

For Your Benefit

CERTIFICATED EMPLOYEE BENEFITS

SUMMER 2026

Because Real Life Comes With Cake

MNPS retiree learns healthy eating doesn't require perfection

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Because Real Life *comes with cake*

When routines change, good intentions can quickly unravel.

Melissa Meadows' resolve to eat healthier was disrupted last summer when her son had a destination wedding, followed by a family Disney holiday. Naturally, the mother of the groom enjoyed the wedding cake and indulged a bit during her well-earned vacation.

Did the recent MNPS retiree slip into a guilt-fueled spiral over the rich foods?

She did not. Thanks to the Full Plate Living program, Melissa learned that healthy eating can be flexible.

Full Plate Living is a four-week in-person Group Medical Visit offered at no cost through MNPS's certificated benefits program. It focuses on incorporating more fiber into meals. It isn't a calorie-counting exercise in frustration; instead, it builds on foods participants already enjoy.

"I would definitely recommend it," says Melissa. "You can tailor it to who you are."

"You can tailor it to who you are."

Fiber-rich foods, such as fruits, nuts, grains, legumes and vegetables, provide more satisfying meals with fewer calories. But they also offer a surprising array of other health benefits — controlling blood sugar with less fuss, reducing risk of heart attack, adding energy and stamina, and promoting better sleep.

Melissa, who now works part-time for MNPS, was intrigued when she learned about the program from her primary care provider, Morgan Stine. Morgan is a Full Plate Living facilitator.

"I went into it with an open mind," says Melissa. "I wanted to see if this will work for me."

And it did.

"I have changed my eating habits," she says.

During the sessions, wellness coach B.J. Reeves shared fiber-rich dishes that let participants taste foods they might not try on their own. She also taught them to read food labels more expertly.

"You can learn from other people."

The group setting had surprising benefits, Melissa says, noting, "It was different. I found that you can learn from other people."

These days, Melissa boosts her already healthy oatmeal with diced apple and chia. She looks for whole-grain pasta. She's also mastered meal prep techniques that don't leave her reaching for unhealthy options.

That involves consistency and "...making sure my kitchen is stocked," Melissa says.

Her better choices are resulting in healthier meals for her husband and visiting family members, too.

"I look back at my family history and I'm in much better shape than my parents were at my age," Melissa says.

Full Plate Living is "not changing your whole life," she adds. "It's about small changes that make big impacts."

"Full Plate Living is not changing your whole life. It's about small changes that make big impacts."



Fuel up the Full Plate Living way

Full Plate Living is one of the ways the MNPS Health Care Centers' Lifestyle Medicine Clinic supports whole-person health.

The program helps participants build habits that make a real difference over time. It starts with one powerful shift: Fill your plate with fiber-rich foods like vegetables, fruits, whole grains and beans. When you do, you'll stay full longer, have steadier energy and naturally crowd out less nutritious choices.

The simple, no-cook Cowboy Caviar recipe on page 16 brings that idea to life. Enjoy it as a side dish, a salsa or a light meal that keeps you going.

Join a Full Plate Living group

Would you like a simple, supportive way to build healthier eating habits alongside others? The MNPS Health Care Centers host the four-week Full Plate Living program at the Employee Wellness Center several times a year.



Scan the QR code or visit health.mnps.org/services/lifestyle-medicine/group-medical-visits/full-plate-living for details and to get notified about upcoming program dates.

*Melissa Meadows
MNPS retiree*

Before the bell rings

Your Back-to-School Health Checklist

The start of the school year can sneak up fast. Scheduling a few simple preventive care appointments now can save you time later and help your whole family stay healthy. The MNPS Employee & Family Health Care Centers make it easy with no-cost care, convenient scheduling and services for every age.

Use these quick checklists to get started.

Kids and teens

- ✓ Annual well-child exam (ages 4+)
- ✓ Sports physical for fall athletics
- ✓ School-required immunizations
- ✓ HPV vaccine (cancer prevention)
- ✓ Meningitis and Tdap boosters
- ✓ Flu vaccine
- ✓ Mental health check-in (anxiety, ADHD, sleep and more)
- ✓ Vision and growth screenings
- ✓ Guidance on skin, nutrition and puberty



Adults

- ✓ Annual wellness exam
- ✓ Blood pressure, cholesterol and blood sugar checks
- ✓ Flu vaccine
- ✓ COVID-19 vaccine
- ✓ Pneumonia vaccine (age 50+)
- ✓ Shingles vaccine (age 50+)
- ✓ Tdap booster (every 10 years)
- ✓ Hepatitis A and B vaccines
- ✓ Cancer screenings
- ✓ Mental health support (anxiety, depression and more)
- ✓ Health coaching and lifestyle medicine
- ✓ Care navigation for chronic conditions



Need after-hours care? Can't make it to a clinic?

See a provider from home. Telehealth visits are available for many acute and follow-up needs, which is ideal for busy back-to-school weeks. Get details at health.mnps.org/services/telehealth.

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EXCLUSIVE HEALTH CLINICS IN DAVIDSON COUNTY

BERRY HILL

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

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.

SCHEDULE

APPOINTMENTS ONLINE

Scan this code or visit
[MNPSHealth.org/schedule](https://mnpshealth.org/schedule).
Or call 615-259-8755.



Adults age 65+

- ✓ Annual wellness visit
- ✓ Blood pressure, cholesterol and blood sugar checks
- ✓ RSV vaccine (age 75+ or 60-74 if at increased risk)
- ✓ Bone density screening and fall risk reviews
- ✓ Health coaching and lifestyle medicine
- ✓ Care navigation for chronic conditions
- ✓ Cancer screenings
- ✓ Flu vaccine
- ✓ COVID-19 vaccine
- ✓ Pneumonia vaccine
- ✓ Shingles vaccine



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

Women's Care That Listens

You know your body. When something feels off — unusual exhaustion, irregular periods, pelvic pain, mood changes, weight gain — you deserve a provider who has the time to truly hear you.

For many women, getting answers is harder than it should be. Appointments might feel rushed, follow-ups take additional time and questions can linger. It's not anyone's fault, but sometimes, a 10-minute appointment just isn't enough to get the full picture.

Care built around you

Visana is a virtual care platform exclusively for women. You'll have access to a team that includes OB/GYNs, nurse practitioners, endocrinologists, primary care doctors and health coaches, all focused on women's health. That level of expertise can make a meaningful difference.

Whether you're dealing with a chronic condition, trying to figure out new symptoms or just overdue for a checkup, Visana providers take time to understand your full story: your history, your lifestyle and your goals for feeling better.

What Visana can do

Visana's providers treat a wide range of women's health needs, including many conditions that can take time to diagnose:

- PCOS, thyroid issues and irregular periods
- Endometriosis, pelvic pain and fertility concerns
- Perimenopause and menopause
- Mental health, sleep problems and fatigue
- Weight management
- Routine care like well-woman visits, cancer screenings and STI screenings
- Quick visits for birth control, UTIs and other urgent needs

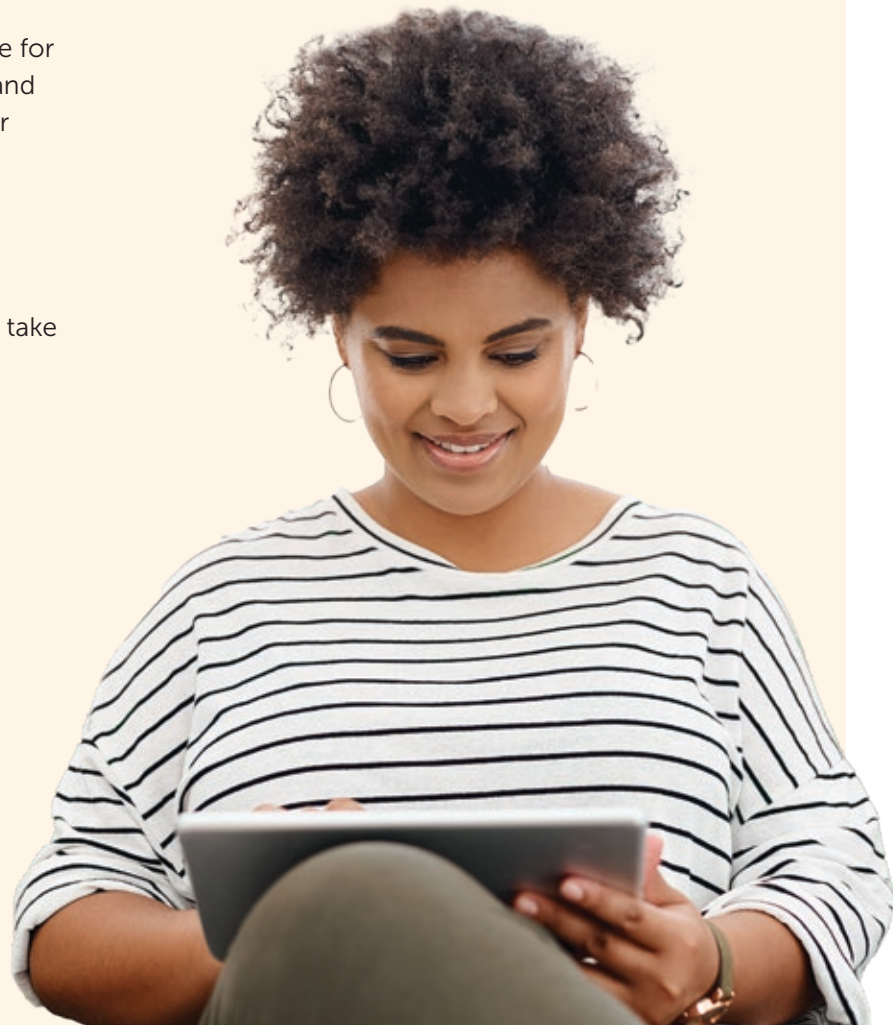
How it fits your schedule

Visana's services are virtual, so you don't have to take time off or sit in a waiting room. Evening and weekend appointments are available.

Every visit includes:

- Up to 45 minutes with your provider, plus follow-up appointments
- Prescriptions, lab orders and imaging requests as needed
- Coordination with your regular OB/GYN or primary care doctor (Visana doesn't replace your current providers.)

If you've been putting off a health concern — or feel like you need more time, answers or support — this benefit is for you. Visit go.visanahealth.com/mnps.



Other Women's Health and Family-Building Benefits

A quick reference guide to what's included in your MNPS benefits



Bundled maternity care - \$0

Vanderbilt's MyMaternityHealth Bundle covers all the services an expectant mother needs, from enrollment through 90 days after birth. Services include a dedicated Patient Navigator, your choice of Vanderbilt midwives and physicians, free classes and enhanced postpartum care.

Eligible: You and your covered spouse

Cost: \$0 — no deductibles, copays or coinsurance!

Visit: select.vanderbilthealth.com/mnps



Fertility benefits

Progyny's all-inclusive benefit covers IUI, IVF and more — plus access to a large national network of fertility specialists and a dedicated Patient Care Advocate for personalized support.

Eligible: You and your covered spouse

Cost: Call Progyny at **1-855-507-6311**

Visit: MNPSBenefits.org/progyny



Breastfeeding support - \$0

More than half of mothers stop breastfeeding early due to lack of support and lactation issues. The Lactation Network connects you with an International Board-Certified Lactation Consultant — in-person or virtually — for help with latch issues, returning to work, weaning and more.

Eligible: You and your covered dependents

Cost: \$0

Visit: go.lactationnetwork.com/mnps



Maternal mental health therapy - \$0

Mamaya Health specializes in maternal mental health — perinatal or postpartum depression and anxiety, birth trauma, pregnancy loss, PTSD, infertility, and feelings of isolation or being overwhelmed with pregnancy or parenthood — and provides confidential, compassionate therapy.

Eligible: You and your covered dependents

Cost: \$0

Visit: mamayahealth.com/mnps



Prenatal health coaching - \$0 (+ earn up to a \$500 incentive)

Cigna's Healthy Pregnancies Healthy Babies® program gives you 24/7 registered nurse support, week-by-week pregnancy tracking, and maternity resources throughout pregnancy and postpartum. Employees who enroll in their first trimester earn \$500 when you complete the program (\$250 if you enroll in your second).

Eligible: You and your covered spouse

Cost: \$0 (incentive available to employee only)

Call: **1-800-615-2906** or download the Cigna Healthy Pregnancy app

2026-2027 Benefit Plan Rates

for the Certificated Employee Health Plan

Although rising health care costs nationally have led to an increase in premiums for the upcoming plan year, MNPS remains committed to offering a robust benefits package that keeps your out-of-pocket costs affordable. MNPS pays 75% of your premium costs and you pay 25%. Effective July 1, 2026, premium rates for bundled medical/dental/vision/hearing coverage will be as follows:

Coverage level	Your biweekly share: (25% of total cost)		MNPS's biweekly share: (75% of total cost)	
	(10-month schedule)	(12-month schedule)	(10-month schedule)	(12-month schedule)
Employee only	\$181.71 WITHOUT HEALTH ASSESSMENT: \$218.07	\$153.75 WITHOUT HEALTH ASSESSMENT: \$184.52	\$545.12	\$461.26
Employee + spouse	\$363.41 WITHOUT HEALTH ASSESSMENT: \$399.77	\$307.50 WITHOUT HEALTH ASSESSMENT: \$338.27	\$1,090.22	\$922.50
Employee + child(ren)	\$257.43 WITHOUT HEALTH ASSESSMENT: \$293.79	\$217.82 WITHOUT HEALTH ASSESSMENT: \$248.59	\$772.28	\$653.47
Family	\$441.12 WITHOUT HEALTH ASSESSMENT: \$477.48	\$373.26 WITHOUT HEALTH ASSESSMENT: \$404.03	\$1,323.36	\$1,119.77

Take the Cigna Health Assessment and save \$800/year on your premiums

If you (the employee) take the Cigna Health Assessment every year during Annual Enrollment, you'll qualify for the lowest premiums, which are paid through pre-tax payroll deduction. You'll save:

- \$36.36/biweekly if you work a 10-month schedule (22 deductions/year)
- \$30.77/biweekly if you work a 12-month schedule (26 deductions/year)

If you choose not to take the health assessment, you'll pay the standard rate.



Have questions about your premiums?

Contact Employee Benefit Services at **615-259-8607**.

The information in this newsletter provides highlights of the benefits, programs and extras included in 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 at benefits@mnps.org.



One Legal Document You Need

... but probably don't have

If an accident or severe illness left you unable to speak or communicate, would your family know what to do? An advance directive can give them exactly the instructions they need.

An advance directive is a simple legal document that spells out your wishes and names someone to make health care decisions for you if you can't speak for yourself.

Every adult should have an advance directive, regardless of age or health status. Medical emergencies can happen to anyone, and having this important legal document in place can guide both your family and your health care providers during stressful situations.

An advance directive generally has two parts (or could be two separate documents):

- ✓ **Medical power of attorney.** You choose someone you trust to make health care decisions for you if you can't make them yourself. This person — sometimes called a health care agent or proxy — should understand your values and be willing to speak on your behalf.
- ✓ **Living will.** This outlines the types of medical care you would or wouldn't want in certain serious situations, such as if you were permanently unconscious or nearing the end of life. It can address treatments like life support, feeding tubes and other medical interventions.

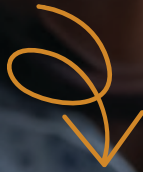


Ask for an advance directive form next time you visit the MNPS Employee & Family Health Care Centers. Or scan the QR code (scroll down to Advance Directive Forms).



Need Mental Health Support NOW?

Feel overwhelmed or can't think clearly?



YOUR EAP

< YOU HAVE 2 FAST OPTIONS >

CIGNA

Call 1-888-297-9028
(available 24/7)

A counselor will ask you a few questions and connect you with the right provider. You can even request a provider that accepts Cigna in case you need long-term support.

Have time to research your options?

Visit guidanceresources.com or the GuidanceNow app and create a personal login using company web ID: MNPS.

Call the number on your ID card
(1-800-244-6224)

Help is as close as your wallet. A Cigna representative will connect you with the right mental health care — even urgent or crisis support — right away.

Have time to research your options?

Visit myCigna.com > Find Care and Costs. This robust search engine will match care options to your specific needs.

If you're experiencing a mental health crisis, call or text the 988 Suicide & Crisis Lifeline 24/7 for free, confidential help.

When you see an in-network mental health provider, you pay \$0 for care.

New to MNPS?

Benefits questions? Start here

This newsletter you're reading is published three times a year and is designed to help you understand your options and make the most of what's available to you.

Don't skip this issue of *FYB*, even if your health care coverage doesn't begin until fall. The information in it gives you a head start on what's coming.

Ready to dive in? Here's how:

- Attend an Employee Orientation event
- Explore Orientation Resources on SharePoint (MyMNPSHR > New Employees)
- Visit **MNPSBenefits.org**, your benefits website

Cigna questions? Start with Sharona



When you have questions about your Cigna benefits, there's a dedicated expert ready to help: Sharona Ferguson.

Sharona works exclusively with MNPS employees and their covered family members. She knows your plan inside and out. Whether you're trying to

understand a claim, checking coverage or scheduling a procedure, she can walk you through it, step by step. Sharona doesn't just point you in the right direction — she sticks with you until it's resolved. If she doesn't know the answer, she can get you to someone who does.

Sharona can help with a wide range of Cigna questions, such as:

- Eligibility
- What's covered and what's not
- Claims and billing
- In-network providers
- Prior approvals for care or medications

Call or text Sharona at **629-462-8373** or send an email to **sharona.ferguson@cignahealthcare.com** or **mnps@cigna.com**.

Two Apps. No Copay. *real relief*

Headspace and Talkspace apps are included in your Cigna coverage at no cost to you.

Use Headspace for quick stress relief, better sleep and guided mindfulness. Turn to Talkspace for therapy with a licensed provider by text or video, on your schedule. One for everyday stress. One for when you need more.



The \$12.99 monthly fee is waived through your Cigna plan. Get it here: **headspace.com/insurance/cigna**

Talkspace

\$0 cost when you use network providers. Get it here: **talkspace.com/covered** (choose "Use my insurance benefits")

Don't miss out \$0 Dental Visits

Your Cigna dental plan covers two preventive exams and cleanings every year at no cost to you.

Regular dental checkups:

- Catch cavities early, before they can cause infections and a need for root canals
- Address plaque buildup that can lead to gum disease, a risk factor linked to heart health
- Help prevent pain and costly treatments

Visit **myCigna.com** to find a network dentist (the plan uses Cigna Total DPPO Network).



1 in 3 MNPS employees skipped this free dental benefit last year.



Meet Your Care

Hundreds of MNPS employees, retirees and dependents have turned to Vanderbilt Health's Whole Person Care Navigation team to get help with their benefits and health care this year.

While many people already know and love this team, not everyone is familiar just yet. So, we sat down with nurse navigator **Yolonda Powell** and licensed mental health professional **Tyler Banks**, who are dedicated solely to the MNPS population, to get answers to some frequently asked questions.



Yolonda Powell

What is Whole Person Care Navigation?

This is a dedicated team from Vanderbilt Health designed specifically for MNPS employees, retirees and their dependents. Their free service can help you make the most of your health benefits and serve as your guide for all the physical, mental and emotional care available to you.



Tyler Banks

Why would I need this service?

Teachers face unique challenges. When caregiving is your profession, it puts a lot of pressure on you. You're managing the health, well-being and safety of other people's children all day, then heading home to take care of your family's needs. When it comes to your own care, you don't have any time or energy to waste. Having someone you trust, who can guide you and get you where you need to go quickly, is valuable.

Navigation Team

making health care make sense

How is this different from my other MNPS benefits?

With the many benefits MNPS offers, it can be challenging to know which one is right for your need. Our team is a front door to your benefits, a starting point and a personalized guide for your health journey. We make it easier to find the right support, and we remove much of the guesswork and uncertainty.

It's also common to have more than one health concern at a time. Our team is here to help ease that burden. You tell us what's going on, and we can help you decide where to start, get a plan and then find the care you need.

When should I reach out to this team?

If you need help understanding your benefit options, finding a primary care doctor or specialist, setting health priorities, looking for mental health or emotional support, or finding a health coach to motivate you and hold you accountable, you should reach out. If you aren't sure what you need or just feel lost, reach out. If you ask a question we can't answer, we'll find someone who can.

Are there examples of how the team helps?

There are endless examples. Here are a few: You need a therapist who is in-network, close to home and available around your schedule. We can help you find one. If an exact match isn't available, we'll pivot and help you find the care you need, such as exploring virtual options.

Or maybe you need to consult with a specialist and want support throughout the process. We can work with your doctor to make sure the referral is completed, help you prepare for the visit, equip you with the right questions to ask and explain what to expect. After the visit, we're here to follow up and make sure you understand what was shared and feel ready to tackle your care plan.

How do you work with my doctor?

We don't replace your primary care provider or care team. Instead, we support those relationships and make them stronger. We can help you better understand a diagnosis and follow through on your doctor's recommendations, especially lifestyle changes like diet and exercise. Your doctor can refer you to us to support your goals, and we can keep your doctor in the loop as we make progress together.

What else should I know about this team?

Your Care Navigation team is part of the MNPS community. We look for ways to support you beyond one-on-one care. For example, we recently launched the MNPS Heart & Sole Walk Club, which helps people increase physical activity, enjoy the health benefits of nature and connect with their peers.

We try our best to go above and beyond for every person. At the end of the day, this is *your* care journey. We're a guide, an assistant throughout the process and an accountability partner. But your health is still in your hands. We help you take the next step with confidence — but it's up to you to take the step.

How do I get started?

Visit select.vanderbilthealth.com/wholepersoncare for more information.



Scan the QR code or call **615-421-1711** to schedule a consultation with Yolonda Powell.

The Care Navigation team is a free service designed to connect you with the right care — and the right MNPS benefits — to address your specific concern.



Health Habits that Pay You Back

Your health plan covers both preventive care and health coaching at 100%. Then MotivateMe rewards you — up to \$100 in gift cards — for taking advantage of these services.

So, in essence, you get paid for your healthy habits.

Earn **\$50** for preventive care

Complete any one of these screenings between January 1 and December 31:

- Annual physical, wellness or OB/GYN exam
- Dental preventive exam
- Mammogram
- Colon, cervical or prostate cancer screening

These preventive screenings help you stay ahead of issues before they become bigger problems.

Earn **\$50** for health coaching

Complete any one of these coaching options between January 1 and December 31:

- Complete at least three visits with MNPS health coach Bobbi Nickel or B.J. Reeves
- Work with a Cigna health coach by phone
- Participate in/complete any one of the following:
 - » Omada, focused on diabetes and/or hypertension (go.omadahealth.com/mnps)
 - » Virta, which can help you reverse Type 2 diabetes and/or lose weight (virtahealth.com/join/mnps)
 - » Cylinder, a digestive health program (go.cylinderhealth.com/mnps)
 - » MNPS's 9-week stress reduction (MBSR) course (Our 2026 MBSR course is already underway, so the incentive is limited to current participants.)

Whether your goal is better nutrition, more energy, stress management or support for a specific condition, coaching can help you take the next step and stay on track.

Ready to get started?

Complete your Cigna Health Assessment at myCigna.com to unlock MotivateMe, then log on again to redeem your points for gift cards.

These Cancer Screenings are Starting Earlier



Breast cancer:
Age 40
(previously 50)

Colorectal cancer:
Age 45
(previously 50)

Lung cancer:
Age 50
for certain adults
who smoked in the
past 15 years
(previously 55)

Cancer rates among younger adults have been rising. This has prompted certain health authorities to lower the recommended ages for screening. Catching cancer early — before symptoms appear — dramatically improves health outcomes.

Your personal or family history may mean you need screenings earlier or more often. Talk to your provider at your next visit.

Most preventive screenings are covered at no cost under your health plan. The MNPS Health Care Centers offers preventive care visits and referrals for mammograms, colonoscopies and other tests. See page 4.



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:

Earn \$100 every year for things
you're probably already doing!

page 14



Cowboy Caviar

What does eating the Full Plate Living way look like? Read Melissa Meadows' story on page 2, then try it for yourself with this easy recipe. It brings the program's fiber-first approach to life with simple ingredients that help you feel satisfied and energized.

Ingredients

- 1 can low sodium kidney beans (15 oz., drained)
- 1 can low sodium black beans (15 oz., drained)
- 1 can low sodium corn (15 oz., drained)
- 1 can tomatoes (15 oz., diced)
- 1 can green chiles (4 oz., chopped)
- 1 tablespoon olive oil
- 3 medium limes
- Salt and black pepper, to taste (optional)
- Hot sauce, to taste

Directions

Mix beans, corn, tomatoes and green chiles in a large bowl. Add lime juice and olive oil, then toss gently to combine. Taste and adjust seasoning if needed. Serve on its own, with raw vegetables or with corn chips.

Source: USDA MyPlate

