

Client Spotlight: Metro Nashville Public Schools (MNPS)

How Progyny helped a large school system increase employee retention while decreasing NICU costs



Progyny believes everyone should be able to pursue their dream of having a family. Our equitable fertility and family building benefit supports all paths to parenthood, and our data-driven model lays the groundwork for superior clinical outcomes, cost savings, and exceptional member experiences.

Metro Nashville Public Schools (MNPS) is a public school district serving the city of Nashville, Tennessee, and Davidson county, with more than 10,000 employees and 86,000 students across its 132 elementary, middle, and high schools.

The Challenge

Although retention is important in every field, it's particularly significant in education where staffing disruptions can directly affect children's learning and development. MNPS knew that in order to attract and retain top talent, it had to focus on high quality and comprehensive benefits.

MNPS' population is 79% female and David Hines, the Executive Director of Benefits at MNPS, knew that the district needed to focus on women's health issues and expand family-friendly benefits in order to support its young, female population.

MNPS, which has always been focused on making data-informed decisions, was also determined to reduce healthcare spend. While the average age of employees was constant, people were starting families later in life. This resulted in increased use of fertility treatment. With a rate of 7 multiple births per year and 5% of deliveries costing more than \$49,999, the school district needed a benefit solution that supported all paths to parenthood.

The Solution

In 2019, MNPS implemented Progyny – and the benefit was well-received among employees. Because of the rigidity of school schedules, teachers don't often have much flexibility for doctor visits, and Progyny's dedicated Patient Care Advocates (PCAs) provided a much-needed intermediary for employees taking advantage of the Progyny benefit. PCAs can help schedule appointments, educate members, and offer emotional support. In 2020, MNPS members had more than 2,500 unique touchpoints (calls and emails) with Progyny PCAs.

“Over 15 years ago, we adopted the mission to look beyond health care cost alone to the impact of health on productivity, knowing that healthy employees are better employees. With that vision in mind, we have done a lot of work to better understand our membership along with their needs and wants and develop or offer programming and benefits to meet those needs. Our district has a motto of ‘every child known’; we push for ‘every employee known’”

*– David Hines,
Executive Director
of Benefits at MNPS*

The Result

With Progyny's quarterly and annual reporting, MNPS' benefits team has a full view of its fertility spend and clinical outcomes. With a decrease in multiples and high-risk pregnancies, the Progyny benefit has supported healthier, singleton pregnancies and driving cost savings. Since rolling out the Progyny benefit, MNPS has helped 42 employees build their families.

In 2020, MNPS members saw remarkable outcomes, including:

- A single embryo transfer rate of 100%
- Zero IVF multiples
- An IVF live birth rate that is 17% better than the national average

As a result, employees and the school district have seen a substantial reduction in NICU costs.

“My PCA was incredible over the phone. She talked with me while I was upset and pointed me in the right direction to an in-network provider. I was having a terrible day, but she made it better. I was so happy to connect with her.”

MNPS employee

See why school districts like MNPS are partnering with Progyny to increase employee retention and reduce costs.

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