

# For Your Benefit



CERTIFICATED EMPLOYEE BENEFITS • FALL 2020

## Your 2021 annual enrollment packet



Everything you need to know about 2021 annual enrollment is right here in your hands. Flip to the back of this newsletter for your **2021 annual enrollment flier**. It:

- Describes some important changes to your benefits, effective January 1
- Explains the steps you need to take during annual enrollment

And don't forget, if you want to pay the lowest health plan premiums in 2021, be sure to take the Cigna health assessment by November 30, 2020. **See page 10.**

### INSIDE

- 2 New maternity "bundles" program delivers exceptional care
- 5 Four new MyHealth Bundles announced
- 6 Virtual mindfulness class coming in January
- 7 MNPS Health Care Centers receive AAAHC certification
- 8 Four free resources for people with diabetes
- 11 How to pocket \$100 – every year
- 13 2021 annual enrollment flier

Be smart  
Live well

[MNPSBenefits.org](https://mnpsbenefits.org)

## Get your benefits questions answered year-round



### Your benefits website

This site explains just about everything you need to know about your MNPS benefits and health/wellness programs.

[MNPSBenefits.org](https://mnpsbenefits.org)



### MNPS Health Care Centers website

This site is all about our five onsite employee health clinics (location, hours, services, staff, events).

[MNPSHealth.org](https://mnpshealth.org)



### Your benefits team

They can answer your questions if the websites can't.

615-259-8463 or [benefits@mnps.org](mailto:benefits@mnps.org)

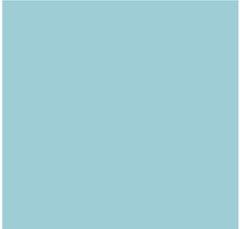
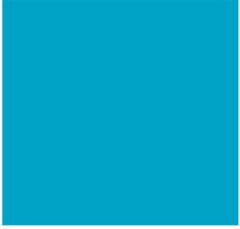


### Have a Cigna coverage question?

Carolyn McDonald, our onsite Cigna representative, is devoted to helping MNPS employees get their Cigna coverage questions answered.

615-821-6126 or [carolyn.mcdonald@cigna.com](mailto:carolyn.mcdonald@cigna.com)

# MyMaternityHealth delivers



Lisa Shadrick welcomed her son, Jameson, this summer and is reveling in motherhood. “I love being a mom,” she says.

The Wright Middle School tutor credits her smooth prenatal experience to a bundled maternity program offered through Vanderbilt Health, called MyMaternityHealth, and covered by her MNPS certificated medical plan.

The program’s patient navigators guide expectant parents through their pregnancies and 12 weeks postpartum, offering a support system they can tap into whenever they need help or have questions.

Lisa uses the My Health at Vanderbilt app to contact her navigator and access services like postpartum counseling.

“I’m able to meet with a counselor once a week and talk about all things mom, all things stress, all things anxiety producing, and it’s been a huge blessing,” Lisa says. “If I have a simple question about something, I can email her directly.”

Paragon Mills fourth-grade teacher and first-time mom Alexis Scott also participated in the program and recently welcomed twins.

“MyMaternityHealth has given us so much,” Alexis says. “It’s helped us through our journey of prenatal care. I feel really cared for entering into motherhood.”

I’m able to meet with a counselor once a week and talk about all things mom, all things stress, all things anxiety producing, and it’s been a huge blessing,”

– Lisa Shadrick

## No bills, less stress

Through the bundled program, all care is fully covered. And no bills translated to less stress for Lisa and her husband, Eric, who is also an MNPS teacher. That proved exceptionally helpful when Jameson had a health issue that required extra imaging and care.

“That is huge, especially when you’re pregnant,” Lisa says. “I didn’t have to worry about copays and bills.”



Learn more at [MyMaternityHealth.org](https://www.mymaternityhealth.org).

# exceptional care

## Nontraditional options are available

MyMaternityHealth offers care and delivery options that include midwife-assisted birth, a choice Lisa and Eric made.

“What excited me the most was that I was able to go the nontraditional route and use a midwife,” she says. “Vanderbilt’s reputation is great, so I didn’t have any hesitation at all when it came to choosing a provider for our family. I felt very confident in the doctors and the midwives delivering our son.”

## Care during COVID-19

Pregnancy during a pandemic can be concerning to many parents-to-be, but many of Lisa’s office visits were done through telehealth.

“I could log in from anywhere, talk to my provider, log off and then go about my day,” she says. “And I felt like the treatment and the care were the same as being in the office. The midwives cared about me just as much over a computer screen as when I walked into the office.”



“It’s helped us through our journey of prenatal care. I feel really cared for entering into motherhood.”

— Alexis Scott



## More benefits for building families

**For employees and spouses in the Certificated Employee Health Plan**

### Cigna’s Healthy Pregnancies Healthy Babies®

This program helps keep you and your baby healthy during your pregnancy and in the weeks following birth. Get telephone nurse support 24/7 and access to a library of maternity resources and tracking tools. Call **1-800-615-2906**. If you enroll in your first trimester and complete the program, you earn \$500 (\$250 if you enroll in your second trimester). You can participate even if you enroll in Vanderbilt’s MyMaternityHealth program.

Visit [MNPSBenefits.org/hphb](https://MNPSBenefits.org/hphb) for details.

### Fertility benefits

Employees facing fertility challenges can receive services through Progyny. The benefit includes the latest technologies and treatments, access to high-quality care through a premier network of fertility specialists, and personalized support and guidance from a dedicated Patient Care Advocate (PCA). Progyny PCA support is crucial, especially as we face unknowns during the COVID-19 pandemic.

Visit [MNPSBenefits.org/progyny](https://MNPSBenefits.org/progyny) to learn more, or text or call **1-855-507-6311**.

# 45 is the new 50!

## Get screened for colon cancer

Did you know that the American Cancer Society lowered the starting age for colon cancer screening from 50 to 45? If you're age 45 or older and think you may be due for colon cancer screening, you have options:

- Call the MNPS Health Care Centers at **615-259-8755** to discuss your screening options.
- Consider the Cologuard® noninvasive screening test. It does not require bowel prep, but rather detects blood and DNA associated with colon cancer and pre-cancer in a stool sample. Like a traditional screening colonoscopy, the Cologuard kit is free for employees and adult dependents enrolled in the Certificated Employee Health Plan who qualify. Learn more at **MNPSBenefits.org/crc**.



# What are MyHealth Bundles?

MyHealth Bundles by Vanderbilt Health are designed to provide an enhanced health care experience with zero out-of-pocket costs. By completely reimagining your care and “bundling” all of the services you need to succeed with common or complex health conditions, this new approach provides additional support and convenience to ease many of the worries commonly associated with health care.

What are the benefits?

- Zero out-of-pocket costs
- Dedicated patient navigator to guide patients through the process
- High touch service
- Enhanced scheduling
- Telehealth services
- Services provided by Vanderbilt Health providers

Learn more at **MyHealthBundles.com**.



# Which MyHealth Bundles are available?

MNPS's MyMaternityHealth bundle, launched in early 2020, has welcomed 16 babies to date, and 84 mothers-to-be are enrolled. On January 1, MNPS will offer four additional MyHealth Bundles. Here's an overview of each:



## MyMaternityHealth (prenatal and postnatal care)

MyMaternityHealth includes coordinated, proactive maternity care for the entire length of the pregnancy, from enrollment through the delivery, and 12 weeks after delivery. Highlights include: your choice of Vanderbilt Health midwives and physicians, free educational classes, telehealth visits and tele-lactation visits.



## MyHearingHealth (cochlear implant surgery) **New for 2021!**

This life-changing program bundles all the services needed for a successful procedure and recovery, providing patients with severe hearing loss with a faster, more simplified pathway to cochlear implant surgery. By eliminating unnecessary appointments and travel, the process is streamlined to a single-day experience in many cases. Patients benefit from a respected team of specialists known for groundbreaking research and innovative treatment options.



## MySpineHealth (select spine surgeries) **New for 2021!**

This innovative approach to spine surgery bundles all of the services needed for the fastest, most cost-effective treatment and recovery path for patients suffering from chronic back pain. The bundle includes three of the most common spine procedures: cervical fusion, lumbar fusion and lumbar laminectomy.



## MyOrthoHealth (total joint replacement for hip and knee) **New for 2021!**

The program covers hip and knee joint replacements, bundling all the care needed to speed recovery and get back to life and work quickly. The bundle eliminates unnecessary treatment and enhances recovery through the use of telehealth and an innovative digital care platform that delivers virtual rehab.



## MyWeightlossHealth (surgical weight loss) **New for 2021!**

This program provides a streamlined and personalized approach to bariatric surgery and recovery. The Vanderbilt Health team works with you to develop a customized care plan that combines surgery, nutrition, exercise and psychological support to ensure success. Vanderbilt surgeons also use the most advanced laparoscopic surgical options for weight loss surgery.

# The unexpected benefits of virtual mindfulness



When McGavock High School English teacher Ed Lawless signed up for MNPS's first virtual Mindfulness-Based Stress Reduction (MBSR) course this summer, he was a bit worried.

"I fit into the 'doesn't play well with others' category," Ed says drolly.

Once the class got underway, though, his worries quickly evaporated.

"Even for someone who doesn't play well with others, this is a shared experience," he says. "Witnessing others go through the process...is enlightening and comforting. I noticed positive effects after the first class."

MNPS Health Care Centers Medical Director Dr. Martha Shepherd agrees, saying, "We've offered the MBSR course in-person at the Employee Wellness Center four times

now. Each time the participants have stressed the value of the group connection that forms over nine weeks. We were pleased that the virtual format didn't change that experience. In fact, it offered a convenience factor that enabled some to participate who had not been able to attend past classes."

Ed believes the virtual environment actually enhanced his experience.

"I was able to be more open and honest," he says. "Being in my own home and space fostered a level of comfort I seriously would not be able to attain if I was in a classroom or outside setting."

He encourages others to give MBSR a try. "Assure your family it will be beneficial for them as well, as it will improve your overall relationships with people," he says.

## Next virtual MBSR class coming in January

- Nine virtual evening classes and one Saturday retreat via Zoom teleconference (January-March)
- Led by Vanderbilt Osher Center's Michelle Pearce, Dr. Martha Shepherd, and MBSR instructor and physical therapist Bobby Russell
- To get notified when registration opens, visit [MNPSHealth.org/mindfulness](https://MNPSHealth.org/mindfulness) and click Notify Me.

# Patient-centered care

The MNPS Employee & Family Health Care Centers have operated as a patient-centered medical home (PCMH) for many years. But this year is a special one! We're very excited to announce that we've been awarded Medical Home Certification by the Accreditation Association for Ambulatory Health Care (AAAHC). This prestigious certification recognizes our commitment to providing the highest levels of quality care to our patients.

As we've always said, a patient-centered medical home is not a place. Rather, it's a team approach to providing health care, and YOU are the most important member of that team. Here's how we care for you:



## Five convenient locations in Davidson County

### CENTRAL

Employee Wellness Center at Berry Hill  
2694 Fessey Court,  
Nashville  
M-F 7 a.m.-7 p.m.  
Sat. 8 a.m.-2 p.m.

### NORTHEAST

Two Rivers Middle  
2995 McGavock Pike,  
Nashville  
M-F 8 a.m.-6 p.m.

### NORTH

Taylor Stratton  
Elementary  
306 West Old Hickory  
Blvd., Madison  
M-F 7 a.m.-6 p.m.

### SOUTHEAST

Mt. View Elementary  
3812 Murfreesboro  
Road, Antioch  
M-F 7 a.m.-5 p.m.

### WEST

Bellevue Middle  
School  
651 Colice Jeanne  
Road, Nashville  
M-F 8 a.m.-6 p.m.

Employees and their family members enrolled in the MNPS Certificated Employee Health Plan may use all MNPS Health Care Centers at no cost/copy. Some hours may temporarily vary from those listed here due to coronavirus.

Learn more at [MNPSHealth.org](https://MNPSHealth.org) For an appointment, call **615-259-8755**



## Vanderbilt Health

at Metro Nashville Public Schools  
Employee & Family Health Care Centers



# Diabetes management resources

## Available to you at no cost!

The MNPS Health Care Centers can help employees and their family members manage diabetes. Office visits are no cost to those covered by the Certificated Employee Health Plan. Medications and supplies required to manage diabetes are also covered at no cost through your prescription drug benefits.

But that's not all. Look at these additional resources — all available to you at no cost.

### 1 <sup>NEW!</sup> Diabetes and nutrition education

Effective immediately, employees and their covered dependents with diabetes can now see a certified diabetes educator for:

- Diabetes self-management education
- Medical nutrition therapy

You simply need a referral from your primary care provider or endocrinologist to access these services. Some network providers offer telehealth options, including Vanderbilt.

### 2 Telehealth with an endocrinologist

Patients can schedule a diabetes specialist telehealth visit with Vanderbilt Health's Dr. Chanhaeng Rhee, Medical Director for the Eskin Adult Diabetes Clinic. Simply make an in-person appointment at one of the MNPS Health Care Centers. When you arrive, a nurse will check you in and help get your visit started with Dr. Rhee. If lab/blood work is ordered, it can be done while you're in the clinic.

### 3 Vision screening

Diabetic eye exams are available at the MNPS Health Care Centers. Images are then reviewed by an ophthalmologist. If signs of retinopathy are found, we will contact you to discuss next steps. But this screening does not replace regular eye exams, provide a glasses/contacts prescription, or test for glaucoma (increased pressure in the eye).

Call **615-259-8755** to make an appointment for one of these services.



## 4 **NEW!** Omada® lifestyle program

For more than a year, Omada's digital lifestyle change program has helped more than 700 MNPS employees who are at risk for diabetes avoid developing it.

Now there's a program to support people *with* type 2 diabetes and/or hypertension.

Omada® is a personalized program designed to help you reach your health goals — whether that's losing weight, lowering your blood pressure, or staying on top of your type 2 diabetes. It combines real human support with the latest technology so you can make lasting changes, one step at a time.

"We're excited to expand Omada's program to our employees already

living with type 2 diabetes and high blood pressure," says David Hines, MNPS Executive Director of Benefits. "It will give them valuable tools to manage those conditions and pursue a healthy lifestyle."

### What you get

Participants in the interactive Omada programs get:

- Connected devices to track your progress (e.g., wireless smart scale, glucose meter, blood pressure monitor)
- A professional Omada health coach
- Weekly online lessons to empower you
- An online peer group to keep you engaged

Take a  
one-minute screener at  
[omadahealth.com/mnps](https://omadahealth.com/mnps)  
to see if you qualify.

# Free flu shots

## Get yours!

In the wake of COVID-19, there seems to be some confusion over flu shots: Should I get one this year or not?

Get one, say the experts!

While there are still lots of unknowns about COVID-19, flu is a familiar enemy, and the flu shot is an established weapon you can use to fight it. If you get your shot and then come down with symptoms that the flu shares with COVID-19, like fever, cough or sore throat, it can help your doctor come up with a quicker, more accurate diagnosis.

It's also the right thing to do for those around. By getting a shot and reducing your own risk, you not only protect yourself — you also safeguard others.

If you missed our drive-thru flu shot clinics, you can still get a free shot at any of the MNPS Health Care Centers or the Kroger Pharmacy in the Employee Wellness Center. Call **615-259-8755** for an appointment. Our Kroger Pharmacy carries other vaccines too, including pneumonia, shingles, Tdap/Td, meningitis and more.

Source: Centers for Disease Control and Prevention

## Want to pay the lowest health care premiums?

### Take the Cigna health assessment every year

To qualify for the lowest health plan (medical/dental/vision/hearing) premiums, you must take the Cigna health assessment every year by the close of annual enrollment on November 30. Here's how it works:

- Log onto **myCigna.com** and choose My Health Assessment under the Wellness tab. Follow the prompts to take the health assessment.
- If you miss the November 30 deadline, you'll get one reminder from Employee Benefits before the premium surcharge begins.
- If you don't take action after this reminder, you'll begin paying an additional \$40/paycheck or \$30.77/paycheck for your health plan premiums (the amount depends on whether you receive 20 or 26 paychecks during the year).

Here are a few more things to know about the Cigna health assessment:

- It's optional; taking it simply saves you money on your health plan premiums.
- Your spouse is welcome to participate, but it is not a requirement for lower premiums.
- Taking the health assessment unlocks a program called MotivateMe, which allows you to earn up to \$100 in gift cards every year for completing certain wellness activities. **See page 11.**
- Your results and individual answers are confidential and will not be shared with anyone at MNPS.

For more details, visit

**[MNPSBenefits.org/assessment](https://MNPSBenefits.org/assessment)**.



# Earn Cigna's **\$100** MotivateMe incentive — every year!

MNPS Assistant Principal Sam Frey already thought the MotivateMe incentive, which allows you to earn to up \$100 for doing certain wellness activities, was “pretty cool.”

“But I didn’t know you could do it every year!” he admitted. “I took advantage of it a couple of years ago. And it’s easy things you should do anyway, like getting a physical or talking with a nutritionist.”

**Here’s how you can put \$100 in your pocket every year:**

GET STARTED: [myCigna.com](https://myCigna.com) > Incentive Awards



STEP  
**1**

## Take the Cigna health assessment.

This unlocks the MotivateMe program so you can earn points.



STEP  
**2**

## Earn up to 50 points per category.

### Preventive care

Do any **ONE** of these by 10/31/21 and earn 50 points:

- » Annual physical
- » Cervical cancer screening
- » Mammogram
- » Prostate cancer screening
- » Colon cancer screening

### Coaching

Do any **ONE** of these by 10/31/21 and earn 50 points:

- » Work with an MNPS or Cigna health coach to achieve a personal health goal
- » Complete Omada’s 16-week diabetes prevention program
- » Complete MNPS’s 9-week stress reduction (MBSR) course
- » Accumulate at least 20 stars on Cigna’s Apps and Activities at [myCigna.com](https://myCigna.com)



**50**  
POINTS  
EQUALS  
**\$50**

STEP  
**3**

## Redeem your points.

Log on to [myCigna.com](https://myCigna.com) to redeem your points and earn a gift card.



STEP  
**4**

## Spend your gift card like cash.





METROPOLITAN PUBLIC SCHOOLS OF  
NASHVILLE DAVIDSON COUNTY  
2601 BRANSFORD AVENUE  
NASHVILLE, TN 37204-2811

EMPLOYEE BENEFIT SERVICES

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Your 2021 annual  
enrollment packet  
is inside!



EMPLOYEE BENEFIT SERVICES  
MNPSBenefits.org | Email: [benefits@mnps.org](mailto:benefits@mnps.org) | 615-259-8607

CONNECT  
with  
*Karla*<sup>®</sup>

# Online counseling + support between sessions



**Convenient**

- ✓ Fits your schedule
- ✓ Link from your smartphone or laptop

**Confidential**

- ✓ HIPAA compliant
- ✓ No personal details shared with MNPS

**Confidence**

- ✓ Licensed counselors & therapists
- ✓ TripleCrown™ trained & certified

**Low cost**

- ✓ Services covered by MNPS health plans
- ✓ No copay or deductible for certificated educators on plan



[www.sync.health/mnps](http://www.sync.health/mnps)

# 2021 Annual Enrollment

Quick start guide



METRO  
NASHVILLE  
PUBLIC  
SCHOOLS

Be smart  
Live well

# What's new for 2021?

The following changes are effective January 1, 2021:

## MEDICAL

There are several enhancements to the Cigna medical plan. Some are effective January 1; others are already available to you.

### » Diabetes education covered at no cost

To help employees with diabetes better manage their condition, the Cigna medical plan will now cover the following services provided by a certified diabetes educator at no cost to those who qualify:

- » Diabetes self-management education
- » Medical nutrition therapy

**See page 8** in this issue of *FYB* for more information.

### » Tele-nutrition sessions available at no cost

Ready to improve your eating habits? Effective January 1, Cigna is launching a tele-nutrition pilot program. Here are some highlights:

- » Available to Certificated Employee Health Plan enrollees age 19+ and ages 13-18 with parent or guardian supervision
- » No cost to eligible participants
- » Participants meet virtually with a registered dietitian to get personalized guidance on nutrition, food choices and pursuing a healthy lifestyle
- » Participants access the program through the Foodsmart™ digital platform and tools
- » Includes the Foodsmart marketplace for integrated online grocery purchases (through Walmart, Instacart and more), restaurant meals, and prepared foods at a discount

Watch for more details coming in December.

### No new ID cards

You will continue to use your current Cigna medical ID card in 2021; no new cards will be issued.

### » Cigna's Omada® program expanding to type 2 diabetes, hypertension

Good news for employees and their family members living with type 2 diabetes or hypertension. Omada is adding two new digital lifestyle change programs:

- » Type 2 Diabetes Management Program *New!*
- » Hypertension (high blood pressure) Management Program *New!*
- » Diabetes/Heart Disease Prevention Program *Already available*

**See page 9** in this issue of *FYB* for details.

### » New Vanderbilt Health "Bundles"

Earlier this year we introduced our first MyHealth Bundle in partnership with Vanderbilt, called MyMaternityHealth. This program bundles all the services an expectant mother and baby need — from enrollment through delivery and 12 weeks after delivery, all with zero out-of-pocket costs and an enhanced focus on convenience and communication.

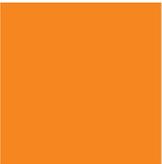
On January 1, 2021, we will launch four additional MyHealth Bundles:

- » MyOrthoHealth: Total joint replacement of the hip and knee
- » MySpineHealth: Select spine surgeries
- » MyWeightlossHealth: Surgical weight loss
- » MyHearingHealth: Cochlear implant surgery

MyHealth Bundles are available to employees and dependents enrolled in the Certificated Employee Health Plan and feature:

- » Zero out-of-pocket costs
- » A dedicated patient navigator to guide patients through the process
- » All health care services provided by Vanderbilt Health providers (including surgery and pre- and post-operative care)

**See page 4** in *FYB* for more details.



## DENTAL

### ➤ Adult orthodontia now covered

The dental plan will now provide orthodontia benefits for covered children and adults. The plan will pay 50% of the cost, up to a \$1,000 lifetime maximum benefit per person. See [MNPSBenefits.org/dental](https://MNPSBenefits.org/dental) for more information.

## FLEXIBLE SPENDING ACCOUNTS

### ➤ Health Care FSA contribution limit increasing

You can contribute up to \$2,750 to the health care FSA in 2021; this is an increase from \$2,700 in 2020. You must re-enroll in the FSAs each year to keep participating.



### Are you paying too much for health care or child care?

The FSAs let you pay for these expenses **tax-free**. Yet very few employees participate. If FSAs are a mystery to you, check out [MNPSBenefits.org/fsas](https://MNPSBenefits.org/fsas). You might be surprised to see how much money you can save.



Annual enrollment is November 1-30 | Visit [MNPSBenefits.org](https://MNPSBenefits.org)

Turn the page for steps you need to take before November 30.



# Checklist

2021 annual enrollment

## ✓ Review this flier

to learn what's new for 2021.

## ✓ Decide if you want to:

- » Participate in the FSAs (your 2020 FSA contributions do not automatically continue)
- » Make other changes to your coverage (e.g., enroll in life/AD&D, disability)
- » Name or update your life insurance beneficiary
- » Update your personal or dependent information

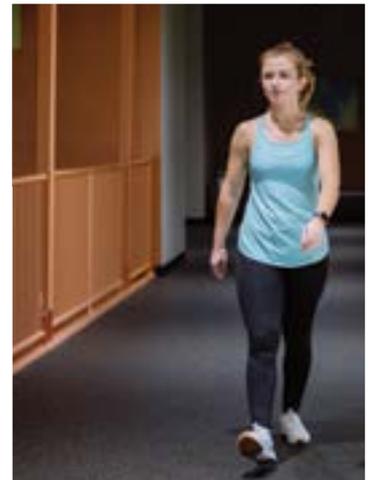
## ✓ Log on to Benefit Express

at **MNPSBenefits.org** > Benefit Express enrollment login to make any of the above changes.

## ✓ Take the Cigna health assessment

if you want to continue paying the lowest premiums in 2021:

- » Visit **myCigna.com** > select My Health Assessment under the Wellness tab



Annual enrollment is November 1-30 | Visit **MNPSBenefits.org**



 **Be smart**  
**Live well**