

## Live Well, Work Well

Click the link below to find out more information regarding:

- 5 Ways to Cope with Pandemic Re-entry Anxiety
- Cholesterol and You
- Breathing Exercises and Anxiety
- Apple Oatmeal and Muffins
- ...and more

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

[Annual Exam](#)

[Annual Exam – Find A Doctor](#)

[Annual Exam – What Should I Do?](#)

## Wellness Incentive Certification Reminder

We want to remind you about the CMSD wellness incentive credit process. In order to receive the credit, a covered employee and a spouse (if applicable) that is on your coverage as primary must both schedule and complete testing with a health care professional consisting of the following:

- Cholesterol screening;
- Glucose screening;
- Blood pressure screening;
- Body Mass Index (BMI) measurement; and,
- Review of the CMSD Physician Health Risk Assessment

Please click and print both the attached [CMSD Physician Health Risk Assessment](#) and [Physician Certification Form](#) to take with you to your appointment.

**Upon completion of your forms, have your doctor provide those to you for your submission to the address provided (medical providers do not need to submit on your behalf).**

Summer break is a great time to complete these activities. Completed form(s) for returning employees and covered spouses must be submitted to [cmsdhra@hylant.com](mailto:cmsdhra@hylant.com) (or mailed to the address provided on the form) no later than October 31, 2021. Please do not send your forms to the Benefits Department within CMSD.

Only the completed Physician Certification Form should be submitted for processing. **Results of testing performed should not be included.**

### SUICIDE PREVENTION & AWARENESS

Dear ALLMS Members, the suicide prevention program is available for you. According to the Centers for Disease Control and Prevention, one out of ten people will experience suicidal thoughts at some point in their lives. However, when people do not have a personal history of suicidal thoughts, they are less likely to experience suicidal thoughts. It is important to know that there is a lot of help available for people who are struggling with suicidal thoughts. We have resources to help you understand your options and how to get help. We encourage you to reach out to someone you trust for support. If you are in crisis, please call the National Suicide Prevention Hotline at 1-800-273-8255. We are here to help you find the resources you need to get the support you need to live well.

**SUICIDE IS PREVENTABLE**

Look for warning signs such as:

- Talking about wanting to die or to hurt oneself
- Talking about suicide or having suicidal thoughts
- Talking about having a suicide plan
- Talking about suicide as a solution to a problem
- Giving away prized possessions
- Seeking to obtain a lethal weapon
- Seeking to isolate oneself from family and friends
- Showing signs of sudden mood changes
- Showing signs of sudden changes in behavior

If you suspect someone may have suicidal thoughts or suicidal actions, talk to them. Don't be afraid to ask them directly if they are having thoughts of suicide or harming themselves.

If you have thoughts of suicide or harming yourself, please call the National Suicide Prevention Hotline at 1-800-273-8255. If you are in crisis, please call the National Suicide Prevention Hotline at 1-800-273-8255. We are here to help you find the resources you need to get the support you need to live well.

**HELP IS AVAILABLE**

Your Assistance Program is available if you or someone you know has been impacted by suicide. What your assistance program can do is provide support and resources to help you understand your options and how to get help. We encourage you to reach out to someone you trust for support. If you are in crisis, please call the National Suicide Prevention Hotline at 1-800-273-8255. We are here to help you find the resources you need to get the support you need to live well.

**VISIT OUR WEBSITE:** [www.easeatwork.com](http://www.easeatwork.com)

**TOLL-FREE:** 800-521-3273

### EASE@WORK

**YOU HAVE ACCESS TO MENTAL HEALTH COUNSELING**

Don't let your mental health concerns get in the way of your life. We offer confidential and free mental health counseling services to all employees and their families. Our counselors are trained and experienced in helping you manage stress, anxiety, depression, and other mental health concerns. We offer a variety of services including individual, group, and family counseling. We also offer crisis intervention services. We are here to help you find the resources you need to get the support you need to live well.

**GET HELP WITH:**

- Family Conflict
- Couples/Relationships
- Substance Abuse
- Work-Life Balance
- Stress
- Depression/Anxiety
- Grief
- Planning

**ACCESS VIA:** [www.easeatwork.com](http://www.easeatwork.com) or 800-521-3273

### Picadillo

September 2021

**Makes 8 servings**

**Ingredients:**

- 1 pound ground beef
- 1/2 cup onion, finely chopped
- 2 cloves garlic, minced
- 1/2 cup tomato paste
- 1/2 cup ketchup
- 1/2 cup Worcestershire sauce
- 1/2 cup vinegar
- 1/2 cup brown sugar
- 1/2 cup soy sauce
- 1/2 cup hot sauce
- 1/2 cup black beans

**Directions:**

1. Heat oil in a large pot over medium-high heat.
2. Add onion, bell pepper, jalapeno and garlic. Cook stirring frequently for about 5 minutes or until tender.
3. Add turkey and cook until browned.
4. Add tomatoes, pumpkin, water, chili powder, onion, salt and pepper and bring to a boil.
5. Reduce heat to medium-low and simmer for 15 minutes.
6. Cook and simmer stirring occasionally for 20 minutes more.
7. Serve with rice and beans.

**Nutritional Information for 1 serving:**

Calories	160
Total Fat	5g
Total Carb	20g
Total Protein	10g
Total Sugar	10g
Total Fat	5g
Total Carb	20g
Total Protein	10g
Total Sugar	10g
Total Fat	5g
Total Carb	20g
Total Protein	10g
Total Sugar	10g

## Roth 403(b) Contribution Plan

The new CMSD 403(b) Roth Contribution plan is finally here!

Cleveland Metropolitan School District (CMSD) has since 1966 provided its employees an opportunity to personally save for retirement in a 403(b) plan. A 403(b) plan is like a 401(k) plan, but offered by education and not-for-profit organizations. 403(b) plans offer an efficient means for employees to save for retirement through the convenience of tax advantaged payroll reduction savings.

Cleveland Metropolitan School District is pleased to announce that our 403(b) Plan will begin offering a Roth (post-tax) Contribution allowance effective the first pay of September. We will begin allowing employees to enter Roth electronic contribution elections as of August 1<sup>st</sup> via the CMSD Retirement Manager website ([www.myretirementmanager.com](http://www.myretirementmanager.com)).

Please check the Retirement Manager website starting on August 1st for more information regarding which CMSD approved 403(b) plan service providers are able to provide a Roth contribution account.

We are excited to announce that we will offer a series of webinars to provide additional support to all CMSD employees. This online learning opportunity will highlight the following, but not limited to:

- What is a Roth IRA?
- How to contribute?
- How much can I contribute?
- What happens after I enroll?

CMSD strongly believes in providing a true best practice 403(b) retirement plan and we encourage all employees and plan participants to plan for a secure financial future!

### We're listening

24-Hour Nurse Line  
Information and support for your health questions

**Take to a registered nurse anytime**

24-hour nurse line is available for all employees and their families. Our nurses are trained and experienced in helping you manage stress, anxiety, depression, and other mental health concerns. We offer a variety of services including individual, group, and family counseling. We also offer crisis intervention services. We are here to help you find the resources you need to get the support you need to live well.

**You could save time, money and a trip to the doctor**

Our 24-hour nurse line is available for all employees and their families. Our nurses are trained and experienced in helping you manage stress, anxiety, depression, and other mental health concerns. We offer a variety of services including individual, group, and family counseling. We also offer crisis intervention services. We are here to help you find the resources you need to get the support you need to live well.

**How to use the 24-hour nurse line:**

1. Call 1-800-521-3273
2. Press 1 for English or 2 for Spanish
3. Press 3 for the 24-hour nurse line
4. Press 4 for the 24-hour nurse line

**Visit our website:** [www.easeatwork.com](http://www.easeatwork.com)

**Toll-free:** 800-521-3273

### Experience the moments

Discounts and savings for you to enjoy

**What you need to know:**

- With an Aetna membership, you can enjoy savings on a variety of services including dental, vision, and life insurance.
- You can also enjoy savings on a variety of services including dental, vision, and life insurance.
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**You're in charge:**

- You can choose the services you want to enroll in.
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- You can choose the services you want to enroll in.

**Visit our website:** [www.aetna.com](http://www.aetna.com)

### Be your best

Aetna Health Connections™ can help you manage a chronic condition

**The focus is on you:**

- With an Aetna membership, you can enjoy savings on a variety of services including dental, vision, and life insurance.
- You can also enjoy savings on a variety of services including dental, vision, and life insurance.
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**You're in charge:**

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**Visit our website:** [www.aetna.com](http://www.aetna.com)

### UHC Member Support and Resources

**UHC Member Support and Resources**

UHC Member Support and Resources are available for all employees and their families. Our resources are designed to help you understand your options and how to get help. We encourage you to reach out to someone you trust for support. If you are in crisis, please call the National Suicide Prevention Hotline at 1-800-273-8255. We are here to help you find the resources you need to get the support you need to live well.

**UHC Member Support and Resources:**

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**Visit our website:** [www.uhc.com](http://www.uhc.com)

### TOTAL WELL-BEING

Now in the Palm of your Hand

24/7 365

**A TOTAL WELL-BEING EAP**

Ease@Work provides Total Well-Being solutions for organizations and employees by combining high touch services through high tech delivery capabilities. Our Total Well-Being services are available anywhere at anytime to address any problem.

**LEGAL & FINANCIAL RESOURCES**

Ease@Work Legal and Financial assistance services are designed to provide employees and their household members with the legal and financial advice and guidance they need to help ease the stress of legal and financial burdens. Our legal assistance connects individuals with a qualified attorney for a 30-minute free consultation. The financial assistance connects individuals with certified financial planners, certified public accountants and credit counselors based on their needs.

**WE HELP WITH:**

- Legal Assistance:
  - Bankruptcy
  - Divorce/Custody
  - Estate Planning/Will
  - Real Estate
  - Adoption
  - Elder Care
- Financial Assistance:
  - Bankruptcy
  - Home Buying
  - Debt
  - Identity Theft
  - Retirement Planning
  - Planning for College Funding

**Telephone:** 1-800.521.3273

**Website:** [www.easeatwork.com](http://www.easeatwork.com)

### ASK THE COACH

Strengthening Talent by Advancing Wellness

Ease@Work offers a variety of healthful resources to support your overall wellness. Our program provides:

- **FITNESS COACHING**  
One-on-one sessions with a certified fitness coach to develop a personalized fitness plan
- **NUTRITIONAL COACHING**  
One-on-one sessions with a certified nutrition coach for weight loss or other health concerns
- **STRESS REDUCTION COACHING**  
One-on-one sessions with a certified stress reduction coach to help you better understand and effectively reduce your stress.
- **NICOTINE CESSATION**  
One-on-one sessions with a counselor or coach for guidance and support with developing a quit plan.

**ONLINE RESOURCES**

Our Worklife Website Includes:

- Comprehensive library of articles and tip sheets on health and wellness
- Health assessment tools
- Links to helpful medical, nutritional, and mental health resources

**CONTACT US**

**We Can Help**

**EASE@WORK**

**Call Toll Free:** 800-521-3273

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**LIFE COACHING**

Life Coaching to help employees and their household members meet their personal and professional goals. A Life Coach works actively to help individuals assess their current situation, their strengths and action steps to meet their stated expectations. A Coach is an accountability partner and helps individuals overcome obstacles to achieve their goals.

**WE HELP WITH:**

- Life transitions
- Improving stress and time management
- Creating better work-life balance
- Managing multiple projects and demands
- Living a more purposeful life
- Setting goals and action steps
- Improving relationships

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**Website:** [www.easeatwork.com](http://www.easeatwork.com)

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](#)