

San Felipe Del Rio CISD

Employee Benefits



District Event

As part of the **Teacher Appreciation Week Celebration**, we will be holding a **5K Fun-Run on Tuesday, May 8th at 5:30 pm.** The race will initiate and end at the Walter Levermann Stadium. Invite your students, parents, family and friends to register and celebrate with you.

Registration is free!

Any donations over \$20 get the Dry-fit shirt below, if turned in to the Employee Benefits Office by 4 p.m. on March 7th. After March 7th the minimum donation to receive a shirt will be \$25, but shirts are not guaranteed. 100% of the donations will benefit the annual United Way Campaign.

Front



Back



Please submit the completed registration forms to your campus/department main office.

****Do not send any money by campus mail****

Employee Newsletter

In this month's Employee Newsletter, we discuss the following topics:

- Online Seminar Reminder: *Self-Care: Remaining Resilient*
- Car and Emergency Checklist
- Snow Day?
- Tips for Saving Energy During the Winter
- Hit the Ground Running Safely
- Help for the Indoor Sneezing Season
- Establish Personal Financial Priorities

What you need to know about

Heart Disease



Every year 720,000 Americans experience their first heart attack. One in four deaths are from heart disease.

A health coach can help you meet your healthy lifestyle goals

Call an IEBP Professional Health Coach at 1-888-818-2822

What is Heart Disease?

Heart disease remains the number one cause of death in the United States for both men and women. When addressing heart disease, a number of cardiovascular conditions fall into this category.

The most common forms of heart disease are:

- **Hypertension** is also referred to as high blood pressure. Blood pressure measures the force it takes for your blood to go through your arteries to the rest of your body. The force it creates on your arteries is your systolic pressure. The pressure on your arteries when your heart is at rest between beats is diastolic. 140/90 is a general guideline for Hypertension. Check with your healthcare provider for what your individual blood pressure should be.
- **Hyperlipidemia** is too much lipids (fats) in the blood. A blood test called a Lipid Panel measures cholesterol, LDL, HDL, and Triglyceride levels. Normal ranges are: Cholesterol < 200; LDL < 100; HDL > 50; and Triglycerides < 150. Check with your healthcare provider for what your individual lab values should be.
- **Coronary Artery Disease** is when plaque builds up inside the coronary arteries causing narrowing of the arteries, which then reduces the supply of oxygen/blood flow to your heart muscles.
- **Ischemic Heart Disease** is the result of coronary artery disease. This is when blood flow/oxygen can no longer pump enough blood to reach the rest of your body due to severe restriction/narrowing of the arteries.
- **Heart Arrhythmia** is a problem with the rate/rhythm of your heartbeat. This can be either too fast, too slow, or irregular beats.
- **Cardiomyopathy** is when the heart muscles become thick, enlarged, rigid and sometimes become scarred or dilated.
- **Heart Failure** is when the pumping action of your heart becomes weaker and is not able to pump enough blood to your lungs (right heart failure) or to the rest of your body (left heart failure).
- **Valvular Disease** is when the heart valves do not work properly and may leak or obstruct the flow of blood in and out of the heart.

Signs and Symptoms

For some, the first sign of heart disease occurs with a heart attack. Heart attack symptoms may include:

- Discomfort or pain with varying intensity in the center or left side of the chest lasting more than a few minutes or going away and returning
- Pain in one or both arms, the jaw, neck and back, or even upper abdomen
- Shortness of breath
- Nausea, vomiting, light-headed, dizzy, or cold sweats

If these symptoms occur, call 911 immediately!

According to the CDC, half of cardiac deaths occur before emergency services or hospital treatment can be administered.

TAKING QUICK ACTION CAN BE LIFE SAVING

Other signs and symptoms vary depending on the specific condition, but may include:

- Chest pain
- Shortness of breath
- Pain, numbness, or weakness of legs and arms
- Irregular heart beat either fluttering, fast, or slow
- Feeling of light-headedness, dizziness, or faint
- Swelling of the extremities
- Fatigue as well as tiring quickly with or without activity

Disclaimer: This material is for informational purposes only and should not be used to replace professional medical advice. Always consult your physician before beginning a new treatment, diet or fitness program. This information should not be considered complete, nor should it be relied on in diagnosing or treating a medical condition.

Risk Factors & Diagnostic Tests

for Heart Disease

Questions to ask your Healthcare Provider

- What is my diagnosis?
- What is this test for? When will I get the results? What will the results tell me?
- What will the medication do for me? How do I take it? Is there a Generic brand I can take?
- What are the side effects of the medication/procedure?

Communication with your Healthcare Provider

- It is important to keep your healthcare provider updated with any changes or concerns with your health.
- Notify your healthcare provider with any side effects and/or barriers that may interfere with taking your medication as prescribed.
- Following your healthcare provider's plan of care optimizes your health outcome.
- If you are working with a professional healthcare coach, share their suggestions with your healthcare provider.
- Tell your provider about alternative medicine, supplements and/or therapies.

Risk Factors for Heart Disease

Age - Men over the age of 45 years old and women over the age of 55 years old are at a higher risk. Women are more likely to develop heart disease after menopause.

Family History - Genetics may affect the development of different forms of heart disease. In CAD, there is an increased risk with family history especially if male relatives developed it before the age of 55 and if female relatives developed it before the age of 65.

High Blood Pressure (hypertension) - Blood pressure that remains uncontrolled can create damage to the arteries and vessels overtime resulting in heart attack, stroke, aneurysm, heart failure, kidney disease, loss of eye sight, and loss of memory. This condition is called the silent killer because most people display no signs or symptoms. Some may have headaches, dizziness, and nose bleeds in the earlier stages.

High Cholesterol (hyperlipidemia) - Cholesterol is a waxy substance that is produced in the liver or may be consumed in food. The body produces the necessary amount of cholesterol to make hormones, vitamin D and digestive substances. When excess amounts of cholesterol are present in the blood stream, it begins to be deposited on the artery walls resulting in the narrowing of the arteries and decreasing blood supply to the heart. Often an individual with high cholesterol will not have signs or symptoms.

Diabetes - High blood glucose levels can damage blood vessels over time. In 65% of individuals with diabetes, death occurs due to some form of heart disease.

Overweight and Obesity - Excess weight is not only linked to an increased risk of heart disease but also an increase of risk factors such as high blood pressure, high cholesterol, diabetes, poor diet, and inactivity. The more overweight an individual is, the more at risk he or she is.

Poor Nutrition - Diets high in saturated fat, cholesterol, salt, trans fats, and refined sugars while low in fruits, vegetables, whole grains, and omega 3 have been connected to heart disease.

Physical Activity - A sedentary lifestyle is connected to the development of heart disease and other risk factors as well.

Cigarette Smoking - Smoking increases blood pressure and the level of blood clotting factors resulting in damage to the circulatory system and an increase risk of heart disease. Exposure to second hand smoke can increase risk of heart disease even in nonsmokers.

Alcohol - Excessive alcohol intake leads to high blood pressure, high triglycerides, and damage to the heart muscle.

Stress - Stress has been connected to an increased risk of heart disease. It is also connected to some of the other risk factors such as high blood pressure, stress eating, drinking and smoking. An emotional event is a common trigger for the onset of heart attacks.

Diagnostic Tests

Physical - Your healthcare provider will measure your weight, listen to your heart, take your heart rate, and check your blood pressure.

Labs - Lipid panel to check cholesterol and triglyceride levels. Another helpful test is the c-reactive protein (CRP) which is used as an indicator for inflammation. Blood glucose level to determine the control or risk of diabetes. High levels of total cholesterol, LDL (bad) cholesterol, triglycerides, CRP, and glucose as well as low HDL (good) cholesterol reflect an increased risk of heart disease.

Electrocardiogram (ECG or EKG) is a procedure that measures the electrical activity of the heart.

Holter Monitoring uses a portable device worn typically 24-72 hours to identify irregular heart rhythms that were not detected by the ECG. This is typically a test for patients with symptoms.

Chest X-ray will show an image of the heart, lung, and blood vessels to help determine possible causes of symptoms such as chest pain and shortness of breath.

Echocardiogram uses ultrasound to create an image of the heart. This will allow your healthcare provider to see how well your heart is pumping and blood is flowing. This is typically a test for patients with symptoms.



Exercise Stress Test measures electrical activity of the heart while on a treadmill. This is typically a test for patients with symptoms.

Cardiac Catheterization uses a thin flexible tube that is threaded to the coronary artery to check for blockage, measure blood pressure and blood flow in the heart chamber, collect blood samples, and inject dye. This is typically a test for patients with symptoms.

Coronary Angiogram, as part of catheterization, uses an x-ray to detect dye that was injected through the cardiac catheterization to monitor blockage and flow of the blood through the heart.

Lifestyle Changes

Prevention & Treatment

Helpful Websites

Centers for Disease Control & Prevention

www.cdc.gov/heartdisease

National Heart Lung and Blood Institute

www.nhlbi.nih.gov

US National Library of Medicine

medlineplus.gov/heartdiseases.html

American Heart Association

www.heart.org

BMI Calculator

www.cdc.gov/healthyweight/assessing

SmokeFree

www.smokefree.gov

American Cancer Society

www.cancer.org/healthy/stay-away-from-tobacco/guide-quit-smoking.html

Agency for Healthcare Research and Quality

www.ahrq.gov

WebMD

www.webmd.com

Health Magazine

www.health.com

Help Guide

www.helpguide.org

Lifestyle Changes

Following recommendations about diet, exercise and other habits can help prevent heart disease, alleviate symptoms, slow heart disease progression and improve quality of life.

Diet

- Increase intake of fruits, vegetables, whole grains, nuts, and seeds.
- Include protein low in fat, legumes, lean meat, poultry, and fish, along with low fat dairy products.
- Decrease intake of high fat and processed meats and dairy products.
- Decrease intake of trans fats and hydrogenated oils.
- Decrease sweets and beverages that are high in sugar.
- Decrease sodium/salt intake.
- Maintain a healthy weight. A Body Mass Index of 18.5-24.9 is considered a normal BMI.
- Check with your healthcare provider if you need to be on any specific type of diet, i.e. low sodium, low cholesterol, etc.
- Changing your eating habits can be difficult whether you are starting fresh with a new meal plan or just changing/enhancing your current plan. Learning what foods to limit and what to eat more of is the beginning process.
- Control portion sizes—make yourself aware of the recommended portion size of each food category.



Physical Activity

- The American Heart Association recommends 150 minutes a week of moderate exercise or 75 minutes of vigorous exercise (with healthcare provider approval). When dividing your exercise up in 2 or 3 segments of 10-15 minutes a day, you will still receive benefits.
- Engage in moderate-intense strengthening activity at least 2 days a week.
- To improve blood pressure and cholesterol, moderate to vigorous aerobic activity should be done 40 minutes 3-4 times per week.
- Check with your healthcare provider for recommended guidelines before starting any physical activity program, especially if you have any preexisting conditions.

Mental Health

People who have a chronic illness such as Heart Disease are more likely to experience feelings of sadness, irritability, feeling blue or depressed. Speak with your healthcare provider if you experience this and seek professional mental health treatment.

Behavioral Changes

- Stop smoking.
- If you drink alcohol, keep intake moderate. No more than 1 alcoholic drink per day for women and no more than 2 alcoholic drinks per day for men.
- Decrease stress. Practice healthy stress management techniques, establish a good support system, participate in regular physical activity, get adequate sleep, and seek professional assistance when necessary.
- Monitor vitals. Regularly check your weight, blood pressure, blood sugar, and lipids.

Medication

Medications may sometimes be needed to help prevent or control heart disease and reduce the risk of a first or repeat heart attack. If prescribed, take medications as directed by your healthcare provider.

Aspirin (81mg) helps to prevent blood clots, decreasing risk of heart attack and stroke.

Beta-blockers slow the heart, allowing it to beat less to lower blood pressure and decrease the amount of work for the heart.

Nitrates stop chest pain.

Calcium channel blockers relax blood vessels to decrease blood pressure and chest pain.

Diuretics decrease excess fluid in the body and decrease blood pressure.

Angiotensin converting enzyme (ACE) decreases blood pressure and allows the heart to pump easier.

Angiotensin II receptor blockers (ARBs) lower blood pressure and allow the heart to pump easier.

Alpha blockers allow blood to pass through easier resulting in a decrease in blood pressure.

Alpha beta blockers slow the heartbeat to decrease blood pressure.

Vasodilators relax the muscles allowing bloods vessel to open, resulting in a decrease in blood pressure.

Statins prevent the liver from producing cholesterol.

Bile acid resins prevent bile from being reabsorbed to decrease cholesterol.

Nicotinic Acid lowers LDL (bad) cholesterol and raises HDL (good) cholesterol.

Fibrates reduce triglyceride production and increase HDL (good) cholesterol.

Cholesterol absorption inhibitors decrease the absorption of dietary and biliary cholesterol in the intestines.



THE EMPLOYEE ENHANCEMENT NEWSLETTER

Public Employee Benefits Alliance

HELPFUL RESOURCES FROM YOUR
EMPLOYEE ASSISTANCE PROGRAM

FEB.
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February Online Seminar

Self-Care: Remaining Resilient

Learn to identify ongoing symptoms of stress and how to find a healthy approach to the demands of work and home.

Available on-demand starting February 20th at www.deeroakseap.com

About Your EAP

Life Can Be Hectic. The EAP Can Help You Find Your Balance.

Deer Oaks, your EAP, is always available to you and your household members. If you are struggling with children, finances, or just want some practical advice on health or the mind-body connection, contact Deer Oaks by calling the Helpline. Counselors are available 24/7 to provide you with immediate care.

Financial Assist

If you have questions about a financial issue, speaking with a financial expert can help. Your EAP provides you with free consultations with financial experts on everything from credit and debt, to purchasing a home, or saving for retirement. We also offer a full selection of financial articles, tip sheets, financial calculators, and other online tools to help you get the answers you need.

Helpline: 866-327-2400
Web: www.deeroakseap.com
Email: eap@deeroaks.com

Car and Emergency Checklist

Are you ready for winter driving? Keep these items in an emergency kit in your vehicle:

- Cell phone, portable charger, and extra batteries
- Shovel
- Windshield scraper
- Battery-powered radio with extra batteries
- Flashlight with extra batteries
- Water
- Snack food
- Extra hats, coats, and mittens
- Blankets
- Compass
- Canned compressed air with sealant for emergency tire repair
- Chains or rope
- Tire chains
- Road salt and sand
- Booster cables
- Emergency flares
- Bright colored flag or help signs
- First aid kit
- Tool kit
- Road maps
- Paper towels
- Waterproof matches and a can to melt snow for water

Source: Winter weather checklists. <http://emergency.cdc.gov/disasters/winter/beforestorm/supplylists.asp>. Retrieved November 2015.

Snow Day?

Although having a “snow day” can be a welcomed break from everyday routines, it can also be a challenge for parents not ready for the unexpected day off.

Officials at StudyDog, an online reading program geared toward elementary kids, recommends productive activities for parents looking for things to do when winter weather keeps children at home.

- **Play games.** Break out popular board games like Candyland, Life, and Twister or get creative and make your own. There are also lots of entertaining and educational games children can play online to sharpen basic reading skills too.
- **Reading time.** Make reading time fun by building a fort with pillows and blankets and reading books together inside it with a flashlight.
- **Have fun in the kitchen.** Make a special treat or meal. Let the kids help with the planning and preparation of the food. Children can learn how to follow recipe directions, improve reading and comprehension skills, and learn basic math and science concepts while having fun.
- **Get crafty.** Get out the art supplies and let children get creative making art projects. Check Pinterest for ideas you can enjoy doing together.
- **Play outside.** Time spent outside can be a great energy release for children. They can spend some time building snowmen, sledding, having a snowball-throwing contest or building a snow fort.

Health-e headlines™

Tips for Saving Energy During the Winter

In the winter, when many people turn on their heaters and put up holiday lights, gas and electric bills can be much higher than usual. According to the Department of Energy (DOE), a family spends more than \$1,900 a year on electricity bills and other utilities. A big part of those costs comes from wasted energy during those cold months. However, you can save on winter energy costs if you make some changes in certain areas of your home.

Lighting

Improve the lighting in your home and save energy.

- Replace traditional light bulbs with compact fluorescent light bulbs, which last between 6 and 12 times longer. Remember to turn off any lights that aren't in use.
- Consider using LED lights for holiday decorations. These use 90% less energy than standard lights.

Thermostats and Heating

Keep your home warm and comfortable.

- Install a programmable thermostat for your home's heating system.
- Keep the doors and windows closed while the heat is on.
- Frequently change the filters in your furnace.
- Set the thermostat on your water heater to 120° Fahrenheit.

General Tips

Be energy efficient throughout your home.

- Use the exhaust fan in the kitchen and bathrooms only when necessary.
- Repair any water leaks in the bathrooms, kitchen, laundry room, and so on.
- Use power strips to plug in portable heaters, televisions, and cell phone chargers. That way, you can turn off the power switch when the devices are not in use.
- If you're thinking of replacing your appliances, make sure they have an Energy Star logo. Energy Star products are more energy efficient.

Programs for Low-Income Families

During the winter, the government helps low-income families with their energy bills. The Low Income Home Energy Assistance Program, also known as LIHEAP, helps families pay some of their heating costs. To see if you qualify for these benefits, contact your local LIHEAP office (<http://www.acf.hhs.gov/programs/ocs/liheap-state-and-territory-contact-listing>) for more information.

Source: USA.gov Blog. (2013, November 15). Tips for saving energy during the winter. Retrieved August 19, 2014, from <http://blog.usa.gov>

Hit the Ground Running Safely

If you're ready to train for a charity 5K or more serious road running, follow this advice from Saint Louis University physical therapy professor Chris Sebelski. You'll hit the ground running and have realistic expectations about the work ahead.

- Before you begin, visit your doctor for a complete overall body check-up and talk about your exercise plans.
- It's easy to go overboard during the enthusiasm of planning, but be sure you accurately acknowledge your current level of fitness. If you haven't been exercising at all, you'll want to start with a walking/jogging mix.
- Consider journaling to keep track of your progress and how you feel.
- Make small steps and celebrate little victories.
- Anticipate setbacks and obstacles (a cold, an injury, caregiving) and adjust your workout.
- Always do something. A few minutes doing squats is better than nothing.
- Consume calories smartly (lean proteins, whole grains). Drink water.
- Cross train with yoga for stretching or Pilates to build core strength.
- Join friends to train. Follow each other on Facebook. Blog about your experience. Let others cheer you on.

Health-e headlines™

Help for the Indoor Sneezing Season

Sometimes indoor winter air brings a whole new set of allergy and asthma triggers including dust, pet dander, and mold.

Doctors from the American College of Allergy, Asthma and Immunology offer advice on how to stay sneeze- and snuffle-free indoors this winter.

- Reduce moisture in your home to keep dust mites in check. Maintain humidity below 55%, and don't use a humidifier or a vaporizer.
- Filter out dust and other allergens by installing a high efficiency furnace filter with a MERV rating of 11 or 12, and be sure to change it every 3 months.
- Banish allergens from the bedroom (where you spend a third of your life). Keep pets and their dander out, and encase mattresses and pillows with dust-mite-proof covers. Use blinds instead of curtains.
- Allergy sufferers should wear a NIOSH-rated N95 mask while dusting—a chore that should be done regularly. Wash bedding and stuffed animals in hot water every 14 days and use a vacuum with a HEPA filter.
- Turn on the fan or open the window to reduce mold growth in bathrooms (while bathing) and kitchens (while cooking). Wear latex-free gloves and clean visible mold with a 5% bleach solution and detergent.
- Box up books and knick-knacks and limit the number of indoor plants. When you are buying new furniture, like chairs or sofas, opt for leather or other nonporous surfaces to make cleaning easier.

Health-e headlines™



Establish Personal Financial Priorities

When you are recovering from a personal setback, you'll likely find yourself having to establish financial priorities so that you'll know where to focus your effort and resources. Not all of your household debts will equally impact your family. Your first payment priorities should be all bills associated with your essential needs, including utilities, food, mortgage or rent, and insurance. While you can most likely find ways to save on all of these bills, by cutting back and negotiating lower rates, paying them is extremely important.

If you become unemployed, you may have the right to extend your medical coverage through the Consolidated Omnibus Budget Reconciliation Act (COBRA). Under COBRA, your insurance payments will likely be significantly higher than they were when you were employed, but they will be lower than similar coverage obtained on your own. Having appropriate health insurance coverage is essential because a medical emergency could devastate your finances.

The government also offers programs, such as Medicaid, for people with low incomes. Also, check with your local state government about health insurance programs.

The following is an example of how you might prioritize your financial obligations:

- First priority debts likely include your rent or mortgage, tax liabilities, insurance premiums, auto loans, and utilities.
- Second priority debts may include other secured loans through financial institutions, such as a car loan.
- Third priority lenders may include retailers, hospitals, doctors, credit card issuers and other unsecured creditors.

Remember, each person will have his or her own unique list of priorities. Realize that just because a category of debt is listed as a third priority, does not mean it isn't important. It simply means you need to contact and make payments to the higher priority creditors first. For help determining your financial priorities, you can use a simple Financial Priorities Worksheet.

After you decide what your priorities are, review your budget and determine which bills you are unable to fully pay. Then, contact your creditors to discuss your situation. Explain that you want to pay your bills but due to your setback, are unable to. In some situations, you may be able to get a new payment plan.

About Money Management International

Money Management International (MMI) is a nonprofit, full-service credit-counseling agency, providing confidential financial guidance, financial education, counseling and debt management assistance to consumers since 1958. MMI helps consumers trim their expenses, develop a spending plan and repay debts. Counseling is available by appointment in branch offices and 24/7 by telephone and Internet. Services are available in English or Spanish. To learn more, call 800.432.7310 or visit www.MoneyManagement.org.