

**For Immediate Release**

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## **Members of Superintendent Executive Cabinet Forego Pay Raise In Light of District Fiscal Challenges**

PITTSBURGH December 16, 2011 –Taking their lead from Superintendent Linda S. Lane, members of the Superintendent’s Executive Cabinet, Dr. Jeannine French, Chief of School Performance and Dr. Jerri Lynn Lippert, Chief Academic Officer declined to accept an increase of their annual salaries in response to the District financial struggles. As a part of their contracts, both receive compensation through a pay-for-performance plan that ties the earnings of Central Office Academic Leadership to job performance and growth in student achievement. Dr. French and Dr. Lippert, as part of the five-member Central Office leadership team, are the only members of the Superintendent’s Executive Cabinet on pay-for-performance contracts. The remaining Academic Leadership Team will join Dr. French and Dr. Lippert in freezing their salaries for 2012, foregoing the opportunity to increase their annual salaries and earn an achievement bonus of up to \$15,000 each, as outlined in their contracts.

Approved by the Board in February 2009, the pay-for –performance program is structured similarly to the District’s Pittsburgh Urban Leadership System of Excellence (PULSE) program for District principals. Similar to principals, the pay-for-performance plan of district-level academic leadership eliminates traditional step increases and awards based on a two-tiered compensation system.

- Based on individual compensation packages, an increment of up to \$2,000 annually added to base pay for job performance on an evaluation rubric.
- A one-time achievement bonus of up to \$15,000 awarded annually based on growth in student achievement, which includes a \$2,000 bonus based on the District’s achievement of AYP.

Dr. French and Dr. Lippert each conceded the \$2,000 increment that would have been added to their base pay as a result of positive job performance. In September, the District announced it had made Adequate Yearly Progress (AYP) for the second time in three years, meaning it had met all targets on each of the three standards – high school graduation, test participation and academic performance.

The chart below indicates the total payout amount received by each member of the district-level leadership team on the pay-for-performance plan.

<b>Name</b>	<b>Title</b>	<b>Payout Amount</b>
<b>Dr. Jeannine French</b>	Chief of School Performance	\$12,562.50
<b>Dr. Jerri Lippert</b>	Chief Academic Officer	\$12,562.50
<b>Dr. Christian Otuwa</b>	Assistant Superintendent	\$14,562.50
<b>*Dr. Paulette Poncelet</b>	Chief of Research, Assessment and Accountability	\$12,562.50
<b>Dr. Barbara Rudiak</b>	Assistant Superintendent	\$14,562.50

*\*Ineligible for \$2,000 increment based on District contract.*

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