

For Your Benefit



CERTIFICATED RETIREE BENEFITS • FALL 2021



What's new for 2022?

As a certificated retiree or covered dependent without Medicare, no action is required during Annual Transfer (November 1-30), but there are several changes to your retiree benefits. Some are effective January 1; others are already available to you.

\$0 cost for in-network behavioral health

MNPS continually strives to expand employee and retiree access to vital behavioral health care. Starting January 1, benefits for in-network inpatient and outpatient behavioral health services are increasing to 100%. This means no copay, deductible or cost share required when you see a Cigna behavioral health network provider. Services include care for mental health as well as substance use disorders. Cigna has the largest behavioral health network in the industry, including two Centers of Excellence in/around Davidson County.

Three new MyHealth Bundles

On January 1, we will launch three additional MyHealth Bundles:

- » Shoulder pain/surgery
- » Medical weight loss
- » Osteoarthritis of the hip and knee

See page 4 for an overview of all eight bundles.

No new ID cards. You will continue to use your current Cigna medical ID card in 2022; no new cards will be issued.

Two new services at MNPS Health Care Centers

Our Centers have partnered with Vanderbilt Dermatology to provide enhanced dermatology care.

Also, in an effort to improve diabetes management, patients with diabetes can now have their follow-up appointments in a group setting, which combines consultation with an endocrinologist, self-management education and peer support – all in one visit.

Learn more about these services on page 8.

Prescription copays changing

A new Tennessee law no longer allows us to offer lower prescription copays at Kroger pharmacies. Copays must be the same across all in-network pharmacies. See your Retiree Benefits Guide for copay amounts, effective January 1.

New dental plan administrator

Starting January 1, 2022, Cigna will replace Delta Dental of Tennessee as our dental plan administrator. Look for more information about this change coming in December.

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MNPSBenefits.org

A WEIGHT LIFTED

Vanderbilt bundle gets teacher off life's sidelines



Sarah Carpenter's professional dedication to children began with a job in child protective services, but four years ago she transitioned into teaching.

"I wanted to be part of a positive thing in a kid's life," says Sarah, now a sixth-grade math teacher at Jere Baxter Middle School.

She participates on the school's leadership committee to help colleagues become the best versions of themselves.

But one obstacle was preventing Sarah from reaching her own potential. She had struggled with obesity for years — dieting and regaining, then starting the cycle over. Her

weight gradually approached 300 pounds, sapping her energy and limiting her ability to exercise. High blood pressure and a family history of diabetes and heart disease were other concerns.

Sarah's mother, who also struggled with weight, said she had always regretted having to be on the sidelines of activity.

"I want to participate," Sarah says.



of dollars. That they put it in a bundle and that bundle is through Vanderbilt? Sold!"

From her initial appointment on January 4 to her gastric sleeve surgery May 28, Sarah's Vanderbilt patient navigator, whose services come with the bundle, fielded her questions, made her appointments and guided her from start to finish.

"I knew everything that was going to happen before I even set foot in the Vanderbilt Weight Loss Center," Sarah says. "Honestly, if I had not had the patient navigator, I probably wouldn't have pursued this. I'm busy enough as a mom and teacher."

Having one point of contact for everything was a comfort.

"I almost equated it to a security blanket," she says. "I knew I was going to be taken care of from all angles."

The 36-year-old had never had surgery, so the big day came with jitters.

"I was a little nervous, but everyone put me at ease," Sarah says. "It was customer service at its finest."

She says she had no pain and "healed beautifully."

"I'm a different person. I'm healthy." — Sarah Carpenter

Three new MyHealth Bundles are launching January 1. Learn about all 8 bundles on page 4.

"Life is short; I don't want to be the person who's too uncomfortable to get out there."

Last year, she noticed MNPS's health benefits offered a weight-loss surgery bundle. Sarah made an appointment to learn more and was shocked to learn the bundle meant no out-of-pocket expenses.

"I'm like, 'Hold up, it's free?'" she says. "If I had to do this on my own, that's thousands

Sarah participates in an online support group that not only includes patients, but also nurses and nutritionists from the Vanderbilt program who lend their expertise. Together, she and the other participants learn to approach the surgery "like a tool rather than something that was going to fix everything overnight," says Sarah. "Doing that ... gave me the motivation to stick to it."

Today, Sarah is down about 100 pounds and reaping the benefits. She no longer needs acid reflux medication. And she doesn't worry that she'll have to struggle to get up when she kneels by a student's desk to help with a math problem. She's living a more active life with her husband and son, planning hikes and other activities.

"It changed my life," Sarah says. "I'm a different person. I'm healthy."

She feels immense gratitude to MNPS for offering the benefit: "It shows your employees that you care about their health, their well-being. They want me to succeed, and they value me enough to invest in this program."



MyHealth Bundles are expanding

Starting January 1, 2022, MNPS will add three new Vanderbilt MyHealth Bundles, for a total of eight bundles:

- » Maternity prenatal, delivery and postnatal care
- » Cochlear implant surgery
- » Hip and knee surgery
- » Osteoarthritis of hip and knee **NEW FOR 2022!**
- » Shoulder pain **NEW FOR 2022!**
- » Surgical weight loss
- » Medical weight loss **NEW FOR 2022!**
- » Spine surgery

The new year will also bring new locations for delivery and surgery:

- » Vanderbilt Wilson County Hospital for maternity, hip and knee surgery, and surgical weight loss
- » Vanderbilt Birth Center for eligible maternity patients

Below is an overview of each available bundle. Learn more and enroll at MyHealthBundles.com.



MyMaternityHealth

Prenatal and postnatal care

MyMaternityHealth bundles all the services an expectant mother and baby need, from the initial prenatal visit through 12 weeks after delivery. It includes your choice of Vanderbilt Health midwives and physicians, free education classes, telehealth visits and tele-lactation visits. You must enroll no later than your first trimester to be eligible.



MyHearingHealth

Cochlear implants

This life-changing program bundles all the services needed for a successful procedure and recovery, providing patients with severe hearing loss with a simplified pathway to cochlear implant surgery. Patients benefit from a respected team of specialists known for groundbreaking research and innovative treatment options.



MyOrthoHealth

Hip and knee surgery

The program covers hip and knee replacements, bundling all the care needed to speed recovery and get back to life. The bundle eliminates unnecessary treatment and enhances recovery with telehealth and an innovative virtual education and rehabilitation platform.

Osteoarthritis of hip and knee **NEW FOR 2022!**

This bundle helps patients get the most appropriate treatment for pain caused by osteoarthritis of the hip or knee. It includes a personalized plan that combines imaging, physical therapy and complementary therapies to explore whether a non-surgical approach will achieve desired results.

Shoulder pain **NEW FOR 2022!**

This bundle helps patients get the most appropriate treatment for shoulder pain not caused by accident or injury. It includes up to 16 weeks of physical therapy to explore whether a non-surgical approach will achieve desired results. If surgery is determined to be the best course, the bundle includes surgery, pre-op and post-op visits and rehab.

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

Quick facts about bundles

- » You pay \$0 for all bundled services as long as you're eligible for/enrolled in a bundle.*
- » You'll be assigned a dedicated patient navigator to guide you through every step of the process and find answers to all your questions.
- » All services are performed by Vanderbilt Health providers.
- » Many of your appointments can be done through telehealth.

ending again!

Sixth-grade math teacher Sarah Carpenter shares her surgical weight loss success story in a video at MyWeightLossHealthBundle.org.



MyWeightLossHealth Surgical weight loss

This program provides a streamlined and personalized approach to weight loss surgery and recovery. The Vanderbilt Health team works with you to develop a customized care plan that combines surgery, nutrition, exercise and psychological support to ensure success. Vanderbilt surgeons use the most advanced laparoscopic surgical options. See page 2 to learn how this bundle changed one MNPS teacher's life.

Medical weight loss *NEW FOR 2022!*

This new bundle provides patients with a non-surgical approach to weight loss. Patients work with a skilled team to achieve meaningful weight loss through a combination of lifestyle therapies and medication. It's designed for patients with severe obesity who may not go forward with weight loss surgery.



MySpineHealth Spine surgery

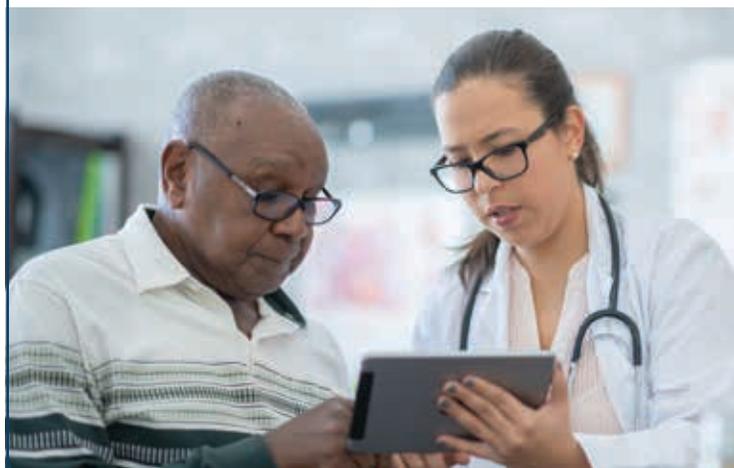
This innovative approach to spine surgery bundles all the services needed for the fastest, most cost-effective treatment and recovery path for patients suffering from chronic back pain. The bundle includes three common spine procedures: cervical fusion, lumbar fusion and lumbar laminectomy.

When you become eligible for Medicare...

As a benefits-eligible MNPS retiree under age 65 and not yet eligible for Medicare, there is nothing you need to do during Annual Transfer this fall (November 1-30). Your retiree benefits automatically continue in 2022. But once you become eligible for Medicare, a couple of key things happen*:

- » You must enroll for Medicare Parts A & B and send a copy of your Medicare card to Employee Benefit Services. This allows you to stay covered by the MNPS retiree medical plan (as discussed below) and your Cigna premium to be reduced.
- » Once enrolled for Medicare, your retiree medical coverage will be provided through a plan that coordinates with Medicare. You'll be provided with more details about your coverage as a Medicare beneficiary at that time.

* Provided you're not covered under any other active employee medical plan such as a spouse's employer plan



Want to receive benefit alerts by email?

Follow this link to opt in for email alerts:

www.MNPSBenefits.org/optin

We will continue to mail important information to your home, and you can opt out of email alerts at any time.



CONNECT
with
Karla[®]

Online counseling + support between sessions



Convenient

- ✓ Fits your schedule
- ✓ Link from your smartphone or laptop

Confidential

- ✓ HIPAA compliant
- ✓ No personal details shared with MNPS

Confidence

- ✓ Licensed counselors & therapists
- ✓ TripleCrown™ trained & certified

No cost

- ✓ Services covered by MNPS health plans
- ✓ No copay or deductible for certificated retirees on plan

Synchronous
HEALTH

| www.sync.health/mnps

FREE FLU SHOTS *get yours!*

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. Our Kroger Pharmacy carries other vaccines too, including pneumonia, shingles, Tdap/Td, meningitis and more.

Call 615-259-8755 for an appointment.

Supporting the emotional health of our children

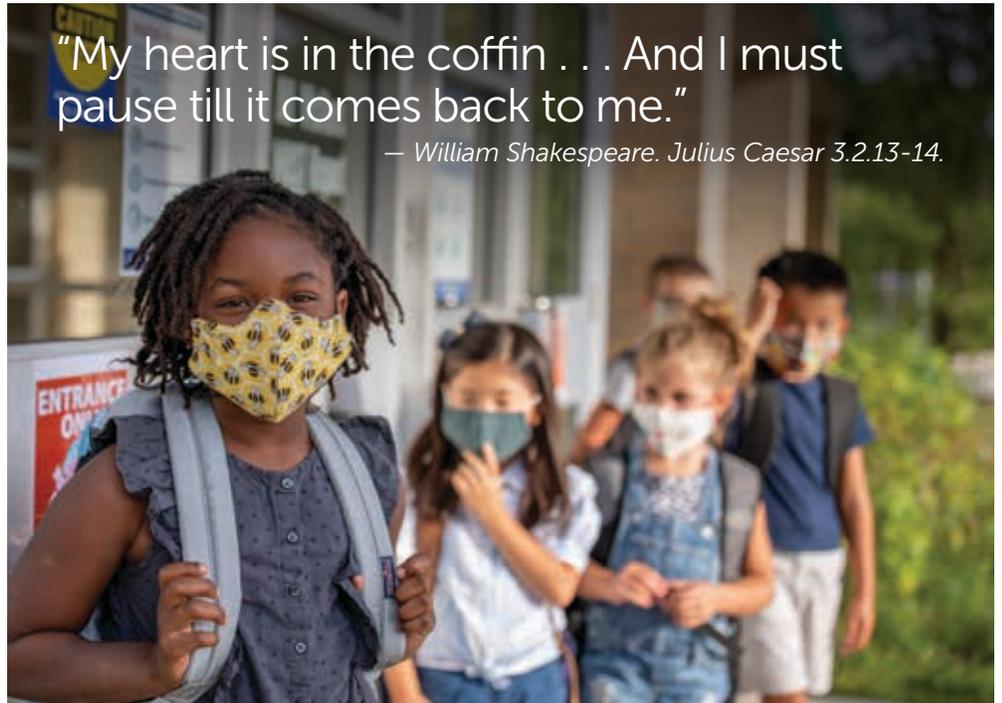
By **Barbara F. Gray**

*Hillsboro High School retiree (2003) and
MNRTA contributor*

With MNPS opening for in-person learning for the year 2021-2022, I reflect on the emotional health of our children, who are returning to school during the COVID-19 Delta variant pandemic.

Although they are excited about seeing their teachers and friends again, children are stressed. Last school year, students across the United States attended school both in-person and virtually. They, along with their parents and teachers, conformed to the “new normal” of dual lesson plans and Zoom instruction, makeshift classes in dining rooms and moms as classroom managers. Students struggled to reach grade-level learning objectives and often felt isolated from their peers. In-person learning meant that six-foot distancing in classrooms and at lunch created feelings of greater isolation with few opportunities for social engagement.

It is imperative that both parents and educators pay close attention to the mental well-being of our children. Parents (and grandparents) should be proactive in noticing any major behavioral changes in their children,



such as loss of appetite, drastic change in routine, unusual associations with new friends, sleep deprivation, mood swings and seclusion. Remaining calm with open ears, parents should readily listen and encourage positive communication. Parents should have at their fingertips an emergency contact list of phone numbers for medical resources such as pediatricians, mental health agencies and hospitals. Loving, discerning parents make all the difference!

Educators must be privy to any decline in student motivation and academic success. They must also be cognizant of any signs of grief, anger or depression. Other educational staff in schools and on school busses should be alert in recognizing hints of child abuse or domestic violence in families of children whom they serve.

If ever the African proverb, “It takes a village to raise a child” were timely, it is now! It will take Metro Nashville Public Schools’ total community to protect our children, not only from the physical devastation of the COVID-19 Delta variant but also from succumbing to undetected depression.

Just as grieving Mark Antony briefly pauses in his famous funeral oration before the Roman citizens following Caesar’s assassination, let this sad “pause” in the lives of our children be temporary, giving way to a happy and accomplished school year for each of them.

Join MNRTA today

If you’re not a member of the Metro Nashville Retired Teachers’ Association (MNRTA), you should be. Our dues are minimal (about \$6 a month). The return on your investment for your retirement is worth it.

Go to MNPSBenefits.org/retiree-mnrta. Click on the form to download it. Then complete and return it to the address on the form.

No need to send a personal check; you can have your dues deducted from your monthly pension check.

NEW SERVICES

at the MNPS Health Care Centers

Dermatology: Expedited specialty care

Getting an appointment with a dermatologist for a skin concern can take weeks or months. We have a new virtual solution! Our Health Care Centers can now take and send a photograph of the suspicious area(s) to Vanderbilt Dermatology for evaluation. While some medical problems can be challenging to address virtually, dermatology is a highly visual specialty.

How it works

- » Simply make an in-person appointment at any MNPS Health Care Center.
- » At your appointment, your provider will take a photo of any suspicious lesion(s) using a specially adapted iPad and send it to Vanderbilt Dermatology for review.
- » If the lesion is benign, care is complete.
- » If there is a concern, you'll get an expedited referral to Vanderbilt Dermatology, or you can continue care at a dermatologist of your choice.

AVAILABLE
NOW!



Learn more at MNPSHealth.org.

“Group appointments are more than just popular – they also work. Results from one study showed improved A1c levels in veterans with type 2 diabetes who participated in them.*”

Group appointments: Better diabetes follow-up care

If you have diabetes, there's a lot to know and do. You may wish you could spend more time with your doctor. Maybe you'd like to learn about new treatment options, or hear from other people who face similar challenges. Or you may just have general questions about how to best manage your diabetes.

Shared Medical Appointments (SMAs), also called group appointments, might be the answer.

AVAILABLE NOW!

How it works

- » 10 to 15 patients gather in a room in the MNPS Employee Wellness Center with a doctor and a facilitator for 60-90 minutes.
- » At the beginning of the appointment, attendees are asked to sign a confidentiality agreement ensuring that what's discussed in the room stays in the room.
- » While the facilitator shares information and encourages group conversation, the doctor spends one-on-one time with each patient, reviewing their treatment plan and addressing personal concerns and questions.
- » Time is allotted at the end to renew prescriptions and schedule follow-up appointments.

Population Health Care Coordinator Kim Gill says, "Shared medical appointments are becoming increasingly popular. Patients like them because it gives them greater access to their doctors as well as more information, tools and resources. We're excited to introduce these innovative meetings to our MNPS Health Care Centers patients."



Diabetes support

The MNPS Health Care Centers can help you and your covered dependents better manage diabetes – at no cost! Diabetes medications and supplies are also covered at no cost through your prescription drug benefits. But that's not all. This flier, available at MNPSBenefits.org/diabetes, provides a round-up of all the diabetes resources MNPS offers.

* Source: U.S. Department of Veterans Affairs

Whole person care

for the entire family



The Vanderbilt Health at MNPS Employee & Family Health Care Centers are just for you and your family — they are not open to the public. When you visit one of our five Nashville clinics, you can expect:

- » **Convenience** — There's a Center within a 15-minute drive of most MNPS work locations.
- » **Fast access** — Same-day and next-day appointments are available.
- » **Longer office visits** — You need time to tell us what's going on. We need time to get to know you. So, office visits are never rushed.
- » **Primary and acute care services**, including:
 - » Minor illnesses and injuries
 - » Lab tests and blood work
 - » Immunizations, including flu shots
 - » Annual and sports physicals
 - » Women's and men's health
 - » Child/adolescent health
 - » Health coaching
 - » Chronic condition management
 - » Behavioral health screenings
- » **Vanderbilt excellence** — Our Centers are staffed with board-certified Vanderbilt nurse practitioners, under the supervision of a physician medical director.

- » **Whole-person care** — Sometimes you need more than an office visit. When you do, your provider may invite other practitioners to consult with you. This may include our onsite health coaches, behavioral health practitioners, physical therapists, chiropractors or fitness associates.
- » **Seamless coordination with specialists** — If you need a specialist, we can arrange it — through Vanderbilt or another health care system.
- » **Telehealth options** — For many of our services, you can get care without leaving home, through telehealth visits. Ask about telehealth when you call to make an appointment.
- » **No or low cost** — If you're covered by the Certificated Retiree Health Plan, you pay \$0 to use the Centers.
- » **Highest safety standards** — We follow stringent safety protocols in our Centers.

When you choose us to be your primary care provider, you get a team of professionals dedicated to helping you get and stay well. Our Centers have Medical Home Certification by the Accreditation Association for Ambulatory Health Care (AAAHC). This certification recognizes our commitment to providing the highest levels of care.

Five locations:

CENTRAL	NORTHEAST	NORTH	SOUTHEAST	WEST
Employee Wellness Center at Berry Hill 2694 Fessey Court, Nashville M-F 7 a.m.-7 p.m. Sat. 8 a.m.-2 p.m.	Two Rivers Middle 2995 McGavock Pike, Nashville M-F 8 a.m.-6 p.m.	Taylor Stratton Elementary 306 West Old Hickory Blvd., Madison M-F 7 a.m.-6 p.m.	Mt. View Elementary 3812 Murfreesboro Road, Antioch M-F 7 a.m.-5 p.m.	Bellevue Middle 651 Colice Jeanne Road, Nashville M-F 8 a.m.-6 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





Foodsmart: Healthy eating made easy

Could your meals use a makeover? Foodsmart is a nutrition platform that brings your health goals to life. From expert cooking tips to custom meal planning, Foodsmart addresses everyday challenges you face with maintaining a balanced diet. And it's FREE to you and your covered family members!* Here's how to get started:

Grab your Cigna ID card and download the Foodsmart app at foodsmart.com/download-foodsmart-app.



Meet virtually with a registered dietitian:

1

Schedule

Schedule a telenutrition appointment using the Foodsmart patient portal.

2

Check in

Before your appointment, complete pre-visit forms and a NutriQuiz online.

3

Visit

Meet with your dietitian by phone or video. You'll get a nutrition assessment and plan just for you.



Use Foodsmart's healthy eating tools to help you stick to your plan.

Schedule follow-up visits with your nutritionist as needed.

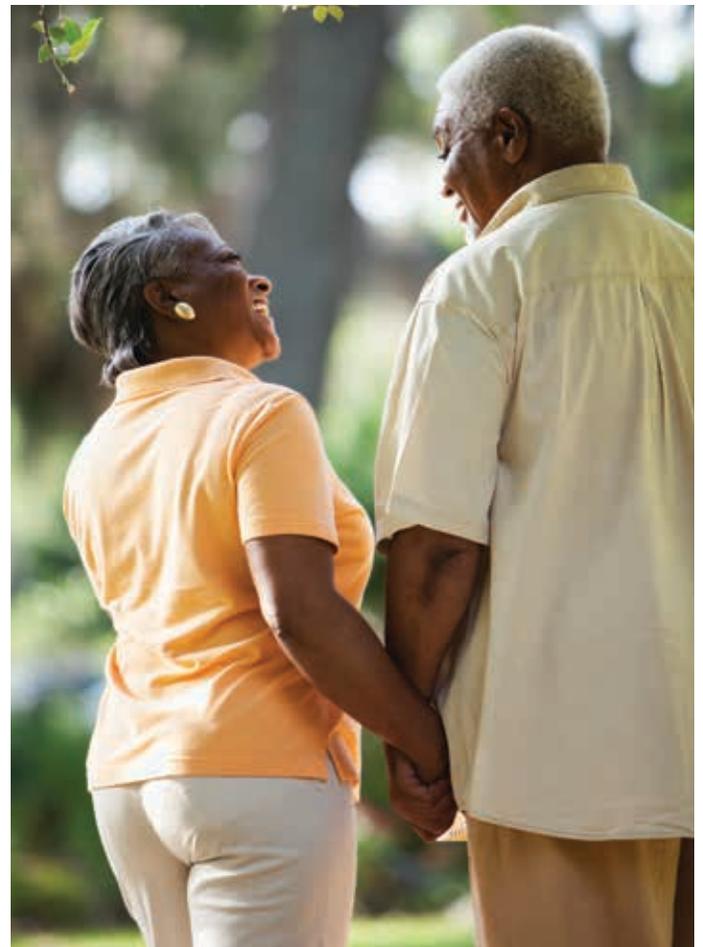
* Foodsmart is available to retirees and dependents age 13+ enrolled in the Certificated Retiree Health Plan. Participants age 13-18 must have a parent enroll with them.

45 is the new 50!

Get screened for colon cancer

Did you know that the American Cancer Society lowered the starting age for colon cancer screening from 50 to 45? If you're age 45 or older and think you may be due for colon cancer screening, you have options:

- » Call the MNPS Health Care Centers at **615-259-8755** to discuss your screening options.
- » Consider the Cologuard® noninvasive screening test. It does not require bowel prep, but rather detects blood and DNA associated with colon cancer and pre-cancer in a stool sample. Like a traditional screening colonoscopy, the Cologuard kit is free for retirees and adult dependents enrolled in the Certificated Retiree Health Plan who qualify. Learn more at MNPSBenefits.org/crc.



Shift your mindset, change your health

Omada's science-based approach can help

Make health a habit

Find the diet, activity, stress and sleep routines that work best for you — all with the guidance and support of a dedicated Omada® health coach.

Lower your blood pressure

Learn ways to lower your blood pressure outside of medication with dedicated support from a hypertension specialist.

A new way to manage diabetes

Stay on top of diabetes with the personal support of a Certified Diabetes Care and Education Specialist.

The best part? It's covered. You'll receive the program at no cost if you're:

- » An MNPS retiree or adult dependent enrolled in the Certificated Retiree Health Plan
- » At risk for type 2 diabetes or heart disease or are living with diabetes or high blood pressure
- » Accepted into the program

Get started at omadahealth.com/mnps



Want more details on your MNPS retiree benefits?



See your 2022 Retiree Benefits Guide

Enclosed and on MNPSBenefits.org/retiree



Contact Employee Benefit Services

Phone: 615-259-8464 or 615-259-8648
Email: benefits@mnps.org
Office hours: Monday-Friday, 8 a.m.-4:30 p.m.



Have a Cigna coverage question?

Call or email Carolyn McDonald, our onsite Cigna representative
615-821-6126 or carolyn.mcdonald@cigna.com

