

Resolution 1920R-006

By Director Siemsen

WHEREAS, The Milwaukee Board of School Directors has legal and fiscal responsibilities for all district operations and is responsible for formulating and adopting policies; and

WHEREAS, The Milwaukee Board of School Directors, on March 30, 2017, approved an Early Retirement Window (ERW) that allowed eligible employees to retire within a three-year period beginning on July 1, 2017 and ending June 30, 2020; and

WHEREAS, The requirements for ERW eligibility included:

- Hired before July 1, 2013
- At least age 55 years
- 20 years of service
- 90% of sick leave (1,044 hours for 10 month employees; 1,080 for 12 month employees); and

WHEREAS, School-based employees must retire at end of the school year and provide notification of retirement by January 31 of the school year; and

WHEREAS, Effective July 1, 2020, the ERW ends and the age requirement for retiree health and life insurance benefits reverts to age 60; and

WHEREAS, These ERW parameters likely accelerate staff retirements, as noted in the actuarial valuation results presented to the Board on December 11, 2018; and

WHEREAS, Accelerated staff retirements are likely to compound the District's significant challenge of filling and staffing position vacancies; now, therefore, be it

RESOLVED, That the Board direct the Administration, in conjunction with the Office of Accountability and Efficiency, to estimate the financial impact of the current ERW and of extending the Early Retirement Window based on the following alternate scenarios:

- Current ERW requirements and extending the period end date to June 30, 2023
- Current ERW requirements and extending the period end date to June 30, 2025
- Current ERW requirements and no end date (permanent change)
- Current ERW requirements but moving at least age from 55 to 57 and no end date (permanent change); and be it

FURTHER RESOLVED, That this analysis be brought back to the Board no later than the ~~August~~ October 2019 Board cycle.

May 30, 2019