

Be smart

Take advantage of all MNPS offers

Employee Benefits & Leave

- Medical/dental/vision insurance
- Prescription benefits
- Hearing benefit
- Flexible spending accounts
- Life and AD&D insurance
- Disability insurance
- Employee Assistance Program
- Retirement savings plans
- Pension plan
- Paid leave

MNPS Employee & Family Health Care Centers

- Primary health care
- Preventive care
- Women's and men's health
- Adolescent care
- Immunizations
- Lab work/biometrics
- Chronic condition management
- Weight management program

MNPS Employee Wellness Center at Berry Hill

- Behavioral health care
- Physical therapy
- Chiropractics
- Health coaching
- Orthotics
- Onsite pharmacy
- Fitness center
- Fitness classes
- The Daily Grind café



Live well

Pursue your best life

Look inside to see how



METRO
NASHVILLE
PUBLIC
SCHOOLS

Employee Benefits & Leave

MNPS offers employees a generous and competitive benefits and leave package. You are eligible for benefits if you are an active, full-time certificated employee regularly scheduled to work at least 18 hours per week. You can also enroll your eligible dependents for medical/dental/vision/hearing, life and AD&D coverage. You must enroll for benefits during your first 30 days of work; otherwise, you will have to wait until the next annual enrollment period to elect coverage. Below is an overview of your benefits; visit MNPSBenefits.org for more details.

MEDICAL

Cigna
cigna.com/mnps
1-800-244-6224

The medical plan provides coverage for a wide range of services (including doctor visits, surgery, hospitalization, preventive care, prescription drugs and more). You may see any provider you choose, but benefits are higher when you use Cigna Open Access Plus (OAP) network providers. Medical/dental/vision/hearing coverage is bundled, and you and MNPS share the cost. Employees who take the Cigna health assessment, a confidential online questionnaire, by the deadline will pay the lowest premiums. If you choose not to take the health assessment, you will pay an \$800/year surcharge, prorated equally by the number of paychecks (20 or 26) you receive in a year. Spouse participation is welcome but not required.

DENTAL

Delta Dental
deltadentaltn.com/mnps
1-800-223-3104

The dental plan provides 100% coverage for preventive/diagnostic care when you use Delta providers (Premier or PPO network). Each covered family member can receive x-rays and up to two exams/cleanings a year at no cost. The plan covers restorative services after an annual deductible, as well as orthodontia for your covered children under age 19.

VISION

EyeMed
eyemed.com
1-866-800-5457

The vision plan provides benefits for eye exams, frames, lenses and contacts, as well as discounts on many products and services, including additional pairs and corrective procedures. You can see any provider you choose, but benefits are highest when you use EyeMed providers (Insight network).

HEARING

Epic Hearing Healthcare
epichearing.com/mnps
1-866-956-5400

A hearing benefit is provided with your medical/dental/vision coverage at no additional cost to you. The plan covers a hearing exam at 100% and provides a hearing aid benefit of up to \$700 per ear when you use Epic network providers.

FLEXIBLE SPENDING ACCOUNTS

Cigna
cigna.com/mnps
1-800-244-6224

MNPS offers two flexible spending accounts (FSAs) that let you set aside tax-free money from your paycheck to reimburse yourself for many common health and dependent care expenses. You can contribute up to \$2,650/year to the Health Care FSA to pay for medical, dental and vision expenses not covered by insurance, and up to \$5,000/year to the Dependent Care FSA to help pay for dependent day care expenses.

LIFE AND AD&D

Dearborn National
MNPSBenefits.org

MNPS provides basic life/accidental death & dismemberment (AD&D) insurance equal to \$50,000 at no cost to you. You can elect supplemental life/AD&D for yourself up to \$500,000. If enrolled in medical coverage, your dependents automatically receive the following coverage: \$25,000 (spouse) and \$10,000 (each child); if not enrolled, you can elect this coverage on an after-tax basis. No medical questions will be asked if coverage is elected when first eligible. Limits apply.

DISABILITY

Dearborn National
MNPSBenefits.org

MNPS offers optional employee-paid short-term and long-term disability. Short-term disability continues 60%

of your weekly earnings after a 14-day waiting period and after all other leaves have been exhausted. Long-term disability continues 60% of your earnings after 90 days of total disability. Certain limits and rules apply.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

ComPsych
guidanceresources.com
1-888-297-9028

MNPS provides employees and their household family members with free, confidential counseling and referral services through GuidanceResources EAP. The EAP is available to you on your first day of work, and can help with family or relationship problems, workplace concerns, financial or legal problems, stress, depression, anxiety, grief and loss, and more. Company web ID: MNPS.

RETIREMENT SAVINGS PLANS

RetireReadyTN
RetireReadyTN.gov
1-800-922-7772

Employees hired on or after July 1, 2014, are automatically enrolled in the State of Tennessee 401(k) Deferred Compensation Plan at an employee contribution rate of 2% of pay. You can change your 401(k) contribution at any time. MNPS contributes an amount equal to 5% of your pay to the 401(k) on your behalf. You are immediately vested in all contributions to the plan. The plan offers a wide range of investment options, as well as retirement planning assistance through Empower Retirement. You may also participate in a 457(b) deferred compensation plan, a tax-advantaged employee retirement plan similar to a 401(k) in that it lets you set aside pre-tax money for later use. You can contribute up to \$18,500/year to each plan.

PENSION PLAN

RetireReadyTN
RetireReadyTN.gov
or MyTCRS.com
1-800-922-7772

MNPS is a member of the Tennessee Consolidated Retirement System (TCRS), a program that provides a pension to eligible retirees. Participants contribute 5% of pay to the plan, with individual school districts making up the difference in cost. Benefits are a percentage of pay times years of service. Teachers hired on or after July 1, 2014, are in the Hybrid

Plan, which includes TCRS participation and the Tennessee 401(k) Deferred Compensation Plan.

PAID LEAVE

MNPS provides paid time off for holidays, vacation and personal time. The amount of paid time off varies depending on whether you are a 10-month or 12-month employee and, in some cases, on length of service. Certificated employees earn one sick day per month worked, which accrue with no limit.

MNPS Employee & Family Health Care Centers

Vanderbilt Health
MNPSHealth.org
615-259-8755

Five Health Care Centers in the Metro Nashville area give MNPS employees, retirees and their family members convenient access to a full range of primary care. Services are provided by Vanderbilt Health and include care for minor illnesses/injuries, preventive care, annual and sports physicals, women's and men's health, adolescent health, immunizations, lab work and more. The Centers also offer a weight management program and care for chronic conditions such as diabetes, high cholesterol, heart disease and respiratory disease.

Visit us at Two Rivers Middle, Taylor Stratton Elementary (Madison), Mt. View Elementary (Antioch), Bellevue Middle or the Employee Wellness Center at Berry Hill. There is no copay to use Center services if you're enrolled in the MNPS Cigna medical plan. If you have other coverage, you can still use the Centers and we will bill your insurance.



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

Live well

Pursue your best life

Find balance
Manage stress
Get active
Eat better
Lose weight
Prevent illness
Get fit
Reduce pain
Boost your energy
Prepare for the unexpected
Save for retirement
Raise healthy kids
Connect with others
Relax and refresh
Save money
Get inspired
Inspire others



MNPS Employee Wellness Center

Vanderbilt Health
MNPSHealth.org
615-259-8755

In addition to the health care services described above, the MNPS Employee Wellness Center offers onsite behavioral health/counseling, physical therapy, orthotics, chiropractics and health coaching. There is an onsite Kroger pharmacy, The Daily Grind café, which offers a full line of Starbucks® beverages and a variety of fresh-made food options, and a large fitness center with an elevated walking track, a full range of strength and cardio equipment, and more than 20 weekday classes for all fitness levels.





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

This brochure provides highlights of MNPS' certificated employee health program. It is 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 differences between the information in this brochure and the plan documents, the plan documents will govern the employee's rights to benefits. This document does not constitute a contract or offer of employment. MNPS reserves the right to change or end any of the programs described in this brochure at any time. (Updated 10/18)

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