



Newark
Board of Education
Roger León, Superintendent



Congratulations Newark Board of Education



We're honored to be recognized by Aetna, a CVS Health Company, with the 2024 Silver Workplace Well-being Award for Above and Beyond and 2025 Gold Workplace Well-being Award for Making a Difference, celebrating our commitment to health. This esteemed recognition acknowledges our dedication to making well-being a top priority for our employees.

EVERYDAY WELLBEING

September/October/November Are The
Months for:

Prostate Cancer Awareness Month

Sickle Cell Awareness Month

Disability Awareness Month

ADHD Awareness Month

Alzheimer's Disease Awareness Month

Epilepsy Awareness Month

Prostate
Cancer
AWARENESS
MONTH

<https://www.aacr.org/awareness-months/prostate-cancer-awareness-month>

This infographic provides some key information on prostate cancer and how you may be able to prevent it.

Prostate Health

About one in seven men will be diagnosed with prostate cancer during his lifetime.



661

The average age at the time of diagnosis

No. 1

Other than skin cancer, prostate cancer is the most common cancer in American men.

2,707,821

Estimated amount of men living with prostate cancer in the U.S.

65+

It occurs mainly in older men 65 or older, and it is rare before age 40.

No.2

The second leading cause of cancer death in American men, behind only lung cancer. About one man in 36 will die of prostate cancer.

Risk Factors

AGE

More than 70 percent of all occurrences are in men over 65. Beginning at age 50, you should have a prostate exam every year.

GENETICS

Men with a first-degree relative diagnosed with prostate cancer are considered high risk, and should consider screening at age 40.

RACE

African-American males over 40 have the highest rate of prostate cancer and should consider screenings at age 40.

DIET

Studies suggest that men who eat a diet high in animal fat or meat may be at increased risk.

Health Tips



Eat fewer calories and exercise more to maintain a healthy weight.



Men who eat a diet rich in fruits and vegetables may reduce their risk of developing prostate cancer.



Limit the amount of fat you get from red meat and dairy products.



Avoid smoking and drink alcohol in moderation, if at all.



Physical activity is important, so exercise two to three times a week.



Watch your calcium intake. Avoid taking more than 1,500 mg of calcium supplements a day.



Eat more fish. Fish may help protect against prostate cancer because of "good fat" - particularly omega-3 fatty acids.



Researchers are studying whether white button mushrooms provide hormone-blocking effects for prostate cancer.

Symptoms

- Weak or interrupted flow of urine
- Frequent urination (especially at night)
- Trouble urinating
- Painful ejaculation

- Pain or burning during urination
- Blood in the urine or semen
- A pain in the back, hips or pelvis that does not go away

EVERYDAY WELLBEING



NATIONAL SICKLE CELL AWARENESS MONTH

SEPTEMBER

#SickleCellMatters

give blood for
sickle cell
awareness
month



Black donors are 10 times
more likely to have blood
types needed to treat
patients with sickle cell



If you're the giving type
book now at

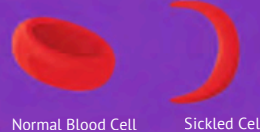
<https://www.redcrossblood.org/donate-blood/>

Facts about Sickle Cell Disease



SICKLE CELL DISEASE
PARTNERSHIP

Sickle cell disease is an inherited
disorder that causes red blood cells
to be sickle-shaped, making it hard
for them to carry and deliver oxygen
throughout the body.



Normal Blood Cell

Sickled Cell

It is the most common inherited
blood disorder in the U.S.

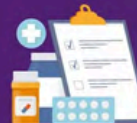
An estimated
100,000
Americans

have sickle cell disease, the majority
of whom are Black and Hispanic.



SCD occurs in
1 in 365
Black or African
American births

Current treatments for SCD include
blood transfusions, IV therapy, and
medications to prevent infection or
help with pain, such as hydroxyurea.



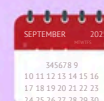
Blockage of blood flow caused by
sickled cells leads to complications,
such as chronic severe pain, anemia,
infections, stroke, and shortened
life expectancy.



Over half of the sickle cell
disease population in the U.S.
is covered by Medicaid/CHIP.

Oftentimes, individuals with SCD lack access to high-quality, timely, and
comprehensive health care and treatments as a result of issues related to
provider shortages, lack of providers educated on SCD, and racial biases.

September is
National Sickle Cell
Awareness Month.



What can I do to help?
Encourage your members of
Congress to take action and
support sickle cell legislation now.

EVERYDAY WELLBEING

Celebrating Diversity and Inclusion in the Workplace

Breaking Barriers: How to Make A More Inclusive Workplace

Every October, America celebrates Disability Employment Awareness Month to honor the contributions of workers living with disabilities.



FACING THE FACTS



13.5%
of Americans live
with a disability.

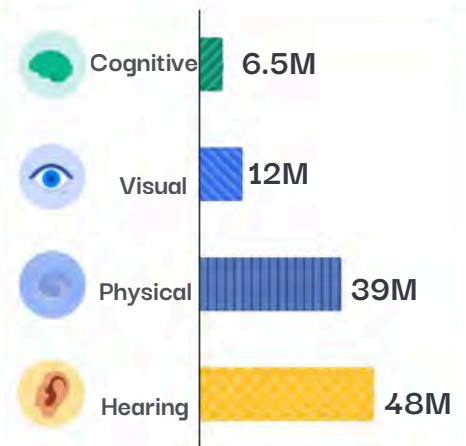


21%
of employment rate
among those with
disabilities.



Salary comparison:
\$28,438
vs.
\$40,948

COMMON DISABILITIES



FACING THE FACTS



10.3%
transportation



10.5%
job assistance



12%
training



78.9%
disability itself

LEARN
MORE



<https://www.dol.gov/agencies/odep>



EVERYDAY WELLBEING

ADHD AWARENESS OCTOBER 2025

MYTH: "Everyone Has A Little ADHD"

Everyone can be forgetful or distracted sometimes, but the vast majority of people (90-95%) do not have ADHD.



The symptoms of ADHD exist within a continuum of typical human behavior.

People with ADHD can display many disruptive behaviors - including forgetfulness, distraction, impulsivity, and an inability to focus.



People with ADHD exhibit these behaviors with greater intensity, severity, and chronicity than people without ADHD.

The structure, volume, chemical activity, and communication in pathways in the brains of people with ADHD are different than those without ADHD.



ADHD BY THE NUMBERS Facts, statistics, and you



Approximately **1 in 9** U.S. children between the ages of **3 and 17** have received an ADHD diagnosis.

About **5** out of every **100** children with ADHD are currently prescribed medication to treat it.

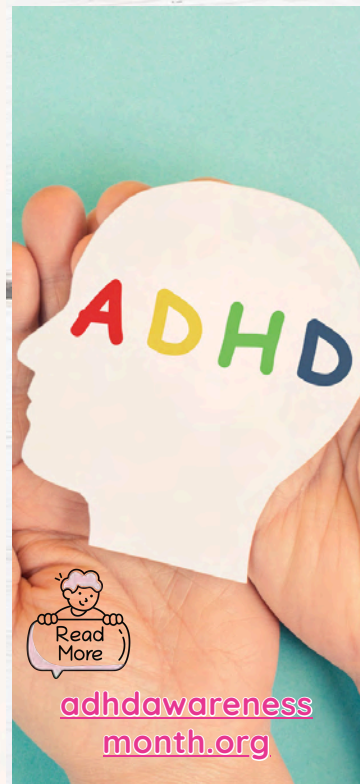


Up to **90%** of children living with ADHD go on to experience symptoms in adulthood.

Approximately **1 in 16** U.S. adults have received an ADHD diagnosis. More than half received the diagnosis in adulthood.



About **1** out of every **3** adults with ADHD currently takes a stimulant medication.



adhdawarenessmonth.org



EVERYDAY WELLBEING



November is
**ALZHEIMER'S
AWARENESS
MONTH**

GET INVOLVED

<https://www.alz.org/>

2025 ALZHEIMER'S DISEASE FACTS AND FIGURES



For more information, visit [alz.org/facts](https://www.alz.org/facts)

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ALZHEIMER'S ASSOCIATION®

EVERYDAY WELLBEING

November is National
**Epilepsy
Awareness**
Month

LEARN
MORE

<https://www.epilepsy.com/>



EPILEPSY: LET'S TALK ABOUT THE FACTS

3.4 MILLION
PEOPLE IN THE U.S.
HAVE EPILEPSY

65 MILLION
PEOPLE WORLDWIDE



1 IN 26

PEOPLE IN THE U.S. WILL DEVELOP
EPILEPSY IN THEIR LIFETIME



That means you may have a friend with epilepsy who is afraid to talk about it because they feel like they may be treated differently. Talk About It!

WHAT IF A SEIZURE HAPPENS? REMEMBER THESE TIPS.

Knowing what to do and what NOT TO DO is important, and the best way to know is to Talk About It



DON'T put anything
in their mouth



Call 9-1-1



DON'T hold
them down



Remove any
harmful
objects



Keep onlookers
away



Remain
calm

Turn them on
their side if
they are lying
down



IF SOMEONE HAS A SEIZURE, MAKE SURE THEY ARE COMFORTABLE
AND STAY WITH THEM UNTIL THE SEIZURE IS OVER.

LEARN MORE ABOUT HOW TO HELP A FRIEND! VISIT...



SPOTLIGHT ON PERIMENOPAUSE

ABOUT MENOPAUSE SYMPTOMS

Although they vary in **intensity and duration**, menopause symptoms:

- Start in mid-40s
- Last from a few months to over 10 years
- Are most intense during perimenopause
- Often persist into postmenopause



Fast Facts About Perimenopause and Menopause

75% of women experience **hot flashes**

75% of women experience **night sweats**



2 in 3 women report **sleep disturbances**

77% of postmenopausal women experience **low sex drive**



1 in 2 women experience **mood changes**



1 in 2 women will develop **osteoporosis after menopause**

82% of women experience **memory issues**

87% of women have changes in **body composition or weight gain**



1 in 4 women experience **skin breakouts in their 40s**

Perimenopause Symptoms

While perimenopause symptoms (or simply menopause symptoms) are a **natural part of the midlife transition**, they can bring significant turmoil into women's lives.

ABOUT

Although they vary in **intensity and duration**, menopause symptoms:

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- Often persist into postmenopause

COMMON SYMPTOMS

Physical

- Hot flashes
- Vaginal dryness
- Weight gain

Psychological

- Mood swings
- Depression
- Irritability



CAUSES

Mainly caused by **natural hormonal shifts** due to aging, but can also be induced by surgery or medications.

May be worsened by certain **risks factors**:

- Smoking
- Reproductive history
- Unhealthy habits



RELIEF

Natural treatments

- Lifestyle changes
- Alternative therapies
- Herbal supplements

Pharmacological treatments

- HRT
- Other medications





NBOE BENEFITS ANNUAL BENEFITS OPEN ENROLLMENT

NOVEMBER 4TH – NOVEMBER 19TH



Open Enrollment is your once-a-year opportunity to pick your plans or make changes to your existing coverage. The choices you make during Open Enrollment will take effect on January 1, 2026 through June 30, 2026. To view your benefits profile, please log onto www.NBOEbenefits.com

This is a **PASSIVE** Open Enrollment period, which means you do not need to take any action if you wish to keep your medical, prescription, dental, or vision plans. All the plan options for Medical, Prescription Drugs, Dental and Vision will remain the same.

An **Active** election is required if you wish to re-enroll into Health Care Flexible Spending Account (FSA) or Dependent Care Account (DCA) FSA for the upcoming year.

Click here for more info:

<https://nboehrs.com/eligibility/#enrollment>



ATTENTION NEW HIRES



New Hires please visit here to learn how to enroll onto NBOE's comprehensive benefits package.



New Hire Benefits

Employees can enroll themselves and their eligible dependent(s) onto the District's insurance plans administered by Aetna (medical) and Express Scripts (prescription) nationwide network. (NBOE does not participate with the School Employees' Health Benefits Program administered by the State of NJ.) Note, enrollment is completed through our Enrollment Portal, there are NO paper forms.

Cost of Coverage

What do you pay for your cost of Coverage?

To view your current benefits elections and deduction, please visit your Benefits Portal at www.NBOEbenefits.com. You will sign in using your school credentials. On the left hand side of the screen click on the Benefits Profile tab > Benefits Information View button> review your information.

To compare with other plans may cost, please use our Cost of Coverage calculator [here!](#)



LOOKING AHEAD

Here's a sneak
peak at what's to
come in the next
issue:

- Everyday Wellbeing: December, January, February
- Spotlight on New Programs
- Aetna Health Your Way
- Important Announcements