

2022 Annual Enrollment

Quick start guide



METRO
NASHVILLE
PUBLIC
SCHOOLS

Be smart
Live well

What's New for 2022?

For employees

The following changes are effective January 1, 2022 (unless otherwise noted):

Medical/wellness

› \$0 cost for in-network behavioral health

MNPS continually strives to expand employee access to vital behavioral health care. Starting January 1, 2022, 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.

› 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 [MNPSBenefits.org/medical](https://mnpsbenefits.org/medical) for copay amounts, effective January 1.

› Two new services at MNPS Health Care Centers

Enhanced dermatology care

MNPS Health Care Centers have partnered with Vanderbilt Dermatology to provide enhanced dermatology care. As with all other services provided by our clinics, there is no cost to you for this expanded service. See page 8 in *FYB* for more details.

Group appointments for patients with diabetes

Patients with diabetes can now have their follow-up appointments in a group setting, which provide consultation with an endocrinologist, self-management education and peer support all in one visit. See page 9 in *FYB* for more details.

› Fertility benefit enhanced

This benefit will now cover unlimited Smart Cycles (previously limited to 2). Learn more about Progyny fertility and family-building benefits on page 5 in *FYB*.

› Three new MyHealth Bundles

In 2020 and 2021, we launched five MyHealth Bundles in partnership with Vanderbilt:

- › Prenatal, delivery and postnatal care
- › Total joint replacement of the hip and knee
- › Select spine surgeries
- › Surgical weight loss
- › Cochlear implant surgery

On January 1, 2022, we'll add three more for:

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

MyHealth Bundles feature:

- › Zero out-of-pocket costs
- › A dedicated patient navigator to guide you through the process
- › All services performed by Vanderbilt Health providers (including surgery and pre- and post-operative care)

Learn about MyHealth Bundles on page 4 in *FYB*. Or visit MyHealthBundles.com.



MyHealth Bundle Success story

Read about sixth-grade math teacher Sarah Carpenter's surgical weight loss in *FYB*, page 2.

Annual Enrollment is November

Flexible spending accounts

➤ Health care and dependent care FSA claims reminder

If you participated in one or both of the FSAs in 2021 and have funds left at year-end, you can carry those funds over and use them in 2022. In other words, you can continue to incur eligible expenses and get reimbursed from your 2021 funds until December 31, 2022.

In light of this rule, it's a good idea to consider how much you're rolling over if you plan to keep contributing to an FSA in 2022.

➤ Are you paying too much for health care or childcare?

The FSAs let you pay for these expenses tax-free. Yet very few employees participate. If FSAs are a mystery to you, check out [MNPSBenefits.org/fsas](https://mnpsbenefits.org/fsas). You might be surprised to see how much money you can save.

Dental

➤ New dental plan administrator

Effective 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.



Are you waking up tired, sick and sore?

Give us 90 days!

NEW!

90-Day Men's Health Challenge

Suffering 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/or diabetes.

Give us 90 days. The 90-Day Men's Health Challenge (the Challenge) empowers men to take control of their health. The focus is on 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.

Checklist

2022 Annual Enrollment

- ✓ **Learn what's new!** Benefit enhancements and new programs are coming January 1.
- ✓ **Log on to Benefit Express** (MNPSBenefits.org > Benefit Express enrollment login) by November 30 to:
 - » Review or change your benefit elections for 2022 (including who you cover)
 - » Add coverage you previously declined, such as life and/or disability insurance (you may be required to answer medical questions)
 - » Participate in the flexible spending accounts (FSAs) and pay for health care and childcare tax-free (you must re-enroll each year to keep participating)
 - » Update your personal or dependent information
 - » Review or update your beneficiary(ies)
- ✓ **Take the Cigna health assessment by November 30** to pay the lowest premiums in 2022.
 - » Visit **myCigna.com** > select My Health Assessment under the Wellness tab.
 - » You'll pay an \$800/year premium surcharge if you don't take it by November 30.
- ✓ **Earn \$100** (every year!) by participating in MotivateMe.
- ✓ **Get a flu shot** (and other vaccinations) if you haven't already.
 - » They're free and available at all MNPS Health Care Centers.
- ✓ **Visit retirereadytn.org** if you want to:
 - » Increase your 401(k) contributions
 - » Participate in the 457 plan (you can join both the 401(k) and 457 to maximize your savings)



Learn more in the fall issue of *FYB*, or at MNPSBenefits.org.

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.

