



“The Severance Plan Experts”



EPC Early Severance Plan Update

EPC Early Severance Plan Highlighted

The Chagrin Falls Exempted Village School District in OH offered EPC’s one-time early severance plan to employees during the 2012-2013 school year. The school district cited the plan in its newly released annual report which stated,

“In 2013, the Board of Education approved an employee severance plan to help reduce personnel costs since salaries and fringe benefits represent 80-85% of the district’s budget. Many positive results were achieved through the implementation of this plan including reducing salary costs, realigning staff throughout the district, and creating a renewed enthusiasm for the educational process district-wide.”

Plan Review and Results

While investigating the potential benefits of an early severance plan, Chagrin Falls Exempted Village School District’s Treasurer Anne Spano requested a feasibility study from EPC. It is customary for our firm to produce this study, and any subsequent revisions, at no-cost. The study was based on non-identifiable employee data provided by the district and EPC’s statistical model built on our experience of implementing over 400 plans.

Study results reflected the high potential for a successful plan at Chagrin Falls, not only from a cost savings perspective, but also in the opportunity to reallocate the workforce in certain areas. Upon board approval, EPC implemented the plan which produced the following results.

	Total Number in District.	Eligible for Plan	EPC Participation Projection	Actual Participation	Avg. Retirements w/Out Plan	Percentage Increase Above Normal Retirements
Teachers	170	123	12	15	2	750%
Classified	99	61	12	10	2	500%
Grand Total	269	184	24	25	4	625%

Throughout the course of plan design and implementation, EPC executes many details. For example, at Chagrin Falls, larger responsibilities included procuring legal plan documents, producing close to 200 individualized employee packages, and conducting over 50 one on one counseling sessions with eligible employees. Once participating employees exited the district, our duties continue for the next 5-8 years as we facilitate plan benefits to participants.

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 offer, please feel free to contact us at 1-800-747-1504.

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