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To: Board of Education
 From: Kim Davis
 Date: September 16, 2022
 Subject: ESIP Eligibility and Timeline

The Early Separation Incentive Plan must be approved by the Board of Education each year prior to implementation. Should the Board of Education choose to utilize this budget recovery tool, eligibility data, estimated savings, and a possible timeline is outlined below.

2022 - 2023

Early Separation Incentive Plan Timeline

- Two-week decision period September 26 – October 9, 2022
- Notice of Intent due on October 10, 2022
- Agreement due 45 days later: November 23, 2022
- Board meeting to accept/approve the separation agreement: December 14, 2022

The District can only estimate eligibility based on the information that we currently have for staff members. With this information, we can estimate that 29 staff (includes both certified and classified) members are eligible for ESIP at the end of the 22-23 school year. Of the 29 eligible, 16 would qualify for full benefits under PSRS/PEERS and 13 would qualify for reduced benefits. Considering the 16 that qualify for full benefits, we project 9 may choose to participate in the program.

A historical analysis and projection is illustrated below.

YEAR	# ELIGIBLE	# PROJECTED	# PARTICIPATED	PROJECTED SAVINGS	ACTUAL SAVINGS
2018-2019	25	9 projected	8 participated	\$ 138,160.37	\$ 238,672.66
2019-2020	23	17 projected	9 participated	\$ 125,608.00	\$ 135,441.55
2020-2021	31	12 projected	15 participated	\$ 134,600.00	\$ 192,583.60
2021-2022	27	10 projected	5 participated	\$ 96,000.00	\$ 57,611.10
2022-2023	29	9 projected		\$ 97,000.00	