

# Florence District Three

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## HR & Special Programs Report

2021-2022 School Year

# Employee Assistance Program

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Florence Three is partnering with ESPYR to provide an Employee Assistance Program.

**Confidential** resources, referrals and counseling at no cost to the Employee.

- Web-based resources and information
- Immediate support with a counselor 24/7
- Critical Incident Response
- Assessment, and if appropriate, short-term counseling or referral to resources for up to 6 sessions per issue (includes family members).

Employees can connect by phone, internet or app.

# Employee Assistance Program

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## What is an EAP?

A program provided and designed to improve employee well-being.

EAP services cover a wide variety of issues that affect employees and family members.

- Stress
- Emotional Concerns
- Work/Life Balance
- Family/Marital Relationships
- Substance Abuse
- Building Resiliency
- Financial Consultation
- Academic Resources
- Childcare Referrals
- Eldercare Resources
- Legal Inquiries

# Employee Assistance Program

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## Legal

30 min free telephonic or in-person consultation with a local attorney

Simple wills

24 hour emergency services

Consultation with a mediator

25% discount on mediator or attorney fees

## Financial

30 min free consultation with a financial advisor

Financial Planning  
Retirement Strategies  
Money Management  
Debt and Financial Problems  
Tax Preparation & Consultation

25% discount on provider or CPA's customary fees

## Identity Theft Recovery

60 min free telephone consultation

ID theft emergency response kit

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## Childcare

At least 3 resources are provided:

- Day care
- Emergency care
- In-home care agencies
- Before/After school programs
- Special needs programs
- Nurseries and preschools
- Summer camps
- Transportation services
- We verify immediate availability

## Eldercare

At least 3 resources are provided.

- Nursing homes
- Assisted living
- Home Health
- Respite care
- Companion programs
- Caregiver support
- Medicare/Medicaid information
- Immediate openings and appropriateness verified

## Adoption

Resources and information including:

- Private and public adoption agencies
- Adoption support groups
- Adoption attorneys
- Post-adoption counselors

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## Academic

- Referrals to tutors
- Customized profiles for all types of schools
- College planning guidebooks

## Concierge & Special Needs

Specialists provide callers with referrals concerning these and other topics:

- House and home improvement, cleaning services, gifts and shopping, health and fitness, transportation resources
- Assessment and education on topics like ADHD, cancer, hearing problems, heart issues, and more

## Pet Services

- Breeders
- Walkers/sitters
- Groomers
- Kennels
- Veterinarians

## Relocation

- Lists of moving companies, housing options, real estate agents, utility companies, schools, doctors
- Address change assistance