



“The Severance Plan Experts”

# EPC Early Severance Plan Update



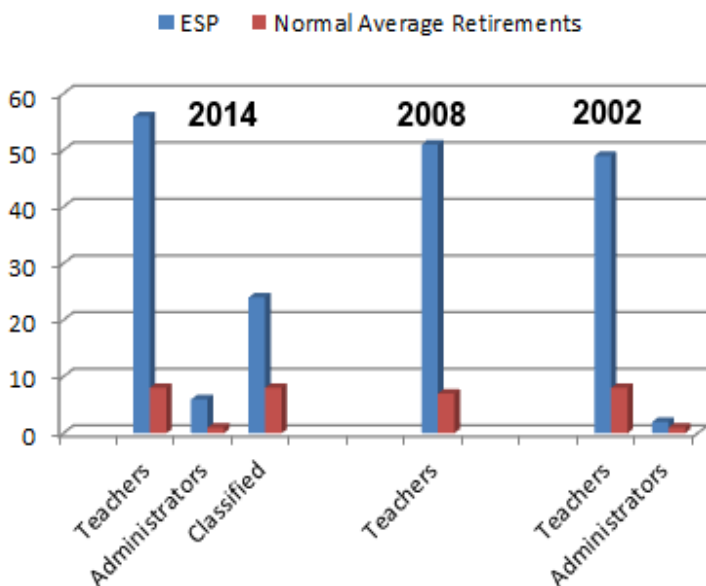
## Fayetteville Public Schools, AR

**Fayetteville Public Schools (FPS)** has lead the way in it’s use of EPC’s early severance plan as a tool to effectively manage salary costs, which is typically the largest portion of a school district’s operating budget. Most recently, EPC implemented a severance plan across all employee groups estimated to save FPS almost **\$7.0 million over eight years**. Combined with two previous plans FPS has saved an estimated **\$14.0 million in salary costs since 2002** using EPC’s early severance plan.

### Plan Review and Results

There are a number of questions school administrators ask when first introduced to EPC’s early severance plan. The most frequent is “how many teachers and staff would participate?” In all cases, EPC can provide a solid estimate of this number, and more, through our no-cost feasibility study.

What made the plan offered in 2014 by Fayetteville Public Schools unique, was the fact that the district had offered EPC’s program twice in the past. Once in 2002 and again in 2008. The plan was very successful in both cases. The district questioned whether offering a third plan in 2014 would be less productive due to healthy participation rates of the last two plans. EPC’s feasibility study answered this question projecting a positive outcome based on the current make-up of district staff.



Results from the feasibility study and the district’s positive experience working with EPC on the last two severance plans moved the FPS Board of Education to approve the 2014 plan.

The chart to the left illustrates final results of all three plans implemented at FPS. Actual plan participation is highlighted in blue with the average number of normal retirements highlighted in red.

These three cases are excellent examples of EPC’s ability to project and deliver accurate plan results.

*EPC is dedicated to helping school districts, colleges, universities and hospitals maximize budgets through the design and implementation of early severance plans. If your institution would like to learn more or take advantage of our no-cost feasibility study, please contact us at 1-800-747-1504.*

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