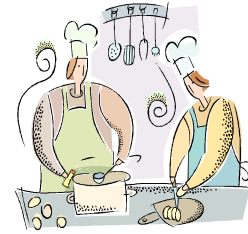


Food Service Flash



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Outsourcing in SAISD Food Service not under consideration

When rumors hit the Alliance Leadership about outsourcing or privatizing the SAISD Food Service department, immediate questions were raised to school board members and the administration. Board members quickly dispelled rumors that they had ordered any evaluations from Sodexo, Aramark or other private companies.

In an email to food service managers, Sally Cody, stated that the District was not in negotiations with any outside management firm and that, "The reality is that we must overcome our financial deficit and we need to do this now. I know that working together, we can do it! We are the only ones who can fix this problem. The administrative team believes in you and together we can get out this deficit."

About 100 food service managers and employees from 40 schools, all dressed in red, attended Monday night's school board meeting to express concern on outsourcing Food Service in SAISD. Managers Hilda Cantu, Vaneta Garcia, and Alliance Executive Vice President Rachel Martinez addressed the Board. Later the Board heard a presentation from Ms. Cody on the state of the Food Service Department. Board President, James Howard told the cheering Food Service workers that the District was not considering outsourcing the Food Service Department. Board Secretary Tom Lopez told the managers that the District should look at providing updated equipment and the tools needed to serve the children.

First Advantage Letter

Classified employees are receiving a letters from First Advantage Background Services Corp. The letter informs SASD employees that they are conducting a background check for employment purposes. When this letter was questioned at Consultation, Alliance leaders were informed that this was a continuation of the criminal background check process that the District has used for the last several years. State law requires school districts to check on the criminal background of employees and volunteers that have contact with children. The District has run criminal

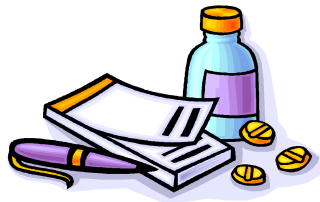
Criminal Background Checks

background checks on all employees twice a year since the program was put in place. A change in the law requires First Advantage to inform each employee of this background check, which is why employees are receiving the letter. Toni Thompson, Associate Superintendent for Human Resources will be sending each classified employee a memo explaining the First Advantage letter and each employee's responsibility to inform the District if they are arrested and/or convicted of a criminal offense.

Humana Health Insurance

All SAISD employees cover by the Humana health insurance should receive an important letter from Irma Hernandez, Director, Employee Benefits and Risk Management. The letter asks employees to check their enclosed benefit information for accuracy and to notify the Employee Benefits & Risk Management Department at **299-4478 if they want to make any corrections to their insurance.**

This is also an opportunity to change plans if the employee so chooses. The SAISD Employee Benefits Committee learned that the Humana Coverage First may not cover the same health providers that employees had previously used. The committee was informed that the Humana HMO has a broader list of providers but also requires a referral for specialists. Regardless of the reason for change, employees wishing to modify their coverage must notify the



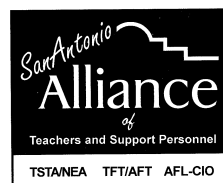
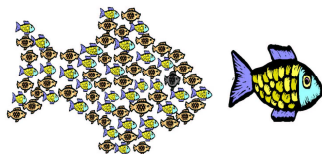
Department **no later than November 21, 2008.** No benefit changes will be made after that date unless an employee experiences a qualifying event such as a birth or divorce.

Make note of two important phone numbers. If you have a medical concern and need advice, call the **Humana Nurse Line** at **1-800-622-9529**. (This phone # is on the back of your insurance card.) If you have a question about your insurance, you can contact the Human representative who is onsite in SAISD, **Angelina Orozco**, at **299-5571**.

The Employee Benefits Committee includes the following Alliance leaders: Shelley Potter, J.B. Richeson, Terry Armstrong, Norma Juarez, Hilda Cantu, Elaine Pierce, Gerald Veteto, and Susie Alfaro. The committee will continue to monitor the transition to Humana and will keep you informed on issues that affect your health and your insurance costs.

Alliance Climate Survey

The Alliance, as your elected representative, needs your feedback on our SAISD Climate Survey. Print copies of the survey have been sent out to all classified employees via “pony” mail. You may also access the survey on the Alliance website, www.SanAntonioAlliance.org.



Unity – Needed Now More Than Ever!