

COMMITTEE RECOMMENDATION WORKSHEET

I. List the Learning(s) that this recommendation is addressing

- **WRITE THE COMMITTEE RECOMMENDATION** (limit focus to one subject or action item, more than one recommendation may be needed to address a particular learning):**

Offer the option of participation in the Teacher Retirement System to classified plant services and other staff.

- **Identify any research, or other kinds of information that was used to craft this recommendation.** (add additional sheets as necessary)

* Retirement benefits in the school district for maintenance staff, mechanics, and other manual laborers do not have access to the Teachers Retirement System (TRS).

* Only classified administrators and certified staff have access to TRS.

* Currently the retirement system does not provide a high enough benefit for manual laborers who have worked decades to retire on.

* Offering the option to participate is the equitable policy to have.

* Older lower wage employees must continue working because their retirement benefits are too low to survive on.

- **Identify additional research or information that could help clarify this committee recommendation. List potential sources if possible.**

Possibly the TRS policies and school district budget are barriers to offering the option of participation in TRS to maintenance workers, but not completely sure...more research is needed.

- **Indicate people or groups that we need to talk to help clarify this committee recommendation. List any recommended locations.**
- **What kind of action or resources would be necessary to implement the recommendation?**
- **Indicate what forces and influences are likely to occur that will support or oppose implementation.**
Forces that support (please list):

Forces that oppose (please list):

****As information is received and/or clarified, these potential recommendations may change or be discarded.**