

Fall 2016

Employee
Benefits
Newsletter

For Your Benefit



CONROE
INDEPENDENT
SCHOOL DISTRICT

Get to know your Aetna medical plan

Members of the Conroe ISD Aetna medical plan have access to two great networks throughout the plan year: Aetna Whole HealthSM – Memorial Hermann Accountable Care Network, and Aetna SelectSM. You may use providers from either network any time.

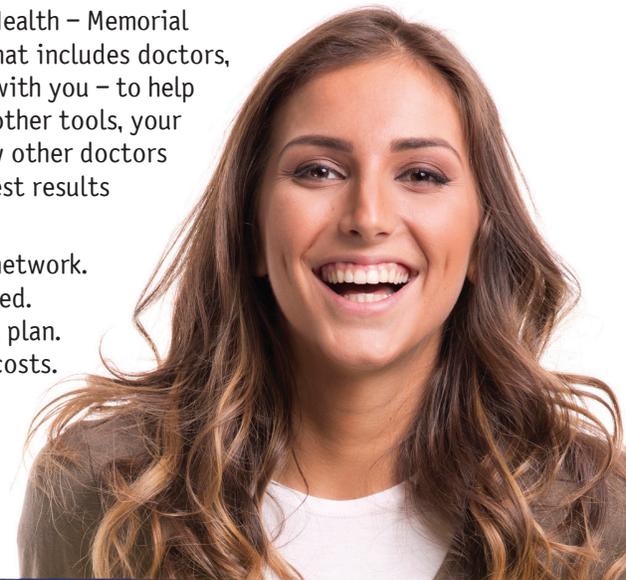
Save money and receive coordinated care with the Memorial Hermann Accountable Care Network

To save money and receive coordinated care, stay within your Tier 1 Aetna Whole Health – Memorial Hermann Accountable Care Network. With this network, you'll have a care team that includes doctors, nurses, therapists and other health care professionals that work together – and with you – to help keep you healthy or improve your health. By using electronic medical records and other tools, your care team will also be on the same page. That's because your doctors can see how other doctors are treating you, what medications you're taking, your health history and your test results in real time.

If you'd like, you may also use doctors and hospitals in your Tier 2 Aetna Select network. Just know that when you do, you'll pay more and your care may be less coordinated. You should also be sure to tell them you are covered by the Aetna Select medical plan. The table below shows how your provider's network affects your out-of-pocket costs.

	Tier 1 Aetna Whole Health – Memorial Hermann Accountable Care Network	Tier 2 Aetna Select
PCP Office Visit	\$30	\$50
Specialist Office Visit	\$45	\$80
CISD Employee Health & Wellness Center	\$10	\$10
Walk-In Clinic	\$45	\$45
Urgent Care Center	\$75	\$75
Emergency Room	\$350	\$350
Plan Year Deductible*		
Individual	\$1,000	\$2,000
Family	\$2,000	\$4,000
Member Coinsurance (after deductible)	10%	35%
Out-of-Pocket Maximum per Plan Year*		
Individual	\$5,000	\$6,850
Family	\$10,000	\$13,700

*Deductibles and out-of-pocket maximums cross apply when using Tier 1 and Tier 2 providers in the same plan year.



Benefits Office Contact Information and Hours

Call 936-709-7808 or email benefitsoffice@conroeisd.net

Monday through Friday, 8:00 a.m. – 4:30 p.m., with any benefits-related questions.

Family Status Changes and Other Qualified Life Events

When certain life events occur (such as marriage, birth, etc.), you may make changes to your benefits that are related to the event. For example, adding health insurance coverage for a new dependent. Be sure to contact the Conroe ISD Benefits Office no later than 30 calendar days after the event date to request a change; otherwise, you can only make changes during annual enrollment.

For Your Benefit

Select a Primary Care Physician

Primary care physicians (PCPs) play an important role in your care. Be sure you select a PCP who can help you with routine care and treatment for common medical conditions. If you need to see a specialist, your PCP will need to issue a referral. The only exceptions are if you need obstetrical or gynecological care, an annual mammogram, a routine eye exam or you need to see a behavioral health professional (therapist, counselor, psychiatrist, etc.). All services must be in accordance with the plan's schedule of benefits. If you need to change your PCP, you may do so at any time. Go online to your secure Aetna Navigator® member website at www.aetna.com or call Member Services at 1-866-381-8933. Any changes will take effect immediately and a new ID card will be mailed to you.

Fall Wellness Challenges

The **Activ-8 Challenge** is designed to help you **Live Your Life Like Every Moment Matters!**

This program is designed to challenge you to make positive changes towards a healthier lifestyle. Throughout the challenge, you will be dedicating yourself to improving your well-being in eight categories that are vital to optimal health: hydration, meditation, donation, elimination, domination, alleviation, participation and celebration. Through healthy tips, daily challenges, team activities, and activity tracking, you will develop healthier habits to improve the way you feel.

September 26 – November 18, 2016

Register now at www.livehealthyconroeisd.com.

Maintain Don't Gain — a challenge to help you focus on healthy habits and maintaining your weight throughout the holiday season — will start in November. Be on the lookout for more information about this new program.



Don't let the flu get you

Headaches, fever, chills and a sore throat are just a few of the symptoms associated with the flu, and peak season is right around the corner. To help avoid the flu, make sure you get your flu vaccine once it becomes available. The vaccine is free for Conroe ISD medical plan members and may be obtained from the Conroe ISD Employee Health & Wellness Center, your primary care physician or one of Aetna's contracted flu vaccine providers. You can log in to your secure member website at www.aetna.com to locate a provider.

Washing your hands is one way to stay healthy. It's also important to remember that if you do come down with the flu, stay home to rest, drink plenty of fluids and avoid spreading the virus to others.

Watch for communications on when the flu shot will be available at the Conroe ISD Employee Health & Wellness Center.



Given the number of myths associated with the flu vaccine, Dr. John Butler, Chief Epidemiologist at Memorial Hermann, prepared the following information to dispel some of the most common myths.

MYTH #1:

I'm young and healthy so I don't need a flu vaccine.

Anyone can catch the flu. In fact, some strains of the flu (such as H1-N1 or swine flu) are more prevalent in younger, healthy adults.

MYTH #2:

The flu vaccine will give me the flu virus.

One of the most popular flu myths of all, many people believe that the flu vaccine actually transmits the virus. It is true that the vaccine can occasionally cause some minor aches along with discomfort at the injection site, but it most definitely does not transmit the virus.

MYTH #3:

Pregnant women should not receive a flu shot.

Pregnant women should exercise caution when it comes to vaccines and medicine that could potentially harm the baby. However, avoiding the flu vaccine could do more harm than good. The flu vaccine does not cause any damage to unborn children, but if a pregnant woman catches the flu, it could potentially affect the baby. The CDC actually views pregnant women as a high-risk group for the influenza virus and advises them to receive the vaccine.

MYTH #4:

I already had the flu this year, so I don't need a flu shot.

While it is rare, there is a possibility that a person can contract the flu more than once a year, especially if they have not received a flu vaccine. Your body may be immune to the strain of flu that you've already battled, but there are other strains that you can catch.

CISD Employee Health & Wellness Center

A bad cold or the flu can knock you out of commission for a week or longer. Aching, sniffing, coughing, sneezing — all of that combined with fatigue, can really run you down. Let the Conroe ISD Employee Health & Wellness Center help you combat cold or flu symptoms this season.

They can get you in to see a health care provider quickly and are ready when you need flu shots, routine care for illnesses, infections and injuries, preventive health screenings, onsite lab work and more.

For members of the Conroe ISD Aetna medical plan, visits are \$10 (children must be age 2 years and up). Preventive care visits are free. For employees who are not on the plan, the visit is \$50.

The Center is conveniently located on the Oak Ridge Elementary School campus and offers same-day or next-day appointments. Walk-ins are welcome but appointments are preferred.

To schedule your appointment, call **281-465-2873**.

For more information and online appointment scheduling, visit www.conroeisdclinic.com.

Hours

Monday: 8 a.m. – 5 p.m.
Tuesday: 10 a.m. – 6 p.m.
Wednesday: 10 a.m. – 6 p.m.
Thursday: 10 a.m. – 6 p.m.
Friday: 8 a.m. – 12 p.m.
Saturday: 8 a.m. – 12 p.m.
Sunday: Closed

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Fall into safety

Keep the “fall” out of autumn. Changing conditions in autumn can impact even everyday activities. As the daylight and temperature decrease, use caution and stay aware of your surroundings.

- **Watch out** for slippery, wet leaves when walking, biking and driving.
- **Use a ladder** safely when cleaning your gutters.
- **Wear reflective** clothing and consider a headlamp if you're out exercising when it's dark.

Buckle up, baby!

Seat belts and proper child safety seats can reduce injuries and save lives in a car accident. Use the right seat for your child's size and weight. Make sure it's properly installed, and take a few minutes to make sure they're buckled in every time.

- **Child safety seats** reduce the risk of death in passenger cars by 71 percent for infants and 54 percent for toddlers ages one to four.
- **Seat belts** reduce serious injuries and deaths in crashes by 50 percent for older children and adults.

