

Benefits Bulletin

FIGHT THE FLU

The OCPS Employee Wellness Program will host flu shot clinics throughout the district in October and November.

Dates, times and locations* are included on the [flu shot clinic flyer](#) posted on the [Employee Wellness Intranet page](#).



Onsite flu shot clinics are for OCPS employees and their families. There is **no cost** for OCPS Cigna members. Please bring your **OCPS Cigna ID card** and another form of identification (e.g., driver's license); \$30 (cash only) for all others.

We understand that you may need an alternative to one of the onsite clinics. Don't worry - OCPS has you covered. OCPS Cigna members can use their Cigna ID card to receive a flu shot for FREE at other participating locations, including:

- **A primary care physician's office:** No charge if you're only receiving the flu shot.
- **A convenient care clinic** (e.g., Minute Clinic inside of select CVS** stores, Healthcare Clinic inside of select Walgreens** stores).

If you want your flu shot to count toward your **Year 10 MotivateMe** reward, please get your shot after Oct. 1.

New employees, be sure to check when your insurance coverage starts. Flu shots are only covered if your insurance is effective on the day you receive your shot.

*All dates are subject to change/cancellation if there are shortages in distribution.

**Important reminders:

- OCPS Cigna members can use their Cigna medical ID card at a Minute Clinic inside select CVS stores; however, they **CANNOT** use their Cigna medical ID card at a CVS retail pharmacy for an immunization. CVS retail pharmacies are excluded from Cigna's retail pharmacy medical vaccine network. CVS can be used for filling prescriptions, they are included in the participating pharmacy providers through CVS Caremark.
- OCPS Cigna members can use their Cigna medical ID card at a Walgreens Healthcare Clinic, they **CANNOT** be used for filling prescriptions. Walgreens is still excluded from our participating pharmacy providers though CVS Caremark.

On-site Mobile Mammography



OCPS and Cigna are proud to announce that the Women's Center for Radiology's Mobile Breast Center will be on location offering screening mammograms on:

Monday, October 16 Appointments begin at 8 a.m.

Ronald Blocker Educational
Leadership Center (RBELC)
445 W. Amelia Street

Schedule your screening mammogram today!

To make an appointment, call 407.841.0822, option 2.

Please note:

Appointments are required and patients must meet the eligibility requirements in order to participate. Visit <http://insurance.ocps.net> and go to the [Employee Wellness](#) page for more information and instructions.

**HEALTH
ON THE GO**



**HEALTHIER LIVING FOR
ACTIVE WORKERS**

Four Weeks to Healthier Living

for Active Workers

Does it feel hard to have healthy habits with your active job? Is stress tiring you out on top of your work? Join us to add some simple habits that can create healthy changes.

This course will help you get organized around making some small and meaningful changes. You don't need to clean out your pantry or head to a meditation retreat to create improvements in your nutrition, physical activity or stress management. We can deal with stress, chip away at some lingering habits and give ourselves new goals in a way that feels possible and impactful.

If you are interested in this FREE four-week online course, register at <https://www.overcomingucourses.com/OCPSSignUp/>.

Course objectives:

- Test solutions for common obstacles to having a healthier lifestyle.
- Learn how to pack affordable and nutritious meals and snacks.
- Find physical activity that can complement your job demands.
- Adopt stress management techniques to manage day-to-day stress.

Course details:

- Start date - October 24
- You must register for the four-week course at <https://www.overcomingucourses.com/OCPSSignUp/>.
- Eight 20-minute sessions that you can listen to on your own schedule.
- All OCPS employees can register for the course regardless of insurance coverage.

Participants who complete sessions will be entered to win weekly prize drawings and more!

Please email Support@OvercomingU.com with any questions.

New Benefits Plan Year Starts Oct. 1



Annual Insurance Enrollment was held April 10 - May 10. If you made changes to your insurance plans, you will want to note the following:

1. All payroll deductions for every insurance plan will be taken biweekly starting in September.
2. The changes you made during annual enrollment should be reflected on your first salary statement in September. Please make sure that the information coincides with the choices you made.

Remember, deductions and Flexible Spending Accounts begin in September; however, coverage for all other plans is effective Oct. 1.

3. Don't forget that all out-of-pocket maximums and deductibles are set on the plan year (Oct. 1 - Sept. 30).
4. Return any requested documentation to **Insurance Benefits** to avoid termination of coverage.

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Flexible Spending Accounts – Know Your Deadlines

The plan year for Flexible Spending Accounts is Sept. 1 through Aug. 31.

Medical Expense FSA

The IRS permits a grace period of two months and 15 days following the end of the plan year (Aug. 31) for the Medical Expense FSA. This grace period ends Nov. 15. This means you'll be able to incur expenses in your Medical Expense

FSA for the 2022-23 plan year through Nov. 15. You still must submit all claims for reimbursement by Nov. 30.

Dependent Care FSA

There is no grace period for this account. The Dependent Care FSA has a run-out period for filing claims that extends until Nov. 30. For the 2022-23 plan year, submissions for reimbursement must be for expenses that occurred between Sept. 1, 2022 and Aug. 31, 2023.

September Healthy Hero

Find your why and you'll find your way.

- John C. Maxwell

This is exactly what led Francisco Salazar, Physical Education teacher at Freedom Middle School, to lose over 160 lbs. When he started his lifestyle change he was "physically limited due to the pain that excess weight had on [his] body." Starting off light he would exercise on an elliptical machine, to limit the impact on his knees, and lift light weights, gradually increasing his workouts. Fast forward about a year and a half later, he rides his bike 6 miles

every morning before work, lifts weights at least four times a week and plays pick up soccer once or twice a week.

Salazar gave some excellent guidance for others, "My advice to anyone who wants to live a healthier lifestyle is to find something that is sustainable for YOU. By that I mean, find healthy foods that you enjoy and can see yourself eating. Don't force yourself to eat something healthy just because its healthy. Explore with different foods and recipes and find something that will work for you. Find an exercise/workout routine that works for you. Sustainability equals consistency,

which results in long lasting change." Salazar was nominated by his coworker Sylviane Salinas, Bookkeeper at Freedom Middle School, because she and many others have been motivated by his actions to become healthier.

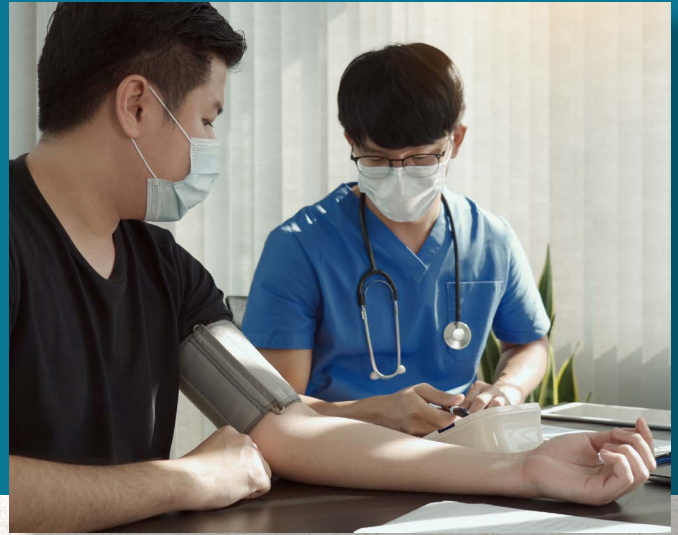
We honor Francisco Salazar as September's Healthy Hero. His dedication to a healthy lifestyle is inspiring to his colleagues at Freedom Middle School and throughout OCPS.

If you would like to nominate a co-worker as a Healthy Hero, please email wellness@ocps.net with the candidate's name, work location and why they deserve the title.



The Importance of Preventive Care

According to the CDC, six in ten adults in the US have a chronic disease. Conditions such as heart disease, stroke, type 2 diabetes and obesity can be prevented or reversed with preventive care and healthy lifestyle choices.



Why should we get preventive screenings?

Preventive screenings can help keep you be informed about your health and detect problems at earlier stages when they are easier to address.



Next Steps

To schedule your annual physical and necessary preventive screenings, reach out to your Primary Care Provider's office. If you do not already have one, you can visit [myCigna.com](https://mycigna.com) to find a list of in-network providers or call 800.244.6224 for assistance in locating one.

What types of things count as preventive health*?

- Annual Physical - This appointment with your Primary Care Provider will check all areas of your health such as blood pressure, cholesterol, blood sugar and mental health.
- Preventive Screenings - These screenings help to identify potential cancers such as breast, cervical or colon cancer.
- Flu Shot - According to the CDC, flu cases start to rise in October and peak from December to February. Getting your annual flu shot is a great way to reduce the risk of catching and spreading the flu.



BONUS - Getting your annual physical, as well as other preventive screenings and completing the online health assessment, can help eligible members earn money through the [MotivateMe](https://motivateme.com) program. Contact Health Coach Danielle at EmployeeHealthCoach@ocps.net or 407.304.8042 to get more information and get started on this year's goals!

**Preventive care services can vary by age, sex, current health status and more. Call the number on the back of your Cigna card or visit MyCigna.com for up to date information on your plan and to find in network providers.*

Benefits Bulletin is designed to keep OCPS employees and their families informed about available benefit programs. This information is not intended to replace professional health care. See your health care professional for information relevant to your medical history.

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