

# For Your Benefit



CERTIFICATED EMPLOYEE BENEFITS • FALL 2021



## Your 2022 Annual Enrollment packet

Your MNPS Benefits team has been busy enhancing your coverage, lowering your costs, and developing new programs and services that give you even more access to the care you need. For example, we are:

- Lowering the cost on in-network behavioral health to \$0
- Adding two new services at the MNPS Health Care Centers:
  - » Enhanced dermatology care
  - » Group appointments for patients with diabetes
- Launching a new men's health program
- Adding three new MyHealth Bundles:
  - » Shoulder pain/surgery
  - » Medical weight loss
  - » Osteoarthritis of the hip and knee
- Enhancing fertility benefits

### DON'T FORGET!

Telehealth counseling through Connect with Karla® is still no cost to you. Visit [sync.health/mnps](https://sync.health/mnps).

## INSIDE

- 2 Teacher explains how an MNPS benefit changed her life
- 4 MyHealth Bundles are expanding again!
- 5 Enhanced fertility benefits coming in 2022
- 6 A health program just for men? Yes!
- 7 Upcoming webinar: How to avoid burnout



[MNPSBenefits.org](https://MNPSBenefits.org)

Read about these changes in your **2022 Annual Enrollment quick start guide**, which is stitched into the centerfold of this newsletter. It also explains the steps you need to take before the Annual Enrollment deadline of November 30.

*Reminder:* Don't forget, if you want to pay the lowest health plan premiums in 2022, take the Cigna health assessment by November 30. Learn how at [MNPSBenefits.org/assessment](https://MNPSBenefits.org/assessment).



## Earn \$100

for things you're already doing!

Do you get an annual physical or mammogram? Or work with an MNPS or Cigna health coach? You're just a few clicks away from earning up to \$100 in gift cards through MotivateMe. Visit [MNPSBenefits.org/incentives](https://MNPSBenefits.org/incentives) to see a list of the things you can do to earn up to \$100.

New for 2022! The new men's health program (see page 6) qualifies for MotivateMe.

# 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](https://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 employees and their dependents enrolled in the Certificated Employee 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](https://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.

# Get to know your family-building benefits

MNPS's partnership with Progyny gives eligible employees\* access to fertility and family-building benefits. On January 1, 2022, we're enhancing benefits to include unlimited Smart Cycles — so you can create the best treatment plan without worrying about running out of coverage.

Your Smart Cycle benefit connects you with fertility specialists, who provide the most advanced, effective treatment from the start. This helps you avoid unnecessary procedures, and it gives you the best chance for a successful pregnancy in the shortest amount of time. A Smart Cycle covers all office visits, tests and treatments.

"The journey to becoming a parent can be physically, emotionally and financially challenging," says account manager Cherie Trautmann. "Progyny provides a healthy, timely and supported family-building experience."

The Progyny benefit covers:

- Comprehensive treatment using the latest technologies
- Access to high-quality care through a premier network of fertility specialists
- Personalized guidance from a Patient Care Advocate

### WANT TO LEARN MORE?

Visit [MNPSBenefits.org/progyny](https://MNPSBenefits.org/progyny). Here you will also find a link to a recorded webinar: *Understanding your fertility benefit*, presented by Progyny.



\* MNPS employees and spouses/partners covered by the Certificated Employee Health Plan are eligible.



Introducing...

# The 90-Day Men's Health Challenge

## Are you waking up tired, sick and sore?

Do you suffer from low energy, joint pain, excess belly fat, erectile dysfunction (ED), weak stream or constipation? These are just a few common symptoms many men face. They can be evidence of chronic health conditions like high blood pressure, abnormal cholesterol, and diabetes.

The 90-Day Men's Health Challenge (the Challenge) empowers men to take control of their health.\* The focus: restoring vitality and optimizing health. Using evidence-based approaches, we arm men with tools to reduce or eliminate chronic health conditions.

**Are ready to make a change?** Visit [MNPSBenefits.org/menshealth](https://MNPSBenefits.org/menshealth) to learn more.

\* Male MNPS employees and male spouses/partners enrolled in Certificated Employee Health Plan are eligible.

Give us 90 days | Here's why one Challenge participant did

“ I went home to visit my dad who is in poor health (heart failure), and I want[ed] to prevent that from happening to me. My blood pressure has been hard to manage, and I was taking a ton of medications. My kidney function was declining. I decided I had to take control of my health. I don't want to see my nephrologist and cardiologist every couple months. ”

— A.W., age 46, Challenge participant

## UPCOMING WEBINAR

# Keep your passion for teaching alive! How to avoid burnout

Tuesday, November 16 at 4:15 p.m.

Presented by Synchronous Health, provider of Connect with Karla®, online counseling + support between sessions  
Register here: [MNPSHealth.org/webinars](https://MNPSHealth.org/webinars)

Burnout is a real thing. According to the CDC, more than 50% of Americans will be diagnosed with some sort of mental illness in their lifetime. This webinar will focus on the importance of emotional well-being and offer practical advice on how to prevent burnout. There will be time at the end for Q&A.

## COMING IN JANUARY 2022!

Watch your email for details.

# Mental health in men: Disrupting the stigma

January 11, 2022 at 4 p.m.

A complement to our new 90-Day Men's Health Challenge, this webinar addresses the stigma surrounding mental health concerns in men. Millions of men are impacted but often go undiagnosed because they are more likely to report feelings of fatigue or irritability than sadness or worthlessness.

Sources: Mental Health America, Centers for Disease Control

Learn more about \$0 cost telehealth counseling through Connect with Karla at [www.sync.health/mnps](https://www.sync.health/mnps)



**Synchronous**  
HEALTH



# 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](https://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 employees and dependents age 13+ enrolled in the Certificated Employee Health Plan. Participants age 13-18 must have a parent enroll with them.

# 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 may 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](https://www.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

AVAILABLE NOW!

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.

### 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](http://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 Employee Health Plan, you pay \$0 to use the Centers. If you have other coverage, we will bill your insurance company.
- **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](http://MNPSHealth.org)  
For an appointment, call **615-259-8755**



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



# Calm the chaos

## MBSR course coming this winter

The class met my expectations and then **BLEW THEM OUT OF THE WATER.** It has calmed my anxiety like nothing else has in my life.

I am less judgmental of myself and **WORRY LESS** about what others think.

It impacted my life profoundly **I AM CALMER.**

MBSR taught me how to be **KIND TO MYSELF**. My mind is powerful.

It was an eye-opening experience and a wonderful opportunity for **SELF-EXPLORATION.**

The news is always alarming. When you switch on your television or computer every day, you're greeted with a swirl of information about the latest crisis: COVID-19 and its related controversies, extreme weather, divisive politics ... the list goes on.

Over the past 18 months, you've also been tested in previously unimaginable ways. Educators and school staff, whose jobs were already stressful, now find themselves worrying even more about doing what's best for their students. That added stress makes it more important than ever to make your own health a priority; after all, you can better help others when you're operating optimally yourself.

### The stress effect

"Stress" is how your body and brain respond to challenges and demands. How you deal with life's stressors can

have a huge impact on how healthy you are overall. Not all stress is bad and can even be motivational — for example, when you have to take a test — but chronic stress over the long term can actually harm your health. While stress is inevitable, building skills to live alongside it is essential for living your best life.

### Quiet the noise

If life has become so chaotic that it overwhelms your best attempts at internal calm, it's time to seek a solution. Our nine-week Mindfulness-Based Stress Reduction (MBSR) course can give you the tools you need to cultivate greater mindfulness and better manage stress in your daily life. Since our first MBSR class in 2018, hundreds of educators have taken steps to learn how to effectively manage the stress in their lives.

## MBSR winter course

Our next nine-week virtual MBSR class kicks off in January. Each weekly session is highly participatory and encompasses an array of mindfulness practices, including sitting and walking meditation, mindful eating and mindful communication.

If you'd like to be notified when registration for our winter class opens, visit [MNPSHealth.org/mindfulness](https://MNPSHealth.org/mindfulness).

Winter class postponed until fall.  
Visit [MNPSHealth.org/mindfulness](https://MNPSHealth.org/mindfulness)





METROPOLITAN PUBLIC SCHOOLS OF  
NASHVILLE DAVIDSON COUNTY  
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EMPLOYEE BENEFIT SERVICES

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YOUR 2022  
ANNUAL ENROLLMENT  
PACKET IS INSIDE!



EMPLOYEE BENEFIT SERVICES  
MNPSBenefits.org | Email: [benefits@mnps.org](mailto:benefits@mnps.org) | 615-259-8607

# 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 employee or adult dependent enrolled in the Certificated Employee 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](https://omadahealth.com/mnps)