

For Immediate Release
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District Offers Strategic Buyout Plan to Reduce Teacher Furloughs

PITTSBURGH, December 20, 2011- This evening the District introduced a new strategic buyout plan intended to reduce the hardship of impending workforce reductions necessary under the approved 2012 General Fund Budget. The 2011-12 Voluntary Employee Severance Plan will be available to full time teachers who earn a minimum base salary of \$80,000 as of June 30, 2012, and who are **not** eligible for full or reduced retirement benefits under the Pennsylvania Public Employees' Retirement System. Employees electing the plan will receive \$55,000 paid out over eight years, plus applicable contractual severance pay. The Board approved the plan at tonight's Legislative Meeting.

"We know, with certainty, that at the end of this school year we will face significant reductions to our teacher workforce. Under the School Code, furloughs are generally effectuated by system seniority. This is a system we know does not necessarily advance our teacher effectiveness goals" said Jody Buchheit Spolar, Chief Human Resources Officer. "Our hope is that this severance plan will alleviate the number of seniority-based furloughs that are necessary, while providing an option to those who may desire to sever their employment and appreciate the financial incentive that is available."

The 2012 Budget of \$ 529.8 million represents a 2.1% decrease from the 2011 adopted budget of \$540.9 million. The 2012 budget includes the estimated closure 398 school-based positions. The District anticipates being able to reduce the total number of teachers furloughed as employees opt to leave voluntarily, whether via the proposed Voluntary Employee Severance Plan or retirement.

The proposed plan will not be available to District administrators, classified staff, tutors, substitutes, temporary or contracted employees. Also excluded from the plan are any employees who have been laid off, terminated, or previously retired and returned to the District.

Details about the plan will be mailed to qualifying employees after the first of the year. Additionally, the District will hold a general meeting about the 2011-12 Voluntary Employee Severance Plan in January 2012. Individual counseling will be made available by appointment. Qualifying employees wishing to take advantage of the plan must notify the District during an election window that will be open this winter for an exit date of June 30, 2012.

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