

BOARD OF TRUSTEES
Special Meeting Minutes
Friday, March 24, 2017

1. CALL TO ORDER–ROLL CALL

Board President Anna L. Piercy called the special meeting of the Anaheim Union High School District Board of Trustees to order at 10:32 a.m.

Present: Anna L. Piercy, president; Katherine H. Smith, clerk; Al Jabbar, assistant clerk; Brian O’Neal and Annemarie Randle-Trejo, members; Michael B. Matsuda, superintendent; Jaron Fried, Ed.D., Brad Jackson, and Jennifer Root assistant superintendents; and Jeff Riel, District counsel.

2. ADOPTION OF AGENDA

On the motion of Trustee Jabbar, duly seconded and unanimously carried, the Board of Trustees adopted the agenda.

3. PLEDGE OF ALLEGIANCE

Board President Anna L. Piercy led the Pledge of Allegiance to the Flag of the United States of America.

4. PUBLIC COMMENTS, OPEN SESSION ITEM

There were no requests to speak.

5. ITEM OF BUSINESS

RESOLUTION

Resolution No. 2016/17-B-21, Supplemental Employee Retirement Plan (SERP) with Keenan and Associates

Background Information:

California school districts from time-to-time offer early retirement incentives to achieve specific goals avoiding layoffs due to the discontinuation of certain programs, maintain employee relations, and recognize long-time service to the District. The goal is to offer a plan that potentially reduces District expenditures, or is at least cost neutral. These potential savings are achieved by replacing retiring employees with employees at the lower end of the salary schedule. Providing this incentive, AUHSD may increase employee retirements which could minimize the number of employees reduced through the Reduction in Force (RIF) process.

Current Consideration:

Given current staffing and economic considerations, the current proposal is to offer a voluntary incentive with a window period that opens March 24, 2017, and closes on April 27, 2017. This offer would be contingent upon a sufficient number of participants Districtwide retiring to make the

implementation financially feasible for the District. Assuming the final saving analysis is beneficial, the plan would go into effect July 1, 2017, with participants retiring on, or before, June 30, 2017, and the first incentive check will be issued starting August 2017.

The eligibility would include certificated employees (non-management), certificated management, classified employees (non-management), as well as classified management/confidential employees ages 55 and up and with a minimum of five years of service with the District, as of June 30, 2017, who agree to retire/resign by the end of the window period and retire/resign from the District by June 30, 2017.

The incentive will be provided through a tax qualified 403(b) program that provides payments through an annuity. The payments may be taken by an individual through a variety of structured options. The District contributions for these annuities will be made over five years.

Budget Implication:

In order for the SERP to be implemented it will need to generate savings, or at least be cost neutral. In May 2017, a projection of savings will be produced based on the actual participation in the plan.

Action:

On the motion of Trustee Randle-Trejo and duly seconded, following a lengthy discussion, the Board of Trustees adopted Resolution No. 2016/17-B-21. The roll call vote follows.

Ayes: Trustees Randle-Trejo, O'Neal, Jabbar, Smith, and Piercy

6. **ADJOURNMENT**

On the motion of Trustee O'Neal, duly seconded and unanimously carried, the Board of Trustees adjourned the meeting at 11:10 a.m.

Approved 
Clerk, Board of Trustees