



Phased Retirement Status Report and Recommendations

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Retired Employees Contracted with Smartschoolsplus

Location

Anasazi Elementary Principal
Ingleside Middle School
Tonalea Elementary School
Hohokam Elementary School
Mountainside Middle School
Kiva Elementary School
Curriculum Services
Desert Mountain High School
Arcadia High School
Tonalea Elementary School
Special Education
Pima Elementary School
Pima Elementary School
Chaparral High School
Cocopah Middle School
Coronado High School
Coronado High School
Coronado High School

Position

Assistant Principal (1/2 year, Spring 07)
Teacher Science
Teacher Special Ed - LSC
Teacher Special Ed - SLP
Teacher 2X Gifted
Principal
Science Curriculum Coordinator
Teacher Special Ed - LRC
Teacher Special Ed - LRC
Teacher Special Ed - LSC
Program Coordinator
Principal
Teacher Special Ed – LRC
Principal (1/2 year, Spring 07)
Principal
Teacher Special Ed - LSC
Psychologist
Teacher Math

Current Position Breakdown

- ◆ 10 Teachers (7 Sped, 1 Gifted, 1 Science, 1 Math)
- ◆ 3 Principals (2 Elementary, 1 Middle)
- ◆ 2 Coordinators (Sped, Curriculum)
- ◆ 1 Psychologist (Sped)

16 Total Positions



Cost Comparisons

Salary Costs

<u>SUSD</u>	<u>Smartschoolsplus</u>	<u>Savings</u>
\$1,193,712	\$1,044,743	\$148,969

Insurance Costs

<u>SUSD</u>	<u>Smartschoolsplus</u>	<u>Savings</u>
\$61,800	\$0	\$61,800



Total Savings

\$210,769

Recommendations

1. Continue Phased-Retirement
2. Expand eligibility to all employees
3. Modify compensation amount – 83% to 78%
4. Keep 83% for hard to fill positions
5. Expand to 2 year contract option

Rationale

- ◆ Expands tool for maximizing employment pool
- ◆ Does save costs – range of future savings from \$300,000 to \$1,000,000
- ◆ Minimizes shortage in hard to fill areas
- ◆ No significant employment issues – high quality of performance
- ◆ Retained quality employees who may have chosen full retirement
- ◆ Any potential liability can be factored in with costs and set aside
- ◆ No pending legislation that would disallow the practice, may modify with ASRS i.e. some contribution for future program



Questions?