



**Ector County
Independent
School District**

**Benefits & Risk Management
October 2020**

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October/Fall Issue

Chilly Weather

As we prepare ourselves for shorter days and cooler weather we encourage you to take your flu shot, wash your hands regularly, wear your mask/face shield, and practice social distancing. In this newsletter we provide information in reference to 2021 Benefits, Open Enrollment information, campus schedule, FFRCA, and much more.



2021 Benefits



**This message is intended for
ECISD employees who are eligible for benefits.**

We have all experienced so many changes in the past few months. Keeping this in mind, ECISD is happy to announce that there will be no changes to any benefits for 2021!

The ECISD Medical Plan will have the same benefits, contribution rates and third-party administrators (Blue Cross & Express Scripts) as 2020.

Dental and vision benefits, rates and providers will remain unchanged. Other optional benefits will have the same benefits, rate schedules and providers.

Some plan highlights are included below:

Medical

ECISD contribution - \$380 per month
 Option I - \$1,300 deductible, \$50 & \$80 office visit co-pays, prescription co-pays, \$125 per month employee contribution
 Option III - \$1,900 deductible, \$60 per month employee contribution, \$35 per month HSA contribution if elected

Dental

MetLife Dental - \$2,000 annual benefit, in and out of network benefits,
 \$31.41 per month employee rate,
 \$84.07 per month employee & family rate

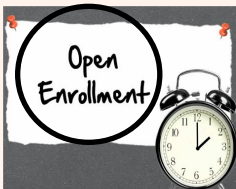
Vision

Superior Vision - in and out of network benefits,
 \$8.65 per month employee rate,
 \$23.35 per month employee & family rate

The open enrollment will be from October 13 –November 20, 2020

As with many things this year, open enrollment will be different. Protecting our employees' health while providing benefit enrollment is our primary concern. Employees may enroll in one of three ways:

- **Self-Enroll Online:** Instructions below
<https://www.ectorcountysd.org/cms/lib/TX50000506/Centricity/Domain/148/Online%20Enrollment%20Instructions%202020.pdf>
- **Enroll by Phone:** 1-855-765-4473, option 4
- **Enroll Virtually through Teams**



View the Open Enrollment Video at <https://ffga.wistia.com/medias/35fejgw6y1>. Please be sure to make your elections for 2021, it's important you have the benefits you need and want.



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Benefits Office

432-456-9789

Website: <https://www.ectorcountysd.org/Domain/148>

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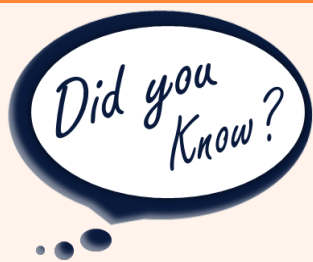


FALL 2020 BENEFITS ENROLLMENT SCHEDULE



THERE WILL BE NO ONSITE ENROLLMENT THIS YEAR. CALL DATES FOR EACH LOCATION ARE SCHEDULED BELOW. EMPLOYEES ARE ENCOURAGED TO CALL AT THEIR SCHEDULED TIME, BUT THEY MAY ALSO CALL AT ANY AVAILABLE TIME.

		Monday 11/02	West Elementary Odessa High School
Tuesday 10/13	Milam Elementary Bonham Middle School Wilson & Young Middle School	Tuesday 11/03	West Elementary Odessa High School Noel Elementary
Wednesday 10/14	Milam Elementary Bonham Middle School Wilson & Young Middle School	Wednesday 11/04	Transportation Department Noel Elementary E.K. Downing Elementary
Thursday 10/15	Bowie Middle School Nimitz Middle School	Thursday 11/05	Transportation Department New Tech Odessa High School Goliad Elementary
Friday 10/16	Bowie Middle School Nimitz Middle School	Friday 11/06	San Jacinto Elementary Jordan Elementary Sam Houston Elementary
Monday 10/19	Burleson Elementary Permian High School	Monday 11/09	San Jacinto Elementary Travis Elementary Jordan Elementary
Tuesday 10/20	Cavazos Elementary Permian High School	Tuesday 11/10	Zavala Elementary Pease Elementary Johnson Elementary
Wednesday 10/21	Lamar Early Education Center Carver Early Education Center Gale Pond/Alamo Elementary	Wednesday 11/11	Special Education Annex Maintenance Department Johnson Elementary
Thursday 10/22	Fly Elementary Cameron Elementary Dowling Elementary	Thursday 11/12	Special Education Annex Blackshear Elementary Austin Elementary
Friday 10/23	Fly Elementary Hays Elementary Ireland Elementary	Friday 11/13	Blackshear Elementary Blanton Elementary Food Service – Main Office
Monday 10/26	Gonzales Elementary Odessa College Technical High School Odessa College Academy (OCA) Frost Bakery – Advanced Technical Center	Saturday 11/14	Make up day for all staff (10:00 – 5:00)
Tuesday 10/27	Buice Elementary Ector Middle School Success Academy Crockett Middle School Ross Elementary	Sunday 11/15	Make up day for all staff (12:00 – 5:00)
Wednesday 10/28	Buice Elementary Ector Middle School Success Academy Crockett Middle School	Monday 11/16	Administration Building
Thursday 10/29	Burnet Elementary Ector Middle School Success Academy Alternative Center/Youth Center	Tuesday 11/17	Administration Building
Friday 10/30	Burnet Elementary Reagan Elementary Zavala Elementary	Wednesday 11/18	Administration Building & Makeup Day
		Thursday 11/19	Administration Building & Makeup Day
		Friday 11/20	Administration Building & Final Makeup Day



FEDERAL EMPLOYEE RIGHTS PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA or Act) requires the Federal government to provide all of its employees with paid sick leave and, for employees who are covered under Title I of the Family and Medical Leave Act (FMLA), with expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

PAID LEAVE ENTITLEMENTS

Generally, the Federal government must provide Federal employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total; and
- 2/3 for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total and
- Up to 12 weeks of paid leave and expanded family and medical leave paid at 2/3 for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

ELIGIBLE EMPLOYEES

In general, employee of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID 19 related reasons (see below). Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

A Federal employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;	5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or
2. has been advised by a health care provider to self-quarantine related to COVID-19;	6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;	
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);	

ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA for Federal employers covered under Title I of the FMLA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Federal employers covered under Title I of the FMLA in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.

An employee requesting emergency paid sick leave and expanded family and medical leave must request leave forms via email to:

Donna Ziriach

Donna.ziriach@ectorcountyisd.org

As soon as the need for leave is identified. Documentation supporting the need for leave should be included when the request is submitted.

Contact Us

Telephone: (432) 456-9789

Fax: (432) 456-9788

Physical Address:

ECISD Administration
Building Room 128
802 N. Sam Houston
Odessa, TX 79761

Mailing Address:

ECISD
Employee Benefits
Department P.O. Box 3912
Odessa, TX 79760

Ector County ISD does not discriminate on the basis of gender, age, race, nationality, religion, disability, socioeconomic standing or non-proficiency in English language skills in providing educational services for students' benefit.

El Distrito Escolar Independiente del Condado de Ector no discrimina en base al sexo, edad, raza, nacionalidad, religión, discapacidad, estatus socio-económico, o falta de dominio de las destrezas del idioma inglés al proporcionar servicios educativos para el beneficio de los estudiantes.

For additional information or to file a complaint:

1-866-487-9243

TTY: 1-877-889-5627
dol.gov/agencies/whd