

Live Well, Work Well

Click the link below to find out more information regarding:

- *Celebrating Holidays Safely During the COVID-19 Pandemic*
- *Give Your Holiday Baking Recipes a Makeover*
- *Are You Getting Enough Water?*
- *Spicy Baked Squash*
- ...and more

Link to Flyer: [Live Well, Work Well Flyer](#)
[Live Well, Work Well Flyer – Toy Safety](#)

Change to Prescription Benefits Program

Effective Friday, January 1, 2021 CVS Caremark will replace Express Scripts as the prescription manager for all CMSD health plans.

This change is a result of a unanimous recommendation made by the CMSD Healthcare Committee that includes representation from all union groups and CMSD management staff. The committee conducted a comprehensive proposal process that included submitted proposals and finalist interviews to arrive at its recommendation. CVS Caremark was selected for the strength of its offer and the advantages it brings to the high-value health plan options we all rely upon.

Please look for an update in early December 2020 from our Benefits Team (benefits@clevelandmetroschools.org) regarding this transition, including Frequently Asked Questions and what you can do to prepare for your new CVS Caremark plan.

If you have a prescription that is eligible for refill on or before December 31, 2020 please continue to use your Express Scripts benefits. The new CVS Caremark plan begins on January 1, 2021.



(216) 838- WELL

Your personal health and a securing a safe work and learning environment are our top priority - if you have a COVID-19 test result or concern regarding your health, please contact the CMSD COVID Support Hotline at 216-838-WELL. Our Hotline is staffed with trained school nurses who will guide you through next steps. In event of a positive test, school nurses will coordinate with local health departments and provide next steps to Facilities, Talent and Communications departments, while also keeping supervisors appropriately updated.

Emergency Room or Urgent Care?

If you're faced with a sudden illness or injury, making an informed choice on where to seek medical care is crucial to your personal and financial well-being. Making the wrong choice can result in delayed medical attention and may cost hundreds, if not thousands, of dollars. More than 10 percent of all emergency room visits could have been better addressed in either an urgent care facility or a doctor's office.

If you're suddenly faced with symptoms of an illness or injury, how can you determine which facility is most appropriate for your condition?



EMERGENCY ROOM



URGENT CARE

The **emergency room (ER)** is equipped to handle life-threatening injuries and illnesses and other serious medical conditions. Patients are seen according to the seriousness of their conditions in relation to the other patients.

Urgent care centers are not equipped to handle life-threatening injuries, illnesses or medical conditions. These centers are designed to address conditions where delaying treatment could cause serious problems or discomfort.

You should go to the nearest ER if you experience any of the following:

- Compound fractures
- Deep knife or gunshot wounds
- Moderate to severe burns
- Poisoning or suspected poisoning
- Seizures or loss of consciousness
- Serious head, neck or back issues
- Severe abdominal pain
- Severe chest pain or difficulty breathing
- Signs of a heart attack or stroke
- Suicidal or homicidal feelings
- Uncontrollable bleeding

Some examples of conditions that require a visit to an urgent care center include:

- Controlled bleeding or cuts that require stitches
- Diagnostic services (x-rays, lab tests)
- Ear infections
- High fever or the flu
- Minor broken bones (e.g., toes, fingers)
- Severe sore throat or cough
- Sprains or strains
- Skin rashes and infections
- Urinary tract infections
- Vomiting, diarrhea or dehydration

REMEMBER: Unless it is a true emergency – a serious or life-threatening condition that requires immediate treatment that is only available in a hospital – consider your options for appropriate, quality care that is efficient and economical.

For additional information and considerations, please visit the [Employee Benefits Guide 2021](#) located on the [Employee Benefits Website](#).

Veggies in Cheese Sauce

Ingredients:

- 1 16-ounce package frozen vegetables of choice (such as peas and carrots)
- 2 Tbsp. margarine or butter
- 2 Tbsp. flour
- 1 c. low-fat milk
- ¼ tsp. salt
- ½ c. cheddar cheese, grated

Directions:

- Cook vegetables as directed on package. Melt the margarine or butter in a saucepan. Add flour until blended and bubbly. Slowly add the milk and cook until thickened. Stir in the cheese and heat until the cheese melts. Drain vegetables and add to cheese sauce.

Featured in: FN 696
 "Now Serving: More Fruits and Vegetables!"
www.eg.ndsu.edu/pubs

Makes six servings. Per serving: 142 calories, 7.4 grams (g) fat, 14.6 g carbohydrate.

NDSU EXTENSION SERVICE

EMPLOYEE ASSISTANCE PROGRAM

Financial worries, aging parents, job stress, health issues - Everyone faces challenges from time to time, with your EAP you don't have to face these things alone.

This includes solutions such as:

PERSONAL ASSISTANT

Our Personal Assistant helps individuals with their "to-do" list. From the arrival at the doctor's office to the day to the day emergency, help. We help lighten the load through transportation, child care, and more.

SERVICES INCLUDE: Environment & Dining, Travel & Tourism, Residential Services, Senior Professionals

COACHING

We help individuals and their households determine their personal and professional goals by offering life coaching to help the individual achieve. A coach works actively to help individuals assess their current situation and develop plans to meet their short-term objectives. A coach is an accountable partner and offers individualized support and guidance.

LEGAL ADVOCACY

Medical Advocacy is a new approach to advocating through the healthcare system. It offers strategies to ensure important issues, procedures, and test results to correct patient information throughout the process. It is a confidential and all-inclusive program designed to help individuals and their families understand the healthcare system, obtain necessary services, and ensure that their rights are protected.

LEGAL FINANCIAL RESOURCES

Legal and financial resources and referrals are available to correct and resolve employment-related professional issues. Our legal staff can help with employment-related issues, including: Social Security, Personal Injury, Workers' Compensation, Estate Planning, Personal Injury, and more.

MENTAL HEALTH COUNSELING

When confronted with personal, work or life issues, mental health counseling can be a lifeline. Our licensed mental health professionals provide confidential and confidential counseling services to help you manage your stress and improve your overall well-being.

WORK/LIFE RESOURCES

Managing the practical challenges of life can be overwhelming. We offer a variety of services and programs to provide knowledgeable, confidential and confidential counseling services to help you manage your stress and improve your overall well-being.

RESOURCES FOR LIFE

Individual Case, Peer Support, Crisis, Support Groups, and more.

PRIVATE, CONFIDENTIAL & FREE FOR YOU AND YOUR HOUSEHOLD MEMBERS

Your participation with your EAP is voluntary and strictly confidential. We do not report back to your employer about the things you discuss in private counseling conversations.

To view information regarding Benefits, please visit the Benefits Website via the links below. All information available in this newsletter and subsequent newsletters can be found via the Districts website. Click here for the Benefits Website Link: [Employee Benefits Website](#) Click here for the Monthly Newsletter Flyers provided by our Providers: [Monthly Newsletter Flyers](#)