

Ector County Independent School District Odessa, Texas

Memorandum

TO: Board of Trustees

FROM: Wendell Sollis, Superintendent

SUBJECT: APPROVAL TO MODIFY THE TEACHER EMPLOYEE RECRUITING
AND RETENTION PROGRAM (TERRP) AGREEMENT (BG-Q)

DATE: March 28, 2006

Currently ECISD participates in a 401(A) Teacher Employee Recruiting and Retention Program (TERRP) for the purpose of recruiting and retaining educators. We ask approval to change the District administrator for TERRP from the Assistant Superintendent for Human Resources to the Deputy Superintendent for District Operations or the Assistant Superintendent for Business Operations. We also ask that the plan administrator be changed from the Public Agency Retirement System (PARS) to ONEAMERICA/AUL Retirement Services. All assets held in trust at the Union Bank of California will be transferred to ONEAMERICA/AUL Retirement Services. The change in administrators will change the plan from an employer directed plan to an employee directed plan. This will allow each employee to self-direct the contributions to investment options that best meet his/her overall financial plan for retirement. This will remove potential liability from the District. This move will also save the District on administrative fees; currently we pay approximately \$1,700 per month in administrative costs, after the move the plan should save approximately 80% of the administrative cost.

It is recommended that the Board of Trustees approve the above modifications to the Teacher Employee Recruiting and Retention Program (TERRP) Agreement.

Respectfully submitted,

Wendell Sollis,
Superintendent

Bruce Revell,
**Deputy Superintendent
for District Operations**