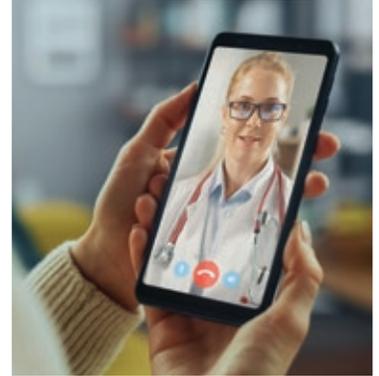


# For Your Benefit



CERTIFICATED EMPLOYEE BENEFITS • FALL 2022



## Your 2023 Annual Enrollment packet is inside

### INSIDE

- 2 Men's health program is changing lives — meet Jeff Shaver
- 7 Two big reminders that could put \$ in your pocket
- 8 Get to know ALL your benefits
- 10 Learn about your mental health benefits
- 12 MNPS Health Care Centers seeking members for Patient Advisory Group



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

As always, Annual Enrollment for your 2023 benefits is November 1-30. No action is required unless you want to make changes to your benefits.

There are several enhancements coming your way. For example, we are adding:

- **A new incentive to MotivateMe**, the program that lets you earn up to \$100 in gift cards each year; getting a preventive dental exam will earn you \$50
- **Two new MyHealth Bundles:**
  - » Kidney stone treatment
  - » Substance use disorder support
- **A new bone and joint benefit** for people with back, knee, hip or shoulder pain
- **A program that reduces the cost of certain specialty medications to \$0**
- **Talkspace:** A new behavioral health app

Read about these changes in your 2023 Annual Enrollment Quick Start Guide, which you'll find in the centerfold of this newsletter. It also explains the steps you need to take before Annual Enrollment closes on November 30.

### New option for dependents who become Medicare-eligible

Previously, dependents who became eligible for Medicare during the year would stay in the Cigna medical plan for active employees until the employee also became Medicare-eligible.

Now, these dependents have another option: They can move to the Cigna Medicare Advantage PPO plan and lower their premiums to retiree rates, saving approximately \$61/month. Contact Employee Benefit Services at **615-259-8463** for details.



# Self-care, mindset change pay off for busy man

One profound family event sent Jeff Shaver down a path of weight gain and declining health. Years later, another turned him around again.

Now Jeff is a new man — down 90 pounds and 17 inches in his waist, thanks to a program for men offered through MNPS.

He had always struggled with his weight but really began gaining pounds in 2009. That's when his wife, Ashley — an MNPS counselor — gave birth to a daughter with a chronic health condition.

"Our focus went to her, and our self-care went to the wayside," Jeff says.



**You've got to make a decision to take care of yourself.**

The demands of Jeff's busy job as a senior project manager and water resources engineer also took a toll. When he married in 2004, he weighed 180. By 2015, he was up to 315 pounds.

He started working with a weight-loss clinic on his nutrition and managed to drop more than 50 pounds. They also encouraged more activity, but the walking program he started triggered excruciating pain from a herniated disk in his back.

"It messed me up," Jeff says. "I had to stop."

He dropped out of the program, but then he experienced a second profound family event — the one that got him back on track.

In 2020, Jeff's father was diagnosed with a blood cancer and needed a stem cell transplant. Jeff was a match and was ready and willing to help, but doctors turned him down. They said his obesity, along with borderline high blood pressure, cholesterol and blood sugar, put him at too high a risk.

A healthier donor was located.

"That hit home," Jeff says. "Because I chose not to take care of myself, I was not eligible to help my father."

He had also grown tired of struggling to fit in airplane seats for business trips and watching from the sidelines while his wife and daughter (who's doing fine today) enjoyed theme park rides he was too big to get on.

Jeff knew he needed a change. Last year, when MNPS offered employees and their family members a 90-day Men's Health Challenge, he signed up.

The physician-led program focuses on improving metabolic health using evidence-based nutrition and an emphasis on self-care. It also includes strong support from other men in the program.

Jeff started the challenge in November 2021. He dropped all meat and dairy in the initial phase and began seeing results quickly.

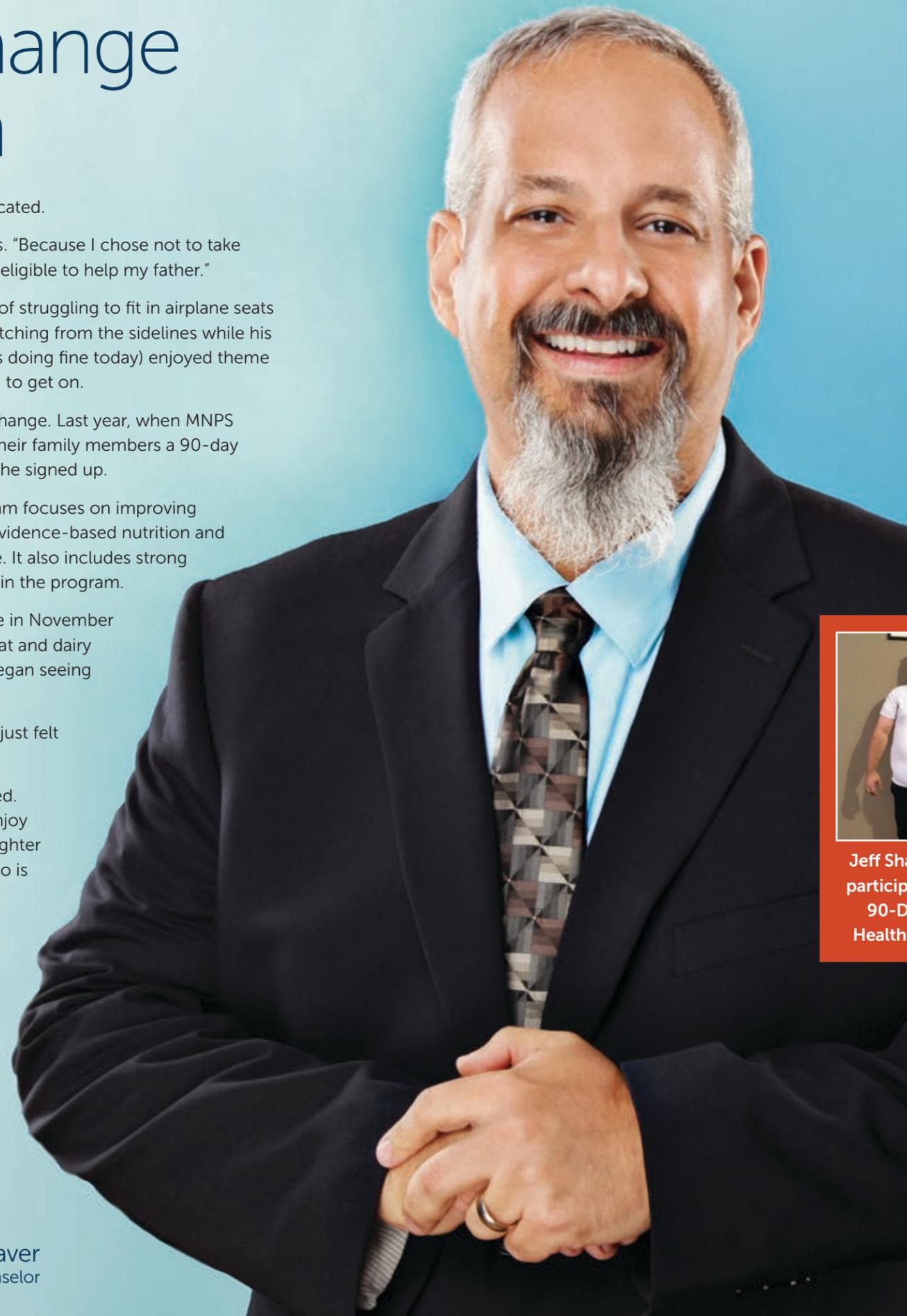
"I had added energy and just felt better overall," he says.

Weight loss soon followed. Now he is fully able to enjoy life with his wife and daughter — and his father, who also is doing well.

Jeff says a change in mindset was key for him.

"You've got to make a decision to take care of yourself," he says. "Because if you don't, you can't take care of others."

**Jeff Shaver**  
Spouse of an MNPS counselor



## This program is changing lives!

### Be part of it

It all hit home for Jeff Shaver (story at left) when he wasn't accepted as a stem cell donor for his father. His weight put him at too great a risk. As a result, he enrolled in the Men's Health 90-Day Challenge. In under a year, he lost 90 pounds and 17 inches in his waist — and gained the confidence that he can now be there for his family.

Are you ready to embark on a physician-led, health-optimizing journey unlike anything you've experienced?

Led by a Nashville urologist/men's health specialist and a restorative lifestyle strategist, the 90-Day Men's Health Challenge educates, engages and empowers men to effectively address these and other chronic health

conditions with lifestyle and nutritional changes:

- Diabetes, high blood pressure, cholesterol issues
- Overweight, excess body fat around the waist
- Joint pain, arthritis, low back pain
- Anxiety, depression, fatigue
- Erectile dysfunction, low testosterone, prostate problems



**Jeff Shaver before participating in the 90-Day Men's Health Challenge**

Visit [MNPSBenefits.org/menshealth](https://www.mnpsbenefits.org/menshealth) to watch a short video overview by program leaders and put your name on the waitlist for our next group.

While the 90-Day Men's Health Challenge is for male MNPS employees and male spouses/partners enrolled in the Certificated Employee Health Plan, many female partners have followed along on the journey to provide support and/or join their partner in making lifestyle changes. We hope to offer a similar program for women soon.

**There is no cost to participate in the 90-Day Men's Health Challenge.**

# Maternity bundle smooths bumps of childbirth experience

*The nine months of pregnancy are a flurry of emotions combined with a race to prepare for the new arrival. The last thing a growing family needs is to have to maneuver through maternity insurance coverage, a process that can be complex, stressful and costly.*

“**I did not have to worry about the cost of my prenatal care; instead, I could focus on getting my life ready for a new addition.**”

MNPS has lifted that concern for employees. Pregnancy is just one type of care that has been reimagined as part of Vanderbilt Health’s innovative MyHealth Bundles program, a benefit offered under the MNPS Certificated Employee Health Plan.

MyHealth Bundles packages all services required for a specific health condition into a single “bundle,” and patients are connected with a navigator to guide them through the process. This innovative approach eases much of the complexity, frustration and unnecessary expense often associated with health care.

Darcy Muller  
Cane Ridge High School psychology teacher

For Cane Ridge High School psychology teacher Darcy Muller, the MyMaternityHealth Bundle offered relief. It helped support her pregnancy from the initial trimester through delivery and beyond. Darcy enjoyed enhanced medical care and a personalized experience — and she spent nothing out of pocket.

“I did not have to worry about the cost of my prenatal care; instead, I could focus on getting my life ready for a new addition,” she says.

The bundle offered even more peace of mind by streamlining her care.

“I didn’t need to call my provider every time I had a question — I could just pick up the phone and talk to my patient navigator,” Darcy says. “She was very responsive and always available.”

The program also boosted her confidence. When the first-time mother needed help with breastfeeding, her patient navigator connected her with lactation counseling.

Darcy says the MyMaternityHealth Bundle was a win from start to finish.

“My daughter is a toddler now, and I call her my ‘free’ baby,” a grateful Darcy says. “Everyone at Vanderbilt — nurses, doctors, everyone — was amazing. I wish I could have remembered all of their names, because I would sit down and write each of these wonderful people a thank-you note!”

## Quick facts about MyHealth Bundles

- Your health plan coverage includes eight bundles, plus two more coming in 2023.\*
- You pay \$0 for all bundled services as long as you’re eligible for/enrolled in a bundle.
- All services are performed by Vanderbilt Health providers.
- You’ll be assigned a dedicated patient navigator to guide you through every step of the process and find answers to all your questions.
- Many of your appointments can be conducted via telehealth.

\* MNPS employees and their dependents enrolled in the Certificated Employee Health Plan are eligible to participate in MyHealth Bundles. Participants must also meet certain bundle requirements.

## Available MyHealth Bundles



**MyMaternityHealth**  
• Prenatal, delivery and postnatal care



**MyHearingHealth**  
• Cochlear implant surgery for advanced hearing loss



**MySpineHealth**  
• Select spine surgeries



**MyOrthoHealth**  
• Joint replacement for hip and knee  
• Osteoarthritis of hip and knee  
• Shoulder pain



**MyWeightLossHealth**  
• Surgical weight loss  
• Medical weight loss



COMING IN 2023!  
**MyUrologyHealth**  
• Kidney stone treatment



COMING IN 2023!  
**MyRecoveryHealth**  
• Substance use disorder support

# Need fast, convenient, patient-centered health care?

The Vanderbilt Health at MNPS Employee & Family Health Care Centers are just for you and your family – they are not open to the public. Visit one of our five Nashville clinics for excellent care, when and where you need it. All of our services are NO COST to those enrolled in the Certificated Employee Health Plan.

## 5 LOCATIONS:

### MADISON

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

### NORTHEAST NASHVILLE

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

### ANTIOCH

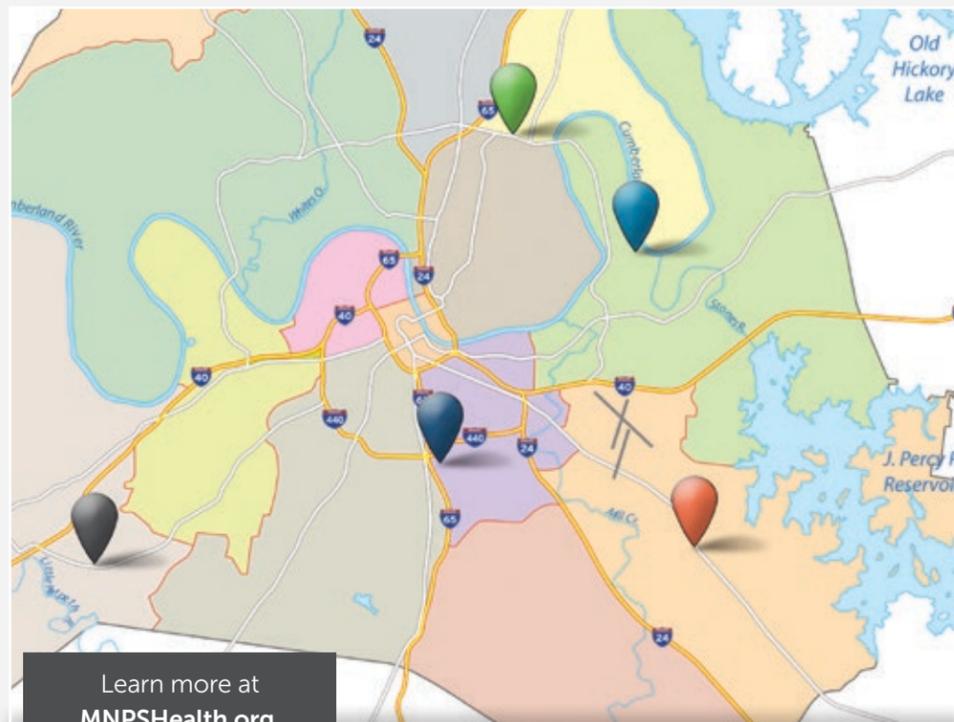
Mt. View Elementary  
3812 Murfreesboro Road  
M-F 7 a.m.-5 p.m.

### WEST NASHVILLE

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

### BERRY HILL

Employee Wellness Center  
2694 Fessey Court  
M-F 7 a.m.-7 p.m.  
Sat. 8 a.m.-2 p.m.



Learn more at  
**MNPSHealth.org**  
For an appointment,  
call 615-259-8755.



**Vanderbilt Health**  
at Metro Nashville Public Schools  
Employee & Family Health Care Centers



# BIG REMINDERS

... that put \$ in your pocket every year

## 1 Health plan premiums: Qualify for the lowest rates

If you want to pay the lowest health plan premiums in 2023, you must take the Cigna health assessment by November 30, 2022. If you miss this deadline, you'll be assessed the following premium surcharge:

- \$40/biweekly (if you work a 10-month schedule)
- \$37.50/biweekly (if you work a 12-month schedule)

Taking the health assessment is optional. But it not only saves you money on premiums, it also unlocks an incentive program called MotivateMe. See #2 below.

### To take the confidential health assessment:

**myCigna.com** > select *My Health Assessment* from the Wellness dropdown

## 2 MotivateMe incentives: Earn \$100 for things you're already doing!

Do you get an annual physical or preventive dental exam? Do you use MNPS coaching services? You're just a few clicks away from earning up to \$100 in gift cards through MotivateMe. Earn up to 50 points per category (50 points = \$50 gift card):

Preventive care	Coaching
<p>Do any <b>ONE</b> of these by 10/31/23 and earn 50 points:</p> <ul style="list-style-type: none"> <li>• Annual physical</li> <li>• Mammogram</li> <li>• Colon cancer screening</li> <li>• Cervical cancer screening</li> <li>• Prostate cancer screening</li> <li>• Preventive dental exam <b>NEW FOR 2023!</b></li> </ul>	<p>Do any <b>ONE</b> of these by 10/31/23 and earn 50 points:</p> <ul style="list-style-type: none"> <li>• Work with an MNPS or Cigna health coach to achieve a personal health goal</li> <li>• Complete Omada's 16-week diabetes prevention program</li> <li>• Complete MNPS's 9-week stress reduction (MBSR) course</li> <li>• Accumulate at least 20 stars on Cigna's Apps and Activities at <b>myCigna.com</b></li> </ul>

### To start earning incentives:

**myCigna.com** > select *Wellness & Incentives* from the Wellness dropdown

# Free flu shots

If you missed our 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.



# GET TO KNOW YOUR Benefits

At MNPS, we believe investing in our teachers is the best way to help them thrive, both personally and professionally. That's why our benefits package is expansive — and continually growing to meet your family's changing needs.

## Top-notch health insurance

Medical, dental, vision and hearing coverage are bundled into one exceptional insurance package with a single biweekly premium (single: ~\$111; family: ~\$267). This package is known as the Certificated Employee Health Plan (also called the teacher's health plan).

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

## Generous paid time off

Paid Family Leave is the newest addition to your paid time off package, which also includes holidays; personal, sick and religious days; professional development in-service; and spring/summer/fall breaks.

## State-of-the-art fitness center

The MNPS Employee Wellness Center at Berry Hill features a walking track, a full range of strength/cardio equipment, one-on-one coaching and 20+ weekday classes (yoga, Zumba, body sculpt, tai chi and more). It's open to you and your spouse at no cost.

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

## Pension plan

Ours is recognized as one of the best managed pension plans in the country.

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

## Mental health & substance use counseling\*

In-person, virtual, and inpatient and outpatient counseling is available — you choose how and, in most cases, pay nothing.

See page 10

## Weight management programs

From 50% discounts on programs like WeightWatchers® to no-cost medical weight loss or weight loss surgery\*, you choose the program that fits your needs.

[MNPSBenefits.org/healthcoaching](https://mnpsbenefits.org/healthcoaching)  
[MNPS.MyVanderbiltHealthBenefits.com](https://mnps.myvanderbilthealthbenefits.com)

## Exclusive health clinics

Five locations, staffed by Vanderbilt Health providers, are available across Nashville exclusively for you and your family members. Our Medical Home Certification by the Accreditation Association for Ambulatory Health Care recognizes our commitment to providing the highest levels of care. All services are available at no cost to you.

[MNPSHealth.org](https://mnpshealth.org) or see page 6

## 401(k) with 5% from MNPS

MNPS's generous 5% contribution to your 401(k) account helps your savings grow faster.

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

## Physical therapy & more

The MNPS Employee Wellness Center at Berry Hill offers physical therapy, chiropractic care and acupuncture at no cost to you.

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

## Maternity benefits\*

Vanderbilt's MyMaternityHealth program bundles all the services an expectant mom needs — from the first prenatal visit through delivery — at no cost to you. Cigna's Healthy Pregnancies Healthy Babies® program rewards you for seeking expert prenatal support; earn \$500 if you enroll in your first trimester (\$250 in your second trimester).

[MNPS.MyVanderbiltHealthBenefits.com](https://mnps.myvanderbilthealthbenefits.com)  
[MNPSBenefits.org/hphb](https://mnpsbenefits.org/hphb)

## \$0 cost bundled health care\*

Vanderbilt Health bundles start-to-finish care for shoulder pain, hip and knee pain/surgery, spine surgery, cochlear implants, medical and surgical weight loss, and maternity/delivery — all at no cost to you. Coming in 2023: kidney stone treatment and substance use disorder support.

[MNPS.MyVanderbiltHealthBenefits.com](https://mnps.myvanderbilthealthbenefits.com)

## Nutrition counseling\*

MNPS's partnership with Foodsmart gives you one-on-one virtual visits with a registered dietitian — at no cost to you — plus an app with recipes, grocery discounts and more.

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

## Mindfulness apps\*

The popular Happify and iPrevail apps are free to you, courtesy of Cigna.

[myCigna.com](https://mycigna.com)  
[MNPSBenefits.org/whatsnew23](https://mnpsbenefits.org/whatsnew23)

## Fertility benefits\*

MNPS's partnership with Progyny provides coverage for every path to parenthood, including IVF and IUI, with an affordable cost share.

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

You're eligible for the benefits described above if you're an active, full-time certificated employee regularly scheduled to work at least 18 hours per week. Many benefits and programs are also available to your eligible dependents.

\* You must be enrolled in the Certificated Employee Health Plan to take advantage of these programs (with the exception of EAP; enrollment not required).

## Health coaching

Personalized, one-on-one support can help you lose weight, improve your nutrition, manage a chronic condition or make other health improvements — at no cost to you.

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

## \$50,000 in life insurance

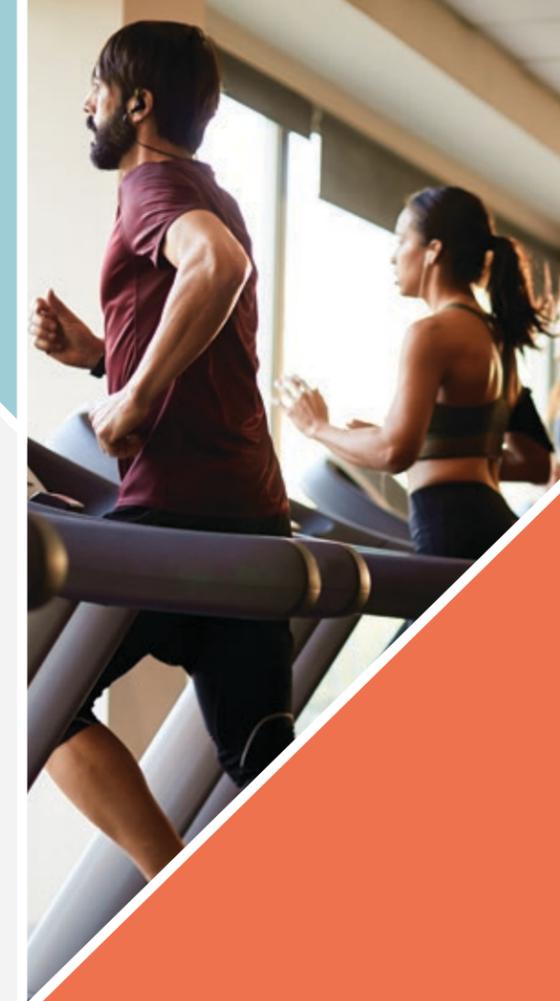
This coverage is MNPS-paid; you can purchase more at group rates.

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

## Disability insurance

This optional coverage continues your paycheck if you become disabled and can't work.

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



# Help

## FOR YOUR MENTAL WELL-BEING

Challenges to mental well-being come in many forms. So do the ways you can get help. As an enrollee in the Certificated Employee Health Plan, here are four ways to find mental/behavioral health care — most at no cost to you.

### Connect with Karla: Online counseling + support between sessions

When you Connect with Karla®, you connect with counseling via your smartphone or laptop — **at no cost to you!**

Telehealth visits soared in the spring and summer of 2020, increasing more than 40%. And today, they remain 30% higher than before the COVID-19 pandemic.\* That's in part because programs like Connect with Karla work for people with busy schedules.

There's no need to get dressed up, take off work or drive across town for an appointment. Just log on.

Connect with Karla gives you access to a certified, masters-level counselor who can help you navigate stress, anxiety, depression, relationships, grief, sleep, self-esteem and other behavioral health challenges. And you get support between sessions via the Karla app. This program is completely confidential; nobody at MNPS can see or hear what you discuss with your counselor.

To learn more and connect with a specialist, visit [sync.health/mnps](https://sync.health/mnps), or call **615-258-6654**.

\* Source: The Pew Charitable Trusts

### Employee Assistance Program: No-cost counseling and referrals

Where do you turn when you're faced with an emotional concern and need information fast?

Your ComPsych Employee Assistance Program (EAP) is just a phone call away. Simply call **1-888-297-9028**, 24/7.

If you're not quite ready to talk to someone but need help, your EAP is also online at [guidanceresources.com](https://guidanceresources.com) (username: **MNPS**; password: **EAP**). The ComPsych website is full of information that can help you research:

- Stress, anxiety, depression, anger, grief
- Marriage and relationships
- Elder care and parenting
- Smoking cessation
- Financial and estate planning
- Sexuality and gender identity
- And much more

You can also download the GuidanceNow<sup>SM</sup> mobile app (at the App Store or Google Play) for instant EAP access anywhere, anytime.

**The EAP is available to you and your household family members at no cost.** The number of visits will be determined by your EAP provider based on your individual needs. If you need more assistance than the EAP can provide, you may be referred to Cigna's behavioral health and/or substance abuse resources.

Note: You must be enrolled in the Certificated Employee Health Plan to take advantage of these programs/benefits, with one exception: Enrollment is not required to use the EAP.

### MNPS Employee Wellness Center: Onsite behavioral health providers

At the MNPS Employee Wellness Center in Berry Hill, our onsite psychologist and behavioral health nurse practitioners treat MNPS employees and their family members exclusively.

Our behavioral health NPs can help with stress, anxiety, depression, grief, relationships, substance abuse and misuse (including referrals for more involved treatment, such as detox or rehab), and more. They will work with you to:

- Assess your problem and develop a care plan
- Provide a counseling referral when appropriate
- Prescribe medication, if indicated
- Monitor your progress and collaborate with your primary care provider as needed

Our onsite psychologist can assist with ADHD diagnosis and treatment (adult and child), autism spectrum disorder (adult and child), and adult learning disabilities and career assessment.

To learn more or make an appointment, call the Employee Wellness Center at **615-259-8755**. **There is no cost to you for these services.**

### Cigna: Behavioral health benefits and more

As administrator of your certificated medical plan, Cigna provides more than insurance coverage. You also have access to a wide range of well-being tools and services, including:

- **Ginger behavioral health coaching** via chat/text; available 24/7
- **MDLIVE virtual counseling**, with evening and weekend appointments available; providers can prescribe medicine
- **Counseling through Cigna's network of providers**, including licensed therapists, psychiatrists, nurse practitioners and behavioral specialists using your Cigna benefits
- **Apps**; Cigna partners with Happify and iPrevail to offer you free access to these normally paid apps
- **Talkspace**; connects you with a therapist via text, voice or video (a copay may apply after your 3rd visit)

#### To find out which service you need (or just learn more):

- View a fully interactive behavioral health digital guide, at [CignaBehavioralPrograms.com/ctbh](https://CignaBehavioralPrograms.com/ctbh). It's a fast way to find the best service for your specific need.
- Visit [myCigna.com](https://myCigna.com) > Under the Wellness dropdown, choose "Mental Health Support" > Click "Guide Me" to take a brief quiz. Your answers will help identify the most appropriate care for your needs.



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

**EMPLOYEE BENEFIT SERVICES**

NONPROFIT ORG  
US POSTAGE  
**PAID**  
NASHVILLE TN  
PERMIT 1



**INSIDE:** YOUR 2023 ANNUAL  
ENROLLMENT PACKET



EMPLOYEE BENEFIT SERVICES  
**MNPSBenefits.org** | Email: **benefits@mnps.org** | **615-259-8607**

# Seeking members for a Patient Advisory Group!

## The MNPS Employee & Family Health Care Centers are forming a Patient Advisory Group.

It will be composed of 15-20 employees, retirees and family members who have received care at our clinics in the last two years and wish to help:

- Improve patient satisfaction and quality of care
- Promote open communication between patients and staff
- Provide a formal mechanism for patients to offer feedback about their experience with the MNPS Health Care Centers

The group will meet every 2-3 months to work with clinic leadership on patient needs and clinic priorities.

### Would you like to serve or nominate a colleague for membership?

Scan the QR code with your smartphone camera to complete a form online. Be sure the nominee:

- Has used clinic services in the past two years
- Has time to contribute to the group (e.g., attending meetings)





Scan the QR code to nominate someone for membership.

Unable to scan the QR code? Call Kim Gill at **615-948-2362** to request a link be sent to your email.

# 2023 Annual Enrollment

## Quick start guide



METRO  
NASHVILLE  
PUBLIC  
SCHOOLS

Be smart  
Live well

# What's New for 2023?

For employees and dependents enrolled in the MNPS Certificated Employee Health Plan

The following changes are effective January 1, 2023:

## Medical/wellness

### » New bone and joint benefit

If you suffer from back, knee, hip or shoulder pain, Cigna's new Bone and Joint Health benefit can help you find relief. The program, offered through a collaboration with Ascension St. Thomas, gives you:

- » Personalized support to connect you with the best solution for your pain
- » 100% coverage for surgery, if required
- » High quality care through a select network of providers

*This new benefit is similar to Vanderbilt's MyHealth Bundles, except 100% coverage is limited to admission, surgery and post-op care only.*

The benefit covers low back disk surgery, hip arthroplasty, hip replacement, knee replacement, laminectomy, spinal fusion and shoulder replacement.

Learn more at [MNPSBenefits.org/whatsnew23](https://mnpsbenefits.org/whatsnew23). Or call 1-855-678-0042.

### » Two new MyHealth Bundles

Two new MyHealth Bundles will join the eight bundles we already offer in partnership with Vanderbilt Health:

- » Maternity (prenatal, delivery and postnatal care)
- » Total joint replacement of the hip and knee
- » Select spine surgeries
- » Surgical weight loss
- » Cochlear implant surgery
- » Shoulder pain/surgery
- » Osteoarthritis of hip and knee
- » Medical weight loss
- » Kidney stone treatment **NEW FOR 2023!**
- » Substance use disorder support **NEW FOR 2023!**

MyHealth Bundles feature:

- » Zero out-of-pocket costs
- » A dedicated patient navigator to guide you through the process
- » All services performed by Vanderbilt Health providers (including surgery and pre- and postoperative care)

Learn more: [MNPS.MyVanderbiltHealthBenefits.com](https://MNPS.MyVanderbiltHealthBenefits.com).

### » \$0 cost for select specialty medications

If you take specialty medication, you may be able to lower your out-of-pocket cost to \$0 through a new program call SaveOnSP. Here's how it works:

When you fill an eligible specialty medication, a representative from SaveOnSP will contact you about enrolling in the program. If you choose to participate, you'll pay \$0 for your medication. If you choose not to participate, you'll pay a higher cost share when you fill your medication. Conditions supported by the program include (but are not limited to) hepatitis C, multiple sclerosis, psoriasis, inflammatory bowel disease, rheumatoid arthritis and oncology.

Visit [MNPSBenefits.org/whatsnew23](https://MNPSBenefits.org/whatsnew23) to learn more and see a list of eligible specialty medications.

### » Free behavioral health apps

Cigna has added a popular app — Talkspace — to its menu of behavioral health apps:

**Talkspace** connects you with a therapist via text, voice or video. Once registered, you'll be matched with a therapist. You'll have unlimited messaging and up to three sessions with your therapist at no cost to you. After that, a copay may apply.

**Happify** is a tool that teaches you how to resist negative thoughts, cope with stress, overcome insecurities and gain self-confidence. You'll find science-based activities, games and meditations designed to improve mindfulness.

**iPrevail** helps you overcome anxiety, depression, eating disorders, grief, panic and more with on-demand coaching. You can engage with peer coaches — trained specialists who have faced their own behavioral health challenges — or work through lessons on your own.

Visit [MNPSBenefits.org/whatsnew23](https://MNPSBenefits.org/whatsnew23) for more detail on each app.

## Dental

### » New incentive

There are no changes to the dental plan for 2023, but starting January 1, 2023, getting a preventive dental exam will earn you a MotivateMe \$50 gift card. Visit [MNPSBenefits.org/incentives](https://MNPSBenefits.org/incentives) for details.

## MNPS Health Care Centers seeking members for a new Patient Advisory Group



The MNPS Health Care Centers are forming a Patient Advisory Group, and we're looking for members to serve a one-year term.

The group will be composed of employees, retirees and family members who have received care at our clinics in the last two years and wish to help improve patient satisfaction and quality of care. Turn to page 12 to learn more or volunteer.



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

## 2023 Annual Enrollment

- ✓ **Learn what's new!** Benefit enhancements and new programs are coming January 1.
- ✓ **Log on to Benefit Express** (MNPSBenefits.org > Benefit Express enrollment login) by November 30 to:
  - » Review or change your benefit elections for 2023 (including who you cover)
  - » Add coverage you previously declined, such as life and/or disability insurance (you may be required to answer medical questions)
  - » Participate in the flexible spending accounts (FSAs) and pay for health care and childcare tax-free (you must re-enroll each year to keep participating)
  - » Update your personal or dependent information
  - » Review or update your beneficiary(ies)
- ✓ **Take the Cigna health assessment by November 30** to pay the lowest premiums in 2023.
  - » Visit **myCigna.com** > select My Health Assessment under the Wellness tab.
  - » You'll pay an \$800/year premium surcharge if you don't take it by November 30.
- ✓ **Earn \$100** (every year!) by participating in MotivateMe.
- ✓ **Get a flu shot** (and other vaccinations) if you haven't already.
  - » They're free and available at all MNPS Health Care Centers.
- ✓ **Visit [retirereadytn.org](https://retirereadytn.org)** if you want to:
  - » Increase your 401(k) contributions
  - » Participate in the 457 plan (you can join both the 401(k) and 457 to maximize your savings)



Learn more in the fall issue of *FYB*, or at [MNPSBenefits.org](https://MNPSBenefits.org).

The information in this newsletter provides highlights of MNPS's certificated benefits program. It's not intended to include all benefit plan details. Complete details about how the plans work are included in the plan documents, which are available upon request. If there are any differences between the information in this material and the plan documents, the plan documents will govern the employee's or retiree's rights to benefits in all cases. This document does not constitute a contract or offer of employment. MNPS reserves the right to change or end any of the plans or programs described in this brochure at any time. If you have any questions about MNPS's benefits program, contact Employee Benefit Services.

