

Whitefish Bay Schools

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To: Board of Education
From: Shawn Yde / Mary Gavigan
Re: Post Retirement Benefit Study
Date: September 14, 2011

EXECUTIVE SUMMARY

Recommendation: That the School Board approves a process to study post retirement benefit plans for groups that were formerly provided benefits through collective bargaining agreements.

Background: The School Board has requested that the administration present a recommended process for developing a post retirement benefit study. As part of this process the administration will use the services of an actuary.

Members of Study Committee: The administration is recommending the membership on this study committee:

Shawn Yde, Director of Business Services
Mary Gavigan, District Administrator (Ex Officio)
Mark Kapocius, Director of Human Resources
Board Member Representative (Personnel Chair) (Finance Chair)

Work of the Committee: The administration offers the following as representative tasks for the Post Retirement Benefit Committee:

- Review work completed previously with regard to post retirement benefits and the actuarial liability calculations associated with the collective bargaining agreements.
- Review current uses of school district OPEB benefits.
- Evaluate the current condition of school district OPEB liability and its established OPEB trust.
- Study benefit offerings of other public schools with whom we compete to hire quality staff.
- Review possible changes to benefit structure.
- Survey employees to solicit feedback on benefit structures.
- Re-engage the assistance of an actuary to perform costing estimates on various scenarios.

Proposed Charge to the Study Committee: The administration recommends the following charge be given to the Post Retirement Benefit Study Committee:

- Review school district and employee needs for post retirement.
- Consider implications of the Post Retirement Study recommendations on the long-term financial health of the district and its ability to attract and retain high quality staff members.
- Present a comprehensive benefit plan (or plans, for different employee groups) for use by the district, including considerations of attracting and retaining quality staff, honoring existing commitments (to the extent possible) cost estimates, considerations of sustainability and funding strategies.

Timeline: The administration recommends that the committee be charged with providing a report of its findings and a presentation of a Post Retirement Benefit study no later than March 1, 2012.