

For Your Benefit



CERTIFICATED EMPLOYEE BENEFITS • FALL 2023

Some of the benefits described in this issue are available only to those enrolled in the MNPS Certificated Employee Health Plan. Look for eligibility information within each article.

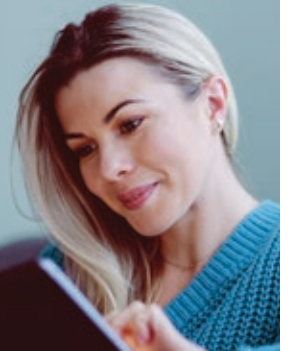
Annual Enrollment is Nov. 1-30



Turn to page 2 for your Enrollment Checklist.

Learn what's new

The Certificated Employee Health Plan will include even more benefits — all at no cost to enrollees. Some are available now; others launch in January 2024.



Available now!

- ◆ **The Lactation Network** offers breastfeeding support from lactation experts. | Page 3
- ◆ **Brightline** offers counseling for kids, plus guidance on adolescent mental health for parents. | Page 5
- ◆ **Vanderbilt Total Health** features a nurse navigator, dedicated to MNPS employees, who can help you find the care you need, when you need it. | Page 8

Effective January 1

New ways to earn cash incentives | Page 9

You have three new health coaching options under MotivateMe, the incentive program that lets you earn up to \$100/year in gift cards:

- ◆ Virta, which can help you reverse Type 2 diabetes
- ◆ GIThrive, a digestive health program
- ◆ Fern, a musculoskeletal pain program

Two new MyHealth Bundles | Page 14

MyHealth Bundles provide best-in-class care for specific health conditions at zero out-of-pocket cost to you! Two new Vanderbilt MyHealth Bundles will join the 10 bundles we already offer:

- ◆ Cancer care
- ◆ Cardiac arrhythmia care

INSIDE

- 4 Refill your cup with Synchronous Health
- 5 Find all your mental health benefits in one place
- 6 Breast cancer survivor stories – what all three have in common
- 10 Meet the principal who reversed her diabetes



MNPSBenefits.org

Cigna & HCA

Good news! Cigna and HCA/TriStar Health System have reached an agreement. HCA/TriStar will remain an in-network provider, and you will not experience any interruption in your coverage.

Annual Enrollment Checklist



✓ Log on to Benefit Express by November 30 to:

- ▶ Enroll in the MNPS health plan if you previously declined coverage
- ▶ Review or change your benefit elections for 2024 (including who you cover)
- ▶ Enroll in benefits you previously declined, such as life and/or disability insurance
- ▶ Enroll in a flexible spending account (FSA) for tax-free health care and childcare (you have to enroll every year)
- ▶ Add, review or update your personal or dependent information
- ▶ Add, review or update your beneficiary(ies)

Visit MNPSBenefits.org > Benefit Express enrollment login.

✓ Take the Cigna health assessment by November 30 to save \$800 on your 2024 health plan premiums

- ▶ Visit myCigna.com > select My Health Assessment under the Wellness tab

✓ Visit retireeadytn.org to:

- ▶ Increase your 401(k) contributions
- ▶ Participate in the 457 plan (you can join both the 401(k) and 457 to maximize your savings)

No new ID card

You will continue to use your current Cigna medical ID card in 2024; no new cards will be issued. However, you can log onto myCigna.com and download and print an ID card if you need one.

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** 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 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.

Need breastfeeding support?

Meet The Lactation Network (TLN)

TLN connects new mothers with an International Board Certified Lactation Consultant (IBCLC). Each IBCLC has 1,000+ hours of clinical practice, making them the world's highest credentialed lactation experts.

Receive support for your entire breastfeeding journey

Through TLN, you can:

- Receive prenatal, postpartum and return-to-work consultations and prep
- Address latching issues, milk supply and/or infant weight loss
- Get an insurance-covered breast pump
- Get a customized pumping schedule when returning to work
- Discuss weaning when the time is right for you

TLN is a **fully covered benefit** for you and your dependents enrolled in the Certificated Employee Health Plan — and it's available now.

Meet with your lactation consultant from the comfort of home or via a virtual telehealth session.

**AVAILABLE
NOW!**

Scan the QR code
today to find your
perfect IBCLC.



go.lactationnetwork.com/mnps



No cost.

No hassle.

Just expert,
compassionate
care.

Mental health
benefits



Refill your cup with Synchronous Health

Feel like you're pouring from an empty cup? A single session with a Synchronous Health licensed counselor can help you fill it up!

Get confidential, no-cost-to-you support for:

- Stress
- Anxiety
- Fatigue
- Depression
- Boundaries
- Relationships
- Transitions
- Time management
- Trauma
- Grief and loss
- And more!

Synchronous Health's counselors meet with you:

- Virtually through your smartphone or device
- At times that work for you
- From the comfort of your home or location of choice
- At no cost to you

Your participation is completely confidential; no personal information is shared with MNPS.

Learn more about \$0 cost telehealth counseling at sync.health/mnps or by calling **615-258-6654**.

Confidential | Virtual | No cost



Synchronous
HEALTH

Synchronous Health services are available with no copay to you and your family members covered by the Certificated Employee Health Plan.

Navigate the tough stuff with Brightline

Growing up can be tough at times for kids – and their parents. Sometimes a little extra support can make all the difference.

MNPS has partnered with Brightline to offer **virtual behavioral health support for your children ... and you**. It can help with adolescent concerns like sleep difficulties, anxiety, ADHD, self-esteem and stress.

With Brightline, you get no-cost:

- Fast access to therapy, psychiatry or coaching (no long waitlists)
- Unlimited chat support with a live behavioral health coach
- Access to a library of parent resources, tips, quizzes and activities

And Brightline's one-stop digital platform makes it easy to manage your child's care and get the help you need.



Learn more or get started at hellobrightline.com/benefits.

Brightline services are offered as an in-network benefit with no copay under the Certificated Employee Health Plan. Your covered children ages 18 months-18 years are eligible to participate.



Mental health benefits *all in one place*

At MNPS, you have access to many benefits dedicated to supporting your mental and emotional health. Now, accessing them is easier than ever.

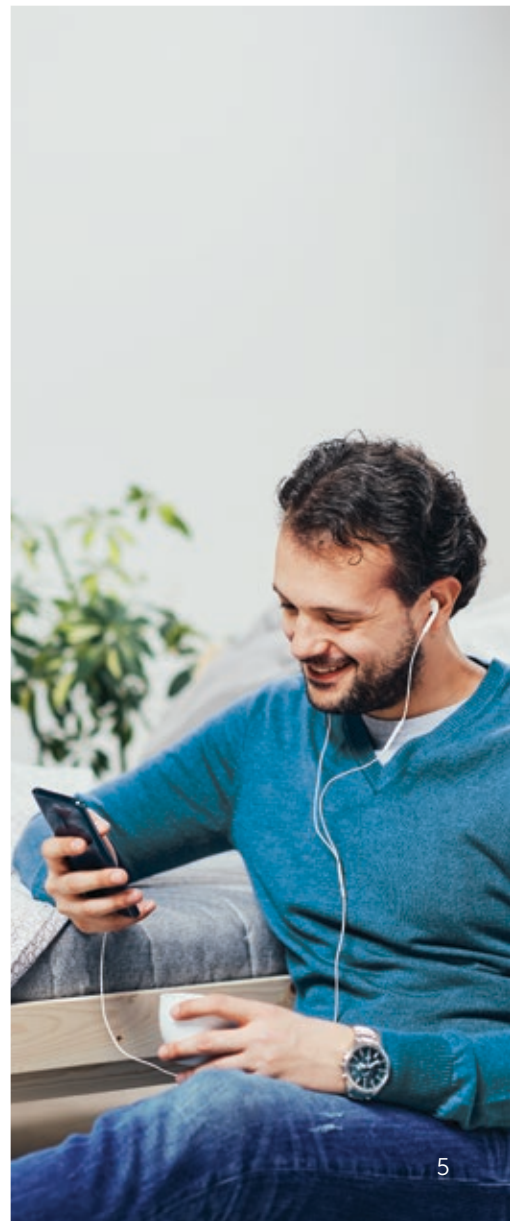
With the new online Mental Health Resource Guide, you can find information about:

- Counseling/therapy
- Mindfulness classes
- Apps and more
- Benefits for your entire family, including kids

Most mental health benefits are provided at no cost to you under the Certificated Employee Health Plan.



Learn more about these great benefits by scanning the code or visiting MNPSBenefits.org/mhrg





“Don’t wait.
Don’t ignore
anything.”

Chanda Cleggett learned the importance of yearly mammograms when she was diagnosed with breast cancer on the second day of Breast Cancer Awareness Month.

Now cancer-free, Chanda encourages others to get screened.

“If something feels off with your body, go get it looked at,” she says.

Chanda Cleggett
MNPS truancy specialist

“I never
had any
symptoms.”

Feeling good and with no family history of breast cancer, Kelly Richter wasn’t concerned when she had to delay her annual mammogram due to the pandemic.

Fortunately, she made getting screened the next year a priority, because that’s when she learned she had breast cancer. Catching it and getting the right treatment enabled her to start the new school year free and clear.

Kelly Richter
MNPS Community Achieves site manager, Antioch Middle School



**Schedule a mammogram
with Vanderbilt Health today!**

Read these breast cancer survivors’ full stories at
MNPSHealth.org/testimonials.

Screening Saves Lives



“I get my mammogram every year.”

Debra McMillan had no idea breast cancer ran in her family – until she was diagnosed with it.

Fortunately, Debra made it a priority to get regular preventive screenings. Even though she had no symptoms, a routine mammogram led to her cancer diagnosis. Caught early, it was successfully treated.

Debra McMillan

STRIVE Collegiate Academy
physical education teacher



Vanderbilt Health

at Metro Nashville Public Schools
Employee & Family Health Care Centers

Introducing Vanderbilt Total Health

Care when and where you need it

Need medical care quickly? Feel overwhelmed and could use some mental health support? Want to book a preventive health screening?

Meet Yolonda

Vanderbilt Total Health (VTH) gives you access to nurse navigator Yolonda Powell, who is your “front door” to all the physical, mental, emotional and spiritual care available to you through Vanderbilt Health. Yolonda will personally assess your needs and guide you to care or helpful resources.

When to contact your nurse navigator

Contact Yolonda when you:

- Need medical care quickly, but it’s not an emergency
- Need medical care without leaving home (telehealth or home visit)
- Need help finding a Vanderbilt Health doctor or specialist
- Want to book an annual wellness visit or preventive screening
- Need a primary care provider
- Need help finding care for a chronic health condition
- Need mental health support
- Need emotional support for life changes, family stressors or caregiver fatigue
- Are having trouble meeting basic daily needs

No surprise costs

VTH is available to all MNPS employees and adult dependents, regardless of coverage. There is no cost to speak with Yolonda. For those covered by the Certificated Employee Health Plan, many services scheduled by Yolonda will not have a copay. She will let you know in advance of any cost share under your insurance.

Learn more about Vanderbilt Total Health at
mnps.myvanderbilthealthbenefits.com.



Yolonda Powell, RN
VTH Nurse Navigator for MNPS



Get started with VTH

Scan the code to book an appointment with Yolonda.

For urgent needs or needs outside business hours, call
615-421-1711.

2

easy ways to put extra \$\$\$ in your pocket every year

1 Qualify for the lowest health plan premiums in 2024.

Take a brief health assessment by November 30, 2023 — the close of Annual Enrollment — to qualify for the lowest health plan premiums. This simple step saves you as much as \$800 a year!

Visit myCigna.com > select My Health Assessment from the Wellness dropdown.

50
POINTS
= equals =
\$50
GIFT CARD



To start earning incentives:
Visit myCigna.com > select Wellness & Incentives from the Wellness dropdown.

2 Earn \$100 for things you're already doing.

Taking the health assessment also unlocks MotivateMe, an incentive program that lets you earn up to \$100 in gift cards every year. Here's how:

Earn 50 points with preventive care

Do any **ONE** of these by 10/31/24 and earn 50 points:

- Annual physical
- Annual Ob/Gyn exam
- Mammogram
- Colon cancer screening
- Cervical cancer screening
- Prostate cancer screening
- Preventive dental exam

Earn 50 points with coaching

Do any **ONE** of these by 10/31/24 and earn 50 points:

- Work with an MNPS or Cigna health coach
- Complete Omada's 16-week program
- Complete MNPS's 9-week stress reduction (MBSR) course
- Participate in/meet completion requirements of any one of the following:
 - » 90-Day Men's Health Challenge
 - » Virta
 - » GIThrive
 - » Fern

Visit MNPSBenefits.org/incentives for more details about earning MotivateMe incentives.



Free flu shots

There's still time to get a free flu shot at any of the MNPS Health Care Centers or the Kroger Pharmacy in the Employee Wellness Center. Call **615-259-8755** for an appointment or schedule online at MNPSHealth.org/schedule. Our Kroger Pharmacy carries other vaccines too, including pneumonia, shingles, Tdap/Td, meningitis and more.



No-cost benefit helps principal kick diabetes to curb

Susan Kessler had been looking over her shoulder for about a decade.

As prediabetes crept closer to the full-blown variety, Susan responded by the usual means: taking medication and following a diet recommended by her doctors. But the eating plan wasn't one she could stick to.

"All I could focus on was the foods I couldn't eat," Susan says. "It was an exercise in frustration."

Despite her best efforts, the Hunters Lane High School principal developed Type 2 diabetes.

Now, thanks to Virta, a revolutionary program offered as an MNPS benefit, Susan is actively addressing her diabetes and actually reversing its effects, instead of just treating it with medication.

“

*Exciting update from Dr. Sue as of August 30, 2023:**

I am no longer even prediabetic!

Virta uses a personalized ketogenic diet to change how the body's metabolism works and handles insulin. While the program aims to restrict carbohydrates to less than 5 percent of the day's calories, it includes generous amounts of satisfying fats like butter and cheese. Or, as Susan says, "normal foods."

Ketosis causes the body to use fat instead of carbohydrates as its main fuel source. The program, which is available at no cost to eligible MNPS employees, helps participants lose weight and combat insulin resistance.**

A personalized diet, easy-to-use technology, medical supervision and coaching all work together to help participants stay on track. And their medical providers can see their results in real time through the Virta app.

But the app isn't just for monitoring.

* Virta participants with Type 2 diabetes often strive to get their A1c level (their average blood sugar level over a three-month period) below the Type 2 threshold of 6.5. Not only did Dr. Sue achieve that goal, but she also got below the prediabetes threshold of 5.7. That's awesome!

** Virta is available to employees and adult dependents (age 18+) enrolled in the Certificated Employee Health Plan who live with Type 2 diabetes or prediabetes or have a BMI of 30 or greater. The program is covered at 100% — no copays or out-of-pocket costs.

"It educates in small doses, so it's not overwhelming," Susan says. "They spend a lot of time educating you on what to eat."

It takes participants three to four days on the program to alter how their body burns fuel.

“

I'm rarely hungry now.

"Once you're in ketosis, you don't crave carbs anymore," Susan says. "I'm rarely hungry now."

The program has helped her change her eating habits.

"What you don't want to be is very hungry somewhere and have to eat a high-carb meal because you didn't plan ahead," Susan says.

So, now, after long days as a principal, she doesn't turn to the drive-thru for dinner. Susan buys snack-sized string-cheese packets and keeps keto-friendly nutrition bars on hand.

The app also includes plenty of recipes to help guide participants. Susan especially likes creating desserts with almond flour and cream cheese to help satisfy her cravings.

Susan started the program in February and by midsummer had lost 17 pounds — without hunger pangs. She has also reduced her diabetes and cholesterol medications.

Now in her early 50s, Susan is turning around the genetics that resulted in the death of one of her parents due to diabetes. She shows no sign of faltering.

I have two grandchildren under three and I want to be around for them," Susan says.





Schedule your free consultation
or learn more about Virta at
virtahealth.com/join/mnps

Important notices

Each year, MNPS provide important notices about state and federal laws that affect your benefits and your rights and responsibilities as a participant in MNPS benefit plans. You can find the latest notices at MNPSBenefits.org/notices.

Georgia Aquarium discounted tickets

Explore the wonders of the ocean with discounted tickets to the Georgia Aquarium.

MNPS employees, families and friends can enjoy discounts on a variety of Georgia Aquarium tickets, including general admission, Behind the Seas Tours and animal encounters. You can purchase up to 14 tickets or share the link with others and let everyone in on the fun!

Discounts are available only online. Visit www.georgiaaquarium.org/mnps and click Buy & Save to activate the discount.



No-cost health care for the entire family!

Yes, you read that right: Your cost for using the MNPS Health Care Centers is zero. Zip. Zilch. Nada.

Because you're enrolled in the Certificated Employee Health Plan, all our services are covered at 100%.*

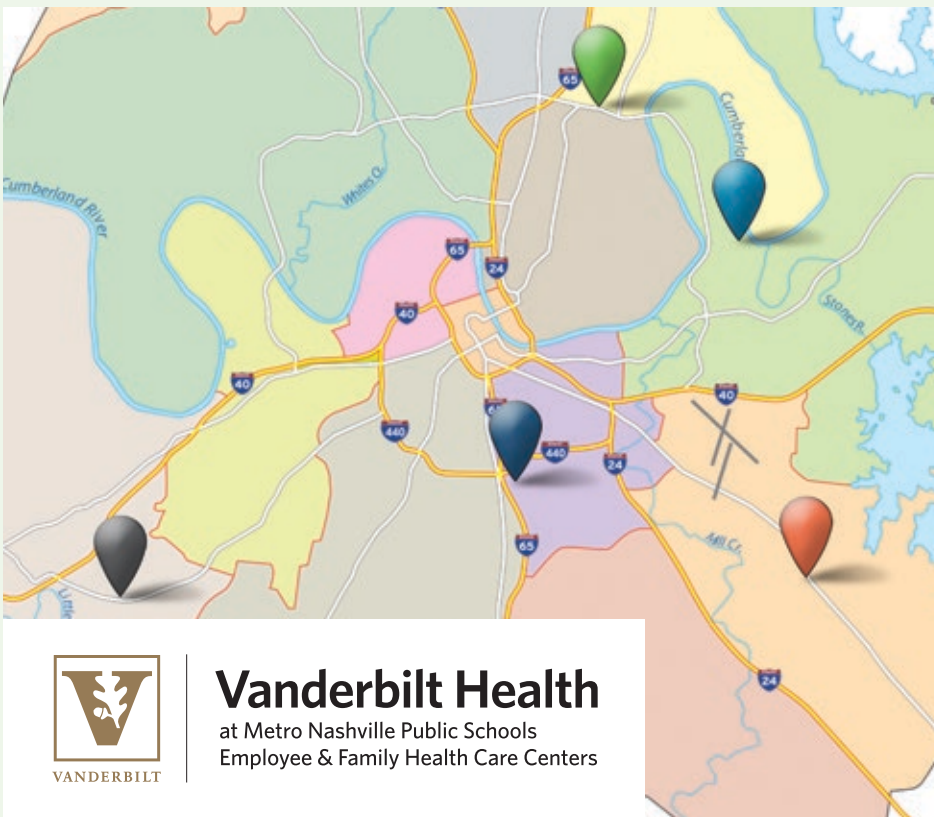
So, what do you get with no-cost care? A lot!

All five locations provide these primary and acute care services – just for you and your family members:

- Treatment for 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
- Chronic condition management

Additionally, our Berry Hill location offers:

- A full-service fitness center
- Group fitness classes
- Health coaching
- Physical therapy
- Chiropractic care
- Acupuncture
- Behavioral health services
- An onsite Kroger pharmacy
- The Daily Grind café



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

**You can now schedule
appointments online!**



Scan this code or
visit MNPSHealth.org/schedule

Or call 615-259-8755

Five locations in Davidson County

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.

BERRY HILL

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

* The MNPS Health Care Centers are open to all MNPS employees and their family members. If you have non-MNPS coverage, we will bill your insurance, and your plan's cost-share rules will apply.



Quitting can be hard,
but you don't have to
do it alone.

Your path to a tobacco-free future

If you use tobacco, you likely already know the toll it's taking on your health, your finances and your overall well-being.

What you might not know is just how harmful it can be:

- Smoking leads to disease and disability; it harms nearly every organ of the body.
- More than a third of cancer deaths in Tennessee are attributed to smoking.
- Life expectancy for smokers is at least 10 years shorter than for nonsmokers.

It's never too late to quit.

No matter how long you've smoked, you can still reap benefits by stopping. That includes lowering your risk for:

- 12 types of cancer
- Heart disease and chronic obstructive pulmonary disease (stopping helps even if you've already been diagnosed with either)
- Poor reproductive health outcomes

Quitting tobacco will improve your overall well-being and quality of life, and it can help you live longer.

* Screening is done via low-dose tomography and requires precertification.

Sources: Centers for Disease Control and Prevention, TN.gov

Quitting can be hard, but you don't have to do it alone. Contact one of the providers below and start now on your path toward freedom from tobacco.

- Cigna's Tobacco Cessation Program can help you quit for good. Participate over the phone, online or both. Call **1-877-459-9896**, or visit cigna.com/mnps > Plan Extras.
- The American Lung Association offers online resources and support groups at lung.org.
- Call **1-800-QUIT-NOW** or visit www.tnquitline.org for free coaching and nicotine replacement patches (if eligible). OR text "Quit" to **615-795-0600**.

Should you be screened for lung cancer?

Annual screenings are recommended for adults who have no symptoms and:

- Are age 50-80 AND
- Currently smoke or have quit in the past 15 years AND
- Have a 20 pack-year history (i.e., smoked one pack a day for 20 years or two packs a day for 10 years)

If you meet all these criteria, contact your doctor. The screening is available at no cost to you and could be an important first step in protecting your health.*

Streamline care with bundled

Navigating the healthcare system can be overwhelming — and expensive. Where do you go for care? What services do you need? How will you afford it?

Wouldn't it be nice if quality, affordable care was available for certain health conditions all in one place?

With **Vanderbilt MyHealth Bundles**, it is.* And it costs you zero!

MyHealth Bundles package together all services required to care for certain conditions, such as maternity, musculoskeletal pain and hearing loss.

Here's how it works:

- Once enrolled in a bundle, you're assigned a dedicated patient navigator to guide you every step of the process.
- All services are performed by Vanderbilt Health providers.
- Many appointments can be conducted via telehealth.
- Best of all? **You pay \$0 for all bundled services.**

EXCEPTIONAL CARE | BETTER EXPERIENCE | ZERO COST

Available MyHealth Bundles



MyMaternityHealth

Prenatal, delivery and postnatal care



MyHearingHealth

Cochlear implant surgery for advanced hearing loss



MySpineHealth

Select spine surgeries



MyOrthoHealth

- Joint replacement for hip and knee
- Osteoarthritis of hip and knee
- Shoulder pain



MyWeightLossHealth

- Medical weight loss
- Surgical weight loss



MyUrologyHealth

Kidney stone treatment



MyRecoveryHealth

Substance use disorder support



MyHeartHealth

Cardiac arrhythmia care **NEW FOR 2024!**



MyOncologyHealth

Cancer care **NEW FOR 2024!**

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

treatment

Coming in 2024!

TWO NEW BUNDLES

1 Cardiac arrhythmia care

MyHeartHealth proactively addresses irregular heartbeat to avoid adverse and costly healthcare episodes. It includes all services needed for patients recently diagnosed with a cardiac arrhythmia, including:

- Atrial fibrillation (AFib or AF)
- Atrial flutter (Aflutter)
- Supraventricular tachycardia (SVT)

This bundle covers two electrophysiology procedures: catheter ablation and left atrial appendage closure.

2 Cancer care

A cancer diagnosis can be overwhelming, and many patients struggle to navigate their care. The MyOncologyHealth bundle helps relieve some of the burden and uncertainty of a cancer diagnosis.

Patients receive:

- A dedicated oncology nurse navigator to:
 - » Walk you through your care needs, which are different for each person
 - » Help you understand what your journey might look like
 - » Connect you with the right resources and information at the right time
- Enhanced education support on topics such as diet, nutrition, chemotherapy, mental health and disease-specific content for common cancers
- Lower out-of-pocket costs when receiving care from a Vanderbilt University Medical Center provider that's included in the program



Learn more at
mnps.myvanderbilthealthbenefits.com







The Digestive Health Experts

Suffer from digestive issues?
We've got you covered.



Program benefits

-  Dedicated health coach and registered dietitian
-  GutCheck microbiome test and analysis
-  Personalized meal and health plans
-  No cost to you

githrive.com/MNPS



GIThrive is available to employees and their adult dependents (age 18+) enrolled in the Certificated Employee Health Plan.



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

INSIDE:
**Your 2024
Annual Enrollment
Checklist**



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

Fern

**Relief is
within reach.**



Don't let pain slow you down

Is pain a part of your daily life? It doesn't have to be! MNPS offers Fern, a digital chronic pain program, as part of your benefits package.* If you suffer from chronic or persistent musculoskeletal pain, Fern can help you find the relief you deserve.

By engaging in pain education and activities related to daily movement, sleep, emotional health, nutrition and therapeutic exercise, you'll develop new skills to address and manage pain. This virtual program's convenience and accessibility make it easy to stay on track and meet your goals, all at no cost to you.

Here's what you'll get:

- A personalized digital pain program focused on your lifestyle and behaviors
- A welcome kit that contains everything you need to get started
- Regular check-ins to keep you on track
- One-on-one support from a certified health coach

Visit fernhealth.com/mnps to sign up or learn more.

* Fern is available to MNPS employees and their adult dependents (age 18+) enrolled in the Certificated Employee Health Plan.

