

# For Your Benefit

Metro Nashville Public Schools • Certificated Employee Health Plan

## Employee Wellness Center slated for spring opening

When the new MNPS Employee Wellness Center opens this spring on the Bransford campus, MNPS employees will enjoy more than just a larger building and more parking. They will have access to a state-of-the-art facility with expanded medical, therapy and behavioral health services, a full-service fitness center, a fully stocked onsite pharmacy and a healthy food café.

The Employee Wellness Center is funded by the Insurance Trust, a co-operative board of MNEA and school board members.

"We are looking to provide a more holistic experience for employees, with a major emphasis on wellness," says Director of Benefits David Hines. "Enhanced clinical services are just one part of that."



*The MNPS Employee Wellness Center is expected to be complete in April. Grand opening activities are in the works. Stay tuned!*

"The goal is to provide a broader range of services, making it easier for employees to access the care they need at a more affordable cost than they can likely get elsewhere. And it will address other needs, such as providing early morning and late afternoon/early evening hours to better serve teachers and staff who want to visit the Center before or after work," he says.

Two nurse practitioners (NPs) will be available at the Center at all times to serve more patients than ever before. Care Coordinators Bobbi Nickel and Laura Vanderpool will be based at the new facility, but will continue to assist employees throughout the district. A

physician medical director will assist the NPs in a consultative and support role. And an onsite psychiatric nurse practitioner will provide a range of behavioral health services, from counseling to medication management.

"There is a shortage of psychiatric providers in Nashville," adds Hines. "We believe our behavioral NP will be a welcome addition."

The Center will also have a referral coordinator. If a patient needs more services than the Center offers, such as specialist care or imaging, the coordinator can expedite a referral.

*Turn to page 5 for more on Center services*

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# "It's time to do something!"

Have you said these words to yourself (or someone else) recently? Maybe just reading this headline is the push you need.

**There's never been a better time to examine your health and well-being ... and take steps to make it better.**

Perhaps you're just getting started. Or maybe you've been on the journey to better health for a while and have hit a plateau. Regardless of your situation, sometimes you need a little help getting to the next level.

As an MNPS employee, you have an array of resources available to you. Below are the basics on each one.

## MNPS Care Coordinators

Need some one-on-one help with a health concern? Care Coordinators Bobbi Nickel, Shannon Arnold and Laura Vanderpool are here for you. These clinicians work through the Vanderbilt Health/MNPS Employee & Family Health Care Centers to provide no-cost, confidential, personalized health coaching when you want to:

- Lose weight
- Improve your eating habits
- Manage a chronic health condition

- Design a personal exercise plan and get fit
  - Make overall health improvements
- MNPS Care Coordinators will work with you in person or over the phone.

### *Want to know more?*

Call **615-259-8755** to make an appointment. Or email them directly at [roberta.j.nickel@vanderbilt.edu](mailto:roberta.j.nickel@vanderbilt.edu), [laura.e.vanderpool@vanderbilt.edu](mailto:laura.e.vanderpool@vanderbilt.edu) or [shannon.r.arnold@vanderbilt.edu](mailto:shannon.r.arnold@vanderbilt.edu).



**Bobbi  
Nickel**



**Shannon  
Arnold**



**Laura  
Vanderpool**

## Chronic Conditions Program

The Chronic Conditions Program, offered through the MNPS Health Care Centers, provides personalized help for people with:

- Diabetes or prediabetes
- Heart and vascular conditions (including high blood pressure, high cholesterol)
- Respiratory conditions (including asthma, chronic bronchitis, emphysema)
- Weight problems

Participants receive free medications, supplies, labs and office visits to manage their condition(s).

Weight management enrollees also receive 50% reimbursement for:

- Successful completion of an approved weight management or exercise program (for example, The New Beginnings Center, WeightWatchers®, Jenny Craig®, YMCA, etc.)
- One-on-one nutrition counseling with a registered dietician

### *Want to know more?*

Call the MNPS Health Care Centers at **615-259-8755**. Or talk to your Care Coordinator.

# Get help the way you want it

	In person	Telephone	Online
MNPS Care Coordinators	✓	✓	
MNPS Chronic Conditions Program	✓	✓	
Cigna health advocates		✓	
Cigna Lifestyle Management Programs®		✓	
Cigna My Health Assistant®			✓

## Cigna Health Advocates/ Personal Health Team

Cigna health advocates are registered nurses, licensed behavioral clinicians, health educators, pharmacists, nutritionists and clinicians. They are all members of Cigna's Personal Health Team and are standing by to help you set and achieve your health goals. In addition to assistance with chronic conditions such as diabetes and heart and respiratory disease, health advocates can provide guidance on medications, low back pain, osteoarthritis, anxiety and depression.

### *Want to know more?*

Call **1-877-459-9896** or visit **[cigna.com/mnps](https://cigna.com/mnps)** and click Plan Extras.

## Cigna Lifestyle Management Programs

Cigna's Lifestyle Management Programs provide free telephone coaching when you want to quit tobacco, lose weight and/or better manage stress. This program is for people who prefer to connect with a coach by telephone. It offers one-on-one coaching, convenient evening and weekend hours, and a program workbook and toolkit.

### *Want to know more?*

Call **1-877-459-9896** or visit **[cigna.com/mnps](https://cigna.com/mnps)** and click Plan Extras.

## Cigna My Health Assistant

Cigna's My Health Assistant provides free online coaching for nutrition, exercise, losing weight, managing stress, managing a chronic condition, quitting tobacco and maintaining a positive mood. Powered by WebMD, this program is for people who prefer to connect with a coach online.

### *Want to know more?*

Visit **[cigna.com/mnps](https://cigna.com/mnps)** and click Plan Extras.

## Why is Cigna calling me?

Cigna offers a variety of health improvement programs you can take advantage of at no cost (see above). These programs have proven to be very successful in helping people make lifestyle changes, improve their biometric numbers and achieve better health.

If Cigna health advocates believe you might benefit from one of these programs, they may give you a

call. Advocates look at your health assessment answers and claims information to suggest programs you might be interested in.

Your participation is completely optional, and all calls are confidential. To learn more about Cigna outreach calls, visit **[cigna.com/mnps](https://cigna.com/mnps)**, click Plan Extras and the Why is Cigna Calling Me link.



# “I Bike, I Hike ... and I Teach!”



## Teacher reveals his secret to lasting weight loss

Barclay Randall has discovered the secret to losing weight.

“This sounds crazy, I know, but I eat less and move more,” he says. This commonsense approach, combined with support from staff at the MNPS Health Care Centers, has translated to a 50-pounds-lighter version of Barclay.

The McGavock High School media production teacher admits that connecting the dots between diet and exercise and lasting weight loss was a long time coming — getting there has been a process of learning what doesn’t work.

“In the past, I’ve gained and lost five or six Barclays,” he explains. “I’d lose 20 pounds, then gain 30. It’s been great to lose it in a healthy, systematic way.”

Barclay also worked with Center staff to resolve sleep problems caused by acid reflux, compounded by the extra weight he carried. Thanks to the access MNPS gives him to affordable health care, he’s been able to keep the reflux in check, saying, “If Center services weren’t available, I’m not sure I’d be able

to afford to do that. It’s a true benefit of working for MNPS. It’s fast, convenient and free, which is a major plus on a teacher’s salary.”

Barclay appreciates other Center conveniences, including access to same-day care and health care for his son.

“It’s really nice to make an appointment for the same day,” he says. “I still have one child on my insurance plan, and he can get the same care. If we need any tests, like blood tests, instead of going to the doctor and paying a copay and getting all these other bills, we can just go to the Center.”

Barclay is excited about MNPS’s new Employee Wellness Center, scheduled to open in April (see cover article for a construction update). He plans to take full advantage of its resources, including the walking track, exercise equipment and pharmacy. Fitness has become a regular part of his routine, and it’s clear he views teaching as a cardiovascular activity, saying, “McGavock is over here by the greenway, which is really nice. So for exercise, I bike and I hike ... and I teach!”

“

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”



VANDERBILT

**Vanderbilt Health**

at Metro Nashville Public Schools  
Employee & Family Health Care Centers

# Cigna Tobacco Cessation Program

Ready to quit? Cigna's Tobacco Cessation Program can help. And you decide how you want to participate — over the phone, online or both!



## PARTICIPATE BY PHONE

- Individual coaching with a dedicated wellness coach
- Convenient evening and weekend coaching hours
- Workbook, toolkit and relaxation CD provided
- Healthy Rewards® discounts\*
- Free over-the-counter nicotine replacement therapy (patch or gum)\*\*



## PARTICIPATE ONLINE

- Six-month self-paced program with a personalized quit plan
- Weekly educational emails with key learning themes and tips
- Healthy Rewards® discounts\*
- Secure, convenient support
- Free over-the-counter nicotine replacement therapy (patch or gum)\*\*



## SUCCESS STATISTICS

Only 4% - 7% of people successfully quit smoking without help.

96% of Cigna participants stayed tobacco-free one year after graduating from the program.

\* Visit [cigna.com/mnps](http://cigna.com/mnps) and click Plan Extras to learn more about the Healthy Rewards program.

\*\* Over-the-counter nicotine replacement (NRT) is provided by Cigna Home Delivery Pharmacy, but must be ordered through the Cigna Tobacco Cessation Program.

Source: American Cancer Society

# MNPS Wellness Center Continued from page 1

Other Employee Wellness Center services include:

## Physical therapy

Physical therapy services will be provided at the Center with no copay and no limits, according to Hines.

"PT can be time-intensive; as a result, many find it difficult to complete," he says. "The per-visit copay is also a barrier for some. We want this service to be accessible so more people can successfully complete their treatment." (PT is also covered outside the Center, but copays and limits may apply.)

## Pharmacy

The Center's onsite pharmacy, managed by Kroger, will stock a full range of prescription and over-the-counter drugs. Pharmacy hours will mirror Center hours so patients can get their prescriptions filled immediately after their appointments.

## Café

The café will feature a full line of Starbucks beverages and a variety of grab-and-go items such as sandwiches, salads and soups. It will be open from early morning through lunchtime.

## Fitness center

Another exciting feature of the 26,000+ square-foot facility will be its fitness center. An elevated walking track overlooks an exercise floor featuring a full range of strength and cardio equipment, including:

- Treadmills, ellipticals, stationary and recumbent bikes, Alpine trainers, rowers and more
- Strength training machines, all fully adjustable for a full-body workout
- Bar and dumbbell weights
- TRX suspension trainers that use body weight to develop strength, flexibility and balance
- Medicine and stability balls
- Yoga equipment

Vanderbilt staff will be on hand to help visitors use the equipment.

"Soon we hope to expand our offerings to include fitness classes, such as yoga and Zumba," says Hines.

## Also on the horizon are:

- Onsite chiropractic services
- Education opportunities, such as Lunch & Learns with health experts

The Employee Wellness Center is expected to open in April with a grand opening celebration to follow.

Depending on the success of this Center, more facilities could be possible in the future — providing convenient access to employees who live and work in other areas of the county.



# EAPs

## Back then...

Employee assistance programs, EAPs for short, have been around since the early 1900s. During those years, businesses and industries were booming, bringing more employees to the workforce. Employers began to notice a problem: Many employees were coming to work alcohol-impaired, which affected productivity and increased on-the-job accidents. From this awareness, EAPs were born.

Over time, these programs evolved and began providing support for mental, emotional and financial problems, in addition to addiction issues. In the early 1970s, EAPs experienced tremendous growth, thanks in part to the availability of federal grants designed to increase the number of programs. By 1979, more than half of Fortune 500 companies had established EAP programs.

## Now...

Today, 97% of companies with more than 5,000 employees offer EAPs. These programs take a holistic approach and provide support for an array of health, wellness and workplace issues.

As an MNPS employee, you can get free assistance from GuidanceResources®, a company that specializes in handling employee work/life issues. This includes:

- Immediate telephone access to skilled clinicians who will listen to your concerns
- Referrals to qualified counselors for help with workplace and relationship



By 1979, more than half of Fortune 500 companies had established EAP programs.

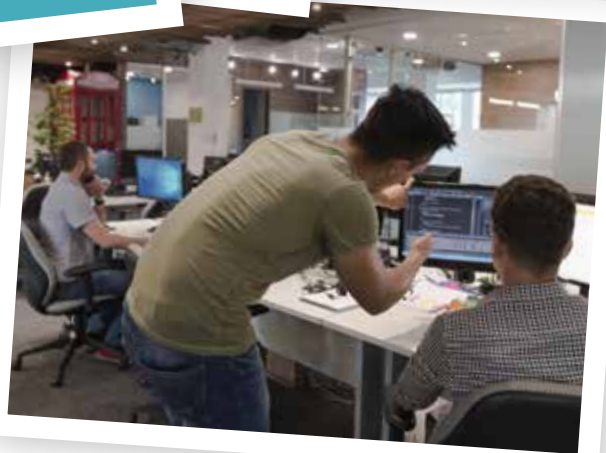
# Then

# &

# Now

issues, stress, anxiety, grief, loss, substance abuse and more

- Financial information and resources, with access to CPAs and financial planners
- Legal support and resources, including help with civil and criminal issues, contracts and real estate transactions
- Access to EstateGuidance®, an online service that offers assistance and discounts on will preparation
- Referrals and resources for child and elder care, college planning, and moving and relocation



EAP services are confidential and available to you and your household family members 365 days a year, 24 hours a day. Call GuidanceResources at **1-888-297-9028** or visit **guidanceresources.com** (company web ID: MNPS).

*Source: Social Welfare History Project (Virginia Commonwealth University)*

EAP services are confidential and available to you and your household family members 365 days a year, 24 hours a day.



# Building a healthier Napier Elementary

Last September, Napier Elementary School principal Dr. Watechia Lawless teamed with MNPS Employee Benefit Services to kick off a pilot program designed to help Napier staff get healthier.

The school is in an economically disadvantaged community, and 80% of its students started the year working below their grade level. Teachers and staff are on the frontlines daily working intensely to meet the needs — and growth potential — of these children.

"Napier is the kind of place that once you walk in, you're invested," Lawless says. "It takes your heart and you don't know when to stop — you just keep working. I want to help our staff take better care of themselves, with the end result that they'll be better teachers to our kids."

A few months into the program, results are coming in, and they're impressive. Teacher attendance rates are up to 95%, people are losing weight and chronic conditions like high blood pressure are down.

## How did they do it?

Through a Cigna-funded Educational Athlete Pilot, "we placed healthy snacks in the office, so teachers are choosing those," Lawless says. "We incorporate mindfulness practices into our faculty meetings. I try to lead by example. I've lost some weight and I'm getting better at managing my health."

MNPS Care Coordinators are also on board to monitor results and offer one-on-one assistance to participants.

There is no end date for the pilot. It will continue as long as results remain positive. End-of-semester and end-of-year reviews will track the program's progress.

**"We get so involved in the work that we forget to take care of ourselves."**

Dr. Watechia Lawless  
Executive Principal



## Is my personal health information really confidential?

*I've heard that my personal health details are not shared with anyone at MNPS. If that's true, why did I get a call from MNPS Employee & Family Health Care Center staff offering help with my diabetes?*

Your personal health information is completely confidential and no one at MNPS will have access to it.

It's important to understand that MNPS and the Health Care Centers (employee clinics) are two separate

entities. While Center staff DO have access to your personal health information, MNPS staff DO NOT. The Centers are staffed with practitioners affiliated with Vanderbilt School of Nursing, who are bound by federal privacy laws like all health care providers.

If you're contacted by a Cigna health advocate or a Care Coordinator, you can be assured they will never share your personal information with MNPS.

MNPS does receive a summary of group findings, such as the number of employees with certain conditions like diabetes and heart disease. Summaries like these help staff customize wellness programs for employees, but they never contain information that would identify you personally.

You can view MNPS's notice of privacy practices at Benefit Express ([MNPSbenefits.org](https://mnpsbenefits.org)).



Employee Benefit Services  
2601 Bransford Avenue  
Nashville, TN 37204

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## We've got you covered

Vanderbilt Health at MNPS Employee & Family Health Care Centers offers low- or no-cost health care for MNPS certificated employees, retirees and their dependents. We treat illnesses and injuries, provide annual exams and preventive care, help you manage chronic conditions and more. Turn to page 2 to learn about our no-cost health coaching options.

### Four convenient locations in Davidson County

#### CENTRAL

Administrative Complex  
Bransford Avenue  
Nashville  
Monday-Friday  
7 a.m.-6 p.m.  
Saturday, 8 a.m.-noon

#### NORTHEAST

Two Rivers Middle  
Nashville  
Monday-Friday  
8 a.m.-6 p.m.

#### NORTH

Taylor Stratton Elementary  
Madison  
Monday-Friday  
8 a.m.-6 p.m.

#### SOUTHEAST

Mt. View Elementary  
Antioch  
Monday-Friday  
7 a.m.-5 p.m.

For an appointment, call **615-259-8755**

Be smart  
Live well



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