



ROCKFORD AREA SCHOOLS

INDEPENDENT SCHOOL DISTRICT 883
BOARD OF EDUCATION

A Tradition of Excellence, One Student at a Time

Agenda for September 19, 2022

5:30 PM

Rockford Community Center
7600 County Rd 50
Rockford, MN 55373

1. **CALL MEETING TO ORDER**
 - A. Board Roll Call
2. Superintendent's Goals 2
3. Rockford Retirement Plan review 6
4. **BOARD AND SUPERINTENDENT UPDATES AND ANNOUNCEMENTS**
 - A. Regular Meeting of the Board of Education: Monday, September 19, 2022, 6:30 pm, RCC
Work Session: Monday, October 3, 2022 at 6:30 pm, location TBD.
Regular Meeting of the Board of Education: Monday, October 17, 2022, at 6:30 pm,
location TBD.
5. **ADJOURNMENT**

Our Mission: *In partnership with our communities and families, Rockford Area Schools provides challenging opportunities to engage, inspire, and educate globally-minded citizens.*

Our Vision: *Rockford Area Schools provides a supportive, rigorous, and relevant learning culture producing courageous learners prepared to enter a global society.*

Rockford Board of Education

Brady Anderson
Eric Gordee
Jenny Kneeland

Amy Edwards
Jessica Johnson
Beth Praska

Superintendent Rhonda Dean



**ROCKFORD AREA SCHOOLS
INDEPENDENT SCHOOL DISTRICT 883
BOARD OF EDUCATION**

Subject: Superintendent's Goals

Meeting Date: September 19, 2022

Prepared by: Superintendent Rhonda Dean

Date Prepared: September 12, 2022

Information

Briefing

Action

Enclosure Item(s)

Superintendent Evaluation Process

The purpose of this work session is to establish a process for evaluating the Superintendent and establishing goals for the 2022-2023 school year. It is designed to be a conversation about expectations.

The Goals and Standards-Based Superintendent Evaluation is a 2 prong approach to the evaluation process: establishing Goals and Selecting standards

Superintendent Evaluation Process

The purpose of this work session is to establish a process for evaluating the Superintendent and establish goals for the 2022-2023 school year. It is designed to be a conversation about expectations

The Goals and Standards-Based Superintendent Evaluation is a 2 prong approach to the evaluation process: establishing Goals and Selecting standards

Goals:

- A goal establishes a shared expectation for the superintendent's job performance
- Recommend 2-3 district focused goals per year, and 1-2 professional development goals
- Goals should be established as a 1-2 sentence narrative.
- Identify measurable progress indicators for each goal

Standards:

- Standard focus on the objectives the school district
- Recommend 2 Standards. What is most important to you?

Elements:

- Recommend 2 Elements
- What 2 elements are most important to you?

GOALS

Goal #1: *Develop and implement systems and structures for implementing, monitoring and progress reporting the Strategic Plan.*

Standard/ Element
<i>Standard 1. Governance Element 1.b Strategic Plan</i>

Measurement/progress indicators: School and department improvement plans; review and monitor action cards at DAT meetings, vision card development with baseline data, monitoring reports to school board and public.

Goal #2: *Develop a long range strategy with the school board to address future facility needs.*

Standard/ Element
<i>Standard 1. Governance Element 1.d Information for decision making</i>

Measurement/progress indicator: Demographic, facilities utilization and enrollment projections analysis; public engagement process, and future facilities needs assessment.

Goal #3: *Develop structures and practices for efficient and effective district operations*

Standard/Element
<i>4. School District Operations 4.a. Facilities</i>

Measurement/progress indicator: Develop finance calendar of activities, staffing model, costing analysis comparing to like districts, technology safety and security plan; develop payroll calendar.

Goal #4: Develop district office culture of service

Standard/ Element
<i>Standard 5. Human Resources</i> <i>Element 5.d. Visibility and Approachability</i>

Measurement/progress indicator: Monthly office meetings focus on service; team development activities; develop expectations or office norms; create feedback loops from schools and staff; professional development for team.

Goal #5: Onboarding and acclimating district administrators.

Standard/ Element
<i>Standard 5. Human Resources</i> <i>Element 5.e. Hiring and Staff Development</i>

Measurement/progress indicator: Monthly check in meetings; Team development: DAT & DAT+; professional development (internal & external)

Timeline:

- **Establish Goals and select Standards:** *September 19, 2022 (work session)*
- **Mid-Year Check-in:** *February 6, 2023 (work session)*
- **End of Year (Rating, comments, final summary):** *June 26, 2023 (work session)*

Resources: A Goals and Standards-Based Superintendent Evaluation booklet provided by MSBA



**ROCKFORD AREA SCHOOLS
INDEPENDENT SCHOOL DISTRICT 883
BOARD OF EDUCATION**

Subject: Rockford Retirement Plan Review

Meeting Date: September 19, 2022

Prepared by: HR Office

Date Prepared: September 12, 2022

Information Briefing Action Enclosure Item(s)

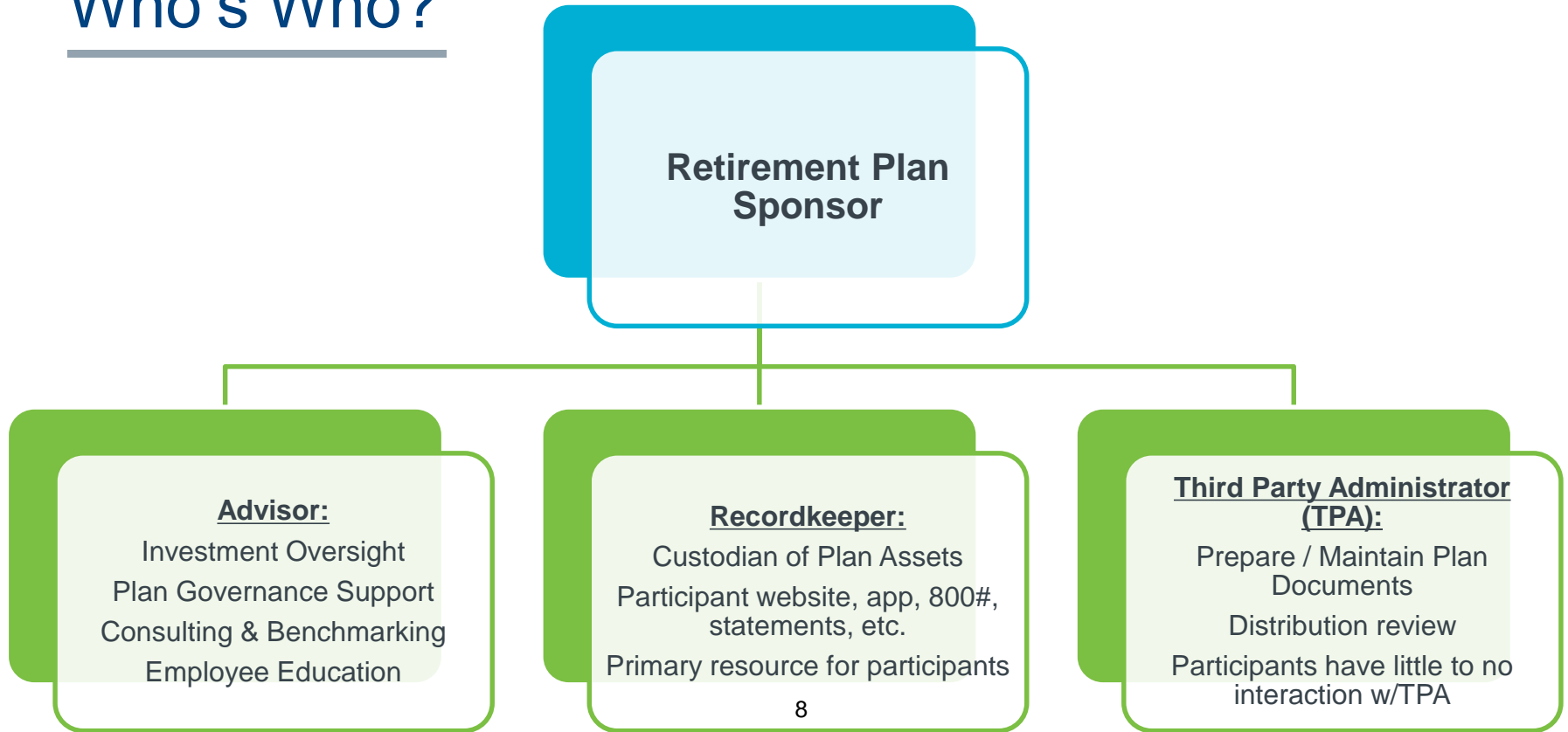
Jonathan Fredman, Marsh & McLennan Agency LLC, Retirement Services and Rockford Area Schools Human Resources Director, Miranda Harrision, will present more information regarding Rockford Area Schools Retirement Plan options.

Rockford Area Schools Retirement Plan Review

September 2022

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Who's Who?

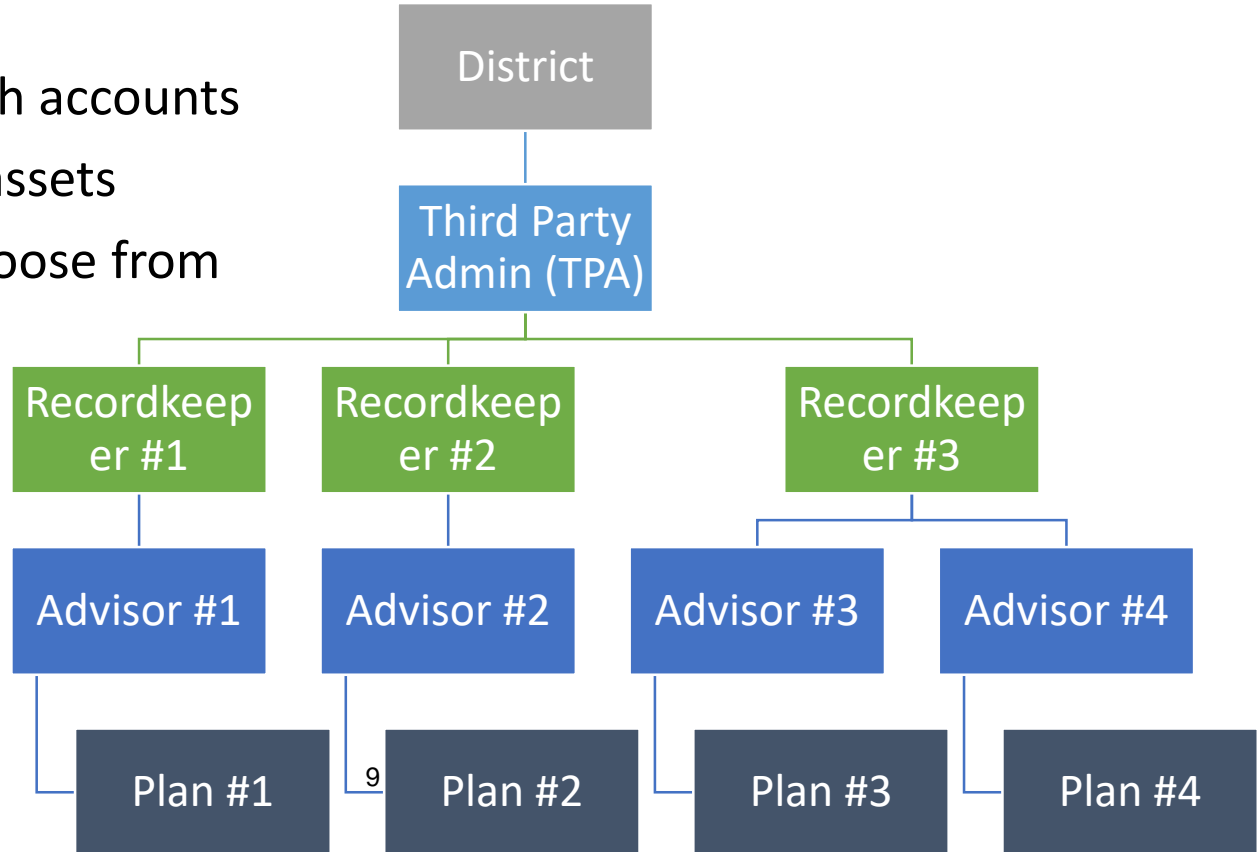


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*Not all plans use a TPA, when a separate TPA is not used (i.e. bundled model) then the recordkeeper absorbs the TPA duties

Case Study for Consolidation

- ~200 employees with accounts
- \$7+ million in total assets
- 4 plan options to choose from
 - 1 TPA
 - 3 Recordkeepers
 - 4 Advisors

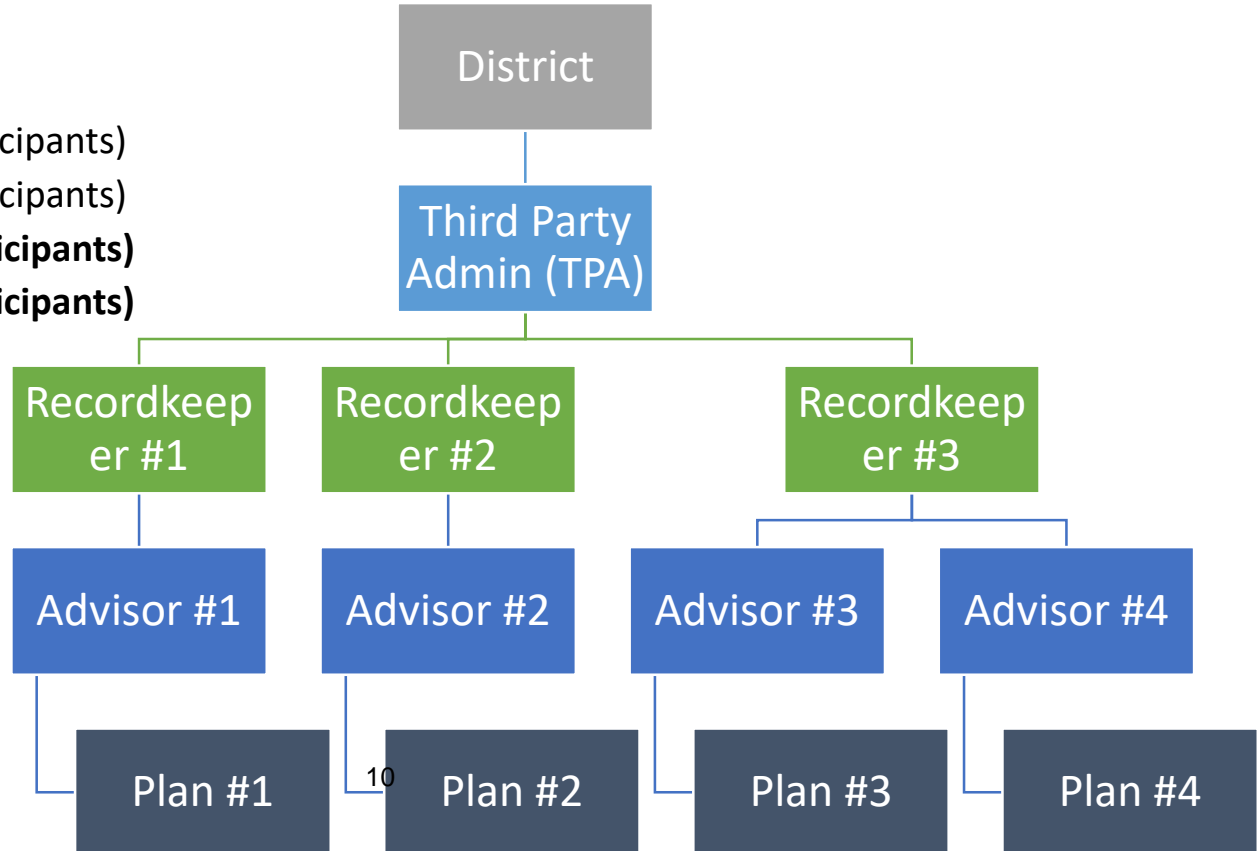


Case Study for Consolidation

- Fee Differences
 - Plan #1: 1.70% (45 participants)
 - Plan #2: 1.80% (55 participants)
 - **Plan #3: 2.15% (25 participants)**
 - **Plan #4: 1.67% (75 participants)**

Remember Plan #3 & #4 are with the *same* recordkeeper.

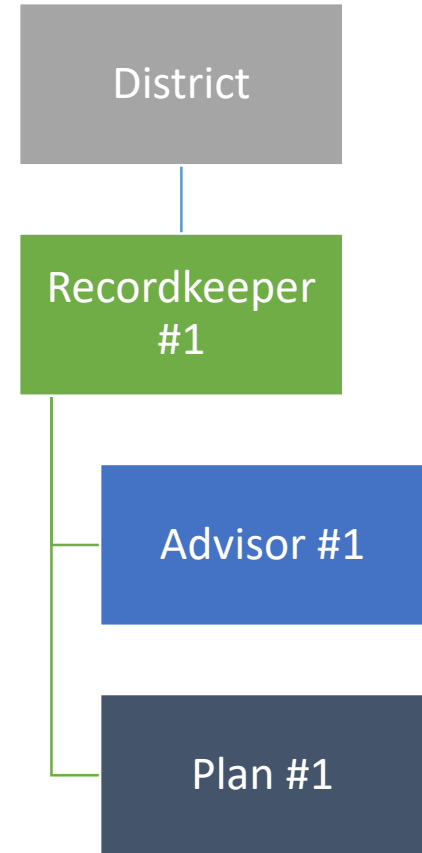
So two plans with different fee arrangements with the same recordkeeper



Case Study for Consolidation

Total All In Fees across all Plans, all TPAs, all Recordkeepers, all Advisors, etc.

- Previous: **\$142,800**
- New Structure: **\$32,500**
 - No TPA involved
 - Single Recordkeeper
 - Single Advisor
 - Lower Investment Fees
- Over a **75% decrease** in fees paid by the district's employees!



Current Situation (Numbers as of 2021)

- TSA: Serves as third party administrator (TPA) across all plans
- Voya: 1 plan
 - 43 participants, \$1.4 million in assets
- VALIC/AIG: 1 plan
 - 53 participants, \$3.4 million in assets
- Empower Retirement: 2 separate plans maintained, separate advisors for each plan
 - 01 Plan: 22 participants, \$448,000
 - 02 Plan: 73 participants, \$2.3 million

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Fee Comparison

Total All In Fees across all TPAs, Recordkeepers, Advisors, etc.

- Current: **\$142,800**
- Proposed w/MMA: **\$32,500**
 - Single Recordkeeper with Empower
 - No TPA involved (so no TSA necessary)
 - Lower Investment Fees

TSA

- Total Fees approximately \$6,685/year
 - They collect at least \$35/participant
 - Approximately 190 total participants across all the plans
 - It is possible they are collecting additional revenue via revenue sharing from the recordkeepers

Voya

- Total Fees are at least \$24,800/year (approximately), or 1.72%
- They collect approximately \$18,700/year for recordkeeping in the form of revenue sharing from investments (this can vary by investment option, overall it is ~1.30% across investments)
- Investment manager fees are approximately \$6,000/year (varies by investment option), or 0.42%
- Additional fees are collected from the money in the Fixed Accounts, but that is tough to quantify, as it is not disclosed. So this was *not* included in any fee estimates

VALIC/AIG

- Total Fees are at least \$62,000/year (approximately), or 1.80%
- They collect approximately \$43,000/year for recordkeeping in the form of revenue sharing from investments (this can vary by investment option, overall it is ~1.25% across investments)
- Investment manager fees are approximately \$19,000/year (varies by investment option), or 0.55%
- Additional fees are collected from the money in the Fixed Accounts, but that is tough to quantify, as it is not disclosed. So this was *not* included in any fee estimates

Empower Plan 01 (Legacy Plan)

- Total Fees are \$9,600/year, or 2.15%
 - Asset Fee: \$5,600 via a 1.25% asset based fee
 - Per Participant Fee: \$264 via a \$12/participant annual fee (equates to 0.06%)
 - They collect an additional \$225/year for recordkeeping in the form of revenue sharing from investments (this can vary by investment option), or 0.05%
 - Investment manager fees are approximately \$2,400/year (varies by investment option), or 0.54%
 - Advisor fee to a Cetera Advisor is \$1,100, or 0.25%

Empower Plan 02 (Active Plan)

- Total Fees are \$39,600/year, or 1.67%
 - Asset Fee: \$17,800 via a 0.75% asset based fee
 - Per Participant Fee: \$876 via a \$12/participant annual fee (equates to 0.04%)
 - They collect an additional \$1,700/year for recordkeeping in the form of revenue sharing from investments (this can vary by investment option), or 0.07%
 - Investment manager fees are approximately \$13,300/year (varies by investment option), or 0.55%
 - Advisor fee to a LPL Financial Advisor is \$6,000, or 0.25%

Proposed Plan with MMA & Empower

- Total Fees are \$32,500/year, or 0.65%
 - Brand new plan at Empower, that consolidates the two current Empower plans, as well as the Voya and VALIC/AIG plans
 - Assumes \$5 million out of \$7.7 million transfers to Empower
 - Fees as a percent of assets would adjust downward if more assets come over
 - Empower Fee: Asset Fee: \$15,000 via a 0.30% asset based fee
 - Advisor fee: \$12,500 via a 0.25% asset based fee (MMA's fee)
 - Investment manager fees: \$5,000 via average expense ratio of 0.10%
 - No per participant Fees
 - No fees are collect from Revenue Sharing, as only zero revenue investments are used

Summary

- Current Plan Fees range from 1.67% to 2.15%, plus an additional fee (0.09%) for TSA as the TPA
- Can move to a single vendor solution at Empower with all in fees at 0.65%
- Employees would have the choice to keep their assets in the current AIG, Voya and Empower plans. All Future contributions would go to the new Empower Plan
- Empower & MMA would assist in education to explain benefits to participants of making the move
- Lower Cost investment options via Empower, plus investment oversight and monitoring via MMA
- Brokerage account option available so participants can elect options outside the “core” lineup (so prior funds with other recordkeepers could be used)



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AGENCY**

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