Agenda

• Highlight of benefits offered to new Charter School employees
  – You will enroll in coverage today

• Other information
Charter School Employees

• Charter school employees are not employees of Metropolitan Nashville Government. However, eligible charter school employees do have access to Metro Government insurance benefits.

• Charter school benefits are paid for by each individual charter school and some benefits and premiums may vary from school to school.

• Benefits for charter school employees are handled through the Metro Nashville Public Schools (MNPS) Benefit Office.
## Benefit Highlights

### Core Benefits – Metro and employee share cost or it’s free to you

<table>
<thead>
<tr>
<th>Benefits</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical</td>
<td>Metro pays 75% you pay 25% of the premium</td>
</tr>
<tr>
<td>Dental</td>
<td>Metro pays full cost of Employee Only coverage; you pay cost for Family coverage</td>
</tr>
<tr>
<td>Basic Life and AD&amp;D</td>
<td>Metro provides coverage of $50,000 ($32,500 after age 65)</td>
</tr>
</tbody>
</table>

### Optional Benefits – You pay premiums at competitive group rates

- Vision
- Short-Term & Long-Term Disability
- Supplemental & Dependent Life Insurance
Enrolling in Coverage

• You must decide today what benefits you want to enroll in and submit your form to MNPS Benefit Office.
• Coverage is effective the first day of the month following one full calendar month of employment.
• Insurance premiums are deducted through payroll deductions each pay period.

• What if I do not enroll in coverage?
  – If you do not complete and submit an enrollment form today, you will automatically be enrolled in single coverage with BCBS PPO and Flexible Plan.
Opting Out of Coverage

• If you have other non-Medicare medical insurance coverage – either through a spouse’s or parent’s plan – you may opt out of Metro’s insurance by providing documentation of the other non-Medicare coverage.

• You may opt into Metro’s coverage at a future Annual Enrollment or within 60 days of an eligible change in status.
Who is Eligible to Enroll?

• Regular full-time charter school employees who average 20 or more hours a week for two consecutive quarters

• Dependents are defined as your:
  – Spouse while not divorced or legally separated
  – Domestic partner of the same or opposite sex
  – Dependent Children from birth to age 26, married or unmarried as long as he/she is your child by birth, adoption, legal guardianship or your stepchild (you may cover children when Qualified Medical Child Support Order has been issued)
Domestic Partner Benefits

- Employees and their domestic partner must complete and sign a Declaration of Domestic Partnership stating they have shared the same residence for the last 365 days and have not been married or legally separated from another individual during those 365 days.

- The domestic partners must also provide 3 sources of documentation supporting their financial interdependence on one another with one document dating back at least 365 days.

- If your partner is not your tax dependent (as defined by the IRS), the value of your partner’s benefits will be included in your taxable wages as imputed income and those premiums will be paid on a post-tax basis.
Domestic Partner Benefits

• Visit Human Resources’ website at nashville.gov/HR to complete details about eligibility requirements, possible tax implications and a list of Frequently Asked Questions.

• You may not enroll a domestic partner today; you must contact Metro Human Resources to schedule an appointment and provide the necessary documentation within 60 days of your hire date.

• Even if you are not interested in adding your partner to Metro’s insurance benefits, you may want to consider filing a Declaration of Domestic Partnership with Metro in the event of your death.
Eligible Changes in Status

• You may change your benefit elections during the year only if you have an eligible change in status or during Annual Enrollment.

• Examples of status changes include:
  – Marriage, divorce, or legal separation
  – Birth, adoption, legal guardianship or changes in child’s eligibility
  – Change in a dependent’s insured status or job
  – Death of a spouse/domestic partner or dependent child

• You MUST notify the MNPS Benefit Office within 60 days of your eligible change in status; otherwise, you will NOT be able to make changes to your coverage or dependents until the next Annual Enrollment.
Dependent Eligibility Verification Program

• Please be sure to only add ELIGIBLE dependents to your coverage. Today, you will be required to sign an affidavit certifying they are your legal and eligible dependents as defined by Metro’s rules.

• While MNPS is not requiring you provide documentation to substantiate your dependents’ eligibility today, you will be required by MNPS to provide this documentation in the very near future.

• You must contact MNPS Benefit Office within 60 days of an eligible change in status to add or remove dependents.
# Medical Plan Options

<table>
<thead>
<tr>
<th>BCBS PPO</th>
<th>CIGNA Choice Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPO plan pays 80% and you pay 20% of claims when you use in-network providers.</td>
<td>Health Reimbursement Arrangement (HRA) – Metro provides a Fund to cover medical and pharmacy benefits before you pay deductible. After deductible, plan pays 90% and you pay 10%.</td>
</tr>
<tr>
<td>Copays apply for office visits and pharmacy benefits even after out of pocket max has been met.</td>
<td></td>
</tr>
<tr>
<td><strong>Annual Out-of-Pocket Max:</strong></td>
<td><strong>Annual Out-of-Pocket Max:</strong></td>
</tr>
<tr>
<td>$1,000 Employee Only</td>
<td>$1,150 Employee Only</td>
</tr>
<tr>
<td>$2,000 Family/Employee + Child(ren)</td>
<td>$2,300 Family/Employee + Child(ren)</td>
</tr>
</tbody>
</table>

- No referrals needed to see specialists
- Flexibility to choose any healthcare provider
- Higher benefit for using in-network healthcare providers
BCBS PPO

• Plan pays 80% of covered medical services – you pay 20% coinsurance after copays.
  – $20 copay for primary care physician office visits
  – $30 copay for specialist office visits
  – $100 copay for emergency room visits

• Preventive Care Benefit
  – Children age 6 and younger covered at 80%
  – Age 7 and older covered at 100% up to $750, then at 80%

• Pharmacy Benefits
  – $10 copay for generic drugs
  – $30 copay for brand-name drugs

• Copays apply all year long even after out of pocket max has been met.
CIGNA Choice Fund

• Metro puts money into your HRA Fund each year to cover medical and pharmacy expenses before you pay anything out of your pocket.
  – $1,100 Employee Only
  – $2,200 Family/Employee + Child(ren)

• Once the HRA Fund is exhausted, you pay a deductible.
  – $450 Employee Only
  – $900 Family/Employee + Child(ren)

• After you’ve met the deductible, you pay
  – 10% coinsurance for medical expenses and generic drugs
  – 30% of brand-name drug costs
  – Once the annual out-of-pocket max is met, you have 100% coverage.

• Preventive Care is covered at 100% by the plan.
CIGNA Choice Fund

• Employee Only Coverage

Plan pays 100%
after out-of-pocket maximum is met
$1,150

**Coinsurance**
10% medical / generic drugs
30% brand name drugs
$700

**Deductible**
$450

**HRA Fund**
$1,100

Annual Out-of-Pocket

Preventive Care Covered at 100%
CIGNA Choice Fund

- Employee + Family Coverage
- Employee + Child(ren) Coverage

Plan pays 100% after out-of-pocket maximum is met $2,300

Coinsurance
10% medical / generic drugs  
30% brand name drugs  
$1,400

Deductible  
$900

HRA Fund  
$2,200

Preventive Care Covered at 100%

Annual Out-of-Pocket

Annual Deductible
CIGNA Choice Fund

If your insurance is effective April 1 or later, your HRA Fund will be prorated for this plan year as follows:

<table>
<thead>
<tr>
<th>Insurance Effective Date</th>
<th>Employee Only</th>
<th>Employee + Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Quarter (January – March)</td>
<td>$1,100</td>
<td>$2,200</td>
</tr>
<tr>
<td>2nd Quarter (April – June)</td>
<td>$825</td>
<td>$1,650</td>
</tr>
<tr>
<td>3rd Quarter (July – September)</td>
<td>$550</td>
<td>$1,100</td>
</tr>
<tr>
<td>4th Quarter (October – December)</td>
<td>$275</td>
<td>$550</td>
</tr>
</tbody>
</table>
CIGNA Choice Fund Incentive Programs

There are four incentive programs available in which you can earn additional incentive dollars in your HRA Fund each year.

• Incentives are **ONLY** available to you and your spouse/domestic partner (if you elect to enroll them for coverage as a dependent).
  – Dependent children may participate in the programs but **are not eligible** to earn incentive dollars.

• Participation in the programs is optional.
CIGNA Choice Fund Incentive Programs

1. Health Risk Assessment
   - Complete a brief, online, confidential questionnaire that provides you with a personalized health profile. Your information is not shared with anyone at Metro.
   - $100 per person upon completion ($200 max per family)

2. Chronic Health Condition Support
   - Receive personalized support from a Cigna health coach for chronic conditions. Examples include cardiac, diabetes, chronic obstructive pulmonary disease (COPD), asthma, depression, low back pain, osteoarthritis and weight complications.
   - $100 per person ($200 maximum per family; each person is only eligible to receive one $100 incentive under this program each calendar year)
CIGNA Choice Fund Incentive Programs

3. Lifestyle Management Program
   - Receive personalized support from a Cigna health coach for lifestyle behaviors such as tobacco cessation, stress and weight loss.
   - $50 per person (You can participate in the separate programs for each behavior (tobacco, stress and weight loss) but there is a $100 annual maximum per person; $200 annual maximum per family.)

4. Healthy Pregnancies, Healthy Babies
   - Designed to help you and your baby stay healthy during your pregnancy by encouraging early prenatal care.
   - $150 if enrolled by the end of your first trimester, or
   - $75 if enrolled by the end of your second trimester
Nashville General Hospital Incentive Program

• Nashville General Hospital (NGH) and Meharry Medical Group (MMG) offer an incentive program to Metro employees and their dependents which can save you money out of your pocket by using their services which include:
  – Primary care, specialists, in-patient care, radiology (x-ray, mammograms, MRI), lab work, physical and occupational therapy.

• BCBS members pay no copays or coinsurance (and it doesn’t count towards your annual out of pocket maximum).

• Cigna members would use HRA funds first, but will have no deductible or coinsurance (and it doesn’t count towards your annual out of pocket maximum).
Nashville General Hospital Incentive Program

Available Services as Part of the Metro Incentive Plan

**Inpatient**
- Emergency Department
- Hospitalist Program
- Intensive Care Unit
- Inpatient Dialysis Unit
- Medical/Surgical Units
- Peri-operative Services
- Women’s Health Services

Nashville Healthcare Center - Primary & Specialty Care
- Main Campus & Midtown (1919 Charlotte)

**Outpatient**
- Infusion Center
- Medical Imaging (CT, MRI, X-rays)
- Laboratory
- Physical and Occupational Therapy
- Dr. Robert E. Hardy Cancer Center
- Breast Health Center
- Digestive Health Center (GI)
- General Surgery
- Heart Center
- Urology

More information: 615.341.4235 or MetroHealth@Nashvilleha.org

Appointments: 615.341.4968 or NashvilleHealthcareCenter.com
MNPS Clinic Incentive Program

• Metro employees and their dependents may access care through the Metro Nashville Public Schools Healthcare Centers located across Metro.*

• Family Nurse Practitioners provide health and wellness services.

• Your medical insurance will be billed.
  – BCBS member’s copay and coinsurance will be waived.
  – CIGNA member’s deductible will still apply and a payment may be required when you receive care. Only the coinsurance is waived.

• For more information, contact MNPS at 615-259-8755.

* Those who have Medicare may still use the MNPS Clinics, but may not participate in this incentive program and have copays, deductibles or coinsurance waived.
BCBS Dental Plan Options

<table>
<thead>
<tr>
<th>Flexible Plan</th>
<th>Limited Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,000 annual max benefit per member</td>
<td>No annual max benefit</td>
</tr>
<tr>
<td><strong>See any dentist you choose</strong></td>
<td><strong>Must use in-network providers</strong></td>
</tr>
<tr>
<td>You may be responsible for paying charges above</td>
<td>No out of network treatment is available.</td>
</tr>
<tr>
<td>reasonable and customary limits and may need to</td>
<td>No claim forms to file.</td>
</tr>
<tr>
<td>submit claim forms.</td>
<td></td>
</tr>
<tr>
<td>Benefit Levels:</td>
<td></td>
</tr>
<tr>
<td>- 100% preventive</td>
<td>- Scheduled benefits with no deductibles</td>
</tr>
<tr>
<td>- 80% basic</td>
<td>- Higher benefits for orthodontia</td>
</tr>
<tr>
<td>- 50% major</td>
<td>- Does not cover out-of-network treatment, implants or TMJ treatment</td>
</tr>
<tr>
<td>- 50% orthodontics</td>
<td></td>
</tr>
</tbody>
</table>

- Both plans offer 2 cleanings per year
## Dental Limited Plan – Scheduled Benefits Sample

<table>
<thead>
<tr>
<th>BASIC</th>
<th>Description</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>D7140</td>
<td>Extraction</td>
<td>$0.00</td>
</tr>
<tr>
<td>D7210</td>
<td>Surgical removal of erupted tooth</td>
<td>$25.00</td>
</tr>
<tr>
<td>D7220</td>
<td>Removal of impacted tooth - soft tissue</td>
<td>$25.00</td>
</tr>
<tr>
<td>D7230</td>
<td>Removal of impacted tooth - partially bony</td>
<td>$60.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>MAJOR</th>
<th>Description</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>D2740</td>
<td>Crown - porcelain/ceramic substrate</td>
<td>$290.00</td>
</tr>
<tr>
<td>D2750</td>
<td>Crown - porcelain fused to high noble metal</td>
<td>$350.00</td>
</tr>
<tr>
<td>D2751</td>
<td>Crown - porcelain fused to predominately base metal</td>
<td>$290.00</td>
</tr>
<tr>
<td>D2752</td>
<td>Crown - porcelain fused to noble metal</td>
<td>$350.00</td>
</tr>
<tr>
<td>D2790</td>
<td>Crown - full cast high noble metal</td>
<td>$330.00</td>
</tr>
<tr>
<td>D2791</td>
<td>Crown - full cast predominantly base metal</td>
<td>$290.00</td>
</tr>
<tr>
<td>D2792</td>
<td>Crown - full cast noble metal</td>
<td>$290.00</td>
</tr>
<tr>
<td>D2920</td>
<td>Replacement crown</td>
<td>$15.00</td>
</tr>
</tbody>
</table>
Medical and Dental Premiums

• Premiums may vary from school to school, so check with your specific school for more information about your medical and dental premiums.
Basic Life Insurance

• $50,000 of basic life insurance provided by Metro at no cost to you.

• Metro provides Accidental Death & Dismemberment (AD&D) benefits if you suffer certain injuries or if you die in an accident – the amount of this benefit depends on the type of injury.

• Basic and AD&D benefits are reduced to 65% ($32,500) on January 1 following your 65th birthday.

• You will need to complete a beneficiary form today.

• Prudential administers Metro’s life insurance program.
Optional Benefits

• Optional Benefits are available to provide you with a measure of financial protection and security.

• You pay the full cost of the optional benefits at group rates. Payments are made through payroll deduction.

• Reenrollment in optional benefits is automatic each year.
Vision Plan Options

National Vision Administrators (NVA)

- Annual eye exams with a $10 copay for in-network services and up to a $45 reimbursement for out-of-network services
  - NVA will pay less when you use an out-of-network provider

<table>
<thead>
<tr>
<th></th>
<th>Basic Plan</th>
<th>Enhanced Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Glasses or Contacts</td>
<td>every 24 months</td>
<td>every 12 months</td>
</tr>
<tr>
<td>Copay</td>
<td>$10</td>
<td>$25</td>
</tr>
<tr>
<td>Lense and Frame</td>
<td>$130</td>
<td>$150</td>
</tr>
<tr>
<td>Lense and Frame</td>
<td>$130</td>
<td>$150</td>
</tr>
<tr>
<td>Allowance (standard</td>
<td>$130</td>
<td>$150</td>
</tr>
<tr>
<td>polycarbonates covered</td>
<td>$130</td>
<td>$150</td>
</tr>
<tr>
<td>Contact Allowance</td>
<td>$125</td>
<td>$140</td>
</tr>
</tbody>
</table>
Coverage without Proof of Good Health

• As a new employee enrolling now, you may enroll in Supplemental Life Insurance, Dependent Life Insurance and Long-Term Disability without providing proof of good health.

  – If you have a known health condition that could possibly preclude you from being approved by the insurance company, you should strongly consider enrolling now.
  
  – If you decide to wait and enroll in the future, you will be required to provide proof of good health.
  
  – If you enroll now and drop coverage later, you must show proof of good health to re-enroll.
Supplemental Life & Dependent Life Insurance

• Life insurance provides your family or dependents a measure of financial security in the event of a death. In addition to the $50,000 Metro provides you (or $32,500 if 65 or older), you may choose to purchase extra Supplemental Life coverage for your family at your cost.

• When considering the option, you should consider your:
  – Marital status
  – Dependents’ ages
  – Other income sources
  – Debts
  – Savings
  – Retirement benefits

• Supplemental Life & Dependent Life is offered through Prudential.
Supplemental Life & Dependent Life Insurance

- **Supplemental Life**
  - Provides a lump sum payout to your beneficiary in the event of your death.
  - You may purchase coverage in increments of $10,000 up to a maximum of $200,000.

- **Dependent Life**
  - Pays you a lump sum benefit of $10,000 or $20,000 in the event of your spouse’s/domestic partner’s death and $5,000 for the death of a dependent child.
  - You must be enrolled in Supplemental Life to purchase Dependent Life insurance.
## 2020 Insurance Premiums

### Supplemental Life

<table>
<thead>
<tr>
<th>Age</th>
<th>Monthly Rate Per $10,000</th>
<th>Age</th>
<th>Monthly Rate Per $10,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 25</td>
<td>$.50</td>
<td>50-54</td>
<td>$2.40</td>
</tr>
<tr>
<td>25-29</td>
<td>$.60</td>
<td>55-59</td>
<td>$4.30</td>
</tr>
<tr>
<td>30-34</td>
<td>$.80</td>
<td>60-64</td>
<td>$6.60</td>
</tr>
<tr>
<td>35-39</td>
<td>$.90</td>
<td>65-69</td>
<td>$12.70</td>
</tr>
<tr>
<td>40-44</td>
<td>$1.10</td>
<td>70 +</td>
<td>$20.60</td>
</tr>
<tr>
<td>45-49</td>
<td>$1.60</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## 2020 Insurance Premiums

<table>
<thead>
<tr>
<th>Dependent Life</th>
<th>Monthly Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5,000 for each dependent child plus spouse/domestic partner coverage amount of:</td>
<td></td>
</tr>
<tr>
<td>$10,000</td>
<td>$3.76</td>
</tr>
<tr>
<td>$20,000</td>
<td>$7.12</td>
</tr>
</tbody>
</table>
Short-Term Disability

- Short-term disability benefits replace 60% of your Metro salary if you become disabled and cannot work because of an illness or injury.

- Benefits begin after a 7-day waiting period and may continue for up to 180 days.

- If you do not enroll when first becoming eligible, you will be subject to a late enrollment penalty where the waiting period would be extended from 7 days to 60 days for any condition other than an accidental injury.
  - If you have a physical disease, mental disorder or if you are pregnant and you enroll in STD when first eligible (at this new hire orientation), you will NOT be subject to this late enrollment penalty.

- STD is offered through The Standard.
## 2020 Insurance Premiums

### Short-Term Disability Insurance

Premiums are based upon your Metro salary. This chart represents sample monthly premiums. To calculate your monthly STD premiums, multiply 0.028 times your **weekly** (not monthly) pay.

<table>
<thead>
<tr>
<th>Hourly Earnings</th>
<th>Weekly Earnings</th>
<th>Annual Earnings</th>
<th>Sample Monthly Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>$10</td>
<td>$400</td>
<td>$20,800</td>
<td>$11.20</td>
</tr>
<tr>
<td>$15</td>
<td>$600</td>
<td>$31,200</td>
<td>$16.80</td>
</tr>
<tr>
<td>$20</td>
<td>$800</td>
<td>$41,600</td>
<td>$22.40</td>
</tr>
</tbody>
</table>
Long-Term Disability

• Long-term disability benefits replace 50% of your Metro salary if you become disabled and cannot work because of an illness or injury.

• Benefits begin after 180 days of continuous disability.

• In certain circumstances, pre-existing medical conditions may exclude you from being eligible for benefits for the first 12 months of employment. Contact Metro’s carrier, The Standard, before enrolling if you have a pre-existing condition.

• LTD is offered through The Standard.
## 2020 Insurance Premiums

### Long-Term Disability Insurance

Premiums are based upon your Metro salary. This chart represents sample monthly premiums. To calculate your monthly LTD premiums, multiply .0031 times your monthly (not weekly) pay.

<table>
<thead>
<tr>
<th>Hourly Earnings</th>
<th>Monthly Earnings</th>
<th>Annual Earnings</th>
<th>Sample Monthly Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>$10</td>
<td>$1,750</td>
<td>$20,800</td>
<td>$5.43</td>
</tr>
<tr>
<td>$15</td>
<td>$2,600</td>
<td>$31,200</td>
<td>$8.06</td>
</tr>
<tr>
<td>$20</td>
<td>$3,500</td>
<td>$41,600</td>
<td>$10.85</td>
</tr>
</tbody>
</table>
Before-Tax Premium Savings Plan

• You are automatically enrolled in Metro’s Before-Tax Premium Savings Plan. This means your medical, dental and vision premiums will be deducted out of your paycheck before taxes are calculated – which saves you money!!
  – Your payroll taxes deducted from your paycheck will be lower and your take home pay will be higher.

• You can opt out of this plan, but if you do, you will pay more in payroll taxes and your take home pay will be less.
Retirement Benefits

- Depending upon the charter school in which you work, you may be eligible for future retirement benefits. For more information on eligibility, please contact Metro Human Resources at (615) 862-6700.
HIPAA Privacy Regulations

• HIPAA (Health Insurance Portability and Accountability Act) requires that your health insurance plan limit the release of your health information to the minimum necessary required for your care, or as outlined in their Privacy Notice. You may review Metro Human Resource’s Notice of Privacy Practice on HR’s home page at nashville.gov/HR.

• For more information, contact your insurance carrier or Metro Human Resources’ Plan Privacy Administrator at (615) 862-6700.
Metro Nashville Public Schools

Benefit Questions: (615) 259-4636