

EXECUTIVE SUMMARY

FOR THE SHOREWOOD SCHOOL BOARD

Topic: Teacher retirement request

Date: December 4, 2012

Prepared by: Marty Lexmond

Recommended action:

<input type="checkbox"/>	Information only
<input type="checkbox"/>	Presentation/discussion
<input checked="" type="checkbox"/>	Discussion/action by committee
<input type="checkbox"/>	Discussion/action by board of education
<input type="checkbox"/>	Presentation/action next meeting

Recommendation(s): Approve the retirement request of Joan Geary

Background:

1. The comprehensive collective bargaining agreement with the Shorewood Education Association ended on June 30, 2011. Currently only base wage increases and their distribution are subjects of bargaining. All other items formerly included in the collective agreement are now included in the employee handbook or in a specific teacher appendix to the employee handbook.
2. One of the items which has yet to be fully articulate in the teacher appendix to the employee handbook is the post-employment health benefit. The Human Resources Committee of the Board will take up this discussion with the administration and teacher representatives and make recommendations to the Finance & Facilities Committee in coming months.
3. Because teachers may be interested in requesting retirement at the end of the 2012-2013 school year, the administration is recommending that these requests be considered on a case-by-case basis. Any decision regarding an individual teacher retirement request shall be considered as non-precedent setting in the discussions and recommendations for post employment benefits in the future.
4. Joan Geary is requesting retirement at the end of the 2012-2013 school year. Included in her request is an additional two months of health care coverage beyond the 61 months that was included in the most recent collective bargaining agreement. The Administration supports this request given that the differential in salary and long-term benefit commitments for an early career teacher are fiscally

advantageous for the district.

Attachment

November 14, 2012

Dear Dr. Lexmond and Shorewood School Board Members:

After more than 26 years of working with some of the finest people in the field of education, I regretfully must say I am considering retirement at the end of this school year due to some personal issues.

There is one issue, health insurance, which is delaying making my decision final. Although Shorewood School District is offering 61 months of health insurance to retirees, I fall just two months short of being eligible for Medicare. I am asking Shorewood School District to provide an additional two months of health insurance to guarantee no lapse of health coverage.

I understand retirement notices are due by November 15, but before I make the final decision, I need some assurance of continued health coverage until I am eligible for Medicare.

Thank you for your consideration of my request.

Sincerely yours,

Joan Geary