

# **LOCAL GOVERNMENT IN CONNECTICUT, 3<sup>rd</sup> EDITION**

## Instructor's Guide

### Chapter 28

#### **Class Discussion**

1. What are the three big items in labor negotiations that are very important to employees?
2. Pensions are an important benefit package for employees. What is the difference between a defined benefit pension and a defined contribution pension?
3. When you enter your first job, which type of pension would you prefer? Why? Is age a factor in deciding which type of pension benefit is best for the employee? Why?
4. What is Social Security? Why is it important? What age does it start?
5. Do you think it will be in existence when you retire?
6. What is Medicare? Why is it important?

#### **Class Assignments**

1. Determine what type of pension plan is offered in your town. Compare this to the teachers' pension plan.
2. What is the advantage to the town in the arrangement for teachers' pensions? (Hint: the State and the teachers pay for the pension plan; it is no cost to the town.)
3. Ask your parent or grandparents what type of pension plan they have? What do they think about the type? What would they like to have? Also ask them if there are in Social Security and what it means to them.
4. Ask your teacher what type of pension plan he/she is in and what do they like and dislike about the plan. (Note: the school business manager can help with this)

#### **Field Trips-Other Ideas**

- Visit the town hall and find out who handles pension. Ask them what type of plans they offer and are they fully funded.
- Visit the business office of the board of education and ask the same questions, both for teachers and other employees, such as secretaries and custodians. Compare the plans. Break the class down into different groups and have them defend the advantages and disadvantages of the two types of plans.
- Ask your teachers if he/she is in Social Security? What are their thoughts on this?