



CMCSS Newsletter

November 20, 2017

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Introducing the New Nursing Supervisor

Danielle Kriminger is the new Nursing Supervisor/District RN. She holds a bachelor's degree from Florida Atlantic University where she graduated Summa Cum Laude. She has earned her certification in inpatient obstetrics from the National Certification Corporation. Danielle has been working as an RN since 1993 with a strong background in the Maternal Child areas. She has spent the past 6 years focusing on school nursing. During her nursing career, Danielle has also held adjunct teaching positions with vocational schools and community colleges teaching both LPN and RN programs. She is a current CPR instructor for the American Heart Association and will be teaching classes here at CMCSS. Striving to provide superior nursing services to our students and support to our Nursing staff will be her top priority.

She is also a wife and mother of 2 college students and resides in Ashland City, TN where she lives on a small farm and loves to spend time outdoors hiking and kayaking.

Benefits Update

Colonial Supplemental Insurance and MedFSA/DCAP-Open Enrollment

The open enrollment period for Colonial plans will be Nov. 1 – Dec. 1. Colonial provides supplemental insurance plans that include Short-Term Disability (which includes a Maternity Rider), Accident, Critical Illness and Cancer plans. The online enrollment form and instructions are available on the Employee Benefits web page under “Colonial.”

MedFSA & Dependent Care open enrollment will be Nov. 1 – Dec. 1. The 2018 enrollment form is available on the Employee Benefits web page under “Benefits Connection.” You may also use the link below to access the enrollment form.

<http://www.cmcss.net/documents/benefits/fsadcapenrollment.pdf>

Reminder: Employees currently participating in the MedFSA plan, may use their 2017 funds to shop at <https://fsastore.com/>.

New Vision Insurance Carrier

We will be changing our vision insurance carrier from VSP to BlueCross-BlueShield-TN, effective January 1, 2018. BC-BS-TN has offered comparable benefits with lower premium rates as shown below:



New BlueCross-BlueShield Vision Premiums

Monthly Rates (Teachers & Administrators) New rates begin on the Dec. 29 payroll for Administrators and on the Jan. 5 payroll for Teachers

Type of Coverage	Current Monthly Premium With VSP	New Monthly Premium Eff. Jan. 2018 with BC-BS
Single	\$10.60	\$ 7.79
2-Party	\$15.38	\$12.73
Family	\$27.55	\$24.16

Bi-weekly Rates (Classified Staff) New rates begin on the Dec. 21 payroll for Classified Staff

Type of Coverage	Current Bi-Weekly Premium With VSP	New Bi-Weekly Premium Eff. Jan. 2018 with BC-BS
Single	\$5.30	\$ 3.89
2-Party	\$7.69	\$6.37
Family	\$13.78	\$12.08

Benefits Update Continued

The vision network will be VisionBlue, which features a broad local and nationwide network, ensuring members have access to the vision and eye care they need no matter where they live, work or travel (bcbst.com – click on find a doctor to begin your search). Benefits will include the following:

- Exams, lenses and contact lenses are covered every 12 months - frames are covered every 24 months
- You pay a \$10 copay for exams and a \$20 copay for lenses, then Blue Cross will pay the remaining cost of exams and lenses, up to \$150 for frames, and up to \$150 for contact lenses to the provider when you use a network provider.
- There are no copays when you use an out of network provider, and Blue Cross will pay up to: \$35 per exam, \$30 for single lenses, \$45 for bifocal lenses, \$60 for trifocal lenses, \$75 for frames, and \$120 for contact lenses. You must pay in full at the time of your visit and then submit a claim for eligible reimbursements.
- You may order glasses (glasses.com) and contact lenses (contactsdirect.com) online, while using your in-network allowance toward the purchase.
- As an option (but not required), you may try on new frames at a virtual eyeglass store (glasses.com) by uploading a picture of yourself.
- If you elect an out of network provider, you will incur more out of pocket charges.

This change will result in new BlueCross-BlueShield-TN ID cards being issued. Your new card will provide information for the plans you are enrolled in. BlueCross BlueShield will mail the new card to your home address beginning in mid-December.

***Please note members may use their current VSP benefits through December 31, 2017.**

BlueCross BlueShield Prescription Drug Changes

The following prescription changes will be effective 1-1-18:

SmartStart Program – If you start taking a new specialty drug that is on Blue Cross' SmartStart list, you will now be able to get a 2-week supply on your first fill for half the cost. This allows you to make sure you adapt to the drug properly. If it works, the pharmacy will fill the remaining 2 weeks and you will pay the other half of the cost. If it does not work, both you and our plan save money since the supply was for 2 weeks instead of 4 weeks.

Over-the-Counter Medications – Because many medications are available over the counter, our plan will no longer cover certain prescription drugs that have over-the-counter alternatives unless your condition meets specific medical criteria. Over-the-counter alternatives cost significantly less than their prescription alternatives yet can have similar results, and you can purchase these popular medications when you need them most without a prescription. Please use the link below to see an OTC Savings Program Drug list.

http://www.cmcss.net/documents/benefits/OTCSavings2018New%20Drugs_508C.pdf

Benefits Update Continued

BlueCross BlueShield Prescription Drug Changes Continued

The following prescription changes will be effective 1-1-18:

Compound Medications – Safety concerns over compounded medications have had nationwide news attention, prompting legislation on both the national and state levels. Due to the availability of commercial products, lack of approval by the FDA, questionable drug efficacy, and exceptionally high cost, all compounded medications will be excluded from coverage under our plan effective 1-1-18. There is an appeal process for those patients who are not capable of taking a commercially available medication due to age, physical condition, or need for an alternative route of dosage.

REMINDER

Please remember to notify the Benefits Office any time your marital or family status changes.

- Marriage
- Birth of a baby
- Adoption
- Divorce

The Benefits Office is open Monday through Friday 7:30 a.m. to 4:30 p.m.

Donna McIntosh – donna.mcintosh@cmcss.net

Amy Wigington – amy.wigington@cmcss.net

Faye Tryon – faye.tryon@cmcss.net

Congratulations to the Be Alive Points Program October winners named below! The winners will be receiving a \$50 gift card to Dick's Sporting Goods. Thank you all for your effort in improving your health and wellness!

Ruth Baggett, Michelle Rayle, Serena Kerr, Michael Griggs, JP Skevington, Melinda Robinson, Corey Streeter, Mariel Lopez-Gonzalez, Kim Sigeas, Helen Smith, Adrienne Beech, Denise Dudley, Jenna Patusynski, William Maynard, Roberta Rivera, Patty Mills, Jennifer Silvers, Charla Pugh, Chris Pugh, Laurie Baldwin, Barbara Denhart, Gary Murphy, Patricia Stamps, Elizabeth Gaskill, Iris Camacho

December Alive & Well Events

Clarksville Athletic Club FREE Week: December 4-10

Try out the CAC all week long, and attend the special CMCSS/County employee-only events! More information to come.

Rossfit Workout Class: December 11, 4:30 p.m. at Rossvie Middle

The workout will include a warm up, skill work, a workout-the-day, and final stretching. Participants will work to their own ability. This is a great way to learn new exercise to add to your routine!

Link to sign-up: <https://goo.gl/forms/88xsldcUut3awDZc2>

Food Swaps and Subs: December 12, 5 p.m. at the Central Services Gracey Lecture Hall

Learn simple ways to improve your nutrition by swapping and subbing ingredients!

Link to sign-up: <https://goo.gl/forms/QCA8YNrQkk7CqpTH3>

Teachers Comment on ENGAGE 2017 Implementation

“After attending the Interactive Read Aloud in-service at ENGAGE, I have been more intentional about introducing Tier 2 Vocabulary Words from the text to my students. I have also been more intentional about making the method of my K-2 read aloud mimic what I learned at ENGAGE.”

-**Shannon Hadley**, Barksdale Elementary School, Library

“One of the sessions I attended during ENGAGE was “Engaging Students with Delta Math”. Delta Math is an online resource I use to provide extra practice for my students outside of class. Delta Math is home to a variety of problems that correspond to unit standards. Students are able to rework each problem until they get it correct and they can see fully worked out examples for each problem with student-friendly explanations. By practicing problems aligned with the standards, my students are more confident in understanding what they are doing and in their ability to think through geometric concepts.”

-**Jennifer Yates**, Montgomery Central High School, Mathematics Educator

“The Social Studies Vocabulary in-service was super! I learned new techniques to keep students engaged and ways they could form their own understanding of concepts.”

-**Amanda Beck**, Rossvie Middle School, 7th grade Social Studies

“ENGAGE was amazing! I have been able to integrate the tools I learned during ENGAGE in my classroom this year! The fact that it was two weeks allowed me to take the classes I needed at different times. The time slots were short and concise and very informative. I loved seeing people from other schools and disciplines in the same classes with one goal in mind...ENGAGE!”

-**Rebecca Byrd**, Kenwood High School, Director of Choirs, General Music, CDC Music

“While collaborating with the elementary art teachers on curriculum and assessment, I implemented two new things to my class this year. I am now using my own homemade form of Plicker response cards. I am also using individual portfolios for every student to hold their work and critique writing”

-**Elizabeth French**, St. Bethlehem Elementary School, Visual Art Teacher

“The Nearpod session was fantastic! I loved that a person straight from the company came out to share their expertise! I have used it to help get my students engaged in every subject so far this year. It is especially helpful in subjects like social studies when you can use the virtual field trip slides to actually BRING your class to the area you are teaching about while never stepping out of the classroom”

-**Nicole McLeod**, Glenellen Elementary School, 4th grade



Spanish Immersion Option

CMCSS is exploring the opportunity to serve our students by implementing an elementary Spanish immersion program in 2018-2019 in partnership with add.a.lingua.

Current research demonstrates that fully proficient bilingual individuals outperform monolinguals in the areas of divergent thinking, pattern recognition, and problem solving. CMCSS believes that students will be well served by a quality Spanish immersion education that ensures high proficiency in more than one language at no cost to English language academic performance.

CMCSS will inform the community and survey interest and support for this type of educational model. We invite all employees with students entering kindergarten in 2018-2019 who are interested in learning more to attend an interactive informational meeting with experts from add.a.lingua at Barksdale Elementary School at 6:00 p.m. on Tuesday, November 28.

For more information on the benefits of dual language immersion education, visit www.cmcss.net/immersion



add.a.lingua