EXECUTIVE SUMMARY

FOR THE SHOREWOOD SCHOOL BOARD

Topic: Secretary retirement benefit request

Date: December 11, 2012

Prepared by: Marty Lexmond

Recommended action: ___   Information only
       ___   Presentation/discussion
       _X_   Discussion/action by committee
       ___   Discussion/action by board of education
       ___   Presentation/action next meeting

Recommendation(s): Approve the retirement request of Peggy Eannelli

Background:

1. The collective bargaining agreement for secretaries in the Shorewood School District 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 appendix to the employee handbook. The appendix for secretaries is in draft and nearly complete.

2. One of the items which has yet to be fully articulated in the secretary 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 employee representatives and make recommendations to the Finance & Facilities Committee in coming months.

3. Because secretaries 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 secretary retirement request shall be considered as non-precedent setting in the discussions and recommendations for post employment benefits in the future.

4. Peggy Eannelli is considering retirement at the end of the 2012-2013 school year. If she decides to retire at the end of the 2012-2013 school year, she is requesting the same post employment benefits defined in the 2009-2011 collective bargaining agreement. The Administration supports this request given that the differential in salary and long-term benefit commitments for an early career secretary are fiscally advantageous for the district.

Attachment: Letter of Resignation