

**GMSD Board Work Session**  
**August 12, 2025 5:30 PM**  
Board Room, GMSD Office

1. Revision of Policies - First Reading
2. Stop Loss Renewal 2025
3. Miscellaneous FY 25-26 Budget Amendments #01
4. Houston High School Master Plan Update
5. Turf Field Discussion
6. Further Business

<b>Germantown Municipal School District</b>			
Monitoring: <b>Review: Annually</b>	Descriptor Term: <b>Surplus Property Sales*</b>	Descriptor Code: <b>2.403</b>	Issued Date: <b>08/**/25</b>
		Rescinds:	Last Issued: <b>08/13/24</b>

1 Surplus property including but not limited to textbooks and instructional materials may be declared  
 2 surplus property by the Superintendent and may be disposed of as provided below:

3 (a) All surplus property shall be sold to the highest bidder after advertising in a newspaper  
 4 of general circulation at least seven (7) days prior to the sale. The sale may be to the  
 5 highest bidder through an internet auction website used by GMSD, the City of  
 6 Germantown, or the State of Tennessee. Any internet auction must be open for bidding  
 7 for at least seven (7) days. For a sale by internet auction, the sale shall be advertised in a  
 8 Shelby County newspaper of general circulation and news and information website that  
 9 has a URL, if such website exists, and include in the advertisement the internet website  
 10 address and other necessary information concerning the sale and may also advertise the  
 11 sale on a website maintained by GMSD or the City of Germantown.

12  
 13 However, the Superintendent/designee may also transfer surplus property of any value to  
 14 Shelby County or to any municipality within Shelby County for public use, without the  
 15 need for a competitive bid.

16 (b) Surplus property which has no value or has a value of less than Five Hundred Dollars  
 17 (\$500) may be disposed of without the necessity of bids. In order for such disposal  
 18 without bids, the Superintendent and the Chair of the Board of Education must agree in  
 19 written form that the property is of no value or is of less value than Five Hundred Dollars  
 20 (\$500).

21 (c) If reasonable attempts to dispose of surplus properties fail to produce monetary return to  
 22 the system, the Superintendent shall dispose of the surplus property by any manner the  
 23 Superintendent deems to be appropriate.

24 **DISPOSAL OF COMPUTERS**

25 No matter the value of computers designated by the Superintendent/designee to be surplus property,  
 26 computers may be disposed of as follows:

27 (1) Donated to low-income families in the school district after the memory hard drives of the  
 28 computers have been sanitized; or

29  
 30 (2) Disposed of by selling or trading them to computer vendors or manufacturers as part of  
 31 the proposal to purchase new computers for GMSD.

1 **DISPOSITION OF EQUIPMENT PURCHASED WITH FEDERAL DOLLARS**

2 When equipment that was purchased with federal dollars is no longer needed for the original project or  
3 program or for other activities currently or previously supported by a federal agency, disposition of the  
4 equipment shall be made as follows:

5 (1) Items of equipment with a current per-unit fair market value of less than ~~\$5,000~~ \$10,000 may be  
6 retained, sold or otherwise disposed of with no further obligation to the awarding agency.

7 (2) Items of equipment with a current per unit fair market value in excess of ~~\$5,000~~ \$10,000 may be  
8 retained or sold and the awarding agency shall have a right to an amount calculated by  
9 multiplying the current market value or proceeds from sale by the awarding agency's share of the  
10 equipment. If the equipment is sold, the Federal awarding agency may permit GMSD to deduct  
11 and retain from the Federal share \$1,000 of the proceeds to cover expenses associated with selling  
12 and handling expenses.

\* This Policy does not pertain to real property owned by GMSD.

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Legal References

T.C.A. § 1-3-120  
T.C.A. § 12-2-403  
T.C.A. § 49-6-2007  
T.C.A. § 49-6-2208  
2 CFR § 200.313



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**TO:** GMSD Board of Education  
**FROM:** The Human Resources Department  
**RE:** Stop Loss Insurance Renewal  
**DATE:** August 5, 2025

**Understandings:**

- 1) The Current Stop Loss Insurance Provider is Sirius Point America through Managing General Underwriter, PERU.
- 2) The *Specific Deductible Amount* per employee who participates in our medical plan is \$125,000.
- 3) The goal of having stop loss insurance is to protect GMSD against catastrophic claims:
  - a. Currently, we have eight contributing members over the \$125,000 threshold.
- 4) Stop Loss Renewal rates were based on the following number of plan participants:
  - a. Single= 273 members
  - b. Employee +1= 89 members
  - c. Family= 180 members
  - d. Total= 542 members
- 5) Lucent Health requested a total of five Stop Loss proposals from the following companies. However, only Sirius America Insurance through PERU, Liberty Mutual, and HCC Life officially submitted firm Stop Loss rate proposals. IAT and ECU declined to quote upon seeing the quoted renewal rates:
  - a. Sirius America Insurance (PERU)
  - b. Liberty Mutual
  - c. HCC Life
  - d. IAT
  - e. ECU
- 6) The *Annual Specific Premium* renewal is an increase from the 2024/2025 plan year.
- 7) The *Annual Aggregate Premium* renewal is a decrease from the 2024/2025 plan year.
- 8) *Recommended total annual premium* cost for the 2025-2026 school year is \$1,162,726.

**Stop Loss Renewal Rates 2024**

	<b>Current</b>	<b>Renewal</b>
<b>Insurer:</b>	<b>Sirius Point America (PERU)</b>	<b>Sirius Point America (PERU)</b>
<b>Specific Deductible:</b>	\$125,000	\$125,000
<b>Annual Total Specific Premium:</b>	\$1,001,518	\$1,130,726
<b>Annual Agg Premium:</b>	\$36,747	\$31,999
<b>Total Annual Stop Loss Premium:</b>	\$1,038,267	\$1,162,726

**Recommendation:**

The GMSD Human Resources Department’s recommendation is to support the Self-Funded Stop Loss Insurance renewal proposal with Sirius Point America Insurance through PERU at a \$125,000 Specific Deductible based on the understandings presented by Lucent Health and consultants with ESP, LLC.



## Germantown Municipal School District Budget Amendment

Fiscal Year: 2025-2026

Amendment # 2

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-71200-116	Teachers	-	-	74,000	74,000
141-71200-163	Educational Assistants	-	-	59,200	59,200
141-71200-201	Social Security	-	-	7,200	7,200
141-71200-204	Retirement	-	-	11,200	11,200
141-71200-206	Life Insurance	-	-	200	200
141-71200-207	Medical Insurance	-	-	20,000	20,000
141-71200-212	Medicare	-	-	1,700	1,700
141-71200-217	Retirement - Hybrid	-	-	519	519
141-71200-725	SPED Equipment	-	-	5,000	5,000
141-72220-322	Evaluation & Testing	-	-	10,868	10,868
141-72220-524	In-Service/Staff Development	-	-	3,000	3,000
141-46515-321	State SPED Preschool Grant Revenue	-	-	192,887	192,887

**REASON FOR AMENDMENT:**

Salaries and benefits for 1 SPED teacher and for 2 SPED assistants, equipment, testing, and PD - State SPED Preschool Grant

**APPROVAL / DENIAL:**

\_\_\_\_\_ Budget revision is approved effective \_\_\_\_\_.

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

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\_\_\_\_\_ Date \_\_\_\_\_

\_\_\_\_\_ Date \_\_\_\_\_