



Keeping the Spirit Alive

Background Information

ACSA's State Retirement Committee members met 7 times during the 2021-2022 year. During each meeting, they reviewed the purpose of the committee and the needs of retirees. Member Services also conducted a survey of ACSA retirees in March, 2022; the results of this survey were reviewed and discussed with Margarita Cuizon-Armelino, Senior Director of Member Services. During our May committee meeting, Margie led a discussion regarding the dues structure for retirees and invited us to share ideas for possible changes in the dues structure and requested involvement of retirees in ACSA.

Repeatedly, during the year, we heard that it was important to retirees to continue receiving information and maintain relationships and networks. They desire ACSA to remain an important voice for educators (active and retired) in CA and nationally. Retirees also expressed a desire to continue serving ACSA.

A sub-committee of members (volunteers) was formed and met on June 30th. At this meeting, we had a great conversation on enhancing the active involvement of retirees in state ACSA and changes to the current dues structure for retirees. This opportunity was greatly appreciated and we look forward to sharing the following recommendations:

Have a retiree serve on ACSA's Board of Directors

We recommend having a retiree selected by the state Retirement Committee and recommended to the ACSA President to serve a three-year term on the ACSA Board. This could be one of the four at-large Board members, but with a three-year term, instead of one year. This would allow retirees to have more of a presence and voice within State ACSA; presently, many do not feel that they are part of ACSA or important to ACSA.

Dues Structure for Retirees

Many retirees do not join the emeritus program when they retire for a variety of reasons. However, over time, many that have been paying annually would like to become emeritus members and become more active once again. We recommend that we make all retired ACSA members that have been paying annual dues emeritus members. This would be a minimal cost to ACSA and would motivate our retirees to attend the Leadership Summit and other ACSA events. It would also recognize and reward them for remaining ACSA members. Also, consider having emeritus payment be over ten months if necessary rather than a large sum as this might be easier for some.

Involvement of retirees in State ACSA

We strongly support and recommend that retirees be allowed to participate in all ACSA committees, councils, Leg. Action and Leadership Assembly if they are selected by their ACSA regions. Many regions have difficulty filling some positions with active school administrators who can leave their sites for meetings. Retirees have the time and experience to help Regions fill these openings, if necessary. This would also allow retirees to feel more purposeful and engaged with both their Regions and State ACSA. The selected retired would not chair the committee or council and the number of them on each could be limited.

Expand advocacy efforts and engagement

Expand Legislative Policy and actions to include more legislation and ACSA lobbying on issues pertaining to current and future retirees (both state and federal legislation). Involve ACSA GR department on all CALSTRS CAC calls and in future meetings.

Purpose of State Retirement Committee

Continue to review this goal annually and add another sentence that states, "Provide more input to ACSA Committees, Councils, Leadership Assembly, Strategic Plan, Legislative Policy and on all issues related to future and current retirees.

Interim positions

Interim positions are all about supporting students. Currently, the market for interim Supts., CBOs, HR Asst.Supts., etc., has been cornered by others (recruiters, SEAC, SSC) but ACSA is the primary source for principals and other mid-level management. Q1/QA audits, specific projects, PD, coaching, filling in during the workforce shortage all might be part of this effort. Small districts especially need this resource; ACSA could work with the small district association. The registry of interested retirees needs to be rejuvenated and ACSA needs to market the availability of these skilled and experienced retirees.

Consider changing this committee to a council

We recommend that ACSA change the ACSA State Retirement Committee into the ACSA Retirement Council. This would give our committee more status with more input and engagement. ACSA created a Retirement Committee as retirees were not considered a "job-alike" group. We believe that retirees should be considered a new type of job-alike group (all are past school administrators and are now retired), and therefore, should be considered a council.

Develop marketing for retirees

This marketing needs to show reasons to remain involved, i.e. support ACSA in general, advocacy for retiree issues, annual conference attendance, publications, opportunities to continue to serve, etc. ACSA leadership and retirees need to recognize that retiree involvement in ACSA is valuable and that "retiree" issues are issues for ALL ACSA members.

Consider having one or two annual statewide conferences

Consider having these conferences with sessions that are designed for retirees or soon-to-be retirees. They could be in 2 different geographical locations and in desirable locations to visit. The content would be various areas of interest to retirees such as staying healthy, investment strategies to enhance retirement, legislative updates, travel, mentoring, coaching, motivational speakers, etc. These events should be fun, engaging and allow for opportunities to socialize and meet other retirees. We could have “catchy” titles to make it more appealing and it could be subsidized by some of our business partner. An alternative would be to explore attaching this conference to another event if that is more cost effective and easier on staff.

Propose consideration of a new Statewide Region 20 for retirees

Region 20 would represent all retirees in the State and would have an ACSA Board member that is active on the ACSA State Board of Directors. We believe that retirees currently feel they are not entirely part of ACSA and this would allow them to be more actively engaged as retirement issues impact all ACSA.... current retirees and future retirees.

Closing Thoughts

As we continue exploring options for retirees to remain engaged, we are so pleased and thankful that the Board encouraged our committee members to gather ideas from their region members and to share them. I hope that you find this communication and the suggestions from our subcommittee helpful; we are eager to engage in any future discussions and encourage State ACSA to take action quickly.

Respectfully submitted by the ACSA Retirement Sub-Committee:

David Gomez – Region 13, Kathleen McCreery – Region 2 and Chair, Sam Neustadt – Region 3, Marc Winger – Region 15, Shelton Yip – Region 3 and Board Member