

# For Your Benefit

Metro Nashville Public Schools • Certificated Employee Health Plan

## Attention new teachers!

Welcome to your first issue of *For Your Benefit*. This newsletter comes out three times a year and contains a variety of information about your MNPS insurance and other benefits. It also offers ideas and tips for staying well. We hope you enjoy it.

### Don't forget to enroll

Your MNPS benefits will be effective the first day of the month following 30 days of employment, provided you enroll within this timeframe. If you don't enroll within your first 30 days, you'll have to wait until annual enrollment in November to enroll for benefits effective January 1, 2018.

If you have questions about your benefits, call Employee Benefit Services; contact information is on page 8.

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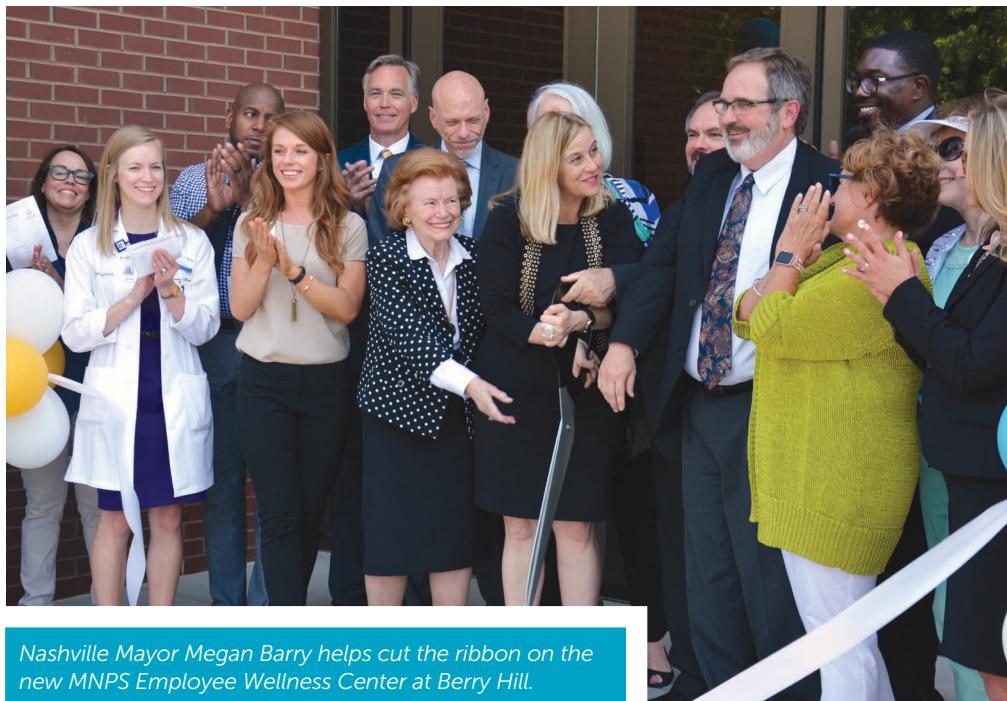
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## Employee Wellness Center welcomes MNPS teachers

As teachers said good-bye to their classrooms for the summer, on May 18, MNPS celebrated the opening of its new Employee Wellness Center at Berry Hill with a ribbon cutting and open house. Employees and community members were invited to

tour the 26,000-square-foot facility and get to know the many services, including the MNPS clinic and administrative offices, a fitness center, a Kroger pharmacy and The Daily Grind café. The Employee Wellness Center will be open year round.



Nashville Mayor Megan Barry helps cut the ribbon on the new MNPS Employee Wellness Center at Berry Hill.



Fitness associates help employees sign up to use the fitness center.



Vocalist and Vanderbilt Health employee Lisa Fatzinger sang "The Greatest Love of All."

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# Employee Wellness Center welcomes MNPS teachers

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Above: Representatives from Cigna, Delta Dental and other health care vendors shared information with employees about their MNPS benefits.

Nashville Mayor Megan Barry and MNPS Director of Schools Dr. Shawn Joseph, along with several Board of Education members, spoke about the positive impact the facility will have on teachers' health.

Below: Now housed in the Employee Wellness Center, the health clinic, formerly located on the Bransford campus in two portable buildings, offers eight exam rooms in a more than 7,300-square-foot space.



Employees can get their favorite Starbucks beverage or a grab-and-go lunch at The Daily Grind, located on the second floor. Pictured above: Cafe Manager Rachel England



**Visit our new website to learn about:**

- News and events
- Locations and hours
- Clinic services
- Fitness equipment and class schedule
- Clinic team members
- Connecting to My Health at Vanderbilt patient portal
- Employee benefits
- FAQs

## 2017-18 premiums for active certificated employees

When you enroll for MNPS medical/dental/vision/hearing coverage, you pay 25% of the cost; MNPS pays 75%. You pay your share with pre-tax payroll deduction. Deductions are based on whether you work a 10-month (20 deductions) or 12-month (26 deductions) schedule. The following deductions are effective with the first paycheck issued in the 2017-18 school year.

### Medical/Dental/Vision/Hearing

### Life and AD&D\*

	Total annual cost (100%)	Your annual share (25%)	Your share** (10-month)	Your share** (12-month)	Your share (10-month)	Your share (12-month)
Employee only	\$8,768.88	\$2,192.22	\$109.61	\$84.32	\$0.00	\$0.00
Employee + spouse	\$17,538.12	\$4,384.53	\$219.23	\$168.64	\$3.00	\$2.31
Employee + child(ren)	\$12,529.07	\$3,132.27	\$156.61	\$120.47	\$0.60	\$0.46
Family	\$21,172.90	\$5,293.22	\$264.66	\$203.59	\$3.60	\$2.77

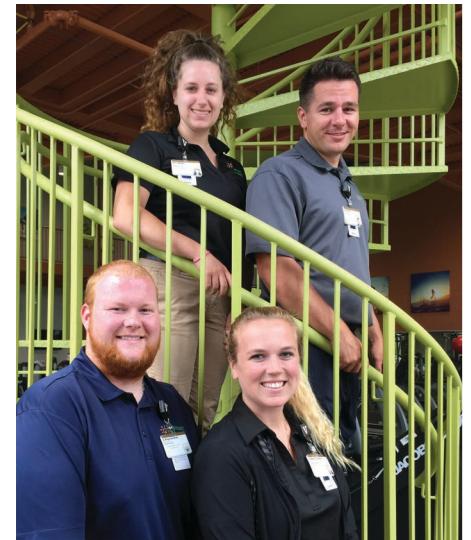
\* Includes basic employee life/AD&D coverage of \$50,000, spouse life of \$25,000 and child life of \$10,000 per child over 6 months of age; your cost for supplemental life can be viewed at [MNPSBenefits.org](#).

\*\* Rates are based on employee taking the Cigna health assessment. If not taken by the deadline, a premium surcharge will apply.

### Have questions about your premiums?

Contact Employee Benefit Services; see contact information on page 8.

# Integrating wellness into work



Vanderbilt fitness associates (clockwise from top): Sara Wade, Joe Schultz, Samantha Carberry and Kreg Kinnaman

MNPS fitness center offers something for everyone



t's just before noon on a Monday, a few weeks into summer break. Half a dozen weight and cardio machines are in use, and four Vanderbilt fitness associates stand ready to assist newcomers. MNPS Staff Wellness Coordinator Johnsie Holt smiles because she knows momentum is building.



Johnsie Holt

People are beginning to check out the new Employee Wellness Center. A young woman walks by with a Starbucks drink from The Daily Grind upstairs. A couple walks side-by-side on the track above the fitness floor. A man in a suit enters the fitness center, gym bag over his shoulder. Johnsie briefly chats with a yoga instructor about classes that begin this week before sitting down to tell us more about the fitness facility she oversees. Here's what she had to say:

## What type of classes do you offer?

We have a couple different types of yoga as well as a Pilates class. We have a low-intensity class, called Healthy for Life, geared toward older adults or anyone wanting to increase their flexibility and balance. We offer two circuit-training classes that use weights. And of course, Zumba, which we've had many requests for.

You can find descriptions of these classes and the days/times they're offered on our website at [MNPSHealth.org](http://MNPSHealth.org). They are also posted at the Center.



## Is class sign-up required?

No, you can just show up. But because classes are limited to 15 participants, we do recommend reserving a spot. You can sign up at the fitness desk up to three days before a class. And if you sign up and can't be there, we ask that you let us know so someone else can take your spot.

## Who teaches the classes?

Our teachers come from all over Nashville. Some teach at YMCAs and studios in Nashville. Because of our connection with Vanderbilt, some of our teachers come from Vanderbilt's Dayani Center. And we have a couple of instructors who are also MNPS employees. All of our instructors are trained and/or certified in their respective disciplines.

## How often will classes and class schedules change?

We anticipate that many classes will remain on the schedule indefinitely, but we will make adjustments based on feedback and participation. If a class becomes very popular and fills up, we may add another time. We suggest people check the website often.

## What advice would you give someone just starting out?

This is a beginner-friendly space. We have people coming in who have never been in a gym before, and many who are working with our fitness associates.

If you've never picked up a dumbbell, it's okay. They'll show you how to do it safely, so you feel comfortable coming in and working out on your own later.

## How do your fitness associates help visitors?

Our fitness associates are not personal trainers, but they all have experience in strength and conditioning, and some teach classes. At a basic level, they can help people learn how to use the equipment and adjust the machines to their level. For those who want more help, our associates can design a program based on your goals and limitations. And they can help you adjust your program as you get stronger.

The most important thing to remember is everyone here is judgment free. We're all at different levels of fitness. We have people in their early 20s all the way up to their late 80s. There's something for everyone. We don't want anyone to feel like, "Oh, I can't do that." Everything we offer can be tailored to any level of fitness.

## What are you most excited about?

I'm so excited for our teachers. They work hard for their students, and I'm glad they will have something like the Center for themselves. I'm happy that people from different schools can come together and make new connections and meet new friends. And find fitness pals. That sense of community is exciting to me.

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MNPS employees, retirees and their spouses can use the fitness center at no charge. Children and adult dependents are not eligible. First-time visitors must sign a liability waiver before using the facility.

The fitness center is open Monday-Friday, 5:30 a.m.-8 p.m.

Visit [MNPSHealth.org](http://MNPSHealth.org) for this summer's fitness class schedule.

# A Kroger pharmacy just for MNPS employees? Yes!

The newly opened Employee Wellness Center houses a full-service Kroger pharmacy exclusively for MNPS employees and their families. It's led by pharmacists Daniel Atchley and LeAnne Rein.

FYB recently sat down with Daniel to learn more. He explained that the onsite pharmacy will offer many conveniences, including highly personalized service and faster fills.

"Our goal is to make filling your prescriptions as easy and convenient as possible," says Daniel. "We're not open to the public. We're here just for you."

## Other benefits include:

### Lower copays

Employees and their dependents with Cigna medical coverage pay reduced copays at Kroger pharmacies:

	Kroger pharmacies	Other network pharmacies		
	30-day	90-day	30-day	90-day
Generic	\$2	\$4	\$5	\$10
Preferred brand	\$20	\$40	\$25	\$50
Non-preferred brand	\$75	\$150	\$80	\$160

### Easy prescription transfer

It only takes a few minutes to transfer your prescriptions from another pharmacy. Just bring in your prescription or bottle — or even the name of your pharmacy — and pharmacy staff will handle the rest.

"And if you have several ongoing prescriptions, we can set up automatic refill and help you coordinate fills so they're all available on the same day," says Daniel. "That way, you only have to make one trip."

### A full range of vaccinations

Need school vaccinations for your kids ages 9 and older? Flu, pneumonia or shingles shots? Tdap/Td or meningitis shots? You can get them here, and summer is a great time to get up to date.

"We can do pretty much any vaccination except yellow fever," says Daniel. "And in most cases, you can walk in and get what you need without an appointment."

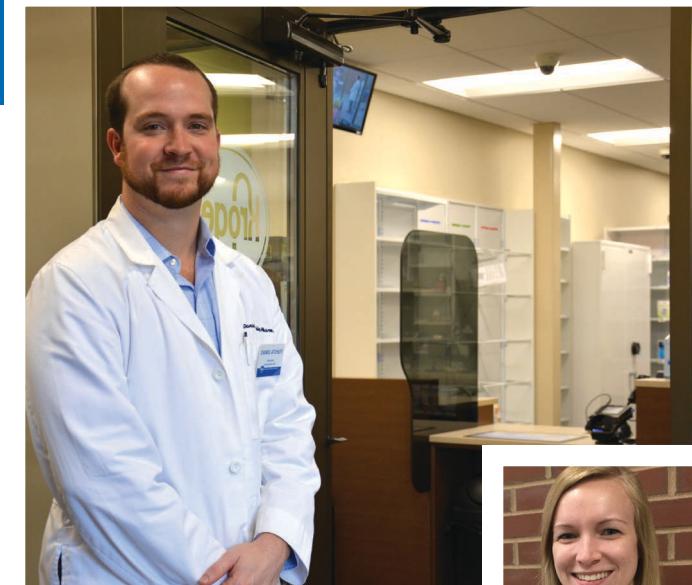
### E-prescribing

When you're sick, you don't want to wait on a prescription. If you're treated at the Employee Wellness Center, your e-prescription will often arrive at the pharmacy before you do! Just swing by after your appointment and pick up your meds.

### Fuel points and other perks

Every qualifying prescription you fill earns Kroger fuel points. (Certain rules apply.)

"We also carry over-the-counter medications as well as greeting cards and a complete line of gift cards," adds Daniel.



Above: Daniel Atchley, Pharmacy Manager  
Right: LeAnne Rein, Pharmacy Co-Manager



**Kroger**  
**PHARMACY**

**HOURS**  
Monday-Friday:  
7:30 a.m.-7:00 p.m.  
Saturday:  
8:30 a.m.-2:00 p.m.

**PHONE:**  
615-600-3854

**ONLINE/MOBILE APP:**  
[kroger.com/MyPrescriptions](http://kroger.com/MyPrescriptions)

# Fill 'er up!

## Good ol' H<sub>2</sub>O

Keep your cool — and your tank fueled — this summer by taking advantage of the water bottle filling stations located in the Employee Wellness Center. Then try these tips to stay hydrated:

- **Drink water.** It's generally the best option for keeping your body hydrated. But if you're extremely active, sports drinks can replace lost electrolytes.
- **Skip the ice.** Your body absorbs cool water faster than cold, and you can usually drink more if it's not ice cold.
- **Don't wait 'til you're thirsty.** Stay ahead of fluid loss by sipping water all day.
- **Limit caffeine and alcohol,** which can actually accelerate dehydration.
- **Go fresh.** Fruits and vegetables are plentiful now and some, like strawberries and cucumbers, contain as much as 90% water.
- **Exercise indoors on hot days.** When temperatures rise, laps around an air-conditioned track, like at the Wellness Center, are ideal.



Water is the only  
drink for a wise man.  
~ Henry David Thoreau



### Discounts from EyeMed

EyeMed members get 40% off additional pairs of glasses, 20% off non-prescription sunglasses and 15% off Lasik. Visit [eyemed.com](http://eyemed.com) or download the EyeMed Members app.



### Hearing aid discounts

Hearing aids are even more affordable with Epic's Hearing Health Wellness program. You can save up to \$400 — on top of your \$700/ear MNPS benefit and Epic's 30%-60% savings off MSRP!

Simply visit [listenhearlivewell.com](http://listenhearlivewell.com) and register with your name and email address. Then complete four fun hearing health activities and receive your reward coupon. Questions? Call **1-866-956-5400** or visit [epicearing.com/mnps](http://epicearing.com/mnps).



### Cigna Healthy Rewards

As a Cigna enrollee, you're automatically eligible for Cigna's Healthy Rewards® program, which gives you discounts on:

- Fitness club memberships and fitness equipment
- Acupuncture, massage and chiropractic care
- Vision exams and eyewear
- Lasik vision correction
- Hearing exams and aids
- Registered dietitian network
- Jenny Craig weight loss program
- Tobacco cessation programs
- Vitamins and nutritional supplements

Want to learn more? Visit [cigna.com/mnps](http://cigna.com/mnps) and click Plan Extras.

Ready to access your discounts? You have two ways (you'll need your Cigna ID card number):

1. [myCigna.com](http://myCigna.com) (click Healthy Rewards under Review My Coverage tab)
2. Call **1-800-870-3470**

*Healthy Rewards is a discount program and separate from your plan benefits. If your plan includes coverage for any of these services, this program is in addition to, not instead of, plan benefits. Other limits apply.*



Employee Benefit Services  
2601 Bransford Avenue  
Nashville, TN 37204

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Nashville TN  
Permit 1

## Inside 2017-18 health plan premiums



# Be smart Live well

Have questions about your MNPS benefits?

## Contact Employee Benefit Services

IF YOUR LAST NAME  
BEGINS WITH:

CONTACT:

A-Gi  
Gj-O  
P-Z

Catina Beard	615-259-8534	Catina.Beard@mnps.org
Donna Gosnell	615-259-8463	Donna.Gosnell@mnps.org
Ashley Blake	615-259-8462	John.Blake@mnps.org

**Office hours:**

Monday-Friday,  
8 a.m.-4:30 p.m.

# Saturday telephone coaching now available

Do you live with one or more  
of these chronic conditions  
and want help managing it?

- Asthma
- Heart disease
- Coronary artery disease
- Angina
- Congestive heart failure
- After heart attack
- COPD (emphysema and chronic bronchitis)
- Type 1 and 2 diabetes
- Metabolic syndrome/weight complications
- Peripheral artery disease

- Low back pain
- Osteoarthritis
- Depression, anxiety or bipolar disorder

A Cigna Health Advocate can help you create a management plan, understand your medications, discuss triggers and more. Coaching appointments are 30 minutes long and are available Monday-Friday, 8 a.m.-10 p.m. and Saturday, 8 a.m.-4 p.m. Call **1-877-459-9896** or visit **cigna.com/mnps** and click Plan Extras to learn more.