

# THE FW INSIDER

## CONSIDERING RETIREMENT OR A CHANGE?

If you are considering retirement or thinking about making a change and leaving the District at the end of this school year, please have a conversation with your principal or director as soon as possible. While we will be sad to see you go, it is helpful for us to have as much advance notice as possible so we can have time to look for and hire a suitable replacement. Thank you in advance for communicating to let the District know of your plans. Also, feel free to contact Stacie Stuart if you have additional questions about retirement dates, ASRS, COBRA, or anything else related to retirement or resignation from FWUSD.

## PERSONAL BENEFITS REVIEW TIME

As we launch into second semester, it is time to review your benefits and assess whether your selections are working for you. Here are a few things to start thinking about: Employees have access to Jorgensen Brooks for resources in mental health, personal growth, family life, relationships, and much more! You can receive confidential and no cost short-term counseling by calling 520-575-8623, going to, or downloading the Jorgensen Brooks app. The app has a searchable database of over 5,000 articles, resources, and links. Also, Open Enrollment will be here soon and you can prepare ahead of time by:

1. Reviewing your current elections. Are the plans working for you? Are your beneficiaries for life insurance up to date?
2. Review lifestyle changes – Did you get married, divorced, or have a baby? Have you been diagnosed with a chronic condition or prescribed a new medication? Are you planning to have an elective surgery? Have you had Lasik eye surgery and no longer need vision insurance?
3. Take time to review the benefits materials on our website under Quick Links / Employee Benefits. It's important to review to make sure you are maximizing your benefits options.
4. Do the math. List out your medical costs for the previous year. You may save money by switching from the PPO to the High Deductible Plan depending on your situation.
5. If you are under 26 years old, assess whether to stay on your parent's plan.

Rates for the 24-25 school year, plan options, and other information will be available as we get closer to open enrollment in a few months. In the meantime, we encourage you to take some time to assess your situation. If you have questions leading up to Open Enrollment, please contact Stacie Stuart at 8825.

## DR. REFF ASSOCIATE SUPERINTENDENT



The Governing Board has approved Dr. Audrey Reff to the position of Associate Superintendent effective July 1, 2024! Dr. Reff's primary areas of responsibility will be curriculum, instruction, assessment and professional development, along with oversight of school principals. Dr. Reff has served 29 years in the Flowing Wells School District. She started her teaching career at Richardson and Centennial Elementary Schools, became a Title I reading specialist at Laguna Elementary, worked as a district reading specialist, served for eight years as Director of Federal Programs, and for three years has served as Assistant Superintendent. Dr. Reff is a dedicated leader and looks forward to continuing her work supporting the staff and students of Flowing Wells. Congratulations to Dr. Reff!

## HIRING SOON FOR 24-25

We have already started posting known certified positions for the 24-25 school year. If you know a teacher who might be interested in joining our school district next year, please encourage them to apply! We will continue to post all known positions as they become available, so the job listings will change often. Help us spread the word about Flowing Wells and the meaningful impact our teachers have in the lives of our students. To apply or get more information, applicants can visit the FW website.

## MORNING LOCKDOWN DRILL 1/31

We will be having lockdown drills at each school site at the start of the school day on Wednesday, January 31st. Your principal will share additional details with you before that date. Thank you in advance to all of our Flowing Wells employees for helping to keep our students safe!

## W2 INFORMATION

W2 and 1095 documents will be available in ESS no later than January 31, 2024. Employees will be able to print the documents directly from ESS. To find your W2, log into ESS, then in the left-hand column, click Pay/Tax Information, then click W2.

