

AGENDA REQUEST FORM
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

(ADDED ITEM)

Meeting Date 01/18/05	<table style="width:100%; border-collapse: collapse;"> <tr> <td style="width:50%; padding: 5px; text-align: center;"> Open Agenda <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No </td> <td style="width:50%; padding: 5px; text-align: center;"> Time Certain Request <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No </td> </tr> </table>	Open Agenda <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Time Certain Request <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Agenda Item Number C9
Open Agenda <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Time Certain Request <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			

TITLE:
 Revision to Policy 4305 – Retirement Compensation-Non-Bargaining Unit Employees

REQUESTED ACTION:
 Approve the revisions to Policy 4305 at this first reading.

SUMMARY EXPLANATION AND BACKGROUND:
 Senate Bill 300, which was enacted by the 2004 Legislature, eliminated a 60-day statutory limit, imposed in 2001, on the amount of accumulated sick leave which could be paid to employees other than instructional or educational support as terminal pay. Currently, administrators are the only employee category whose sick leave has been capped for terminal pay purposes.

 Actuarial analysis of the fiscal impact of implementing Senate Bill 300 indicates that for administrators currently in the Deferred Retirement Option Plan (DROP) program, the increased cost of sick leave payout for 2001/02 through 2003/04 is \$600,000. The annual recurring cost of this action will be approximately \$200,000. The total potential cost for all administrators would be \$2.0 to \$2.5 million if all administrators were to resign from the District immediately.

SCHOOL BOARD GOALS:

- Goal One: All students will achieve at their highest potential.
- Goal Two: All schools will have equitable resources.
- Goal Three: All operations of the school system will demonstrate best practices while supporting student achievement.
- Goal Four: All stakeholders will work together to build a better school system.

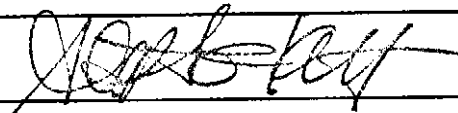
FINANCIAL IMPACT:
 The financial impact for employees in DROP is \$600,000 in addition to an annual cost of \$200,000. The source of the funds is the unappropriated fund balance.

EXHIBITS: (List)
 Policy 4305

BOARD ACTION: <div style="text-align: center; font-size: 1.2em; font-weight: bold; margin-top: 10px;">APPROVED</div> <small>(For Official School Board Records Office Only)</small>	SOURCE OF ADDITIONAL INFORMATION: Ronald J. Weintraub (754) 321-3100 Dan G. Cochran (754) 321-1840 <hr/> <small>Name Phone</small>
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THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
JAMES F. NOTTER, DEPUTY SUPERINTENDENT
CHIEF OF STAFF

Approved in Open Board Meeting on: JAN 18 2005

By:  School Board Chair