

Contract Committee Review Request
 MUST BE COMPLETED IN FULL

Date: Sept. 30, 2021

Contract/Agreement Vendor: Sun Life Financial
Name of Vendor & Contact Person
 Derek.Jones@sunlife.com
Vendor Email Address

The annual renewal of the district paid life insurance plan with Sun Life for all certified employees and support employees which work 30 hours or more per week. +

District Employees - Life Insurance Coverage
Reason/Audience to benefit

Oct. 11, 2021
BOE Date

Amount of agreement

Person Submitting Contract/Agreement for Review: Karen Schwab/Becky Bishop

PLEASE SEND THROUGH APPROPRIATE APPROVAL ROUTING BEFORE SENDING TO BOARD CLERK

Principal &/or Director or Administrator: Karen Schwab

Does this Contract/Agreement utilize technology? YES/NO NO
 If yes, Technology Admin: _____

Leadership Team Member: [Signature]

Funding Source: General _____
Fund/Project OCAS Coding

Consent Item: Accept and approve the NEW/RENEWAL agreement between Broken Arrow Public Schools and the vendor listed above. (ie. New fiscal year &/or Renewal services)

Action Item: Discussion, motion and vote on motion to approve or disapprove the NEW agreement between Broken Arrow Public Schools and the vendor listed above. (ie. Purchase over \$50,000 &/or new service)

The Contract/Agreement should be received at least 2 weeks prior to a Board Meeting to ensure placement on the Agenda. The Contract Committee meets most Tuesdays at 8:00a.m. All Contracts/Agreements, regardless the amount, must be first approved by the Contract Committee and then presented to the Board of Education for approval and signature. The item will be placed on Electronic School Board for the board agenda by Janet Brown. By following this process, the liability of entering into an agreement is placed with the district rather than an individual.



**Annual Rate & Schedule Confirmation
January 1, 2022**

Broken Arrow Public Schools #238223
Basic Life & AD&D, Employee Optional Life & AD&D, Dependent Optional Life

Renewal Rate Confirmation*

<u>Benefit</u>	<u>Rate</u>	
Employee Basic Life	\$0.161	for each \$1,000 of insurance
Employee Basic AD&D	\$0.020	for each \$1,000 of insurance
Employee Optional Life	\$0.446	for each \$1,000 of insurance
Employee Optional AD&D	\$0.020	for each \$1,000 of insurance
Spouse Optional Life	\$0.251	for each \$1,000 of insurance
Child Optional Life	\$0.230	for each \$1,000 of insurance

**Rates are guaranteed through 12/31/2023*

Annual Policy Confirmation**

EMPLOYEE LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

BASIC INSURANCE

CLASSIFICATION

- 1 All Eligible Superintendents
- 2 All Eligible Assistant Superintendents
- 3 All Eligible Directors, Principals and Assistant Principals
- 4 All Eligible Part-Time Employees
- 5 All Eligible Full-Time Teachers and Support Staff

CLASS	LIFE	AD&D
1	2 times the Employee's Basic Annual Earnings*	An amount equal to the Employee's amount of Basic Life Insurance in force
2	\$75,000	\$75,000
3	\$50,000	\$50,000
4 and 5	\$20,000	\$20,000



OPTIONAL INSURANCE

CLASSIFICATION

- 1 All Eligible Full-Time Employees
- 2 All Eligible Part-Time Employees

CLASS	LIFE	AD&D
1 and 2 An Employee may elect one of the following Options:		An amount equal to the Employee's amount of Optional Life Insurance in Force
Option I	\$20,000	An amount equal to the Employee's amount of Optional Life Insurance in Force
Option II	\$50,000	An amount equal to the Employee's amount of Optional Life Insurance in Force
Option III	\$75,000	An amount equal to the Employee's amount of Optional Life Insurance in Force
Option IV	\$100,000	An amount equal to the Employee's amount of Optional Life Insurance in Force
Option V	\$150,000	An amount equal to the Employee's amount of Optional Life Insurance in Force
Option VI	\$200,000	An amount equal to the Employee's amount of Optional Life Insurance in Force
Option VII	\$250,000	An amount equal to the Employee's amount of Optional Life Insurance in Force
Option VIII	\$300,000	An amount equal to the Employee's amount of Optional Life Insurance in Force

* rounded to the next higher \$1,000, if not already a multiple of \$1,000.

The **Basic Maximum Benefit** for Class 1 is \$375,000.

(Applicable to Employees insured on December 31, 2014)

The **Guaranteed Issue Amount** for Optional Life Insurance is the amount of Optional Life Insurance the Employee had in force on December 31, 2014 or the Guaranteed Issue Amount shown below, whichever is greater.

(Applicable to Employees hired on or after January 1, 2015)

The **Guaranteed Issue Amount** for Optional Life Insurance is \$100,000.

An Employee's amount of Basic and Optional Life and Accidental Death and Dismemberment Insurance shown in the Schedule will reduce to 60% when he attains age 70.

An Employee's Basic and Optional Life and Accidental Death and Dismemberment Insurance terminates at the Employee's retirement.

Evidence of Insurability, satisfactory to Sun Life, will be required for any of the following reasons:

- an Employee who elects Basic Life Insurance only and subsequently elects Optional Life Insurance; or
- an Employee who elects an increase in his amount of Optional Life Insurance in excess of 1 Option; or
- an Employee whose amount of Life Insurance is in excess of the Guaranteed Issue Amount.



DEPENDENT OPTIONAL LIFE INSURANCE

CLASSIFICATION

1 All Eligible Full-Time Employees

2 All Eligible Part-Time Employees

CLASS
1 and 2

Spouse
\$10,000

Child under age 26
\$5,000

Evidence of Insurability, satisfactory to Sun Life, will be required for an Employee's Dependent if an Employee elects no coverage and subsequently elects Dependent Optional Life Insurance.

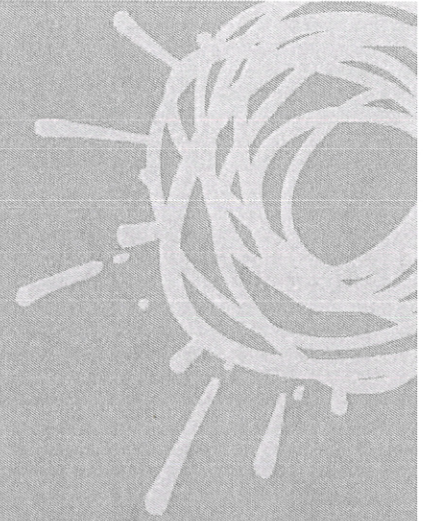
**See Renewal Proposal for rating details*

***See Policy for details*

(Signature)

(Title)

(Date)



PROPOSAL

Brighter under the sun

Created for:
Broken Arrow Public Schools

Renewal Rates Section

Renewal Effective Date: January 1, 2022

Group Sponsor Name:	Broken Arrow Public Schools
Group Policy Number:	238223

Sun Life will continue this coverage at the referenced renewal rates provided that premium owed is paid to date.



Basic Life

Employee Basic Life and AD&D Current Rates

Coverage	Total employees	Current monthly rate	Total current monthly volume	Total current monthly premium	Total current annual premium
Employee Basic Life:	2041	\$0.157	\$43,668,000	\$6,856	\$82,271
Employee Basic AD&D	2041	\$0.020	\$43,668,000	\$873	\$10,480
Total estimated premium				\$7,729	\$92,751
Rate basis: Per \$1,000 of volume					
There could be income tax and ERISA implications when the employer-funded Basic Life rates are subsidized by employee-funded Optional Life rates. Subsidized rates may create additional imputed income for some employees (under IRC Section 79) and may implicate ERISA's fiduciary rules. You should review these issues with your tax and ERISA counsel before implementing a subsidized group basic and optional life plan.					

Employee Basic Life and AD&D Renewal Rates

Coverage	Total employees	Monthly rate	Total estimated monthly volume	Total estimated monthly premium	Total estimated annual premium
Employee Basic Life:	2041	\$0.161	\$43,668,000	\$7,031	\$84,367
Employee Basic AD&D	2041	\$0.020	\$43,668,000	\$873	\$10,480
Total estimated premium				\$7,904	\$94,847
Rate basis: Per \$1,000 of volume					
There could be income tax and ERISA implications when the employer-funded Basic Life rates are subsidized by employee-funded Optional Life rates. Subsidized rates may create additional imputed income for some employees (under IRC Section 79) and may implicate ERISA's fiduciary rules. You should review these issues with your tax and ERISA counsel before implementing a subsidized group basic and optional life plan.					

Group Basic Life and AD&D coverage is underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 93P-LH.



Optional Life

Employee Optional Life, AD&D, and Dependent Optional Life Current Rates

Coverage	Total eligible employees	Current monthly rate
Employee Optional Life	429	\$0.361
Employee Optional AD&D	429	\$0.020
Spouse Optional Life	440	\$0.230
Child Optional Life	440	\$0.230
Rate basis: Per \$1,000 of volume		

Employee Optional Life, AD&D, and Dependent Optional Life Renewal Rates

Coverage	Total eligible employees	Monthly rate
Employee Optional Life	429	\$0.446
Employee Optional AD&D	429	\$0.020
Spouse Optional Life	440	\$0.251
Child Optional Life	440	\$0.230
Rate basis: Per \$1,000 of volume		

Group Optional Life and AD&D coverage is underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 93P-LH.

Basic Life

Plan design and rates

Employee Basic Life and AD&D plan design

Employee Basic Life			
Eligible employees	All Full-Time United States Employees working in the United States who are scheduled to work a minimum of 30 hours per week for Classes 1,2,3,5		
	All Part-Time United States Certified Teachers working in the United States who are scheduled to work a minimum of 20 hours per week for Classes 4		
Effective Date	January 1, 2022		
	Class 1	Class 2	Class 3
Class description	All Eligible Superintendents	All Eligible Assistant Superintendents	All Eligible Directors, Principals and Assistant Principals
Waiting Period	First of the month coincident with or next following date of employment	First of the month coincident with or next following date of employment	First of the month coincident with or next following date of employment
Benefit amount	2 times annual earnings	Flat \$75,000	Flat \$50,000
Maximum benefit	\$375,000	\$75,000	\$50,000
Guaranteed Issue amount	Up to the maximum benefit	Up to the maximum benefit	Up to the maximum benefit
Contributions	Noncontributory	Noncontributory	Noncontributory
Participation requirement	100%	100%	100%
	Class 4	Class 5	
Class description	All Eligible Part-Time Employees	All Eligible Full-Time Teachers and Support Staff	
Waiting Period	First of the month coincident with or next following date of employment	First of the month coincident with or next following date of employment	
Benefit amount	Flat \$20,000	Flat \$20,000	
Maximum benefit	\$20,000	\$20,000	
Guaranteed Issue amount	Up to the maximum benefit	Up to the maximum benefit	
Contributions	Noncontributory	Noncontributory	
Participation requirement	100%	100%	

Employee Basic AD&D			
Eligible employees	All Full-Time United States Employees working in the United States who are scheduled to work a minimum of 30 hours per week for Classes 1,2,3,5		
	All Part-Time United States Certified Teachers working in the United States who are scheduled to work a minimum of 20 hours per week for Class 4		
Effective Date	January 1, 2022		
	Class 1	Class 2	Class 3
Class description	All Eligible Superintendents	All Eligible Assistant Superintendents	All Eligible Directors, Principals and Assistant Principals
Benefit amount	2 times annual earnings	Flat \$75,000	Flat \$50,000
Maximum benefit	\$375,000	\$75,000	\$50,000
Compulsory coverage	Yes	Yes	Yes
Contributions	Noncontributory	Noncontributory	Noncontributory
Participation requirement	100%	100%	100%
	Class 4	Class 5	
Class description	All Eligible Part-Time Employees	All Eligible Full-Time Teachers and Support Staff	
Benefit amount	Flat \$20,000	Flat \$20,000	
Maximum benefit	\$20,000	\$20,000	
Compulsory coverage	Yes	Yes	
Contributions	Noncontributory	Noncontributory	
Participation requirement	100%	100%	

Group Basic Life and AD&D coverage is underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 93P-LH.

Basic Life rates

Coverage	Total employees	Monthly rate	Total estimated monthly volume	Total estimated monthly premium	Total estimated annual premium
Employee Basic Life	2041	\$0.161	\$43,668,000	\$7,031	\$84,367
Employee Basic AD&D	2041	\$0.020	\$43,668,000	\$873	\$10,480
Total estimated premium				\$7,904	\$94,847
Rate basis: Per \$1,000 of volume					
There could be income tax and ERISA implications when the employer-funded Basic Life rates are subsidized by employee-funded Optional Life rates. Subsidized rates may create additional imputed income for some employees (under IRC Section 79) and may implicate ERISA's fiduciary rules. You should review these issues with your tax and ERISA counsel before implementing a subsidized group basic and optional life plan.					

Sequence Number: 4

Included in this plan:

- A flat 7.50% broker commission
- 24-month rate guarantee from the Effective Date
- Employee age reductions: All coverage amounts reduce to 60% at age 70 for Class 1.
- Employee age reductions: All coverage amounts reduce to 60% at age 70 for Classes 2,3,4,5.
- Conversion Privilege
- Employee Accelerated Death Benefit of 75% to a maximum of \$500,000.
- If Value-Added Services Choice #1 is selected, Emergency Travel Assistance is included for all employees and their dependents, and Identity Theft Protection is included for all employees.²
- If Value-Added Services Choice #2 is selected, Claimant Support Services and Online Will Preparation are included for all employees and their dependents.²
- Coverage will be continued on a premium-paying basis for a period of 90 day(s) during a layoff.
- Coverage will be continued on a premium-paying basis for a period of 24 month(s) during a leave of absence approved by the policyholder.
- Coverage will be continued on a premium-paying basis for a period of 12 month(s) during a period of injury or sickness.
- Employee coverage is rounded to the next highest \$1,000 for Class 1.
- Earnings definition: Earnings are defined as the current earnings reported by the employer. Earnings include deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan, or flexible spending account. Earnings do not include commissions, bonuses, overtime, or any other compensation.
- 24-hour AD&D coverage
- Special AD&D benefits:
 - Air Bag
 - Bereavement Counselling
 - Business Travel
 - Dependent Education - Child
 - Dependent Education - Spouse
 - Helmet
 - Seat Belt

Footnote information is located in the General Disclosures section on the last page of this proposal.

Group Basic Life and AD&D coverage is underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 93P-LH.

Optional Life

Plan design and rates

Employee Optional Life, AD&D, and Dependent Optional Life plan design

Employee Optional Life					
Eligible employees	All Full-Time United States Employees working in the United States enrolled in Employee Basic Life Insurance who are scheduled to work a minimum of 30 hours per week for Class 1				
	All Part-Time United States Certified Teachers working in the United States enrolled in Employee Basic Life Insurance who are scheduled to work a minimum of 20 hours per week for Class 2				
Effective Date	January 1, 2022				
Class 1					
Class description	All Eligible Full-Time Employees				
Waiting Period	First of the month coincident with or next following date of employment				
	Option 1	Option 2	Option 3	Option 4	Option 5
Benefit amount	Flat \$20,000	Flat \$50,000	Flat \$75,000	Flat \$100,000	Flat \$150,000
Maximum benefit	\$20,000	\$50,000	\$75,000	\$100,000	\$150,000
	Option 6	Option 7	Option 8		
Benefit amount	Flat \$200,000	Flat \$250,000	Flat \$300,000		
Maximum benefit	\$200,000	\$250,000	\$300,000		
Combined maximum benefit amount	5 times annual earnings				
Guaranteed Issue amount	\$100,000				
Participation requirement	30%				
Class 2					
Class description	All Eligible Part-Time Employees				
Waiting Period	First of the month coincident with or next following date of employment				
	Option 1	Option 2	Option 3	Option 4	Option 5
Benefit amount	Flat \$20,000	Flat \$50,000	Flat \$75,000	Flat \$100,000	Flat \$150,000
Maximum benefit	\$20,000	\$50,000	\$75,000	\$100,000	\$150,000
	Option 6	Option 7	Option 8		
Benefit amount	Flat \$200,000	Flat \$250,000	Flat \$300,000		
Maximum benefit	\$200,000	\$250,000	\$300,000		
Combined maximum benefit amount	5 times annual earnings				
Guaranteed Issue amount	\$100,000				
Participation requirement	30%				

Employee Optional AD&D					
Eligible employees	All Full-Time United States Employees working in the United States enrolled in Employee Basic Life Insurance who are scheduled to work a minimum of 30 hours per week for Class 1				
	All Part-Time United States Certified Teachers working in the United States enrolled in Employee Basic Life Insurance who are scheduled to work a minimum of 20 hours per week for Class 2				
Effective Date	January 1, 2022				
Class 1					
Class description	All Eligible Full-Time Employees				
	Option 1	Option 2	Option 3	Option 4	Option 5
Benefit amount	Flat \$20,000	Flat \$50,000	Flat \$75,000	Flat \$100,000	Flat \$150,000
Maximum benefit	\$20,000	\$50,000	\$75,000	\$100,000	\$150,000
	Option 6	Option 7	Option 8		
Benefit amount	Flat \$200,000	Flat \$250,000	Flat \$300,000		
Maximum benefit	\$200,000	\$250,000	\$300,000		
Combined maximum benefit amount	5 times annual earnings				
Compulsory coverage	Yes				

Employee must elect Optional Life to elect Optional AD&D

Spouse Optional Life	
Eligible employees	All Full-Time United States Employees working in the United States enrolled in Employee Basic Life Insurance who are scheduled to work a minimum of 30 hours per week for Class 1

Group Optional Life and AD&D coverage is underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 93P-LH.

September 23, 2021

Case ID: 1773071

	All Part-Time United States Certified Teachers working in the United States enrolled in Employee Basic Life Insurance who are scheduled to work a minimum of 20 hours per week for Class 2	
Effective Date	January 1, 2022	
	Class 1	Class 2
Class description	All Eligible Full-Time Employees	All Eligible Part-Time Employees
Spouse benefit amount	Flat \$10,000	Flat \$10,000
Spouse maximum benefit	\$10,000	\$10,000
Spouse Guaranteed Issue amount	Up to the maximum benefit	Up to the maximum benefit
Maximum % of employee coverage	50%	50%
Spouse termination age	N/A	N/A

Employee must elect Optional Life to elect Dependent Optional Life

Child Optional Life		
Eligible employees	All Full-Time United States Employees working in the United States enrolled in Employee Basic Life Insurance who are scheduled to work a minimum of 30 hours per week for Class 1	
	All Part-Time United States Certified Teachers working in the United States enrolled in Employee Basic Life Insurance who are scheduled to work a minimum of 20 hours per week for Class 2	
Effective Date	January 1, 2022	
	Class 1	Class 2
Class description	All Eligible Full-Time Employees	All Eligible Part-Time Employees
Child benefit amount	Flat \$5,000	Flat \$5,000
Child maximum benefit	\$5,000	\$5,000
Full child benefit begins	birth	birth
Child eligibility	Unmarried dependent children from birth to age 26 or to age 26 if full-time student	Unmarried dependent children from birth to age 26 or to age 26 if full-time student
Maximum % of employee coverage	50%	50%

Employee must elect Optional Life to elect Dependent Optional Life

Optional Life rates

Coverage	Total eligible employees	Monthly rate
Employee Optional Life	429	\$0.446
Employee Optional AD&D	429	\$0.020
Spouse Optional Life	440	\$0.251
Child Optional Life	440	\$0.230
Rate basis: Per \$1,000 of volume		

Sequence Number: 4

Included in this plan:

- A flat 7.50% broker commission
- 24-month rate guarantee from the Effective Date
- Employee age reductions: All coverage amounts reduce to 60% at age 70.
- Spouse age reductions: None
- Conversion Privilege
- Employee Accelerated Death Benefit of 75% to a maximum of \$500,000
- Coverage will be continued on a premium-paying basis for a period of 90 day(s) during a layoff.
- Coverage will be continued on a premium-paying basis for a period of 24 month(s) during a leave of absence approved by the policyholder.
- Coverage will be continued on a premium-paying basis for a period of 12 month(s) during a period of injury or sickness.

Group Optional Life and AD&D coverage is underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 93P-LH.

- Employee coverage is rounded to the next highest \$1,000.
- Earnings definition: Earnings are defined as the current earnings reported by the employer. Earnings include deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan, or flexible spending account. Earnings do not include commissions, bonuses, overtime, or any other compensation.
- 24-hour AD&D coverage
- Special AD&D benefits:
 - Business Travel
 - Seat Belt
 - Air Bag
 - Bereavement Counselling
 - Helmet
 - Dependent Education—Child
 - Dependent Education—Spouse

Group Optional Life and AD&D coverage is underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 93P-LH.

Assumptions

- Dependents are eligible for coverage only when the employee is insured. Dependent coverage amounts are subject to state requirements.
- Coverage for dependents who are hospital-confined due to illness or injury will be effective on the date they are no longer hospital-confined. Hospital-confined does not apply to a newborn child.
- Notification of any employer-completed merger or acquisition.
- Evidence of Insurability is required for late entrants, coverage increases, and coverage in excess of the Guaranteed Issue amount.

Group Life and AD&D coverage is underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 93P-LH.