ASHEVILLE CITY BOARD OF EDUCATION

Work and Closed Session Agenda
Administrative Offices - Board Room
85 Mountain Street, Asheville, North Carolina
Monday, February 5, 2024, 5:00 PM

Board of Education Members:
George Sieburg, Board Chair
Amy Ray, Vice-Chair
James C. Carter, Member
Liza Kelly, Member
Rebecca Strimer, Member
Sarah Thornburg, Member
Jesse Warren, Member

Superintendent: Dr. Maggie Fehrman

The Vision of Asheville City Schools is to Empower and Engage every child to Learn, Discover, Thrive.

Work and Closed Session Agenda

The meeting will be available for viewing live via the Asheville City Schools YouTube page.

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1. MEETING OPENING

1.1 CALL TO ORDER - Board Chair, George Sieburg

Equity Statement: *In Asheville City Schools we are committed to equity and anti-racist policies for all students and staff to learn and thrive. We recognize that our positions come with power, responsibility, and public service for the entire ACS community. We will model our commitment to equity through our practices and decisions. During this meeting, we invite a pause if harm has taken place, a moment to name the harm, and space to practice repair.*

1.2 QUORUM DETERMINATION - Board Chair, George Sieburg

1.3 APPROVAL OF AGENDA - Board Chair, George Sieburg

Motion to Approve the Agenda

2. POSSIBLE ACTION/CONSENT ITEMS FOR NEXT REGULAR BOARD MEETING

2.1 Local Supplement Enhancement for FY 24 Budget - Dr. Fehrman, Superintendent

2.2 State of Human Resources Department - Dr. Dickerson, Assistant Superintendent of Human Resources

2.3 Student Releases to Buncombe County 2023-2024 - Tanya Presha, Academic and Program Support Coordinator
Consent

2.4 Transportation Report - Amanda Rigsby, Transportation Director

2.5 Budget Amendment & Expenditure Report - Heidi Kerns, Chief Financial Officer Consent
Consent

Summary of Budget Amendments

Budget and Expenditure Report

2.6 Anderson Smith & Wike, PLLC Contract - Heidi Kerns, Chief Financial Officer

2.7 Employer Paid Group Term Life Insurance Option - Heidi Kerns, Chief Financial Officer 6 - 9
Consent

Letter of Recommendation

Group Term Life & AD&D Options July 1, 2024-June 30, 2025

2.8 PUBLIC COMMENTS FOR PARENTS' BILL OF RIGHTS POLICIES ONLY - Board Chair, George Sieburg
Public Comment Guidelines

In-Person and Virtual Public Comment Guidelines can be found by clicking the link above.

The Board of Education greatly appreciates your interest in the Asheville City Schools (ACS) and we welcome your comments to the Board. Please be mindful of the following guidelines (per policy 2310):

Personnel and student matters are confidential and are therefore not appropriate for public comment. If you have a concern about an employee or a student matter, please contact or see the superintendent after the meeting.

Final Read Version for Discussion on February 5th

First Read Draft Provided by NCSBA

1310–4002 Parent Involvement	1310–4002 Parent Involvement
3540 Comprehensive Health Education	3540 Comprehensive Health Education
4720 Survey of Students	4720 Survey of Students
6120 Student Health Services	6120 Student Health Services
7300 Staff Responsibilities	7300 Staff Responsibilities

3. INFORMATION ITEMS

3.1 Update from Community Input Session on Potential Middle School Reconfiguration - Dr. Fehrman, Superintendent

3.2 Contracts/MOUs - Heidi Kerns, Executive Director of Finance / Dr. Dickerson, Assistant Superintendent of Human Resources

3.3 Policies First Read - Dr. Dickerson, Assistant Superintendent of Human Resources

1510/4200/7270 School Safety

3220 Technology in the Educational Program

3420 Student Promotion and Accountability

4040/7310 Staff-Student Relations

4110 Immunization and Health Requirements for School Admission

4120 Domicile or Residence Requirements

4125 Homeless Students

4240/7312 Child Abuse and Related Threats to Child Safety

4334/5035/7345 Use of Unmanned Aircraft (Drones)

4342 Student Searches

4300 Student Behavior Policies

4400 Attendance

5210 Distribution and Display of Non-School Material

6220 Operation of School Nutrition Services

6315 Drivers

6401/9100 Ethics and the Purchasing Function

6430 Purchasing Requirements for Equipment, Materials and Supplies

7100 Recruitment and Selection of Personnel

7130 Licensure

7510 Leave

7520 Family and Medical Leave

7730 Employee Conflict of Interest

8325 Daily Deposits

9125 Participation by Minority Businesses

Information Only

4270/6145 Concussion and Head Injury

6230 School Meal and Competitive Food Standards

7232 Discrimination and Harassment in the Workplace

7820 Personnel Files

3.4 Policies Second/Final Read - Dr. Dickerson, Assistant Superintendent of Human Resources

6402-Participation by Historically Underutilized Businesses

Parents' Bill of Rights

1310/4002 Parental Involvement

3210 Parental Inspection of and Objection to Instructional Materials

3540 Comprehensive Health Education Program

4335 Criminal Behavior

4720 Survey of Students

6120 Student Health Services

7300 Staff Responsibilities

4. CLOSED SESSION - Board Chair, George Sieburg

The Chair will entertain a motion for the Board of Education to enter into a closed session pursuant to G.S. 143-318.11 for the following purposes:

- **Under subsection (a)(1) to prevent the disclosure of privileged and confidential personnel information pursuant to G.S. 115C-319-321;**
- **Under subsection (a) (3) to discuss matters protected by the attorney-client privilege.**

Motion to adjourn the meeting and go into a closed session.

4.1 Personnel Report # 6

4.2 Attorney Client Matters

5. FUTURE MEETINGS/ANNOUNCEMENTS - Board Chair, George Sieburg

5.1 **Regular Meeting**
Monday, February 12, 2024
Administrative Offices - Board Room

Special Called Open Meeting - Hearing for Middle Schools
Monday, February 19, 2024 at 5:00 p.m.
Administrative Offices - Board Room

Special Called Open Meeting - Hearing for Middle Schools
Tuesday, February 27, 2024 at 5:00 p.m.
Administrative Offices - Board Room

Work and Closed Session
Monday, March 4, 2024
Administrative Offices - Board Room

Regular Meeting
Monday, March 11, 2024
Administrative Offices - Board Room

2023-2024 ACS Board of Education Meeting Schedule

6. ADJOURNMENT - Board Chair, George Sieburg

6.1 Adjourn Meeting
Motion to adjourn the meeting.

ASHEVILLE CITY SCHOOLS Learn. Discover. Thrive.

Administrative Office •PO Box 7347• 85 Mountain Street Asheville, North Carolina 28803

To: Members of the Asheville City Schools Board of Education

From: Heidi Faber Kerns, CFO

Subject: Employer Paid Group Term Life Insurance Option

Date: Tuesday, February 5, 2024

Pierce Group Benefits recently held our annual pre-enrollment meeting. After a review of all of our current offerings, pricing and status for the current year, I asked them to provide pricing for an employer-paid group term life insurance option as well, a benefit that has not been offered here in the past. I am not sure why this was not considered previously, but they have provided multiple vendor and dollar value options for your consideration, as you can see on the attached.

Reasons for consideration:

(1) Most districts now have this benefit in place in increments of $10,000, $15,000 or $20,000.
(2) The initial offering of employer paid group term life insurance is available under guarantee issue – meaning no employee can be turned down for existing health conditions.
(3) This enables the board to provide a very low cost, yet meaningful benefit to employees, especially our classified staff who often struggle to pay final expenses when that time comes.
(4) Finally, and what some consider most important, this coverage is portable at retirement, at our current group term life rates, rather than much higher market rates for the same coverage (subject to the standard age reductions indicated on the attachment). There is also a disability provision that waives our premium should an employee become disabled, until they reach age 65 and a provision to allow employees to convert their policy to a whole life policy at that time.

In summary, for a very low cost, the board can provide a potentially impactful new benefit for employees and their families. This comes for your consideration now, since your approval is needed in order for Pierce Group to plan and incorporate information in the marketing materials for our upcoming open enrollment meetings.

Recommendation: Move forward with a $10,000 employer-paid group term life insurance policy for all permanent employees of Asheville City Schools effective with the 2024-2025 school year. Sun Life does not provide the most reasonable rates, but they are very competitive, and provides better benefits for our employees. The current annual cost of this coverage is approximately $21,889.92, or about $31.00 per employee, per year. This coverage also comes with a rate hold for the first three years of our participation in the plan.

(If this proposal is more than the board would like to spend on this benefit, there are less expensive options, but employees lose the benefit of the ACS group rate when they port the policy at retirement and also cannot convert the policy at retirement. The best of these options is the one with Dearborn, and it is only approximately $12,207.84 or $17.00/per employee. It does add an additional disability and death benefit if the claim is a result of school violence on the high school campus).

Please do not hesitate to reach out with any questions or concerns that you may have.

Asheville City Schools
Basic Group Term Life & AD&D Options
July 1, 2024- June 30, 2025

Benefit Provisions	MetLife Group Term Life & AD&D	Sun Life Group Term Life & AD&D	The Standard Group Term Life & AD&D	Dearborn Group Term Life & AD&D	USAble Group Term Life & AD&D	Mutual of Omaha Group Term Life & AD&D	Colonial Life Group Term Life & AD&D	Principal Group Term Life & AD&D
Schedule of Benefits	**Option 1**	**Option 2**	**Option 3**	**Option 4**	**Option 5**	**Option 6**	**Option 7**	**Option 8**
Minimum Participation	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees
Contribution	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid
Benefit	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000
Guarantee Issue	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000
Reduction Schedule	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70; 65% at age 75	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 70; 50% at age 75	35% at age 65; 50% at age 70
Disability Provision	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium for 2 years
Conversion	Included	Included	Included	Not included	Not included	Included	Included	Included
Portability	Included	Included*	Included	Included	Included	Included	Included*	Not included
Accelerated Death Benefit	Included	Included	Included	Included	Included	Included	Included	Included
Campus Violence Benefit	Not included	Not included	Not included	Additional 25% Life benefit and 10% AD&D due to campus violence for High school or college campus teachers professors and school staff	Not included	Not included	Not included	Not included
Rate Guarantee	3 years	3 years	3 years	3 years	2 Year	2 Year	2 Year	2 Year
Number of Eligible Employees	715	715	715	715	715	715	715	715
Insured Volume	$7,016,000	$7,016,000	$7,016,000	$7,016,000	$7,016,000	$7,016,000	$7,016,000	$7,016,000
12 Month Rates/$1,000	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**
EE Life	$0.187	$0.240	$0.220	$0.123	$0.130	$0.170	$0.250	$0.144
EE AD&D	$0.027	$0.020	$0.015	$0.022	$0.030	$0.015	$0.020	$0.020
Basic Life Monthly	$1,311.99	$1,683.84	$1,543.52	$862.97	$912.08	$1,192.72	$1,754.00	$1,010.30
AD&D Monthly	$189.43	$140.32	$105.24	$154.35	$210.48	$105.24	$140.32	$140.32
Total Annual Premium	$18,017.09	$21,889.92	$19,785.12	$12,207.84	$13,470.72	$15,575.52	$22,731.84	$13,807.49

*Portability included at active group rates

Unum wasn't competitive $0.32 life/$0.027 AD&D

This information is for comparison purposes only, please see proposal for specific coverage/limitations. Pricing/Benefits subject to change. Upon receiving policy, please see the insurance carrier certificate/policy for a complete list of policy provisions.

Asheville City Schools
Basic Group Term Life & AD&D Options
July 1, 2024- June 30, 2025

Benefit Provisions	MetLife Group Term Life & AD&D	Sun Life Group Term Life & AD&D	The Standard Group Term Life & AD&D	Dearborn Group Term Life & AD&D	USAble Group Term Life & AD&D	Symetra Group Term Life & AD&D	Mutual of Omaha Group Term Life & AD&D	Colonial Life Group Term Life & AD&D	Principal Group Term Life & AD&D
Schedule of Benefits	**Option 9**	**Option 10**	**Option 11**	**Option 12**	**Option 13**	**Option 14**	**Option 15**	**Option 16**	**Option 17**
Minimum Participation	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees
Contribution	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid
Benefit	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000
Guarantee Issue	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000
Reduction Schedule	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70; 65% at age 75	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 70; 50% at age 75	35% at age 65; 50% at age 70
Disability Provision	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to SSNRA	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium for 2 years
Conversion	Included	Included	Included	Not included	Not included	Not included	Included	Included	Included
Portability	Included	Included*	Included	Included	Included	Included	Included	Included*	Not included
Accelerated Death Benefit	Included	Included	Included	Included	Included	Included	Included	Included	Not included
Campus Violence Benefit	Not included	Not included	Not included	Additional 25% Life benefit and 10% AD&D due to campus violence for High school or college campus teachers, professors, and school staff	Not included	Not included	Not included	Not included	Not included
Rate Guarantee	3 years	3 years	3 years	3 years	2 Year	2 Year	2 Year	2 Year	2 Year
Number of Eligible Employees	715	715	715	715	715	715	715	715	715
Insured Volume	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000
12 Month Rates/$1,000	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**
EE Life	$0.187	$0.240	$0.210	$0.120	$0.130	$0.160	$0.164	$0.250	$0.144
EE AD&D	$0.027	$0.020	$0.015	$0.022	$0.030	$0.015	$0.015	$0.020	$0.020
Basic Life Monthly	$1,967.99	$2,525.76	$2,210.04	$1,262.88	$1,368.12	$1,683.84	$1,725.94	$2,631.00	$1,515.46
AD&D Monthly	$284.15	$210.48	$157.86	$231.53	$315.72	$157.86	$157.86	$210.48	$210.48
Total Annual Premium	$27,025.63	$32,834.88	$28,414.80	$17,932.90	$20,206.08	$22,100.40	$22,605.55	$34,097.76	$20,711.23

*Portability included at active group rates

Unum wasn't competitive $0.31 life/$0.027 AD&D

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Asheville City Schools
Basic Group Term Life & AD&D Options
July 1, 2024- June 30, 2025

Benefit Provisions	MetLife Group Term Life & AD&D	Sun Life Group Term Life & AD&D	The Standard Group Term Life & AD&D	Dearborn Group Term Life & AD&D	USAble Group Term Life & AD&D	Symetra Group Term Life & AD&D	Mutual of Omaha Group Term Life & AD&D	Colonial Life Group Term Life & AD&D	Principal Group Term Life & AD&D
Schedule of Benefits	**Option 18**	**Option 19**	**Option 20**	**Option 21**	**Option 22**	**Option 23**	**Option 24**	**Option 25**	**Option 26**
Minimum Participation	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees
Contribution	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid
Benefit	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000
Guarantee Issue	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000
Reduction Schedule	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70; 65% at age 75	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 70; 50% at age 75	35% at age 65; 50% at age 70
Disability Provision	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to SSNRA	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium for 2 years
Conversion	Included	Included	Included	Not included	Not included	Not included	Included	Included	Included
Portability	Included	Included*	Included	Included	Included	Included	Included	Included*	Not included
Accelerated Death Benefit	Included	Included	Included	Included	Included	Included	Included	Included	Not included
Campus Violence Benefit	Not included	Not included	Not included	Additional 25% Life benefit and 10% AD&D due to campus violence for High school or college campus teachers professors and school staff	Not included	Not included	Not included	Not included	Not included
Rate Guarantee	3 years	3 years	3 years	3 years	2 Year	2 Year	2 Year	2 Year	2 Year
Number of Eligible Employees	715	715	715	715	715	715	715	715	715
Insured Volume	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000
12 Month Rates/$1,000	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**
EE Life	$0.187	$0.240	$0.200	$0.118	$0.130	$0.160	$0.162	$0.250	$0.138
EE AD&D	$0.027	$0.020	$0.015	$0.022	$0.030	$0.015	$0.015	$0.020	$0.020
Basic Life Monthly	$2,623.98	$3,367.68	$2,806.40	$1,655.78	$1,824.16	$2,245.12	$2,273.18	$3,508.00	$1,936.42
AD&D Monthly	$378.86	$280.64	$210.48	$308.70	$420.96	$210.48	$210.48	$280.64	$280.64
Total Annual Premium	$36,034.18	$43,779.84	$36,202.56	$23,573.76	$26,941.44	$29,467.20	$29,803.97	$45,463.68	$26,604.67

*Portability included at active group rates

Unum wasn't competitive $0.304 life/$0.027 AD&D

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