



NATIONAL COUNCIL ON TEACHER RETIREMENT

102nd Conference: Empowerment Through Education

InterContinental Buckhead Atlanta, Atlanta, GA

Saturday, October 5, 2024

Hope 3

3:10 – 3:40 p.m. (ET)

RESOLUTIONS COMMITTEE

Patricia Bishop, *Chair*, Administrator, Virginia Retirement System
Tina Leiss, *NCTR Executive Committee Liaison*, Administrator Nevada PERS
Jason Davis, Trustee, Pennsylvania PSERS
Ray Higgins, Administrator, Mississippi PERS
William Murray, Trustee, Connecticut TRB
Debbie Simonds, Trustee, Georgia TRS
Jacqueline Ward, Trustee, Chicago TPF
Elvis Williams, Trustee, Texas TRS

Ex Officio Members

Erika Glaster, President, NCTR

Karen Yamamoto, President-Elect, NCTR



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102nd Conference: Empowerment Through Education
InterContinental Buckhead Atlanta, Atlanta, GA

AGENDA

1. Welcome and Self Introductions (3:10 – 3:15 p.m.)
2. Review, Discussion, and Vote on Adoption of “In Memoriam” Resolution(s) (3:15 – 3:20 p.m.)
3. Review, Discussion, and Vote on Adoption of “In Appreciation” Resolution(s) (3:20 – 3:25 p.m.)
4. Review, Discussion, and Vote on Adoption of Edits to Principles and Positions (3:25 – 3:30 p.m.)
5. Open Discussion (3:30 – 3:40 p.m.)
6. Adjournment





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RESOLUTIONS COMMITTEE

1. Welcome and Self Introductions

3:10 – 3:15 p.m.





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RESOLUTIONS COMMITTEE

2. Review, Discussion, and Vote on Adoption of “In Memoriam” Resolution(s)

3:15 – 3:20 p.m.

3. Review, Discussion, and Vote on Adoption of “In Appreciation” Resolution(s)

3:20 – 3:25 p.m.





National Council on Teacher Retirement

RESOLUTIONS

Adopted at the

**NCTR 102nd Conference
Annual Business Meeting**

October 8, 2024

Presented by:

The 2024 NCTR Resolutions Committee



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**IN MEMORIAM
WALTER J. MIKA, JR.**

WHEREAS, Walter John Mika, Jr., was a public high school teacher with a legacy of caring for teachers and their standard of living both while working and after they retired.

WHEREAS, Mr. Mika spent his teaching career of 30 years, in Fairfax County, VA, beginning in 1964 and retiring 1994.

WHEREAS, in 1973, Mr. Mika helped establish the Educational Employees' Supplementary Retirement System of Fairfax County, (ERFC), which has made significant improvements in the lives of tens of thousands of active and retired teachers and school employees in Fairfax County Public Schools (FCPS).

WHEREAS, Mr. Mika served as President of the Virginia Education Association (VEA) from 1980-1984 focusing on improving funding for Virginia schools and improving teacher pay.

WHEREAS, in 1984 Mr. Mika was appointed to the Virginia Retirement System, serving for 10 years, where he helped reduce the normal retirement age for public employees to 55.

WHEREAS, Mr. Mika served as President of the Fairfax Education Association (FEA) from 1988-1990, again focusing on teacher pay and benefits. Be it

RESOLVED, that the ERFC Board of Trustees extends their sincere appreciation for his extraordinary service and dedication towards improving the lives of active and retired educators in Fairfax County and the Commonwealth of Virginia. Be it further

RESOLVED, that a copy of this resolution be presented to the Mika Family and be included in the proceedings of the 102nd Conference of the National Council on Teacher Retirement, 2024.

Submitted by: Educational Employees' Supplementary Retirement System of Fairfax County



**IN MEMORIAM
FRANK READY**

WHEREAS, Frank had a 30-year career in education that began with teaching mathematics and coaching basketball at both Estancia and Hondo high schools in New Mexico;

WHEREAS, Frank also served as an administrator with the New Mexico State Department of Education, where he played a pivotal role in elevating math programs and demonstrated his growing and long-standing interest toward a better education system and the greater good of educators themselves;

WHEREAS, Frank's dedication to education continued when he became director of the New Mexico Educational Retirement Board in the early 1990s, where he oversaw the tremendous responsibility of ensuring thousands of educators would be able to retire successfully and where his financial mind guided him to make crucial investment decisions;

WHEREAS, Frank continued his passion for providing retirement benefits to public employees in 1996 when he became executive director of the Public Employees' Retirement System of Mississippi;

WHEREAS, Frank's dedication to the National Council on Teacher Retirement (NCTR) was exemplary, serving in leadership roles across both New Mexico and Mississippi.

WHEREAS, Frank rose to the presidency of NCTR from 1992-1993, leading not only with distinction but also earning numerous accolades for his tireless efforts;

WHEREAS, Frank, alongside his wife, Rosina, forged enduring friendships on the Council, leaving an indelible mark on the education community;

WHEREAS, Frank's legacy of advocacy and service reverberates through generations, a testament to his profound impact that continues to resonate today.

WHEREAS, Frank died in February 23, 2024, in Jackson, Mississippi, after a full and richly abundant life and leaving a legacy of love, dedication, education, and a zest for life;

WHEREAS, the Board of Trustees of the Public Employees' Retirement System of Mississippi expresses its utmost gratitude for Frank's commitment to education and his dedication to providing retirement benefits for the men and women served by both the New Mexico Educational Retirement Board and the Public Employees' Retirement System of Mississippi; now be it

RESOLVED, that NCTR expresses its appreciation for Frank's contributions to the Council over the years and for his dedicated years of service on the New Mexico Educational Retirement Board and the Public Employees' Retirement System of Mississippi; and be it further

RESOLVED, that a copy of this resolution be presented to the Ready family and be included in the proceedings of the 102nd Annual Conference of the National Council on Teacher Retirement, 2024.

Submitted by: Public Employees' Retirement System of Mississippi



**IN APPRECIATION
LOTTE T. DELANEY**

WHEREAS, Lotte T. Delaney served the Board of Trustees of the Teachers' Retirement System of Louisiana from 2020 through 2023 as the District 2 representative for active members employed in the parishes of Orleans, St. Tammany, and Washington; and

WHEREAS, Ms. Delaney embraced leadership roles by serving as chair of the Personnel Committee and vice chair of the Budget & Finance Committee; and

WHEREAS, during her tenure, Ms. Delaney also served as a member of the Budget & Finance, Elections, Executive, Investment, Legislative, Membership and Entitlements, and Personnel, committees; and

WHEREAS, Ms. Delaney always showed a keen interest in member outreach, particularly in reaching younger members and educating them about the value of the defined benefit structure; and

WHEREAS, with her professional experience in the field of finance, Ms. Delaney offered instrumental counsel and insight to Board discussions; and

WHEREAS, Ms. Delaney always worked in good faith with the best interests of TRSL members at the forefront of her decision-making, and served as a thoughtful steward for members in District 2; and

WHEREAS, during Ms. Delaney's tenure, TRSL helped provide much-needed reliability in protecting retired members' purchasing power by revamping the Permanent Benefit Increase (PBI) funding model; and

WHEREAS, for 23 years, Ms. Delaney has worked tirelessly as a founding member of the administrative leadership team for the New Orleans Center for Creative Arts (NOCCA); now, therefore, be it

RESOLVED, That the National Council on Teacher Retirement hereby expresses its appreciation to Ms. Delaney, for her dedicated service to the System as a trustee and fiduciary; and be it further

RESOLVED, that this Resolution be presented to Lotte T. Delaney, and that it be included in the proceedings of the 102nd Annual Conference of the National Council on Teacher Retirement, 2024.

Submitted by: Teachers' Retirement System of Louisiana



**IN APPRECIATION
ERIKA M. GLASTER**

WHEREAS, Erika M. Glaster, Executive Director of the Massachusetts Teachers' Retirement System (MTRS), has been a dedicated public servant, a mentor to hundreds of employees, and a highly respected member of the state of Massachusetts public pension community;

WHEREAS, Ms. Glaster has dedicated her life to public service, serving as the Executive Director of the Massachusetts Teachers' Retirement System for over 10 years, having served previously as its Deputy Executive Director, Assistant Executive Director for Member Services, Regional Director and Retirement Counselor for a total of 38+ years,

WHEREAS, during her tenure at MTRS; now therefore be it known that Ms. Glaster has provided oversight of the successful implementation of the Commonwealth's multi-tiered benefit plan, including educational seminars, written materials and videos, managed the conversion from a legacy database system to a fully web-based system, prepared and presented strategic management plans with the MTRS Board and staff; and led the management team in developing a staff compensation plan with a performance-based merit pay system, and be it further

RESOLVED, that the MTRS Board extends sincere appreciation to Ms. Glaster for serving as the President of the National Council on Teacher Retirement, President and Treasurer of the National Pension Education Association, as well as serving on her town's boards and committees, including as a youth soccer and basketball coach, and be it further

RESOLVED, that the MTRS Board and Staff acknowledge the relationship that Ms. Glaster has fostered with local constituency groups, including the Massachusetts Association of School Superintendents, Massachusetts Retirees Association, the Massachusetts Teachers Association, the American Federation of Teachers-Massachusetts Chapter, and be it further

RESOLVED, that the MTRS Management will greatly miss Ms. Glaster's guidance, knowledge and leadership, however, said Management will not miss having to sing her annual song at the holiday party, and be it further

RESOLVED, that the MTRS Board extends sincere appreciation to Ms. Glaster for her exemplary service and dedication to the MTRS active and retired members and beneficiaries; and be it further

RESOLVED, following her intended retirement in 2024, Ms. Glaster plans to stay active in the retirement community in Massachusetts, and continue to advocate for policies that will protect the retirement security of educators and all public retirees in Massachusetts, and be it further

RESOLVED, that a copy of this resolution be presented to Ms. Glaster and will be included in the proceedings of the 102nd Conference of the National Council on Teacher Retirement, 2024.

Submitted by: Massachusetts Teachers' Retirement System



**IN APPRECIATION
LUTHER HALLMARK**

WHEREAS, Mr. Hallmark began his teaching career in 1982. Mr. Hallmark taught in the classroom for 15 years, served as a principal for three years, and then served as the Superintendent of Marengo County Schools for 24 years, and

WHEREAS, Mr. Hallmark not only taught school but also coached basketball, winning five area championships, two regional championships, and even coaching a student who became a standout player in the NBA. He also served as a baseball official and basketball official over the years, and

WHEREAS, Mr. Hallmark was an active member of the Alabama High School Athletic Association and served in various leadership positions. In 2020, he was inducted into the Alabama High School Sports Hall of Fame. Other honors include the University of West Alabama Alumni Achievement Award, University of Montevallo Outstanding Superintendent Award, Council of Leaders in Alabama Schools Outstanding Service Award, and serving on the Marion Military Institute Presidential Advisory Council, and

WHEREAS, Mr. Hallmark began serving on the Board of Control for the Teachers' Retirement System and on the Board of Control of the Public Education Employees' Health Insurance Plan in 2008 and was elected as Chairman of both Boards of Control in 2016. During his 16 years of public service to the Teachers' Retirement System and the Public Education Employees' Health Insurance Plan, Mr. Hallmark provided leadership with diplomacy and humility, always advocating for the members, and

WHEREAS, Mr. Hallmark is well respected by his fellow board members and the staff, all of whom are appreciative of his steady and able leadership, and now therefore be it

RESOLVED by the Board of Control of the Teachers' Retirement System of Alabama and the Board of Control of the Public Education Employees' Health Insurance Plan that we recognize and honor Mr. Luther P. Hallmark for his devoted service and wish him the very best in retirement. A copy of this resolution shall be presented to Mr. Hallmark and be included in the 102nd Conference of the National Council on Teacher Retirement, 2024.

Submitted by: Retirement Systems of Alabama



**IN APPRECIATION
DAVID A. HENNIGAN**

WHEREAS, David A. Hennigan served the Board of Trustees of the Teachers' Retirement System of Louisiana (TRSL) from 2012 through 2023 as the District 4 representative for active members employed in the parishes of Bienville, Bossier, Caddo, Claiborne, DeSoto, Lincoln, Natchitoches, Red River, Sabine, and Webster; and

WHEREAS, Mr. Hennigan has been an exemplary leader during his time on the Board, as evidenced by his service as vice chair for two years and his service as chair of the Budget & Finance, Investment, and Membership & Entitlements committees; and

WHEREAS, during his tenure, Mr. Hennigan also served as a member of the Budget & Finance, Elections, Executive, Investment, Legislative, Membership and Entitlements, and Personnel, committees; and as vice chair of the Budget & Finance, Executive, Investment, and Legislative committees; and

WHEREAS, Mr. Hennigan always demonstrated a commitment to preserving the defined benefit structure of the retirement plan and has been a long-time champion of TRSL's role as a vital partner of Louisiana's education system; and

WHEREAS, Mr. Hennigan has understood the importance of a highly diversified portfolio of assets and a clear set of investment objectives as a means to strengthen and protect TRSL's position as a long-term investor; and

WHEREAS, during Mr. Hennigan's tenure, TRSL experienced remarkable achievements, including a record 35.7% investment return in Fiscal Year 2021, a multi-year drop in the employer contribution rate, and the development of a more reliable Permanent Benefit Increase funding model; and

WHEREAS, Mr. Hennigan's service coincided with positive accomplishments that demonstrated TRSL's stability, including an increase of 20.4 percentage points in the plan's funding level and a 22% decrease in the Unfunded Accrued Liability; and

WHEREAS, Mr. Hennigan has been a steady and respected voice for his constituents, who entrusted him for 11 years with safeguarding their retirement benefits and representing their interests; and

WHEREAS, Mr. Hennigan is a distinguished public servant who dedicated his career to public education by working in the finance divisions of schools in Caddo and Bossier parishes; now, therefore, be it

RESOLVED, that the National Council on Teacher Retirement hereby expresses its appreciation to Mr. Hennigan, for his dedicated service to the System as a trustee and fiduciary; and be it further

RESOLVED, that this Resolution be presented to David A. Hennigan, and that it be included in the proceedings of the 102nd Annual Conference of the National Council on Teacher Retirement, 2024.

Submitted by: Teachers' Retirement System of Louisiana



**IN APPRECIATION
RICK MCGIMSEY**

WHEREAS, Mr. Rick McGimsey served the Board of Trustees of the Teachers' Retirement System of Louisiana (TRSL) from 2016 through 2023 as a designee for the Commissioner of Administration; and

WHEREAS, during his tenure on the Board, Mr. McGimsey served as vice chair of the Elections, Legislative, and Memberships & Entitlements committees, and as a member of the Budget & Finance, Elections, Investments, Legislative, Memberships & Entitlements, and Personnel committees; and

WHEREAS, Mr. McGimsey has been an outstanding fiduciary, maintaining the highest levels of professionalism and integrity and showing a commitment to the preservation of a defined benefit structure that provides a reliable retirement income to thousands of TRSL retirees and their beneficiaries; and

WHEREAS, in addition to his service on the Board, Mr. McGimsey has been a dedicated public servant who has served the people of Louisiana for nearly 30 years at the Department of Justice and the Division of Administration; and

WHEREAS, Mr. McGimsey is a licensed attorney whose knowledge of the legislative process has been beneficial to Board discussions; and

WHEREAS, during Mr. McGimsey's tenure, the Board helped members navigate the COVID-19 global pandemic by ensuring TRSL continued providing services during a time of unprecedented office closures;

WHEREAS, Mr. McGimsey's tenure coincided with a period of remarkable milestones that further cemented TRSL's sustainability, including an increase of 13.4 percentage points in the plan's funding level and a 23% decrease in the Unfunded Accrued Liability; and

WHEREAS, Mr. McGimsey's service to the Teachers' Retirement System of Louisiana was performed with honor and integrity; now, therefore, be it

RESOLVED, that the National Council on Teacher Retirement hereby expresses its appreciation to Mr. McGimsey, for his dedicated service to the System as a trustee and fiduciary; and be it further

RESOLVED, that this Resolution be presented to Rick McGimsey, and that it be included in the proceedings of the 102nd Annual Conference of the National Council on Teacher Retirement, 2024.

Submitted by: Teachers' Retirement System of Louisiana



**IN APPRECIATION
MARTHA LEE ZINS**

WHEREAS, Martha Lee Zins (Marti) served on the Board of the Minnesota Teachers Retirement Association (TRA) with distinction for over 34 years, first as an active member representative from July 1, 1989 to June 30, 2009, then as a retired member representative from July 1, 2009 to October 2023. During that time, she served as Board President for 14 years, a member of the Audit Committee, and a member of the Facilities Management Committee; and

WHEREAS, Ms. Zins was employed by the Hopkins School District from 1967 to 2009 first as a media specialist and then as media director and served the students and families of that school District with professionalism and dedication; and

WHEREAS, during Ms. Zins tenure on the Board, the TRA experienced substantial growth in members (from 97,000 to 215,000) and assets (from \$4.5 billion to \$26.7 billion); and

WHEREAS, during Ms. Zins tenure on the TRA Board, significant pension reform legislation was passed in 1994, 1996, 2006, 2013, 2018 and 2023, all with the vision, creativity, and guidance of Ms. Zins and her concern for the members of the plan and the sustainability of the pension fund; and

WHEREAS, Ms. Zins has been active in other public service roles including past president of the Minnesota Education Association and director of the National Education Association. As president of MEA she testified on June 26, 1985 before a United States Senate subcommittee chaired by Minnesota Senator David Durenberger on the elimination of the federal income tax deduction for State and local taxes; and

WHEREAS, during her TRA Board service Ms. Zins was an active participant of the National Council on Teacher Retirement serving for several years as a member of the Trustee Education Committee. In 2017, she served on an ad hoc committee to revise the NCTR constitution; and

WHEREAS, Ms. Zins led the TRA Board with skill and grace so that all persons had an opportunity to voice their concerns and opinions while completing the business of the Board in a respectful and professional manner; now therefore be it

RESOLVED, that on this 8th day of October, 2024, the National Council on Teacher Retirement joins the members of the Minnesota Teachers Retirement Association in extending their grateful appreciation to Martha Lee Zins and recognize her for her important contributions and dedicated service towards the retirement security of Minnesota public school educators and thereby serving students, families, and the public school system; and be it further

RESOLVED, that a copy of this resolution be presented to Martha Lee Zins and be included in the proceedings of the 102nd Conference of the National Council on Teacher Retirement.

Submitted by: Minnesota Teachers Retirement Association





NATIONAL COUNCIL ON TEACHER RETIREMENT

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RESOLUTIONS COMMITTEE

4. Review, Discussion, and Vote on
Adoption of Edits to Principles and
Positions

3:25 – 3:30 p.m.



PLAN DESIGN AND BENEFIT ADMINISTRATION

Principles:

The National Council on Teacher Retirement (NCTR) believes that all Americans should have access to a pension plan that will provide adequate and reliable retirement security.

In the governmental sector, public pension plans are designed to provide a core retirement benefit that will help assure vital taxpayer services by providing cost-effective retirement benefits that attract and retain qualified employees. Public pensions ensure a stable retirement income for those who dedicate their career to serving the public.

NCTR supports and promotes the role and value of defined benefit pension plans to provide adequate and reliable retirement security for all Americans. NCTR believes that employees should also have access to voluntary participation in employer-sponsored defined contribution (DC) plans which play a meaningful role in providing supplemental, tax-deferred retirement savings.

NCTR believes that public pension plans must be governed by fiduciaries who adhere to the highest standards of integrity and fiscal accountability to the plan, its beneficiaries and members, their employers, and the taxpayers.

Positions:

NCTR is committed to ensuring and protecting the retirement security of public sector employees and will work with its members, public officials, and any other interested parties to encourage and support public policy decisions that guarantee retirement security for public employees and all Americans.

NCTR supports public pension plans that are designed to:

- Assure self-sufficiency for retirees by providing a predictable benefit that is guaranteed for life, including cost-effective disability and survivor benefits.
- Create a high-performance workforce by providing a benefit that will attract and retain quality and highly trained public employees.
- Lower overall benefit costs by pooling the risk of outliving retirement benefits and of investment losses over the total number of participants.
- Invest plan assets at a low cost in order to produce (1) predictable cash flow for payment of recipient benefits that contribute to state and local economies; (2) earnings that reduce future employer and employee contributions; and (3) a large pool of capital that provides entrepreneurial funding that would not otherwise be available to strengthen the economy.
- Provide flexibility that helps state and local governments maintain an effective workforce.

NCTR supports public policies that encourage increased retirement security by providing opportunities and incentives for employees to voluntarily participate in tax-deferred, supplemental savings plans.

NCTR urges all state and local governmental units to act in a manner that is consistent with preserving the fiscal stability of their retirement system(s); to fully fund their obligations to the pension plan; and to preserve and protect the guaranteed rights of plan participants to their promised benefit.



PLAN DESIGN AND BENEFIT ADMINISTRATION (continued)

Positions(continued):

NCTR encourages asset management firms and other plan vendors to support the continuance of viable defined benefit pension programs in the public sector and urges all NCTR associate members to act accordingly. In addition to advocating for defined benefit plans, asset management firms may support hybrid plans or defined contribution plans once enacted.

NCTR believes that retirement system trustees, administrators and other professional service providers must always act in a manner that demonstrates the highest ethical standards and must consistently act for the exclusive benefit of the retirement plan beneficiaries in complete accordance with their fiduciary responsibilities or other professional standards.

NCTR encourages all public plans to maintain the highest level of security for individual member data and prevent the unauthorized release of Social Security numbers and other personal information.

FEDERAL TAX POLICY

Principles:

Given the economic and social value of providing retirement security for all Americans, NCTR believes that the Federal government should enact tax laws and promulgate regulations that encourage the continuation of employer-sponsored pension plans while creating incentives for all employees to increase their personal savings through the utilization of supplemental tax-deferred retirement savings plans. Further, Federal tax policies should facilitate the portability of retirement savings by allowing the transfer of funds from one plan to another without penalty.

Positions:

Investment income is a critical part of the funding plan of public pension plans that reduces the financial support required by state and local taxpayers as well as employees; therefore, NCTR supports the tax-exempt status of public pension plans and opposes any tax on plan assets and/or income that would erode the financial integrity of the plan and ultimately increase costs for plan members, sponsors and taxpayers.

NCTR believes that the Federal tax code should provide the maximum flexibility in plan design. Federal tax rules and regulations should be clear and simple, and measures should be enacted on a permanent basis, thereby promoting a stable planning environment for plan members, employers and administrators. Therefore, NCTR:

- Urges Congress to maintain adequate incentives for public employees to supplement their pension with contributions to tax-deferred retirement savings plans.
- Urges Congress to maintain tax provisions that allow public employees to enjoy the benefits of contributing to their primary retirement savings plans on a pre-tax basis comparable to those of private sector employees.
- Supports the ability of state and local governments to offer post-retirement increases and flexible benefit options that are designed and implemented in a manner that is consistent with the trustees' fiduciary obligations.



SOCIAL SECURITY ADMINISTRATION AND SOLVENCY

Principles:

Since 1935, Social Security benefits have enabled millions of working men and women and their survivors to retire with dignity. NCTR believes that the President and the Congress of the United States of America have a solemn obligation to guarantee the solvency of the Social Security system and to preserve its benefits for future generations of Americans.

NCTR supports the historic right of State and local governmental employees to voluntarily participate in the Social Security system and believes that every public servant that contributes to the system should receive a benefit commensurate with his or her contributions.

Positions:

NCTR believes that the President and Congress must guarantee the long-term solvency of the Social Security Trust Fund and its guaranteed inflation-adjusted benefits, and NCTR would oppose any Social Security reforms that undermine this solvency.

NCTR believes that the Congress should preserve the right of state and local governments and their employees to decide whether to affiliate with the Social Security system, thereby protecting the retirement security of millions of American public employees, saving state and local taxpayers unnecessary federally-mandated expenses, and preventing costly and ill-conceived changes to financially secure and well-designed public retirement systems.

NCTR supports addressing those provisions of the Social Security law, such as the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP), that actually deprive certain public employees of Social Security benefits that they have rightfully earned and/or those that have been earned by their spouses, thereby breaking the promise of Social Security and further weakening the retirement security of a steadily increasing population of Americans.

PLAN GOVERNANCE AND INDEPENDENCE

Principles:

NCTR is comprised of public retirement systems that successfully operate under a well-established body of state and local laws, rules and regulations, including statutory and common law trust principles, conflict of interest laws, codes of ethics and sunshine laws. These systems are governed by highly accountable boards of trustees and/or public officials that are broadly representative of the employees, retirees, elected officials and the general public. The trustees have an undisputed fiduciary obligation to act for the exclusive benefit of their plan and its participants.

While acknowledging an appropriate role for state and local governments in the governance and oversight of public pension plans, NCTR opposes any political or legislative intrusion that could cause trustees to act in a manner that would be inconsistent with their fiduciary duty. Further, NCTR opposes any Federal action that would compromise the independence of state and local retirement systems and/or that would result in any violation of trustees' fiduciary responsibility.

Positions:

NCTR believes that public employee retirement systems should be governed by trustees that have a clear and unencumbered mandate to serve as fiduciaries for the beneficiaries of their system. Fiduciaries should be drawn from individuals who are broadly representative of the system's stakeholders, including members, retirees, plan sponsors and taxpayers.



PLAN GOVERNANCE AND INDEPENDENCE (continued)

Positions (continued):

NCTR believes that public fund trustees, administrators and professional service providers should be held accountable for acting in a manner that clearly demonstrates their commitment to the plan, its participants and beneficiaries, and to their individual fiduciary duties or other professional standards.

NCTR believes that each plan should maintain a high level of transparency to plan participants, beneficiaries, sponsors and the public, providing disclosure of the system's financial condition, funded status, investment objectives and assumptions, and benefit structure in order to preserve all interested parties' ability to fully exercise their rights and responsibilities.

INVESTMENT AUTHORITY AND CORPORATE GOVERNANCE

Principles:

All pension plan assets must be invested for the exclusive benefit of the plan beneficiaries and members. NCTR believes that this standard is clear and non-negotiable and must serve as the guiding principle for the prudent and equitable administration of all public employee retirement systems. State and local retirement system trustees and administrators must be allowed to perform their fiduciary duties without political influence and should vigorously oppose any mandate that would require them to violate their duties and responsibilities.

As institutional investors and as shareowners, NCTR members should take an active role in protecting plan assets and should adopt corporate governance policies appropriate to each plan.

Positions:

Public plan fiduciaries must maintain the authority to make investment decisions that serve the exclusive benefit of plan participants. NCTR therefore vigorously opposes any mandate that requires state and local pension plan administrators and trustees to make investment decisions that violate their fiduciary duties and responsibilities.

Trustees and staff are stewards of plan assets. Prudent stewardship decisions help ensure long term sustainability of plan assets to pay retirement benefits. Prudent stewardship requires consideration of a pension plan's established investment and corporate governance policies, including strategic asset allocation and monitoring performance, investment management fees, and evolving risks and opportunities.

NCTR supports public policies that encourage corporate accountability, transparency, and fiscal responsibility. NCTR understands and supports the significance of independent oversight through non-affiliated parties and the critical role played by independent auditors in the full and impartial disclosure of corporate conditions.

HEALTHCARE BENEFITS

Principles:

NCTR believes that access to adequate healthcare benefits is an essential component of retirement security. Since unsustainable cost increases threaten the ability of public employers to maintain comprehensive healthcare benefits for active and retired employees and create a competition for funding that threatens both health and pension benefits, NCTR believes that the Federal government must exercise careful and appropriate oversight of the American healthcare system to help control costs, reduce the rate of growth in healthcare expenditures, increase availability of coverage, improve system administration and increase overall quality of care.



HEALTHCARE BENEFITS (continued)

Positions:

NCTR must encourage state and local officials to distinguish the challenges associated with health care funding from their long-term obligation to fund pension benefits.

NCTR believes that employer-provided healthcare should be encouraged and that healthcare plans that provide comprehensive benefits while controlling costs by pooling the risk and negotiating best pricing should be supported.

Medicare provides critical healthcare coverage for millions of Americans. NCTR supports efforts to preserve the financial solvency of the Medicare system.

NCTR urges Congress to take responsible actions to reduce unsustainable healthcare cost trends, improve healthcare quality, reduce costs for individual healthcare plan participants and recognize the unique characteristics of public healthcare providers.

Since retirees may be disproportionately affected by the steady increase in the cost of healthcare and since active employees are frequently allowed to pay for health benefits with pre-tax dollars, NCTR supports legislation that would treat both active and retired employees equitably by allowing retirees to fund health insurance premiums and other medical expenses on a pre-tax basis.

DIVERSITY, EQUITY AND INCLUSION (DEI)

Principles:

Diversity is our strength.

As an independent organization, whose members include long-term investors, dedicated to safeguarding the integrity of public retirement systems to which teachers belong, NCTR believes that diversity, equity, and inclusion are at our core and our commitment to these values is unwavering.

NCTR also believes that all our members' and associates' policies and actions should foster vibrant, pluralistic communities that value, promote, reflect, and celebrate the diversity of the individuals, cultures and communities we serve.

NCTR further believes that diversity of thought and identity enrich the culture of our schools, our workplaces, and our communities and that all individuals, regardless of their identity, have a right to succeed. Diverse identities, experiences, skills, and abilities bring value and benefit to society.

NCTR believes in the importance of observances, and programs that accurately portray and recognize the roles, contributions, cultures, history and the value of diverse groups and individuals.

NCTR also believes diversity, equity, and inclusion are integral to achieving good governance. In turn, good governance yields better overall business performance for NCTR member organizations including, but not limited to stronger investment returns, increased funding of research and development, talent recruitment and retention.



DIVERSITY, EQUITY AND INCLUSION (DEI) (continued)

Positions:

Diversity: We support diversity on Boards, among staff, in our membership and in our associate/business membership. Diversity means empowering people by respecting and appreciating them as individuals. The power of diversity can only be unleashed, and its benefits reaped when we recognize these differences and learn to respect, value, and celebrate the rich dimensions of each individual.

Equity: We commit to ensuring equity, fairness, and justice across all our efforts and interactions. We respond to and confront bias, harassment, and discrimination. We do not discriminate and are committed to a policy of equal opportunity for all persons.

Inclusion: We commit to pursuing deliberate efforts to ensure that NCTR welcomes different perspectives, and every individual feels a sense of belonging and inclusion. Inclusion provides the freedom to fully participate in our communities and offers equal access to opportunities and resources. We know that by building a critical mass of diverse trustees, staff and service providers and creating a climate of inclusiveness, we can more effectively leverage resources of skill, talent, and experiences to advance our mission.

NCTR encourages system members to promote procurement practices that foster meaningful and substantive inclusion of historically underrepresented businesses, including those owned by ethnic minorities, women, veterans, LGBT+ and/or persons with disabilities.

NCTR encourages system members to improve outreach and strengthen relationships among vendors and prime contractors, and to identify and work with these historically underrepresented businesses to achieve diverse pipelines for contracted services.

NCTR believes investors benefit from greater insight into the diversity characteristics of a company's current board, as well as its policies to promote more diverse boards.

NCTR believes companies should provide more complete disclosures regarding the composition of their boards of directors, nominees for director positions, and executive officers.

NCTR believes companies should also provide greater transparency in their nominating process for director and officer selection. Any policy, plan, or strategy to promote racial, ethnic and gender diversity at a company, should be publicly available.

Submitted by: NCTR Resolutions Committee to the NCTR Executive Committee, virtually, on March 25.

Endorsed by: NCTR Legislative and Resolutions Committee

Approved by: NCTR Executive Committee April 10, 2024





NATIONAL COUNCIL ON TEACHER RETIREMENT

102nd Conference: Empowerment Through Education
InterContinental Buckhead Atlanta, Atlanta, GA

RESOLUTIONS COMMITTEE

5. Open Discussion

3:30 – 3:40 p.m.





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RESOLUTIONS COMMITTEE

6. Adjournment

