

GMSD Board Work Session
March 19, 2024 5:30 PM
Board Room, GMSD Office

1. Revision of Policies - First Reading
2. Miscellaneous FY 23-24 Budget Amendment #17
3. Medical Administrator RFP recommendation
4. Dental, Life and Disability RFP recommendations
5. Further Business

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Grades K-8 Promotion and Retention	Descriptor Code: 4.603	Issued Date: 03/**/24 08/29/23 08/30/22 05/17/21
		Rescinds: 4.603	Issued: 04/22/19

1 ~~Beginning with the 2022-2023 school year, a~~ **A** student in the third grade shall not be promoted to the
2 next grade level unless the student is determined to be proficient in English language arts (ELA) based
3 on the student's achieving a performance level rating of "met expectations" or "exceeded expectations"
4 on the ELA portion of the student's most recent Tennessee Comprehensive Assessment Program (TCAP)
5 test.

6 **PROMOTION AND RETENTION**

- 7 1. Promotion to the next grade level shall be based on the successful completion of required
8 academic work or demonstration of satisfactory progress in each of the relevant academic areas.
- 9 2. Schools shall identify students who demonstrate difficulty in achieving the requirements for
10 promotion to the next grade level and therefore may be at risk for retention by February 1.
11 Schools shall notify the parent or guardian of any student who is identified as at risk for retention
12 within fifteen (15) calendar days of identification.
- 13 3. Factors used to identify students who are at risk for retention shall, at a minimum, include:
 - 14 (a) The student's ability to perform at the expectations of the current grade-level standards;
 - 15 (b) The results of local assessments, screening, or monitoring tools;
 - 16 (c) State assessments, as applicable;
 - 17 (d) Home Literacy Reports provided in accordance with T.C.A. § 49-1-905;
 - 18 (e) The overall academic achievement of the student;
 - 19 (f) The student's likelihood of success with more difficult material if promoted to the next
20 grade;
 - 21 (g) The student's attendance record; and
 - 22 (h) The student's maturity.
- 23 4. Schools shall develop and implement an individualized promotion plan for any student identified
24 as at risk for retention to help the student avoid retention.

- 1 (a) The individualized promotion plan shall be developed in coordination with the student's
2 teachers, IEP or 504 team, if applicable, and may also include input from the student's
3 parents, school counselor, or other appropriate school personnel. All promotion plans
4 shall include evidence-based promotion strategies and shall be tailored to the student's
5 learning needs. Each promotion plan shall also include expectations and measurements
6 that can be used to verify that a student has made sufficient progress to be promoted to
7 the next grade level. Promotion plans for students in grades three (3) and four (4) shall
8 include the additional requirements for promotion set forth in paragraph 5 of this Policy.
- 9 (b) A copy of a student's promotion plan shall be provided to his or her parent or legal
10 guardian and the school shall offer to parents or legal guardians the opportunity for a
11 parent-teacher conference to discuss the promotion plan.
- 12 (c) If a student is not making progress on his or her promotion plan, then the promotion
13 strategies shall be modified to support the student in the goal of promotion to the next
14 grade level. A student who demonstrates sufficient academic progress with the strategies
15 included in his or her promotion plan during the school year shall be promoted to the next
16 grade level unless retention is required as set forth in paragraph 5 of this Policy.
- 17 (d) If a student has not demonstrated sufficient academic progress as defined in his or her
18 promotion plan by the end of the school year, the student shall be enrolled in a summer
19 reading or learning program if such program is available. For a student in grade three (3)
20 who is identified for retention in accordance with paragraph 5 of this Policy and attends
21 a summer reading or learning program, the program must be conducted in accordance
22 with T.C.A. § 49-6-3115 and § 49-6-1501, *et seq.*
- 23 (e) If the student was enrolled in a summer reading or learning program then a decision for
24 retention shall be made and communicated to the parent or legal guardian in writing at
25 least ten (10) calendar days prior to the start of the next school year, or, if the student was
26 not enrolled in a summer reading or learning program, a decision for retention shall be
27 made and communicated to the parent or legal guardian in writing at least thirty (30)
28 calendar days prior to the start of the next school year. The notification to the student's
29 parent or legal guardian of the retention decision shall be in writing and sent electronically
30 and shall include information regarding the parent or legal guardian's right to appeal the
31 retention decision in alignment with this Policy.
- 32 (f) Retention shall be considered only when it is in the best interests of the student, or if
33 retention is required by paragraph 5 for students in grades three (3) and four (4).
34 Retention decisions affecting a student receiving special education services shall be made
35 in consultation with the student's Individualized Education Program (IEP) team and in
36 accordance with the provisions of the IEP.
- 37 (g) If a retention decision has been made, then the school shall develop an individualized
38 academic remediation plan for the retained student within thirty (30) calendar days after
39 the beginning of the next school year. A copy of the academic remediation plan shall be
40 provided to the student's parent or guardian within ten (10) calendar days of development
41 of such plan.

- 1 1. The academic remediation plan shall be developed in coordination with the
2 student's teachers, IEP or 504 team, if applicable, and may also include input from
3 the student's parents, school counselor, or other appropriate school personnel.
- 4 2. The academic remediation plan shall be implemented to help the retained student
5 attain and demonstrate learning proficiency and shall include at least one (1) of
6 the following strategies:
 - 7 (i) Adjustment to the current instructional strategies or materials;
 - 8 (ii) Additional instructional time;
 - 9 (iii) Individual tutoring;
 - 10 (iv) Modification to the student's classroom assignment to ensure the student
11 receives instruction from a teacher with a level of overall effectiveness of
12 above expectations (level 4) or significantly above expectations (level 5);
13 or
 - 14 (v) Attendance or truancy interventions.
- 15 (h) A student shall not be retained more than one (1) time in any given grade level.
- 16 (i) Retention shall not:
 - 17 1. Be used without an academic remediation plan;
 - 18 2. Be used as a punitive or disciplinary measure;
 - 19 3. Be based solely on English language proficiency, for students who are identified
20 as English learners;
 - 21 4. Be based solely on the student's disability or suspected disability; or
 - 22 5. Be based solely on a student's maturity.
- 23 (j) The progress of a retained student shall be closely monitored and reported to the student's
24 parent or legal guardian a minimum of three (3) times during the school year in which the
25 student is retained.
- 26 5. At the beginning of each school year, parents of students in grades three (3) and four (4) shall be
27 notified of the following promotion and retention requirements:
 - 28 (a) A student in grade three (3) shall not be promoted to the next grade level unless the student
29 is determined to be proficient in English language arts (ELA) based on the student's
30 achieving a performance level rating of "on track" or "mastered" (otherwise known as
31 "met expectations" or "exceeded expectations") on the ELA portion of the student's most
32 recent Tennessee Comprehensive Assessment Program (TCAP) test.

*For purposes of this Policy, a "student's most recent TCAP test" is the 3rd grade spring ELA TCAP, or the 3rd grade ELA TCAP re-test opportunity, whichever score is higher.

1 (ab) Exceptions:

2 1. A student in grade three (3) who is not proficient in ELA, as determined by the
3 student's achieving a performance level rating of "approaching expectations" on
4 the ELA portion of the student's most recent TCAP test, may be promoted to the
5 fourth (4th) grade if:

6 (i) **Pathway 1:** The student is an English language learner and has received
7 less than two (2) full school years of ELA instruction;

8 (ii) **Pathway 2:** The student was previously retained in any of the grades
9 kindergarten through three (K-3);

10 (iii) **Pathway 3:** The student is retested in accordance with **TDOE department**
11 guidelines before the beginning of the next school year and scores
12 proficient in ELA;

13 (iv) **Pathway 4:** The student attends a learning loss bridge camp before the
14 beginning of the upcoming school year, maintains a ninety percent (90%)
15 attendance rate at the camp, and the student's performance on the post-test
16 administered to the student at the end of the learning loss bridge camp, as
17 required under T.C.A. § 49-6-1502(4)(F), demonstrates adequate growth,
18 as defined in the State Board's Promotion and Retention Policy 3.300; **or**

19 (v) **Pathway 5:** The student receives high-dosage, low-ratio tutoring for the
20 entirety of the upcoming school year from a Tennessee accelerating
21 literacy and learning corps (TALLC) tutor. For the purposes of this
22 Policy, "high-dosage, low-ratio tutoring" means a minimum of two (2)
23 thirty (30) minutes sessions per week with a one to three (1:3) teacher to
24 student ratio. TALLC high-dosage, low-ratio tutoring may be provided
25 through the following options, in accordance with T.C.A. § 49-6-1507:

26 a. A tutor recruited and trained through the **TDOE's Department's**
27 TN ALL Corps grant program.

28 b. A **GMSD district** recruited tutor who has completed the TN ALL
29 Corps training.

30 (vi) **Pathway 6:** Third (3rd) grade students who demonstrate proficiency in
31 ELA standards based on the student scoring at or above the fiftieth (50th)
32 percentile on the most recently administered state-provided benchmark
33 assessment, if the benchmark assessment is administered to the student in
34 a test environment, in accordance with TDOE guidance, and **GMSD**
35 agrees to provide tutoring services to the student for the entirety of the
36 student's fourth (4th) grade year.

37
38 a. **If a student is promoted to the fourth (4th) grade pursuant to this**
39 **Pathway 6, then the student's parent/guardian shall be notified, in**

1 writing, of the benefits of enrolling their student in a learning loss
2 bridge camp and encouraging the parent or guardian to do so.

3
4 b. For the purposes of Pathway 6, “state-provided benchmark
5 assessment” means the Tennessee Universal Reading Screener
6 provided by TDOE.

7
8 c. The tutoring services provided to the student for the entirety of the
9 student’s fourth (4th) grade year must be high-dosage, low-ratio
10 tutoring. For the purposes of this policy, “high-dosage, low-ratio
11 tutoring” means a minimum of two (2) thirty (30) minute sessions
12 per week with a one to three (1:3) teacher to student ratio. TN
13 ALL Corps high dosage, low-ratio tutoring may be provided
14 through the following options, in accordance with T.C.A. § 49-6-
15 1507:

16
17 1. A tutor recruited and trained through TDOE’s TN ALL
18 Corps grant program.

19
20 2. A GMSD recruited tutor who has completed the TDOE’s
21 TN ALL Corps training.

22
23 ~~The student demonstrates proficiency in ELA standards based on the~~
24 ~~student’s scoring within the fiftieth percentile on the most recently~~
25 ~~administered state-provided benchmark assessment, if the benchmark~~
26 ~~assessment is administered to the student in a test environment as~~
27 ~~determined by the Department, and GMSD agrees to provide tutoring~~
28 ~~services to the student for the entirety of the student’s fourth grade year~~
29 ~~based on tutoring requirements established by the Department. If a student~~
30 ~~is promoted to the fourth grade pursuant to this provision, then GMSD~~
31 ~~shall notify the student’s parent or guardian, in writing, of the benefits of~~
32 ~~enrolling their student in a learning loss bridge camp and encouraging the~~
33 ~~parent or guardian to do so; and~~

34 2. A student in grade (3) who is not proficient in ELA, as determined by the student’s
35 achieving a performance level rating of “below expectations” on the ELA portion
36 of the student’s most recent TCAP test, may be promoted to the fourth (4th) grade
37 if:

38 (i) Pathway 1: The student is an English language learner and has received
39 less than two (2) years of ELA instruction;

40 (ii) Pathway 2: The student was previously retained in any of the grades
41 kindergarten through three (K-3);

- 1 (iii) **Pathway 3:** The student retested in accordance with **TDOE department**
2 guidelines before the beginning of the next school year and scores
3 proficient in ELA; or
- 4 (iv) **Pathway 4:** The student attends a learning loss bridge camp before the
5 beginning of the upcoming school year and maintains a ninety (90%)
6 percent attendance rate at the camp, and receives high-dosage, low-ratio
7 tutoring for the entirety of the upcoming school year from a Tennessee
8 accelerating literacy and learning corps (TALLC) tutor. For the purposes
9 of this policy, “high-dosage, low-ratio tutoring” means a minimum of two
10 (2) thirty (30) minute sessions per week with a one to three (1:3) teacher
11 to student ratio. TALLC high-dosage, low-ratio tutoring may be provided
12 through the following options:
- 13 a. A tutor recruited and trained through the **TDOE department** TN
14 ALL Corps grant program.
- 15 b. **A GMSD District** recruited tutor who has completed the **TDOE’s**
16 **department’s** TN ALL Corps training.

17 **(bc)** Students who are absent from the learning loss bridge camp, as referenced in section
18 5(**ab**)1. and 5(**ab**)2. above shall be permitted one excused absence, during the term of the
19 learning loss bridge camp. Absences will be excused for the reasons set forth in GMSD
20 Board Policy 6.200, Attendance and Truancy. In the event that the absence is excused, it
21 must be made up on the day designated by the GMSD Department of Teaching, Learning,
22 and Assessment. In order for the absence to be excused, within two (2) days of the
23 absence, the parent must present a note to the student’s learning loss bridge camp teacher
24 verifying that the absence was due to one of the reasons set forth in the “excused absence”
25 definitions set forth in GMSD Board Policy 6.200. If a note is not received within two
26 (2) days of the absence, the absence will be deemed unexcused.

27 The make-up date for the excused absence will be announced to parents/guardians on the
28 first day of the learning loss bridge camp. Students attending the designated make-up date
29 shall take the required post-test on a date designated by the GMSD Department of
30 Teaching, Learning, and Assessment, as directed by the Tennessee Department of
31 Education. The date of the make-up post-test will be announced to parents/guardians on
32 the first day of the learning loss bridge camp.

33 If the student does not maintain a 90% attendance rate at the learning loss bridge camp,
34 or if the student misses a day due to an excused absence and does not make up the day on
35 the designated make-up day and otherwise does not meet the requirements set forth above,
36 the student may not take advantage of the exceptions to the mandatory retention
37 provisions set forth in sections 5(**ab**)1. and 5(**ab**)2. above.

- 1 Parents of students attending the learning loss bridge camp shall be provided a copy of
2 this policy upon their submission of camp registration.
- 3 (ed) A student who is promoted to the fourth grade pursuant to subdivision 5.(ba)1.(v) or
4 5.(ba)2.(iv) must show adequate growth on the fourth (4th) grade ELA portion of the
5 TCAP test as further defined in the Tennessee State Board of Education’s Promotion and
6 Retention Policy 3.300 before the student may be promoted to the fifth (5th) grade.
- 7 (ee) Notwithstanding paragraph 5(d) above, a student shall not be retained in the fourth (4th)
8 grade more than once.
- 9 (ef) The requirements set forth in paragraph 5 (a)-(ed) do not supersede GMSD’s obligation
10 to comply with the Individuals with Disabilities Act (20 U.S.C. § 1400, *et seq.*) or Section
11 504 of the Rehabilitation Act (29 U.S.C. § 794).
- 12 (fg) ~~Beginning with the 2023-2024 school year, a~~ A student who is retained in any of the
13 grades kindergarten through three (K-3) must be assigned a tutor to provide the student
14 with tutoring services for the entirety of the upcoming school year based on tutoring
15 requirements established by the TDOE Department.
- 16 (gh) Parents or legal guardians of a student who is identified for retention in third grade
17 pursuant to Paragraph 5(a) of this Policy based on the student’s achieving a performance
18 level rating of “approaching” on the ELA portion of the student’s most recent TCAP test,
19 may appeal the retention decision to the TDOE Tennessee Department of Education on
20 forms provided on the TDOE Tennessee Department of Education website.
- 21 A decision to retain a student for any other reason, ~~other than those set forth in paragraphs~~
22 ~~1-5 (b) of this Policy~~ may be appealed to GMSD’s Assistant Superintendent of Teaching,
23 Learning and Assessment. The GMSD Assistant Superintendent of Teaching, Learning
24 and Assessment may overturn the decision to retain for good cause shown, and due to
25 extenuating circumstances, as is determined in the discretion of the GMSD Assistant
26 Superintendent of Teaching, Learning and Assessment. The decision of the GMSD
27 Assistant Superintendent of Teaching, Learning and Assessment shall be final. ~~No~~
28 ~~retention decision based upon paragraphs 1-5 (b) of this Policy may be appealed to~~
29 ~~GMSD’s Assistant Superintendent of Teaching, Learning and Assessment or to GMSD.~~

Legal References

State Board of Education Policy 3.300
 State Board of Education Rule 0520-01-03-.03
 State Board of Education Rule 0520-01-03-.16
 T.C.A. § 49-6-3115



Germantown Municipal School District Budget Amendment

Fiscal Year: 2023-2024

Amendment # 17

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-72310-207	Medical Insurance	706,000	-	1,667,000	2,373,000
141-44110	Interest Income	160,000	-	878,000	1,038,000
141-46510	TISA Revenues	35,551,385	-	789,000	36,340,385
263-79100-280	Medical Claims	4,900,000	-	1,867,000	6,767,000
263-42100	Employer Contributions - Medical	3,432,580	-	1,867,000	5,299,580

REASON FOR AMENDMENT:

To subsidize the health insurance fund with additional contributions from the general purpose fund.

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

_____ Budget revision is denied for the following reason(s):

_____ Date _____

_____ Date _____



SIMPLE. PURE FEE BASED. HEALTH PLAN MANAGEMENT.

March 5, 2024

Elissa Stratton, Assistant Superintendent of Human Resources
Germantown Municipal School District
3350 S. Forest Hill Irene Road
Germantown, TN 38138
RE: 2024-2025 Dental, Life and Disability RFP Recommendations

Mrs. Stratton,

We released the RFPs for your dental, life, and disability benefits to all that were qualified and desired to offer a proposal. There were seven separate submissions. Submissions were received from American Fidelity, Delta Dental, Dearborn, Blue Cross Blue Shield of TN, Companion Life through McGriff, MetLife, and Ochs.

Dental: Dental RFPs were received from American Fidelity, Blue Cross Blue Shield of TN, Delta Dental, Companion Life through McGriff, and MetLife. All respondents were asked to match the current voluntary dental benefit offered to GMSD employees and families. The current offer to employees and families is a two-plan design (base and buy-up) through Delta Dental. The annual cost with the current census for the two plans is \$368,735. The rates are guaranteed for three years with a 5% rate increase cap for years four and five.

MetLife's rates were the lowest; however, they were only guaranteed for a one-year period. Though Companion Life offered the next lowest rate, there were concerns expressed by the evaluation team regarding the network and potential for administrative burden. Staff called local offices that are frequented by GMSD employees and families, including some orthodontic practices, and it was discovered several had not heard of Companion or did not accept Companion. The proposal from Companion offers the same benefits in and out of network; however, there is no guarantee a dental office will file out of network claims on a member's behalf, accept the payment offered by the dental company, or keep the member out of contract and payment issues that are typically taken care of in a network contract. Lastly, American Fidelity's rates were also only for one year. Accepting the Delta Dental RFP allows for no change in network or plan for the employees and families.

Life: Group Life RFPs were received from American Fidelity, Dearborn, Companion Life through McGriff, MetLife, and Ochs. The estimated annual premium for the group life policy would be \$64,253.50 for active employees, retirees, and the superintendent. These rates are guaranteed for three years. Dearborn makes a compelling case for renewal with no change in benefit and a one-time open enrollment offering for voluntary life on employees only at a modified guaranteed issue of lesser of 3x salary or \$100k. This means that employees can add or increase their coverage within the outlined guaranteed issue without evidence of insurability. Voluntary rates will hold from the current as well.

Disability: Voluntary Long Term Disability RFPs were received from American Fidelity, Dearborn, Companion Life through McGriff, MetLife, and Ochs. All respondents were asked to match the current LTD benefit offered to active employees. As this is the voluntary product offered with the Life policy paid for by the district, the Life decision does often influence the disability policy decision. The other

important part of analysis here is that the rates depend on the age of the employee who purchases the product. Long Term Disability is usually quoted on an age rated scale. Deciding to remain with Dearborn results in no change in cost, other than when an employee moves to a new age band and ensures continuity of coverage for the life of the policy purchased.

For the above-mentioned reasons, ESP LLC's recommendation would be to accept the RFPs presented by Delta Dental for Voluntary Dental Insurance and Dearborn for Life and Disability.

If these recommendations are accepted, please let me know. We can assist in taking care of the details and notifying all vendors. Thank you for allowing ESP, LLC to assist in the management of these important benefits to your employees.

Regards,

Brittany Spradling

Brittany Spradling
President
ESP, LLC



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To: GMSD Board of Education
From: GMSD Human Resources Department
Re: Dental, Life, and Long Term Disability, and AD&D RFPs
Date: March 19, 2024 Work Session

VOLUNTARY DENTAL INSURANCE

Current GMSD Dental Plan: Two-plan design (base and buy-up) for employees and family members utilizing Delta Dental. This is a voluntary product paid by employees. Currently, the annual cost for both plans is approximately \$368,735.

RFP Respondents: Voluntary Dental RFPs were received from Blue Cross Blue Shield of TN, Delta Dental, American Fidelity, Companion through McGriff, and MetLife.

Estimated Annual Costs (based on current census):

Blue Cross Blue Shield: \$493,793 Delta Dental: \$438,794
American Fidelity: \$442,482 Companion (McGriff): \$407,056
MetLife: \$381,187

Dental RFP Analysis:

- While the lowest respondent is MetLife, it only provides a one-year rate guarantee.
- The RFPs from Blue Cross Blue Shield, Delta Dental, and Companion include three-year rate guarantees.
- Blue Cross Blue Shield and Companion utilize different networks than the incumbent, Delta Dental.
- Though Companion offers two networks, there are local dentists used by GMSD employees not in-network. After investigation with several dental offices, staff received feedback that they have not heard of Companion or do not accept it. Companion may be able to offer a thorough out-of-network coverage, there are concerns about the administrative burden on both staff and employees to ensure timely payments are made.
- Blue Cross Blue Shield will also only honor 10- or 12-month billing periods, not both and will apply a waiting period for orthodontics.

Recommendation: The GMSD Human Resources Department, along with the full support of our benefits consultant, Employee Security Planning, LLC, is recommending the GMSD Board of Education accept the Voluntary Dental renewal offer with Delta Dental.

VOLUNTARY LONG TERM DISABILITY

Current GMSD Voluntary Long Term Disability Plan: All full time GMSD active employees are able to purchase long term disability insurance through Dearborn. This is a voluntary product paid by employees. Currently, the annual cost is approximately \$36,210.

RFP Respondents: Voluntary Long Term Disability RFPs were received from Dearborn, American Fidelity, Companion, MetLife, and Ochs.

Estimated Annual Costs (based on current census):

Dearborn: \$36,210 American Fidelity: dependent on indemnity
Companion: did not provide MetLife: \$44,592 Ochs: \$27,890

Voluntary Long Term RFP Analysis:

- Long term disability fees are age banded, which means the fee increases as the employees move up in age. It also increases the difficulty in creating a true apples-to-apples comparison on cost.
- American Fidelity's rates are higher, but also are difficult to analyze as there are multiple choices in indemnity amount and elimination period.
- Dearborn's rates match the current rates GMSD employees are paying for voluntary long term disability and are providing a one time open enrollment for current employees.

Recommendation: The GMSD Human Resources Department, along with the full support of our benefits consultant, Employee Security Planning, LLC, is recommending the GMSD Board of Education accept the Voluntary Long Term Disability renewal offer from Dearborn.

GROUP LIFE INSURANCE AND AD&D

Current GMSD Basic Group Life & AD&D Plan: All active employees receive a basic life insurance benefit of 2x their annual salary. Eligible retirees receive a life insurance benefit of 1x their annual salary up to \$50,000 until age 65. The Superintendent has a life insurance policy as outlined in his employment contract. Active employees are able to purchase additional supplemental life insurance policies for themselves, their spouses, and/or their dependents. GMSD current Group Life & AD&D insurance provider is Dearborn. Currently, the annual cost for Basic Group Life & AD&D plan is approximately \$64,254.

RFP Respondents: Basic Group Life and AD&D RFPs were received from Dearborn, American Fidelity, Companion through McGriff, MetLife, and Ochs.

Estimated Annual Costs (based on current census):

Dearborn: \$64,254 American Fidelity: \$72,524 Companion through McGriff: \$76,524
MetLife: \$121,655 Ochs: \$79,875

Basic Group Life and AD&D RFP Analysis:

- Dearborn provided a three-year rate guarantee and the lowest rates.
- American Fidelity and MetLife offered only two-year rate guarantees.
- While Ochs offered a five-year rate guarantee, the rates were higher than the incumbent.
- There is no change to supplemental rates for employees, spouses, and dependents with Dearborn.
- Dearborn is also offering a one-year open enrollment for current employees (only) at a modified guaranteed issue of lesser of 3x salary or \$100k.

Recommendation: The GMSD Human Resources Department, along with the full support of our benefits consultant, Employee Security Planning, LLC, is recommending the GMSD Board of Education accept the Basic Group Life and AD&D renewal offer from Dearborn.

Alignment to GMSD's Strategic Plan:

Goal 3: Recruit, Develop, and Retain Exemplary Employees

Objective 3.3: Retain Highly Skilled Employees Who Are Dedicated to Developing Students' Academic, Social, Physical, and Emotional Well-Being

Strategy 3.3.1: Strengthen the Competitive Compensation Package for all Employees

Strategy 3.3.2: Provide Employees with Access to Health and Wellness Options, Which Promote Physical, Social, and Emotional Well-Being