

For Your Benefit

Metro Nashville Public Schools • Certificated Employee Health Plan

Attention: New MNPS teachers

If you missed your new hire benefits enrollment, annual enrollment (November 1-30) is your chance to elect benefits, which are effective January 1, 2018. Read this newsletter for important details.

Where's my Benefits Guide?

You may have noticed that your 2018 enrollment packet doesn't include a Benefits Guide. Don't worry — all that information is still available. It's now online at MNPSBenefits.org.

your 2018 benefits. It tells you:

- What's new for 2018
- What you need to do before the November 30 enrollment deadline

REMINDER:

Want to pay the lowest premiums in 2018? Be sure to take the Cigna health assessment by the close of annual enrollment on November 30.

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MNPS launches benefits website

Finding information about your benefits is about to get easier! With the launch of our new benefits website at MNPSBenefits.org, you can:

- See details on each benefit plan, including how much you pay
- View eligibility and enrollment details
- Find helpful contact information
- Link to Benefit Express, our online enrollment site
- And more!

- Get a bird's-eye view of your entire benefits package

Seeing is believing



Wellness Center employee is walking testimonial



“ Bobbi taught me that if I’m going to have sweets, I need to eat them instead of drinking them.”

Gwangi Patton, employee at the Wellness Center in Berry Hill, makes walking the track a priority.

When Gwangi Patton needs a motivational boost on her journey to better health, all it takes is a short walk across the hall to Care Coordinator Bobbi Nickel’s office.

Gwangi, a registered medical assistant, works the front desk at MNPS’s Employee Wellness Center, which gives her ample opportunity to see firsthand the improvements Bobbi’s patients are making in their own lives. Bobbi, a registered nurse and certified holistic health coach, is passionate about helping her patients feel their best by teaching, encouraging and supporting healthy lifestyle changes.

From her front-desk vantage point, Gwangi started to notice the results Bobbi’s patients were achieving. Because she had tried without success to lose

patients and think, ‘Holy cow! How has this patient lost so much weight?’ I had to see what she was doing in there.”

So she walked into Bobbi’s office and asked for help.

Bobbi is a holistic practitioner, which means she treats the whole person — body, mind and spirit — and not just symptoms and diseases. Holistic medicine is based in the belief that good health can only be achieved when all three components are in balance.

As a first step, she told Gwangi that to reduce food cravings, it was important to make sure she wasn’t nutritionally deficient. So she advised her to take a good quality multivitamin.

Next came a lesson in reading labels and how to tell if a food is high in

carbohydrates and sugar. Gwangi has cut way back on both and follows this advice:

“Bobbi taught me that if I’m going to have

sweets, I need to eat them instead of drinking them. She says, if God wanted us to drink sugar, he would have made water sweet.”

the weight she gained when she was pregnant with her now two-year-old, she was impressed with what she saw.

“I could not lose the baby weight,” she says. “I would check in one of Bobbi’s

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Why you need a Primary Care Provider

Relationships — they're at the heart of successful healthcare. November is Patient-Centered Care Awareness Month and a great time to talk about the importance of having a primary care provider (PCP).

A PCP will develop a relationship with you and coordinate your medical care. It's the person you go to for an annual physical or wellness visit. Your PCP will ensure your preventive screenings are up to date, determine any medical concerns you're at risk for, and give you advice on ways to prevent those problems. He or she is also the first person you'll visit for issues like a sore throat or cold. Your PCP will help you manage any chronic conditions, such as hypertension, diabetes or asthma. In some cases, your PCP may work with a specialist to ensure these conditions are well controlled.

At the MNPS Employee & Family Health Care Centers, we have 16 board-certified family nurse practitioners (NPs) working in our four (soon to be five) clinics. Should you choose one of our NPs to be your PCP, their goal is to partner with you, involve you in your care and make decisions with you. They'll take time to get to know you and explain things in simple terms. They work closely

with our onsite health coaches, physical therapists, chiropractors, mental health providers, pharmacists and fitness representatives. All staff in our clinics are Vanderbilt employees and your medical records will be a part of the Vanderbilt system, making coordination of care with Vanderbilt specialists seamless.

When selecting a PCP, it's important to find the right fit. This doesn't obligate you to only see that person. If you have an urgent problem, you can still be seen by any of our other providers, while continuing to schedule your annual physical and other appointments with your PCP.

Our research shows that when teachers connect to one of our clinics, teacher turnover and burnout improve. This is true, in part, because they receive support and understanding from providers who are familiar with challenges unique to the teaching profession. We know that stress plays a major role in physical health, and that more than half of our teachers report feeling extremely stressed at times. With that in mind, we look to evidence-based interventions to support you in dealing with stress and reducing its impact on your health. You'll hear more about this in the coming months.

If you have a PCP in the community, that's great too. And I encourage



“
I'm proud to work with this highly qualified team of people who recognize the importance of knowing you while striving to provide timely access to team-based care.”
Dr. Martha Shepherd
Medical Director
MNPS Health Care Centers

you to maintain that relationship by scheduling an annual physical. If you don't have a PCP, or if you haven't had a physical in the past year, I encourage you to call us at **615-259-8755** and schedule an appointment with one of our NPs. It's an important part of taking care of yourself and the first step toward taking control of your health. It could also be the beginning of a positive, supportive relationship.

Your 457 plan



A great way to save for retirement

Did you know that as a benefits-eligible MNPS employee, you have access to a 457 retirement savings plan? This is in addition to the State of Tennessee 401(k) plan, and both offer a tax-smart way to save for the future.

What is a 457 plan?

A 457(b) plan is a tax-advantaged employee retirement plan offered by state and local public employers. A 457 is similar to a 401(k) plan in that it lets you set aside pre-tax money for later use. Contributions and their earnings are not taxed until money is withdrawn,

generally during retirement when you're in a lower income tax bracket.

Why should I participate in the 457?

If you're interested in maxing out your savings potential, having both the 401(k) and 457 plans available to you essentially doubles it: You can contribute up to \$18,000 in each plan, for a grand total of \$36,000 in pre-tax savings. And if you're age 50 or older, you may be able to make additional catch-up contributions to the plans.

Another advantage of the 457 is that if you leave MNPS, the 10% early withdrawal penalty that 401(k) and 403(b) plans have does not apply. So if you retire early, you can withdraw that money before age 59½ without penalty.

How can I learn more?

You can learn all about the 457 and 401(k) plans on MNPSBenefits.org or by calling **1-800-922-7772**.

Onsite clinics growing, expanding

The MNPS Employee & Family Health Care Centers continue to grow and offer a convenient health care option for teachers and their families.

"We recently expanded our Madison location by installing a second portable building," says Director of Benefits David Hines. "We added a third nurse practitioner and extended our hours to make it more convenient for people in that area."

The Madison clinic is located on Taylor Stratton Elementary's

campus. Late this fall, MNPS plans to open a fifth clinic in west Nashville on the campus of Big Picture High School (160 Rural Avenue, off White Bridge Road), filling the gap Brookemeade left when it closed. Nurse practitioner Ashlee LeCorps will move to serve this new location.

"Our goal is to have a clinic within a 15-minute drive of home for most teachers and staff," adds Hines. "We're looking forward to expanding our geographic footprint and serving even more people."

Visit us at any of these Davidson County locations:

CENTRAL

Employee Wellness Center at Berry Hill
2694 Fessey Court, Nashville
Clinic: 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 Old Hickory Blvd. West, 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

Big Picture High School
160 Rural Avenue, Nashville



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

615-259-8755 • MNPSHealth.org

MotivateMe launches January 1

Earn gift cards for healthy behaviors

Ready to earn some cash? Check out MotivateMe on the myCigna platform, starting January 1. MotivateMe is an easy-to-use incentive program for MNPS health plan enrollees that lets you earn gift cards — that can be spent like cash — when you take health actions. Simply follow these steps:

STEP 1

Complete the Cigna health assessment.

- » This not only ensures you pay the lowest health plan premiums in 2018, it also unlocks the MotivateMe program so you can earn points.

STEP 2

Browse the goals.

- » Pick the ones you want to do to earn points. There are goals for everyone at every health or fitness level.
- » Some goals have higher point values than others. For example, getting an annual physical and biometrics screening have high point value.

STEP 3

Log completed goals to accumulate points.

- » This is easier than you think. If a goal is tied to an action like getting a physical or working with a health coach, all you have to do log on and report it. Cigna will then verify the goal based on your claims.
- » When your points reach a certain threshold, you may redeem them for a gift card.

STEP 4

Redeem your points.

- » Log back on to redeem your points.
- » Your gift card will be mailed to you.

STEP 5

Spend your gift card like cash.

- » Gift cards are good at any vendor that accepts debit cards — pretty much anywhere.

More details coming soon!



How to access MotivateMe

Starting January 1, go to **myCigna.com** and log in with your user ID and password.

Click on the "MotivateMe" tab.



Seeing is believing...Gwangi Patton's story Continued from page 2

“ I learned I need to work out with little or no food on my stomach.”

Gwangi has changed not just what she eats, but when she eats.

“Bobbi said the human body needs to go 12 consecutive hours with no food,” she says. “So if I eat at 6:00 p.m., I won't eat again until 6:00 the next morning. She said that while I sleep, I burn calories as my body goes through the digestion process.

“She also told me I need to work out with little or no food on my stomach,” she continues. “I learned that if I eat first, my body's going to burn what's in my belly. But if I don't have anything in there, it's going to burn fat instead.”

Exercise is now an important constant in Gwangi's busy schedule. She logs laps on the Wellness Center walking

track and works out at home using exercise bands.

When she needs a little extra motivation, she thinks back to some valuable advice she received from an unlikely source — a life insurance agent. When Gwangi was first hired to work at the Wellness Center, the agent called to see if she wanted to continue her life insurance coverage from her previous workplace. It turned out to be an unexpectedly significant conversation when the agent told her that if she wanted to live longer, she had to get her weight under control.

“So I'm going to keep eating healthy and working out,” she says. “I want to be able to run around with my two-year-old.”



Gwangi's now down 32 pounds. Her goal is to lose 15 more, and she's committed to making her lifestyle changes permanent.

“I'm losing the weight in a healthy way,” she continues. “I didn't have weight-loss surgery, I didn't take diet pills ... I work out, and the fact that I lost it that way makes me feel better physically and mentally. And now I can share my story with others.”

It's flu season! Got your shot?

Did you miss out on the MNPS flu clinics? Don't worry! You can still get a free flu shot at any of the MNPS Health Care Centers, including the Employee Wellness Center. Call **615-259-8755** for an appointment.



METRO
NASHVILLE
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SCHOOLS

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Be smart
Live well