

Ector County ISD Human Resources



Believing OUR students are THE future, the mission of Ector County ISD is to inspire and challenge every student to be prepared for success and to be adaptable in an ever-changing society.

Ector County ISD Human Resources

Donna Ziriaux, Benefits and Risk Management Director

Yolanda Gordan, Benefits & Risk Management Coordinator

Estela Vejil, Benefits Manager

Maria Melendez, Benefits Supervisor



Ector County ISD Human Resources



OUR students *encounter many* HIGHLY SKILLED STAKEHOLDERS, *focused on preparing them for* THE future

OUR students *are educated by a* COLLABORATIVE TEAM OF PROFESSIONALS, *preparing them for* THE future

OUR students *are supported by countless* CARING ADULTS, *focused on preparing them for* THE future

OUR students **ARE** THE future

Ector County ISD Human Resources

Employee Benefits Overview 2019-2020

Total Annual Compensation

10-Year Teacher Annual Compensation Example

Annual Salary \$57,500

Annual Employer Contribution \$10,929

Total Annual Compensation \$68,429

Ector County ISD Human Resources

ECISD is a
Self-Funded System
for Employee Health
Coverage

Ector County ISD Human Resources

- ECISD Medical Trust is a self-funded Medical Plan
- The Plan has operated for more than 30 years
- The Plan collects funds from employee and District contributions to fund claim payments and other related expenses
- The Plan is considered “self-funded” as opposed to “self-insured” because stop-loss insurance is purchased to take over and pay large claims when they have reached a specified amount.

Ector County ISD Human Resources

Current Participation Rates

| Plan Option | Participants | Participation % |
|--------------------|--------------|-----------------|
| Option I | 2171 | 60.39% |
| Option III | 400 | 11.13% |
| Option III HSA | 262 | 7.28% |
| Hospital Indemnity | 762 | 21.20% |
| Total Employees | 3595 | 100.00% |

Employee and Dependent Benefit Comparison **2019** to **2020**

| Option I | Employee Contribution | Increase |
|------------------------------|-----------------------|----------|
| Employee Only: | \$115.00 / \$125.00 | \$10 |
| Employee & Spouse: | \$490.00 / \$505.00 | \$15 |
| Employee & Child: | \$338.00 / \$353.00 | \$15 |
| Employee & Children: | \$386.00 / \$401.00 | \$15 |
| Employee, Spouse & Children: | \$572.00 / \$592.00 | \$20 |

Employee and Dependent Benefit Comparison 2019 to 2020

| Option III | Employee Contribution | Increase |
|------------------------------|-----------------------|----------|
| Employee Only | \$50.00 / \$60.00 | \$10 |
| Employee & Spouse: | \$375.00 / \$390.00 | \$15 |
| Employee & Child: | \$258.00 / \$273.00 | \$15 |
| Employee & Children: | \$295.00 / \$310.00 | \$15 |
| Employee, Spouse & Children: | \$443.00 / \$463.00 | \$20 |

Ector County ISD Human Resources

ECISD

Benefit Offerings

Ector County ISD Human Resources

Health
Insurance for
Employees and
Their
Dependents

**Accident
Insurance**

Disability
Insurance

**Dental
Insurance**

**Section 125
Cafeteria Plan**

**Health Savings
Accounts**

Vision
Insurance

**Dental
Insurance**

Disability

**Life
Insurance**

Legal Shield

**Coverage for Cancer,
Heart, and Strokes**

Identity Theft Shield

**Section 127
Dependent Care**

MetLife Dental Plan 2020

Dental Plan Cost 2019 vs 2020 :

| | | |
|----------------|---------|---------|
| Employee Only: | 2019 | 2020 |
| | \$29.91 | \$31.41 |

| | | |
|--------------------|---------|---------|
| Employee & Family: | 2019 | 2020 |
| | \$80.07 | \$84.07 |

Benefits, Benefits, Benefits...

