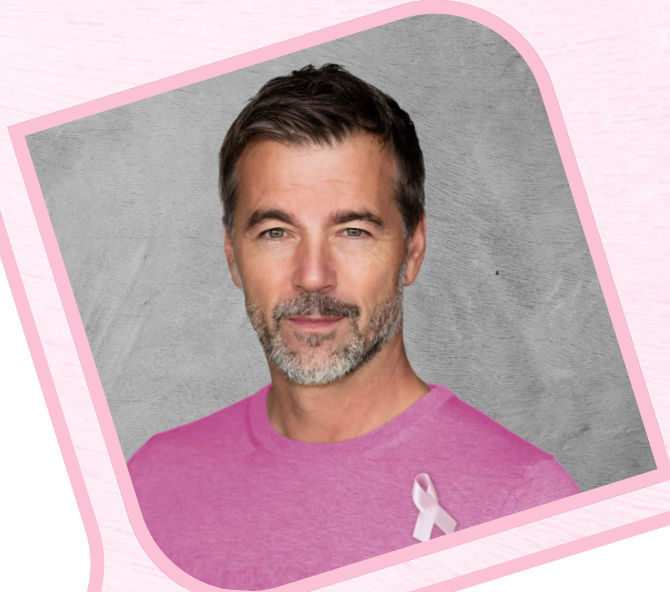


Benefits Bulletin

October is Breast Cancer Awareness Month



1

Did you know...
an individual's zip code may have a greater impact on breast cancer diagnosis than genetics?

Those living in an at-risk community or rural area are more likely to be diagnosed with later stage breast cancers that may be harder to treat.

4

What can you do to reduce your risk?

- Maintain a healthy weight.
- Be physically active.
- Limit alcohol consumption.
- Talk to your doctor about your family history.

2

breast cancer can occur in any gender?

Breast cancer is most often found in females, but according to the CDC, about 1 out of every 100 breast cancers diagnosed in the United States is found in males.

3

breast cancer can be present with no signs or symptoms?

Breast cancer can have symptoms such as lumps and breast dimpling, but breast cancer can be present with no symptoms. That's why it is important to get an annual screening mammogram if you're eligible.

Why should you receive an annual mammogram?

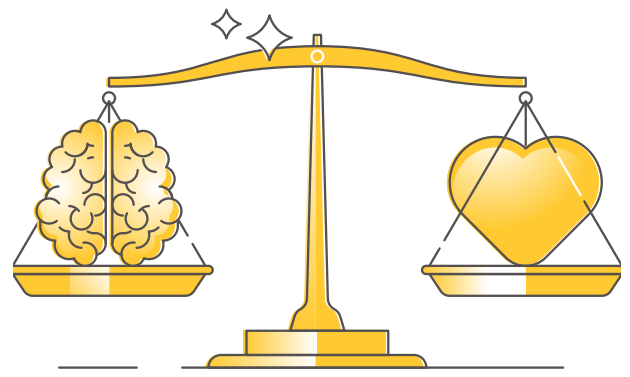
Although breast cancer screening cannot prevent breast cancer, it can help find breast cancer early, when it is easier to treat. Talk to your doctor about which breast cancer screening is right for you, and when you should have it.

Eligible OPCS Cigna members can receive a screening mammogram at no cost. Eligibility criteria can be found by logging into your account on www.myCigna.com under the Coverage tab.

Information provided by the National Breast Cancer Foundation and the CDC



OCPS Plans Enact the Mental Health Parity and Addiction Equity Act



Plans covering medical benefits generally must comply with the MHPAEA if they cover any mental health/substance use disorder benefits. As a self-funded non-federal governmental group plan, OCPS has the option to opt out of the requirements and has done so since 2010. The ability to renew opt out elections ends later next year. The district and unions signed a Memorandum of Understanding to enact the MHPAE into the OCPS plans a year early, effective October 1, 2023. Doing so means that parity must exist in the plans' annual and lifetime limits, financial requirements, quantitative treatment limitations (e.g., day or visit limits) and non-quantitative treatment limitations (e.g., pre-certification, medical necessity, experimental/investigational exclusions). One change will be that OCPS plans will no longer have a limit to the number of outpatient mental health and outpatient substance use disorder visits per plan year. In addition, the OCPS plans will no longer implement Florida's annual or lifetime maximums for autism services.

MotivateMe Year 10

\$100 Health Incentive for
Employees covered by one
of the OCPS Cigna Plans.

The insurance plan year started Oct. 1 and that means Year 10 of **MotivateMe** began as well (time period for Year 10 is 10/1/2023 - 9/30/2024). Follow the steps below to make sure you earn your \$100 reward!

Complete your annual physical by your Primary Care Physician (not Well Woman Exam) **AND** Complete your health assessment online at mycigna.com.

Earn
\$50

*via payroll deposit

You can earn an additional \$25 or \$50 ONLY if you have completed the annual physical and the health assessment online. Select 2 of the following for \$25 each (MAXIMUM 2).

- Flu shot
- Colon cancer screening
- Cervical cancer screening
- Mammogram
- Work with a Cigna Health Coach
- Use a Cigna Designated Center of Excellence

If you want to check on the status of your Year 9 or Year 10 reward, you can visit mycigna.com or contact the onsite Cigna representative at CIGNArepresentative@ocps.net.

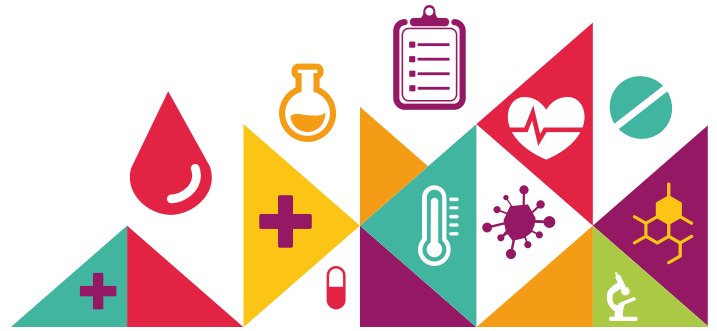
*Rewards are disbursed twice a year (May 2024 and November/December 2024) and are considered taxable income. Should you receive a reward in error, the recovery of this overpayment will occur on your next regularly scheduled check. The incentive will be forfeited if termination of employment occurs prior to the scheduled reward disbursement. Maximum payroll deposit is \$100. The health assessment and annual physical must be completed in order to be eligible for the additional \$25 rewards.

Look for the **MotivateMe** reward on the left side of your paystub under "Summary of Earnings and Deductions" – it will be a separate line that reads, "Health Incentive." Depending on what you complete in Year 10, your reward will either be \$50, \$75 or \$100 (maximum amount).

Thrive

DIABETES CARE

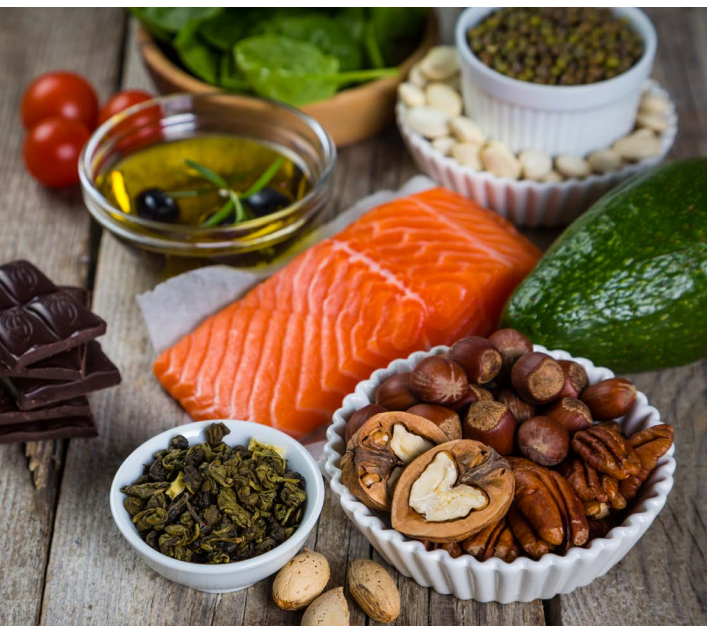
PROGRAM



OCPS, AdventHealth, Cigna and CVS Caremark have joined forces to bring you the Thrive-Diabetes Care Program at no added cost. This voluntary program is available to those 18 years or older who have a diagnosis of Type 1 or Type 2 diabetes and are enrolled in the OCPS health plan administered by Cigna.

Participants who complete program health activities receive additional benefits, including no out-of-pocket cost for health care services such as:

- Quarterly appointments with the AdventHealth Diabetes & Endocrine Center
- Quarterly lab work to track progress
- Annual retinal eye exam
- Lifestyle modification options, including: Behavioral health counseling
- Exercise consult
- Nutrition consult
- Health coaching
- Lifestyle education classes



The cost of generic diabetes medications will be waived, and there will be a reduced copayment for covered Tier 2/Preferred Brand diabetes medications and supplies. *

- Waived copayment for generic diabetes medication.
- Tier 2/Preferred Brand diabetes medications - \$20 copayment, retail 30-day prescription.
- Maintenance drugs are not covered at retail beginning with the 4th fill of a 30-day supply.
- \$40 copayment, mail order or CVS retail 90-day prescription
- \$60 copayment, retail 90-day prescription



QUESTIONS Contact Advent Health at 407.303.2720

* Copayment waivers and reductions will occur at the next fill, once enrollment requirements have been met and will not be retroactive.

October Healthy Hero



"The true beauty of music is that it connects people. It carries a message and we, the musicians, are the messengers."

- Roy Ayers



October's Healthy Hero Charles Kelly, Band Director at Wolf Lake Middle School, was nominated by coworker and Testing Coordinator, Marla Langford. Kelly inspires many people in his life including students in band, track and cross country, coworkers and music educators throughout Florida.

Kelly has been a runner for the last eight years and incorporates weight lifting and CrossFit style workouts into his fitness routine. When asked how he prioritizes fitness in his routine he said, "Working it into my schedule fluctuates throughout the week and school year. I am not trying to be the best athlete, I am trying to make sure that my body can move and perform movements easily."

Beyond directing band and coaching track and field, Kelly is a member of the Health and Wellness Committee for the Florida Bandmasters Association. This past year the committee focused on bringing fitness to their state-wide convention. Organizing many activities throughout their week-long convening, on the last day fifty educators woke up early in the morning and completed a 3k down Bayshore Blvd. in Tampa, FL. The Health and Wellness Committee is new to the Florida Bandmasters Association and they have plans to expand activities next year.

When asked what advice he would like to share, Kelly said "Just like anything, it takes time, and you need to have grace with yourself. There are a lot of differing opinions and studies out there that say one thing is better than another. You have to do what is best for your body. Try different eating and exercising methods, and do what makes your body feel the best."

We honor Charles Kelly as October's Healthy Hero. His dedication to a healthy lifestyle is inspiring to his colleagues and students at Wolf Lake Middle School, throughout OCPS and to many music educators across the State of Florida.

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.



Join the Second Annual Wobble Before You Gobble Virtual 5k

As the seasons change, we get to welcome back many fall favorites including falling leaves, pumpkin spice everything and you guessed it... the Wobble Before You Gobble Virtual 5k! Last year hundreds of OCPS employees, along with friends and family, laced up the week of Thanksgiving to cover 3.1 miles in

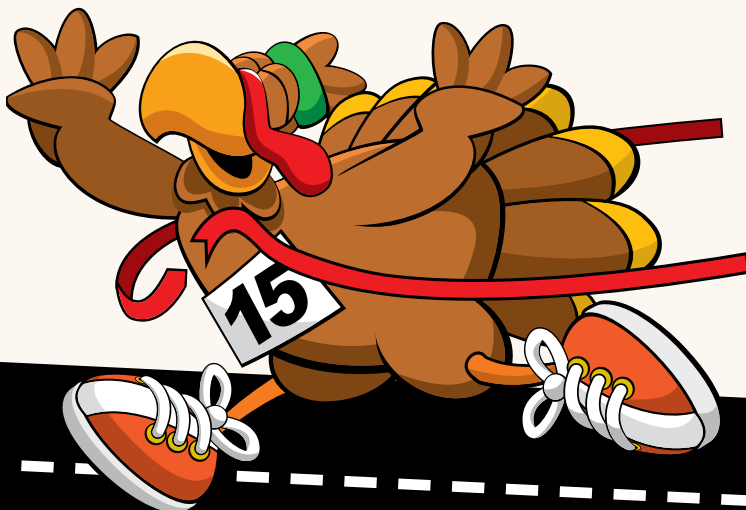
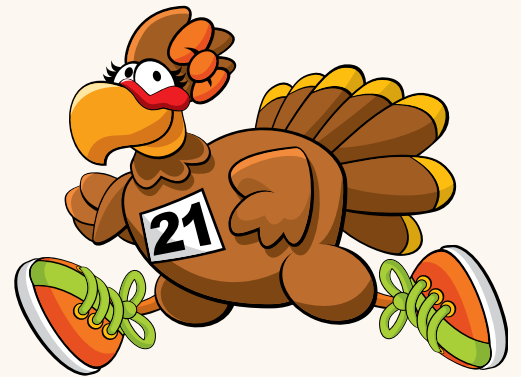
our first-ever virtual 5k. One OCPS employee even challenged himself to 3.1 miles every day for the month! Many of you shared pictures and stories of your training showing just how fun a little movement can be.

This year we are excited to keep the momentum going with year two of

our event. Just as last year the Wobble Before You Gobble Virtual 5k will be free for all OCPS employees, and employees who submit their 5k time by November 27 will have a chance to win one of 200 Finisher Medals.

▶ Here's how it works:

1. Register
2. Train - Follow the training plan provided or follow your own. Whatever you do, keep moving forward.
3. Race - Anywhere and anytime during the week of Thanksgiving (November 20 - November 26).
4. Submit - Submit your results by November 27.



Haven't participated in a 5k before? Health Coach Danielle will be leading the way with a training plan and encouragement leading up to our virtual 5k! All walkers, runners and everyone in between are welcome.

Go to <https://runsignup.com/Race/FL/Orlando/OCPSWobbleBeforeYouGobble> to register today!

Reach out to OCPS Health Coach Danielle with any questions at EmployeeHealthCoach@ocps.net or 407.304.8042.

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.

Editors: Kimberly Eisenbise and Beth Palmer Graphic Artist: Kim Boulnois