



Santa Barbara  
**SCHOOL DISTRICTS**

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## Memorandum

DATE: August 27, 2009  
TO: Dr. Brian Sarvis  
FROM: Dr. Kristine Robertson  
RE: **Retirees and Economical Benefits**

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A question was raised about whether we are actually receiving an economical benefit from the retirees leaving and the certificated staff we are replacing in these positions. A secondary question is how many of these retirees have we hired back. We have achieved a major economic benefit from recent retirements just in salaries alone and with very few exceptions stated below the 84 people hired are not retirees.

The total sum of the sixteen (16) employee's salaries who retired under Option 1 is \$1,434,058. We traditionally use the average cost of a replacement teacher (\$72,000) and apply that to replacing all sixteen (16) certificated employees for a total cost of \$1,043,075. This demonstrates a savings of \$390,983. Please keep in mind the replacement costs includes all statutory benefits and health and welfare premiums the district is required to pay for each employee.

I would like to clarify a few things for you in the information noted below as it relates to this matter.

On the August 11, 2009 and August 25, 2009 board personnel action list, there were a total of sixteen (16) retirees announced who took the Option 1 retirement incentive. The certificated appointments denoted on both August 11 and August 25, lists a total of eighty-four (84) people who either were rescinded into available positions and/or hired for leave of absence replacements, special education positions, QEIA class size reduction, resignations, retirements and positions funded by the parcel tax.

Retirees are allowed under CalSTRS rules to be employed in a public school setting to provide supplemental or extra needed services as long as they do not exceed \$30,500 (this figure can fluctuate each year) Of the 84 certificated appointments made we have listed the following:

- Two (2) retirees will provide support services to the district the in the area of GATE and Speech and Language Assessments. The Speech Language Therapist is not being replaced with a full time person at this point in time. This is an immediate savings of \$65,000 in this position alone.
- We have one (1) 2009-2010 retiree who will assist SBHS with a .2 computer technology position.
- One (1) teacher who retired in 2007-2008 will pick up one dangling math section for SBHS.
- We also have one (1) teacher who retired in 2004 who recently requested from CalSTRS to go off of retirement. She interviewed for an open position and was selected.

RIF'd employees that were rescinded come back at the salary range they qualify for under contract and may include a step and column adjustment.

For the interviews we have conducted based on district wide staffing needs, we have hired the best person(s) qualified for the position and salary is not a part of the consideration. To do so would be an unfair hiring practice.

Please let me know if you have any further questions.