



11-053
AGENDA

MONITORING REPORT
FOR
MANAGEMENT LIMITATION 2.7:
Compensation and Benefits

Date: December 13, 2011

Contacts: Scott R. Mikesh & Thomas Harper

MANAGEMENT LIMITATIONS

2.7: COMPENSATION AND BENEFITS

I hereby present my internal Monitoring Report on Compensation and Benefits in accordance with the monitoring schedule set forth in Board Governance Policy 3.4, Section 5.

I certify the information in this Report to be true.

Superintendent Signature: _____ Date: _____

MANAGEMENT LIMITATION 2.7 – COMPENSATION AND BENEFITS

- I. The Superintendent will not **cause or allow jeopardy** to the District’s **fiscal integrity** or **public image** when dealing with **employment, compensation, and benefits** for **employees, consultants, volunteers, or contractors**.

SUPERINTENDENT’S INTERPRETATION

- A. **Cause or Allow Jeopardy** – I interpret “*cause or allow jeopardy*” to mean that my actions or omissions will not produce an unnecessary risk of, or exposure to, injury, loss, or harm.
- B. **Fiscal integrity** – I interpret “*fiscal integrity*” to mean a sound, stable, and unimpaired financial condition.
- C. **Public image** – I interpret “*public image*” to mean the impression of the District’s policies, personnel, and operations that is imparted to those individuals within the District as well as those individuals outside of the District.
- D. **Compensation** – I interpret “*compensation*” to mean the salary or wages received in return for services rendered.
- E. **Benefits** – I interpret “*benefits*” to mean compensation other than salary or wages including, but not limited to, insurance and retirement.
- F. **Employees** – I interpret “*employees*” to mean all District staff, full-time and part-time, including those staff members recognized under the terms of a collective bargaining agreement (hereinafter referred to as a “comprehensive agreement”) such as Teachers, Associates, Clerical, Operations, Transportation, Food Service, Crafts and Child Care, as well as those staff members who are covered under a District Employment Agreement including Administrators, Specialists and Paraprofessionals.

- G. **Consultants** – I interpret “consultants” to mean independent specialists who provide the District with expert advice, opinion, or information, such as outside legal counsel.
- H. **Volunteers** – I interpret “volunteers” to mean individuals who perform services for the District without obligation and without promise of, or receipt of, remuneration for the services performed.
- I. **Contractors** – I interpret “contractors” to mean individuals or companies who enter into written agreements with the District to perform work at an agreed upon rate.

COMPLIANCE ANALYSIS – FISCAL INTEGRITY

In the context of “employment, compensation, and benefits for employees, consultants, volunteers, or contractors,” I interpret the management limitation that I “not cause or allow jeopardy to the District’s fiscal integrity” to mean that District-funded personnel costs will not result in an unintended or unknown unfunded obligations for the District that jeopardize the District’s ability to meet its payroll and contractual obligations to employees, consultants, and contractors.

In addition, to the extent that negotiated contracts are within the Superintendent’s control, I am to ensure that such rates fall within accepted parameters for the services rendered based on factors such as the level of professionalism of the service, geographical location, and economic conditions, etc. This means the district should receive needed personnel services at rates that provide acceptable value for the costs incurred, neither paying too much for the services rendered, nor so little that the District would be unable to hire or retain valuable personnel.

DATA REPORTED

Data pertaining to this portion of the management limitation will be reported and discussed in Section V of this Monitoring Report.

COMPLIANCE ANALYSIS – PUBLIC IMAGE

In the context of “employment, compensation, and benefits for employees, consultants, volunteers, or contractors,” I interpret the management limitation that I “not cause or allow jeopardy to the District’s public image” to mean that the District will not suffer damage to its reputation or good will in the eyes of the general public resulting from compensation or benefit levels paid to such personnel that are either too high or too low.

Further, to the extent that employee, consultant, volunteer, or contractor conduct or behavior is within my control, and while I cannot guarantee that all personnel will at all times conduct themselves in accordance with generally accepted community standards, I will ensure that reasonable precautions are taken including: conducting background checks and reference checks, drug testing as required by law, and completing licensure verifications as appropriate in order to not knowingly impact the District’s public image by employing unqualified personnel.

DATA REPORTED

Regarding public perception of the District's compensation and benefit packages for FY11, the District did not conduct specific research to measure public opinion. To the extent that employee sentiment could be used to gauge the public's feelings, however, data exists that indicates public perception is positive. Specifically, as referenced in the Monitoring Report 2.2 – Treatment of Staff, exit surveys of outgoing employees indicated that 69% of respondents agreed or strongly agreed the District treated them fairly, while 15% of respondents disagreed or strongly disagreed that the District treated them fairly. In addition, 50% of respondents agreed or strongly agreed the District provided them with a fair salary for their work, while 36% of respondents disagreed or strongly disagreed the District provided them with a fair salary. Finally, 83% of respondents agreed or strongly agreed the District provided them with a fair benefit package, while 7% of respondents disagreed or strongly disagreed the District provided them with a fair benefit package.

Regarding public perception of the District's employees, consultants, volunteers, or contractors, the District did not conduct specific research during FY11 to measure public opinion. However, as illustrated in the Monitoring Report 2.2 – Treatment of Staff, the District minimized risks to public perception by undertaking efforts to ensure employees, consultants, volunteers, or contractors were of the highest quality. Specifically, data regarding training requirements, background checks, verification of necessary certifications, pre-employment physicals, drug testing, physical capacity testing, and post-accident testing was included as part of the Monitoring Report 2.2 – Treatment of Staff. Therefore, it has not been reproduced in this Report.

CONCLUSION

I REPORT COMPLIANCE.

II. Accordingly, the Superintendent shall not:

Change his or her own **compensation**.

SUPERINTENDENT'S INTERPRETATION

A. **Compensation** – I interpret "*compensation*" to have the same meaning as defined in Section I, Paragraph D.

DATA REPORTED

A. The right to establish the Superintendent's compensation is specifically reserved to the Board of Directors of the Des Moines Independent Community School District (hereinafter referred to as the "Board").

B. The Board established the Superintendent's compensation for the period from July 1, 2010 through June 30, 2011 and included the established compensation in the written Superintendent's Contract.

- C. The Board acted upon the Superintendent's Contract at their June 15, 2010 Board meeting.

CONCLUSION

I REPORT COMPLIANCE.

- III. Accordingly, the Superintendent shall not:
Change his or her own benefits.

SUPERINTENDENT'S INTERPRETATION

- A. **Benefits** – I interpret "*benefits*" to have the same meaning as defined in Section I, Paragraph E.

DATA REPORTED

- A. The right to establish the Superintendent's benefits is specifically reserved to the Board.
- B. The Board established the Superintendent's benefits for the period from July 1, 2010 through June 30, 2011 and included the established benefits in the written Superintendent's Contract.
- C. The Board acted upon the Superintendent's Contract at their June 15, 2010 Board meeting.

CONCLUSION

I REPORT COMPLIANCE.

- IV. Accordingly, the Superintendent shall not:
Promise or imply anything other than "**at will**" **employment** for all non- contractual employees.

SUPERINTENDENT'S INTERPRETATION

- A. **At will employment** – I interpret "*at will employment*" to include those employees who are free to terminate their employment at any time and for any reason. Similarly, the District can terminate the employment of a non-contractual "at will" employee at any time, for any non-discriminatory reason, with or without cause. There is no stated or implied term of employment.

It is important to note that the District's negotiated Comprehensive Agreements may affect the "at will" status for those employees who are listed in the Agreement's Recognition Clause. Employees who are covered under one of the District's Comprehensive Agreements are employed "at will" unless the Agreement contains specific language that grants alternate employment status. Employees who are licensed or certified by the Board of Educational Examiners and employed under Chapter 279 of the Code of Iowa are not considered "at will" employees.

DATA REPORTED

Employee Handbooks

- A. Relevant portions of the District's Employee Handbook state that the "handbook is prepared for informational purposes. It **does not constitute a contract of employment** between the Des Moines Public Schools and its employees, and it should not be construed as such (*emphasis added*)."
- B. As noted in the October 4, 2011 Monitoring Report pertaining to the Treatment of Staff, the District printed and distributed a revised version of the Employee Handbook to staff in October 2010. Employees signed statements indicating that the District provided them with a copy of the Handbook. Each employee's administrator maintains the signed statements for a term of three years and must be able to provide the signed statements as required during records audits.
- C. In addition, the District provides all new hires with a copy of the Employee Handbook and any other job appropriate comprehensive agreements.
- D. Finally, all policies, handbooks, and comprehensive agreements are available to staff by access on-line through the District's website known as Share Point.

Non-Certified Administrator Contracts

- A. During FY11, the District offered Non-Certified Administrator Contracts to Kevin Baccam, Jane Bishop, Bill Good, Sandy Huisman, Pat Lantz, Todd Liston, Sheila Mason, Patti Schroeder, Dave Silver, and Dan Warren.
- B. Relevant portions of the Non-Certified Administrator Contracts that the District offered to 12 employees during FY11 stated the following:

"AND IT IS FURTHER AGREED:

...

- 11. That this contract may be terminated by either party without cause on 30 days notice or terminated by either party immediately for cause.

12. That the Administrator acknowledges that this is the entire contract and no other handbook, job description, Board policy, procedures, or other document shall be considered a contract of employment between the Administrator and the Board.”

Letters of Employment

- A. During FY11, as in previous years, the District issued employment letters to every employee. A sampling of the letters issued to non-certified staff who were not covered by a valid comprehensive agreement indicated that most letters included a statement that, “[t]his position is not covered under any of the District’s bargaining agreements or Chapter 279 of the Iowa Code. This means your employment with the District is at-will. Your employment may be terminated by either party without cause on 30 days notice or terminated by either party immediately for cause.”
- B. A small sampling of the employment letters issued to staff failed to include the “at will” language referenced above. While this alone does not impact an individual’s status as an “at-will” employee or create a contractual relationship, the Human Resources department will modify all employment letters issued for the upcoming 2012-2013 school year to ensure all non-certified and non-bargaining unit employee employment letters will contain the explicit paragraph that the individual is an “at-will” employee.
- C. Examples of employees who are not covered by valid collective bargaining agreements or Chapter 279 of the Iowa Code, include non-certified administrators, specialists, food service managers, child care team leaders, paraprofessionals, and confidential clerical staff.

CONCLUSION

I REPORT COMPLIANCE.

- V. Accordingly, the Superintendent shall not:

Establish current **compensation** and **benefits** that **deviate materially** from the **geographic** and/or **professional market** value for the skills employed.

SUPERINTENDENT’S INTERPETATION

- A. **Compensation** – I interpret “compensation” to have the same meaning as defined in Section I, Paragraph D.
- B. **Benefits** – I interpret “benefits” to have the same meaning as defined in Section I, Paragraph E.

- C. **Geographic market** – I interpret “geographic market” to mean those school districts that share a common boundary with the Des Moines Public School District. These school districts include Carlisle, Indianola, Johnston, Norwalk, Saydel, Southeast Polk, Urbandale, and West Des Moines.
- D. **Professional market** – I interpret “professional market” to mean those school districts that are part of the urban education network. This includes Waterloo, Cedar Rapids, Iowa City, Dubuque, Davenport, Sioux City, Council Bluffs and Des Moines.

DATA REPORTED

Total package settlements

Historically, and for FY11, the District received the following negotiated increases to employee total compensation.

TEACHERS

	State Average %	DMPS Total Package %
2006-07	4.71	4.70
2007-08	4.75	4.77
2008-09	4.50	5.00
2009-10	3.59	3.65
2010-11	2.87	1.98

SUPPORT STAFF

	State Average %	DMPS Total Package %
2006-07	4.71	4.72
2007-08	4.75	4.77
2008-09	4.98	5.00
2009-10	3.59	3.65
2010-11	3.43	0.47

Salaries

In addition, FY11 salary comparisons for the District’s teachers indicated they received the following comparable salaries. Salaries are based on a sampling of educational achievement and years of service.

DMPS Teacher Salaries Compared to Geographic Market

District	BA						MA					
	Base	Year 6	Max.	Max.*	Credits	Steps	Base	Year 9	Max.	Max.*	Credits	Steps
DMPS	36,830	43,896	50,820	52,247	15	11	40,114	52,461	57,172	61,026	30	13
DMPS +/- Ave.	-752	1,247	94	-5,277	-13	-6	-1,305	1,305	-4,392	-6,206	-6	-6

DMPS Teacher Salaries Compared to Professional Market

District	BA						MA					
	Base	Year 6	Max.	Max.*	Credits	Steps	Base	Year 9	Max.	Max.*	Credits	Steps
DMPS	36,830	43,896	50,820	52,247	15	11	40,114	52,461	57,172	61,026	30	13
DMPS +/- Ave.	2,498	1,369	980	-1,844	-8	-2	1,789	-225	-1,952	-4,805	-10	-1

Note: The BA Max salary designation represents the highest attainable salary an employee can obtain without a Masters degree. The MA Max * salary designation represents the highest attainable salary an employee can obtain without a Ph.D.*

Health Insurance

During FY11, the District funded 100% of employee health care premiums. Although the FY10 Monitoring Report reported the District was the only school district in Iowa to fund 100% of health care premiums, that data could not be fully verified for FY11. It is accurate, however, to report that most districts and businesses nationally and regionally require employee contributions to health care costs.

The chart below illustrates the premium rates and benefit costs for the Des Moines School District employees and references the increase in District costs from FY10 to FY11.

Health Insurance Annual Premiums				
Alliance Select - DMEA and AFSCME Premiums				
Coverage	FY10	FY11	Increase	District wide Cost Increase
Single	5,328	5,368	0.75%	
Employee + 1	10,160	10,236	0.74%	
Family	16,197	16,317	0.74%	
FY10 Cost to District	19,516,877	FY11 Cost to District	19,135,238	-1.96%
Health Insurance Annual Premiums				
Blue Access				
Coverage	FY10	FY11	Increase	District wide Cost Increase
Single	4,866	4,994	2.64%	
Employee + 1	9,279	9,524	2.64%	
Family	14,793	15,183	2.64%	
FY10 Cost to District	23,907,724	FY11 Cost to District	25,879,734	8.25%

In comparison to the premium increases noted above, the statewide average premium increase for FY11 was slightly greater than 6%.

Overall, the combined District health insurance cost increase from FY10 to FY11 was \$1,590,371 or 3.66%.

CONCLUSION

I REPORT COMPLIANCE.

VI. Accordingly, the Superintendent shall not:

Pertaining to **consultants and contract vendors**, create obligations over a longer term than revenues can be safely projected.

SUPERINTENDENT'S INTERPRETATION

A. **Consultants and contract vendors** – I interpret this to mean the expenditures accounted for using the State Chart of Accounts, Object Code Series 300, “Purchased Professional and Technical Services not from another AEA or LEA”. It does not include Object Code Series 400, “Purchased Property Services,” for services such as construction, major repair project costs, water usage or rent. It also does not include Object Code Series 500, “Other Purchased Services” for services such as insurance, communications, tuition out or travel.

DATA REPORTED

Per Board Policy 722:

Purchase Contracts for an amount between \$10,000 -\$25,000 shall be placed before the Board on the “Consent” portion of the board agenda. The District administrator overseeing the contract or project shall identify the source of funding for the contract, along with a recommendation to the Board. The Board of Directors shall consider such contracts for approval prior to their effective dates.

Contracts for the purchase of goods and materials (“Purchase Contracts”) of \$25,000 or more shall be presented to the Board on the “Consent” agenda, unless otherwise designated. The Superintendent, or designee, shall identify the source of funding for the project along with a recommendation to the Board. The Board of Directors shall consider such contracts for approval prior to their effective dates.

Each contract that is presented to the Board must show how the source of funding that will be used to pay for the purchased services.

The following table includes those vendor payments for purchased professional and technical services totaling greater than \$10,000 by vendor for the period July 1, 2010 to June 30, 2011. The source of the funding for the service is also included to demonstrate that District resources have not been obligated for a period of time that is longer than revenues can be safely projected.

Vendor	Amount	Fund	Description
ACT Inc.	71,318	General Fund	Testing
Advanced Learning Centers Inc.	601,427	General Fund	Professional Educational Services

Ahlers & Cooney P C	293,500	General Fund	Attorney Services
Allender Butzke Engineers Inc.	41,226	Sales Tax Fund	Architect & Engineer Services
Alvine Engineering	282,849	Sales Tax Fund	Architect & Engineer Services
Angelo Architectural Associates	23,468	PPEL Fund	Architect & Engineer Services
AP Examinations	66,666	Student Activity Fund	Testing
Artful Learning Inc.	57,900	General Fund	Consultative
Baker Botts LLP	10,580	Expendable Trust Fund	Attorney Services
Baker Electric	18,320	General Fund	Employee Training & Development
Baldwin White Architects PC	64,534	Sales Tax Fund	Architect & Engineer Services
BCDM Architects	108,035	Sales Tax Fund	Architect & Engineer Services
Bear Basics Children's Ctr Inc.	127,158	General Fund	Universal Preschool
Bearence Management Group	60,000	Self-Insurance Fund	Other Professional Services
Beisser, Sally R.	15,000	General Fund	Professional Educational Services
Bidwell Riverside Center	28,788	General Fund	Universal Preschool
Bishop Engineering Co	31,381	Sales Tax Fund	Architect & Engineer Services
Black Box Network Services	66,846	General Fund	Other Professional Services
Boys & Girls Clubs of Central Iowa	15,000	General Fund	Professional Educational Services
Buck Institute for Education	12,250	General Fund	Employee Training & Development
Capitol Park Early Learning Center	56,498	General Fund	Universal Preschool
Censeo Solutions Inc.	22,500	General Fund	Employee Training & Development
Childserve	32,479	General Fund	Professional Services - Nursing
Christ the King School	115,430	General Fund	Universal Preschool
City of Des Moines	585,897	General Fund	SROs
City of Des Moines	100,723	PERL Fund	Summer Playground, Canoeing
Civic Center of Greater Des Moines	15,534	General Fund	Employee Training & Development
Coe, Gwendolyn D	13,350	General Fund	Professional Educational Services
DLR Group Inc.	97,974	Sales Tax Fund	Architect & Engineer Services
Doellinger, Heidi	14,000	General Fund	Professional Educational Services
E2020 Inc.	39,600	General Fund	Employee Training & Development
Educational Services & Policies Inc.	18,000	General Fund	Professional Educational Services
Employee & Family Resources Inc.	76,789	General Fund	Employee Training & Development
eSchool Solutions Inc.	11,647	General Fund	Employee Training & Development
Evelyn Davis Early Learning Academy	40,930	General Fund	Childcare
Fergus, Tom	11,603	Sales Tax Fund	Architect & Engineer Services

Flippen Group, The	110,485	General Fund	Professional Educational Services
GEEZ Louise	25,025	General Fund	Employee Training & Development
Gilder Lehrman Institute of Am. History	32,500	General Fund	Professional Educational Services
Goodman Associates, Gould Evans	88,272	Sales Tax Fund	Architect & Engineer Services
Grace United Methodist Church	96,834	General Fund	Universal Preschool
Grand View Child Development Ctr.	40,538	General Fund	Childcare
Heartland Area Ed Agency 11	225,612	General Fund	Professional Educational Services
Hildenbrand, Jane	12,810	General Fund	Professional Educational Services
Holy Family School	55,274	General Fund	Universal Preschool
Holy Trinity Church/School	133,426	General Fund	Universal Preschool
House of Mercy	10,463	General Fund	Professional Educational Services
International Baccalaureate Organization	10,224	General Fund	Professional Educational Services
Iowa Braille School	38,064	General Fund	Professional Educational Services
Iowa Division of Criminal Investigation	10,000	General Fund	Background checks
Iowa Health Home Care	79,294	General Fund	Professional Services - Nursing
Iowa Individual Health Benefit	296,580	Self-Insurance Fund	Benefits Administrative Fee
Iowa Jobs for American Graduates	60,000	General Fund	Consultative
Iowa Testing Programs	96,537	General Fund	Testing
Johnson Controls Inc.	20,085	General Fund	Other Professional Services
Kenexa Technology Inc.	10,435	General Fund	Contractor Fees
KWK Enterprise Inc.	30,000	General Fund	Employee Training & Development
Larrison and Associates Architects	93,500	Sales Tax Fund	Architect & Engineer Services
Laying the Foundation	39,250	General Fund	Professional Educational Services
Local Government Services Inc.	83,816	General Fund	IASB/ONE Source
MAX Teaching Inc.	14,321	General Fund	Employee Training & Development
McGladrey & Pullen LLP	128,000	General Fund	Auditor Services
McMahill, Janet	30,000	General Fund	Assessment
McRel	145,904	General Fund	Assessment
Metro Arts Alliance	12,656	Childcare Fund	Professional Educational Services
MJ Care Inc.	123,430	General Fund	Professional Educational Services
NCS Pearson	33,000	General Fund	Professional Educational Services
New Sight Inc.	21,250	General Fund	Professional Educational Services
Oakridge Neighborhood Services	16,115	General Fund	Childcare
OPN Architects	537,591	Sales Tax Fund	Architect & Engineer Services

Orchard Place	155,961	General Fund	Professional Educational Services
Physiotherapy Associates	50,625	General Fund	Athletic trainers
Polk County	99,203	General Fund	Other Professional Services
Pretti-Frontezak, Kristie	22,500	General Fund	Professional Educational Services
Qwest	150,293	General Fund	Other Professional Services
RDG Planning & Design	583,136	Sales Tax Fund	Architect & Engineer Services
Robbins, Pamela M	15,154	General Fund	Professional Educational Services
Robert Half International	14,732	General Fund	Temporary employees
Robert Rippe & Associates Inc.	50,623	Sales Tax Fund	Architect & Engineer Services
Rochester Armored Car Co. Inc.	25,483	Food Service Fund	Other Professional Services
Rohac Ed. Solutions	45,850	General Fund	Consultative
Science Center of Iowa	172,479	General Fund	Universal Preschool
Shive-Hattery Inc.	272,246	Sales Tax Fund	Architect & Engineer Services
Solution Tree	43,115	General Fund	Professional Educational Services
St Anthony's School	107,059	General Fund	Universal Preschool
St Augustin School	75,126	General Fund	Universal Preschool
St Joseph's School	80,967	General Fund	Universal Preschool
St Theresa School	88,951	General Fund	Universal Preschool
Strebe Consulting LLC	20,900	General Fund	Professional Educational Services
Sungard Public Sector Pentamation	166,628	General Fund	Information Technology Systems
Sylvan Learning Center	82,200	General Fund	Professional Educational Services
Ultimate Nursing Services	41,840	General Fund	Professional Services - Nursing
Urban Dreams	12,955	General Fund	Other Professional Services
Urbandale Swim Club	17,960	PERL Fund	Competitive Swimming
Visiting Nurse Services of Iowa	40,960	General Fund	Professional Services - Nursing
Vital Support Systems	15,000	General Fund	Employee Training & Development
Wells + Associates	128,880	Sales Tax Fund	Architect & Engineer Services
Westminster Presbyterian Church	145,781	General Fund	Universal Preschool
WhyTry Inc.	14,150	General Fund	Professional Educational Services
William Penn University	127,218	General Fund	Professional Educational Services
Windstream Corporation	66,815	General Fund	Employee Training & Development
Xochipilli Children Center	62,375	General Fund	Childcare
YMCA of Greater Des Moines	10,000	General Fund	Professional Educational Services
Youth & Shelter Services Inc.	10,000	General Fund	Professional Educational Services
Youth Emergency Services and Shelter	10,000	General Fund	Professional Educational Services

CONCLUSION

I REPORT COMPLIANCE.

VII. Accordingly, the Superintendent shall not
Establish or change retirement benefits.

SUPERINTENDENT'S INTERPRETATION

- A. **Retirement benefits** – I interpret “retirement benefits” to mean the Iowa Public Employee Retirement System (“IPERS”), Des Moines Teacher Retirement System (“DMTRS”), and the Voluntary Early Retirement benefit contained in the Des Moines Education Association Comprehensive Agreement as a Letter of Understanding.

DATA REPORTED

IPERS – The Iowa Legislature and Governor are the plan sponsors for IPERS, and from time to time may change IPERS’ benefit provisions. The Legislature has set the contribution rates for the regular membership class and will continue to do so until July 1, 2012. Starting July 1, 2012, IPERS will set the regular member rates based on the actuary’s recommendation; however, the combined employer and member rate may not change by more than 1.0 percentage points (up or down) each year (*See IPERS Employer Handbook, Pgs. 2-3*).

The Superintendent did not establish or make any changes to IPERS contribution rates or benefit provisions during FY11.

DMTRS – The Des Moines Teachers Retirement System (DMTRS) is administered by the plan’s Board of Trustees. The Board of Trustees is the District’s seven member Board of Education.

On August 3, 2010, the Board received and approved the DMTRS annual report & budget.

On September 7, 2010, the Board approved amendment to DMTRS.

The Superintendent did not establish or make any changes to DMTRS contribution rates or benefit provisions during FY11.

Early Retirement – The Letter of Understanding regarding the Voluntary Early Retirement program expires with those valid retirements following the 2011-2012 academic year.

The Superintendent did not establish or make any changes to the Voluntary Early Retirement program for FY11.

CONCLUSION

I REPORT COMPLIANCE.