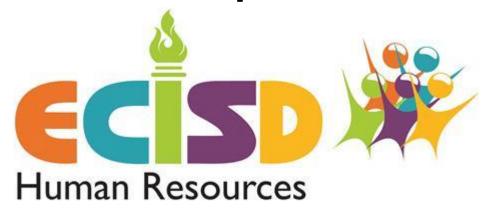


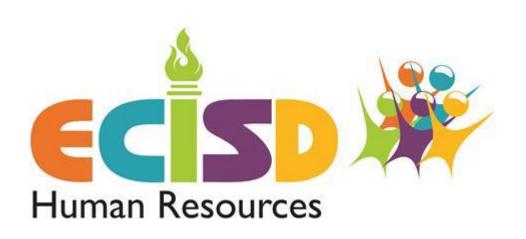
Believing OUR students are THE future, the mission of Ector County ISD is to inspire and challenge every student to be prepared for success and to be adaptable in an ever-changing society.

Donna Ziriax, Benefits and Risk Management Director
Yolanda Gordan, Benefits & Risk Management Coordinator
Estela Vejil, Benefits Manager

Maria Melendez, Benefits Supervisor







OUR students encounter many HIGHLY SKLLED 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

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

ECISD is a Self-Funded System for Employee Health Coverage

- 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.

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

ECISD Benefit Offerings

Health
Insurance for
Employees and
Their
Dependents

Dental Insurance

Accident Insurance

Section 125 Cafeteria Plan

Disability

Disability
Insurance

Health Savings Accounts

> Life Insurance

Insurance

Dental

Vision 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...

