to follow the required ECISD protocols for COVID. The end of FFCRA has no effect on these protocols.
- Employees must use their accumulated personal, sick or vacation leave for any COVID related absences after 12-31-2020.
- Employees who have no accumulated leave to use, may request the Local Extended Leave for up to 10 days.
- ECISD will not provide additional leave to replace the FFCRA leave.
- Employees, who have been eligible to work remotely due to COVID, will still be eligible in the same designated COVID related situations.

The end of FFCRA has no effect on ECISD's policy toward remote work.

### \*\*\*Form 1095 Update

**Benefits & Risk Management Team will be processing Form 1095 for 2020 and they will be distributed no later than March 02, 2021. If you have any questions please call our Benefits office at 432-456-9784.**