

For Your Benefit

CERTIFICATED EMPLOYEE BENEFITS

SPRING 2024

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Guide to **growing** your family

Having a family is one of life's great adventures. From making the initial decision to childbirth and beyond, a little planning can go a long way toward a smooth journey.



Your Family-building Resource Guide

highlights all the benefits available to you before, during and after pregnancy and childbirth — most at no cost to you under the Certificated Employee Health Plan.

View the guide at MNPSBenefits.org/family-building to learn about your:

- ✓ Top-notch health insurance
- ✓ Fertility benefits
- ✓ Bundled maternity care
- ✓ Healthy Pregnancies Healthy Babies program
- ✓ Maternity/paternity leave
- ✓ Breastfeeding support
- ✓ Maternal mental health therapy
- ✓ And more



Thinking about expanding your family?

Use these tips to start planning early.

Be emotionally ready.

- Have open and honest talks with your partner or others who will be impacted to make sure you're working from the same playbook.
- Make time for yourself and your mental health. Calm your mind with activities like meditation, yoga, reading or quiet walks.

| **A little extra:** Meet with a family therapist for help identifying and addressing concerns.

Be financially ready.

- Research the costs of having a family so you can go into parenthood with realistic expectations and a solid financial plan.
- Create a budget that covers things you'll need in the first year, like baby furniture, diapers, formula and medical care.
- Plan for childcare in advance so you can budget accordingly. Remember, the Dependent Care Flexible Spending Account lets you pay for daycare tax free.

| **A little extra:** Meet with a financial expert who can help you plan for the expense — and unexpected costs — of raising a child.

Be physically ready.

- Have a check-up to make sure you're ready for pregnancy and childbirth.
- Make sure you've lined up your pregnancy medical providers.
- Cut out tobacco and alcohol.
- Get moving with your doctor's okay. Mild exercise before, during and after pregnancy is good for you and your baby.

| **A little extra:** Meet with a lactation consultant if you plan to breastfeed.

Having more than one child?

If you already have a child and are thinking about adding more, keep these things in mind:

- **Mental health.** Think about how you reacted mentally and emotionally in the past and decide if you need to prepare yourself for a similar experience. For example, if you suffered postpartum depression, talk with your doctor and a mental health professional early so they can help look for signs and make a plan in case it happens again.
- **Financial health.** Expenses go up as your family grows. Research them early so you can plan accordingly. Also, don't be shy about asking for family discounts; for example, childcare facilities sometimes offer special rates for more than one child.
- **Physical health.** Each pregnancy can affect your body differently. Work with your obstetrician to anticipate any issues or complications so you can address them early.



Mamaya HEALTH

Maternal mental health therapy

Pregnancy can be a beautiful and fulfilling journey. For some, it can also come with challenges, from postpartum depression and anxiety to more rare, extreme conditions like perinatal psychosis. The World Health Organization estimates that one in five women experience a mental health condition during pregnancy or in the year following, causing feelings of isolation, rage and/or being overwhelmed.

Mamaya's therapists specialize in treating mental health conditions connected to pregnancy and postpartum. Services are available at no cost to employees and dependents enrolled in the Certificated Employee Health Plan.

How to get started



1. Scan the code or visit mamayahealth.com/mnps to request an appointment with a Mamaya therapist.
2. At least 24 hours before your appointment, submit consent forms you'll receive from Mamaya.
3. Complete a brief assessment.
4. Meet with your therapist virtually using your computer or mobile device.

Learn more about your Mamaya Health benefit at mamayahealth.com/mnps.

MyMaternityHealth

Prenatal & maternity care bundled

You're having a baby — congratulations! Whether you're a first-time parent or you've been down this road before, pregnancy should be a joyful time, as free from worry as possible.

Vanderbilt Health's MyMaternityHealth bundles all the services an expectant mother and baby need to receive the best care — from enrollment through 12 weeks after delivery — at zero out-of-pocket cost.

Services include:

- Patient navigator to guide you through every step
- Your choice of Vanderbilt Health midwives and physicians
- Convenient telehealth options
- Free educational classes (e.g., lactation, childbirth)
- On-demand room services during a hospital stay
- Enhanced postpartum care

Pregnant moms must enroll in the program before the end of your first trimester to participate in the program.

How to get started



Make an appointment with a patient navigator by scanning the QR code or by calling **615-936-BNDL (2635)**.

Learn more about MyMaternityHealth — as well as other MyHealth bundles — at mnps.myvanderbilthealthbenefits.com.



The key to good health...

...yearly well-woman exams

Going to the doctor when you're sick is a no-brainer. But it's also smart to see your provider when you're well to help ensure you stay that way. An annual well-woman exam can spot problems early on, which is key to preventing progressive diseases like cancer.

During the exam, your provider will discuss cancer screening recommendations (breast, cervical, colorectal, skin). And, if you haven't already had one, your provider may recommend a human papillomavirus (HPV) vaccination (see below).

The MNPS Health Care Centers offer well-woman visits, along with education on birth control, sexual health, family building, weight concerns and other women's issues. There's no cost if you're covered under the Certificated Employee Health Plan.

If you're due for a well-woman exam or have a concern you'd like to discuss with a health care provider, make an appointment online at MNPSHealth.org/schedule or call **615-259-8755**.

Three things to know about the HPV vaccine

1 Males need the vaccine too

HPV affects both females and males. The two-shot series is recommended for adolescents ages 9-14. People ages 15-45 who weren't vaccinated previously can protect themselves with a three-shot series.

Learn more at askaboutHPV.org.

2 It protects against many types of cancer

Vaccination can prevent 90% of HPV-related cancers, including cervical, vaginal, anal, vulvar, penile, oropharyngeal and other head and neck cancers.

3 It's widely available at no cost

HPV vaccination is available at the MNPS Health Care Centers (by appointment), Kroger Pharmacy (walk-ins available) in the Employee Wellness Center and most other pharmacies.



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

Five locations across Davidson County

BERRY HILL

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

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.

Schedule your appointments online!



Scan this code or visit
MNPSHealth.org/schedule.
Or call 615-259-8755



If your spouse becomes eligible for Medicare

If your covered spouse will turn 65 and become eligible for Medicare while you're still an active employee, they have a choice:

- They can remain enrolled in the Cigna medical plan they're currently in with you.
- or
- They can switch to the Cigna True Choice Medicare Advantage PPO (MAPD-PPO).

Learn more about the MAPD-PPO at MNPSBenefits.org/retiree-benefits-guide (click on the image of the guide).

The information in this newsletter provides highlights of the benefits, programs and extras included in 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 at benefits@mnps.org.



Living with chronic pain?



Most of us suffer from occasional muscle aches or pain that come from injury, illness or a medical condition. Fortunately, musculoskeletal (MSK) pain, which affects bones, muscles, ligaments, tendons and even nerves, generally goes away once the body heals. However, if your MSK pain lasts longer than a few weeks, you might be suffering from chronic pain.

Chronic MSK pain can last months — even years. It can continue after you recover from its initial cause and interfere with your daily activities and mental health. You might find yourself unable to do the things you like to do, which can, in turn, lead to stress, depression and other mental health issues.

Causes and symptoms

The cause of chronic pain isn't always clear. It might start with an illness or injury that doesn't seem to heal, or the cause might be undiscoverable. Symptoms can include:

- Constant or consistent pain
- Aching
- Stiffness
- Burning in the muscles
- Fatigue
- Muscle twitches or spasms
- Sleep disturbances

Addressing chronic MSK pain

The first step to addressing chronic MSK pain is to see your doctor and get a diagnosis. Then, you can work with your provider to develop a customized treatment plan. A holistic approach that addresses not only your pain but also nutrition, exercise, sleep and stress reduction can accelerate healing and help you get back to doing the things you love.



Access your chronic pain resources

Fern

Fern is a digital program for chronic pain, including persistent MSK pain. It teaches you pain management skills, including coping with feelings brought on by pain, such as stress, anxiety, depression or fear.

Fern is available at no cost to you. Once enrolled, you'll take a brief assessment. Then you'll be matched with a Fern health coach, who will help you work toward goals in daily movement, sleep, emotional health and nutrition. You'll learn how pain works and how you can retrain your brain to process it differently.

How to get started



Scan the QR code to get started with one of Fern's enrollment specialists. You can also read FAQs and watch an overview

Fern

video at fernhealth.com/mnps.

Onsite physical therapy

With a referral from your diagnosing provider, physical therapists at the MNPS Employee Wellness Center can provide one-on-one sessions customized to your needs and goals.

Patients are encouraged to take an active role in their treatment plan, which often includes a home exercise program that is adjusted as the patient progresses.

How to get started

Ask your provider to make a referral to the MNPS Health Care Centers' physical therapy department. Then call **615-259-8755** to make an appointment with one of our physical therapists.

Bundled care

Vanderbilt's MyHealth program "bundles" all the services needed to deliver world-class care for specific conditions, such as chronic MSK pain.

An orthopedic bundle covers osteoarthritis, shoulder pain, and hip and knee replacement procedures. A spine bundle covers three common spine procedures. All at no cost to you. With the help of a patient navigator, the experience is streamlined to help you get back to life and work faster.

How to get started



Scan the QR code or call **615-936-BNDL (2635)** to make an appointment with a patient navigator and confirm your eligibility to participate.

Learn more about MyHealth bundles at mnps.myvanderbilthealthbenefits.com.

MNPS health coaches share their unique approaches

Have you ever thought about taking steps to get healthier, but weren't sure where to start? Look no further.

MNPS health coaches B.J. Reeves and Bobbi Nickel can help. When you work with B.J. or Bobbi, you'll receive expert insights, tailored strategies and unwavering support to help you reach your wellness goals.

Still unsure about what health coaching is and how it can help you? *FYB* asked B.J. and Bobbi to share their approaches.



B.J. Reeves | RN, BSN

"Many people think health coaching is about weight loss, chronic disease management and/or nutrition. In reality, wellness coaches look at every aspect of your health. This includes family history, current health status (both physical and mental), lab results, medications, living and work environments, gaps in care (such as missed screenings and vaccinations), and much more.

People are like puzzles. As a health coach, I analyze everything that makes up the whole person and find the pieces that are missing. Then, together, we form a plan to help them be whole again."

To make an in-person or telehealth appointment with B.J.: call or text **629-264-8052** or email Barbara.reeves@evernorth.com.



Wellness coaches look at every aspect of your health.



Bobbi Nickel | RN, MSN

"A health coach doesn't make the rules for you. You already know what you want to do. You just need someone to help you see the barriers that are keeping you from success and someone to hold you accountable.

A good health coach will educate you on how the body works — and help you understand if you've been sabotaging yourself without realizing it. It all begins with your mind. It's not about willpower, it's about mindpower. Your thoughts determine your actions, and your actions determine your behavior. Your behavior becomes habits, whether they're good for you or derailing you. When you begin to notice your thoughts and replace negative thoughts with the truth, your whole life will change. A health coach can help you do that."


To make a telehealth appointment with Bobbi: call **615-259-8755**.



It's not about willpower. It's about mindpower.



Note: Sessions with health coaches are completely confidential.



Need an incentive to try health coaching?

Get to know MotivateMe

University of Tennessee women's basketball coach Pat Summitt said in her autobiography, "A great coach can lead you to places you never thought you could reach." Famous for her ability to motivate her players, she knew a coach's success depends on how effective they are at encouraging others to achieve.

Like Summitt, health coaches available through your MNPS benefits are experts in their field. They can help you set realistic, reachable goals that improve your health, energy, resilience and quality of life.

Additionally, when you work with a health coach, you can earn incentives — up to \$100 a year in gift cards — through Cigna's MotivateMe program.

How MotivateMe works

MotivateMe is designed to inspire you to make healthy lifestyle changes by offering financial incentives. You can unlock these incentives by completing various activities — including consulting with a health coach.

The best part: You can re-earn these incentives every year. Just take a brief health assessment annually, which qualifies you for the lowest plan premiums, then start earning points under MotivateMe.



A great coach can lead you to places you never thought you could reach."

How to earn incentives

You can earn 50 points (equal to \$50) by doing any one of these by October 31 each year:

- Work one-on-one for at least three visits with an MNPS health coach
- Work with a Cigna health coach over the phone to achieve a health goal
- Complete one of Omada's programs (diabetes prevention, hypertension, diabetes management)
- Participate in/meet completion requirements of any one of the following:
 - » 90-Day Men's Health Challenge
 - » Virta, which can help you reverse Type 2 diabetes
 - » GIThrive, a digestive health program
 - » Fern, a musculoskeletal pain program
- Complete MNPS's 9-week stress reduction (MBSR) course

You can earn 50 additional points (equal to \$50) by completing any one of these preventive screenings by October 31 each year:

- Annual physical
- Annual Ob/Gyn exam
- Dental preventive exam
- Mammogram
- Colon cancer screening
- Cervical cancer screening
- Prostate cancer screening

How to get started

Visit [MNPSBenefits.org/incentives](https://www.mnpsbenefits.org/incentives) today and follow four easy steps to earn up to \$100 in gift cards. And don't forget: You can do it every year!



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



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

Finally, all your benefits in one place!

Your benefits package is big. Really big. In fact, it includes so many programs that it can be difficult to remember everything available to you or to easily find the info you need.

Not anymore.

Introducing Castlight, your benefits hub:

- Browse all your MNPS benefits in one place.
- Search for the benefit that addresses your need.
- Search for providers.
- Review your medical claims.
- Connect with a live Castlight Care Guide for one-on-one benefits help.
- Get personalized recommendations based on your goals and recent claims.

How to get started



Register today at mycastlight.com/mnps.
Or download the app from the App Store
or Google Play (employer code MNPS).

