

**Board of Education  
Dodge City Public Schools**

<b>Date:</b> June 8, 2009	<b>Subject:</b> Approval to Terminate the Early Retirement Plan
<b>Initiated By:</b> Alan R. Cunningham and Joni Clark	<b>Attachments:</b> Article 20 of the Negotiated Agreement and Statistical Report regarding future costs for maintaining the Early Retirement Plan
<b>Reviewed By:</b> Administrative Cabinet	

**BACKGROUND INFORMATION:** Pursuant to Resolution 20090511A, approved by the Board of Education at the regular meeting on May 11, 2009, Administration recommended the reduction and/or elimination of several programs and/or services not mandated by state or federal statute. This action was taken in response to the reduction in school funding to the Dodge City Public Schools by the 2009 Kansas Legislature.

**CURRENT CONSIDERATIONS:** Among the programs and/or services recommended for reduction and/or elimination was the following:

- **Early retirement program** – Rescind the Board of Education’s *Early Retirement Plan*, as authorized under Article 20 of the Negotiated Agreement between the Board of Education and the Dodge City National Education Association. The rescission of the *Early Retirement Plan* would be effective at the end of the 2009-2010 school year. Under the terms of the Agreement, qualifying personnel notifying the Human Resources Office on or before January 15, 2010, will be eligible to participate in the Plan. Former employees currently participating in the Plan will continue to do so until their eligibility, as specified in Article 20, expires. No additional employees will be added to the *Early Retirement Plan* following January 15, 2010.

This program and/or service currently provided by Dodge City Public Schools is not mandated by state or federal statute. As such, its reduction or elimination is recommended in response to the reduction in school funding by the 2009 Kansas Legislature, and is necessary to balance the FY 2010 budget for Dodge City Unified School District 443, as well as fund the facilities and program priorities identified by the Board of Education.

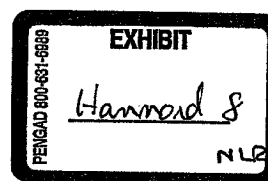
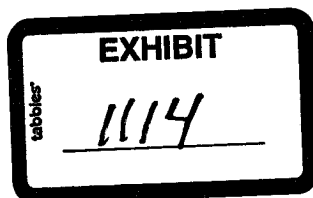
**FINANCIAL CONSIDERATIONS:** While this recommended action does not result in a direct savings to the school district, it does eliminate the projected increased cost associated with continuing this program.

**STAFF RECOMMENDATION:** The Board of Education is respectfully requested to approve the termination of the Early Retirement Plan, as authorized under Article 20 of the Negotiated Agreement between the Board of Education and Dodge City NEA, effective at the close of the 2009-2010 school year.

**RECOMMENDED ACTION:**

- Approval
- Information
- Discussion

**BOARD ACTION:** \_\_\_\_\_



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