

Office of Superintendent of Schools  
Board Meeting of November 18, 2008

November 5, 2008

Scott B. Clark, Risk and Benefits Officer  
Human Resources, Evaluation and Technology

**SUBJECT: EARLY RETIREMENT INCENTIVE/SABBATICAL LEAVE**

**COMMITTEE: INNOVATION, EFFICIENCY & GOVERNMENTAL RELATIONS**

Pursuant to Board direction, staff has been meeting with specific employee unions/associations to create a strategic Early Retirement Incentive/Sabbatical Leave Program in order to create District savings. As part of the due diligence to create such programs, two surveys were created to obtain feedback from specific employee groups whose eligibility was identified to maximize District savings.

The responses to the two surveys which include "Survey of Eligible M-DCPS Employees for Sabbatical Leave" and "Early Retirement Survey" will be compiled once the survey link closes on November 9, 2008. Once that analysis is completed staff can then determine the interest in such programs.

A completed agenda item outlining the survey results and seeking Board direction on these incentives will be available no later than November 13, 2008.

SBC:mgr

**E-67**