

GREENCASTLE-ANTRIM SCHOOL DISTRICT

[UPDATED SAVINGS NUMBERS]

RESOLUTION # 1-2020

Resolution of Intent to Reduce (Furlough/Suspend/Terminate) Professional and Temporary Professional Employees, to Furlough Administrators, to Terminate Support Staff Employees, and to Cut Extracurricular Positions and Programs for Economic Reasons.

WHEREAS, Greencastle-Antrim School District is committed to providing quality educational programming for its students and the community in an efficient manner;

WHEREAS, the District remains a severely underfunded school district, a victim of an unfairly disproportionate state funding formula, that is required to “do less with more” each year;

WHEREAS, prior to school closures due to COVID-19 pandemic, the Finance Committee, on February 24, 2020 and March 16, 2020, directed the Superintendent and Business Manager to examine and address the 2020-2021 budget deficit with additional cost-cutting measures, then at around \$1,254,848;

WHEREAS, since March 13, 2020, the start of unprecedented school closures, the 2020-2021 budget deficit has climbed to \$2.5 million, as a result of the following issues;

- the District received word that it could receive at least 18% less in Earned Income Tax (EIT), in a decreased amount of approximately \$462,000;

- the District is expected to receive a substantially reduced transportation subsidy in 2020-2021 due to potential reduced current year expenditures during the school closure; and

- the District reduced the expected real estate tax collection percentage to 94% from 96%, reduced projected interim taxes paid, projected realty transfer tax, delinquent and interest payments, IDEA funding to 2019-2020 levels, and Basic Ed. and Special Ed. subsidies to 2019-2020 projected actuals;

WHEREAS, these concerns alone equate to a total loss of \$1,728,794 toward funding the 2020-2021 budget;

WHEREAS, the District’s fund balance stands at a projected \$1.8 million for year ending June 30, 2020, should the projected 2019-2020 deficit of \$921,771 be realized.

WHEREAS, with current projections, even if the District raises taxes to the index for the 2020-2021 budget year, it will still have a projected deficit of \$1.7 million;

WHEREAS, the projected total revenues of the District for the following fiscal year, 2020-2021, are \$39,999,478;

WHEREAS, the District has already undertaken numerous cost-cutting measures to address this deficit, including:

-halting a construction project at the High School, slated to cost \$371,351 for bond payments in the 2020-2021 fiscal year, with additional new money required in the 2021-2022 fiscal year, eliminating \$50,000 for future capital costs, and removing the accompanying Clerk of the Works position (\$96,000), realignment of Business Officer personnel (a savings of \$12,000);

-renegotiating its waste management contract, for a savings of \$30,000;

-cutting by half, supports for a needed special education classroom and supports for autistic support and emotional support students requiring specialized support; and

-removing baseball/softball field improvement projects from the budget.

WHEREAS, the District wishes to address this budget shortfall by imposing salary freeze across all employees in the District, for a savings of approximately \$506,000, but has not received word from the Greencastle-Antrim Education Association's (GAEA) of their consent to such a freeze;

WHEREAS, the District retains 175.5 full time instructional staff and 13 full time administrators;

WHEREAS, the District must pass its budget by June 30, 2020, which is approximately 61 days from April 29, 2020;

WHEREAS, 24 P.S. Section 11-1124(a)(5) and (c) and 11-1125.1 of the Public School Code require that the District adopt, not later than 60 days prior to the date of option of a final budget (projected to be June 29, 2020), a resolution of intent to suspend or furlough professional employees (and terminate any temporary professional employees) in the 2020-2021 fiscal year for economic reasons; and

WHEREAS, Section 5-514 requires due protections be extended to support staff employees that are intended to be terminated due to removal of their position for economic reasons;

THEREFORE IT IS HEREBY RESOLVED THAT:

1. Even with additional budgetary cuts, the economic conditions of the District require suspension of professional and the termination of temporary professional employees;
2. In conjunction with the other cost-cutting/saving measures outlined above and below, these proposed suspensions, furloughs, and/or terminations, will alleviate the District's economic conditions by reducing the budgetary deficit by another **\$1,213,374**, as the projected total cost savings (salary and benefits) expected to result from the proposed suspensions, furloughs, and/or terminations of professional and temporary professional employees is **\$1,213,374** (instructional, non-instructional).
3. The projected total cost savings expected to result from the proposed elimination of 2 administrative positions and resulting furloughs is **\$315,639**.
4. The projected total cost savings expected to result from the proposed termination of support staff employees (excluding the Athletic Director) is **\$242,337**.

5. The projected total cost savings for proposed elimination of supplemental extracurricular positions (excluding athletics) and furlough or termination of staff is **\$40,131.82**.
6. The projected total cost savings for the proposed elimination of the extracurricular athletic program are **\$578,504**, to include termination/furlough of supplemental positions, costs of play, \$78,063 for the termination of the Athletic Director as a support staff employee, and \$41,750 for the cost of the cancellation of the third party contract for an Athletic Trainer.
7. The projected expenditures of the District for the following fiscal year (2020-2021), with and without the proposed suspensions/furloughs/terminations of **professional** and temporary professional employees are **\$41,235,205** and **\$42,630,417**, respectively.
8. The projected total revenue of the District for the following fiscal year, 2020-2021, is **\$39,999,478**.
9. The District proposes to suspend, furlough, or terminate (temporary professional employees only), **13.5** professional/temporary professional employees who are assigned to provide instruction directly to students, or **7.7%** of the total number of those employees, based upon eliminating the below-listed positions, by departments. The impact or expected impact of these proposed position eliminations and resulting furloughs/terminations is identified relative to each Department:
 - High School Wellness (2 positions- MS and HS)
 - Class Size Increase, no Drivers Ed Class Instruction
 - Music (1)
 - Programmatic Changes which will affect the band and choral programs
 - High School Co Operative Education (1)
 - Duties and responsibilities may be re-assigned to guidance and assistant principals
 - World Language (1)
 - Increase class sizes, possible elimination of a language
 - Middle School ELA (1)
 - Reduction of instructional time, increase class size
 - Middle School Math (1)
 - Reduction of instructional time, increase class size

- High School Science (1.5)
 - Programmatic changes, increase class size, decrease upper level classes
- High School Social Studies (1)
 - Increase class sizes, decrease upper level classes
- Elementary Third Grade (1)
 - Increase class size from 22 to 25
- Elementary Fourth Grade (1)
 - Increase class size from 23 to 26
- Elementary Fifth Grade (1)
 - Increase class size from 22 to 25
- K-4 Computer (1)
 - Reduction of special instruction and teacher planning time

10. As a result, the District proposes to eliminate 2 administrative positions or 15.4% (each position being 7.7%) of the total positions of the Administrative group, and thus suspend, furlough, or terminate the employment of these individuals. According to the School Code, the Board of School Directors may only suspend the necessary number of professional employees assigned to provide instruction directly to students only if it also suspends at least an equal percentage proportion of administrative staff. The below positions will have their duties reassigned to other staff members, as outlined below:

- a. 1 Cabinet-level administrator and
- b. 1 building administrator.

11. Pursuant to the School Code, the Board of School Directors may exempt any five (5) administrative staff positions, one of whom shall be the Business Manager. Therefore, by this resolution, the Board exempts the following positions: Business Manager, Superintendent, and Special Education Director.

12. The District resolves to suspend/furlough (professionals) or terminate (temporary professional employees) 1 employee who is not assigned to provide instruction directly to students and who is not administrative staff, or .5% of those employees, and designated stipended positions; as outlined below:

- a. Instructional Support Team: Elimination of K-5 IST and K-8 Gifted Support

- Duties and responsibilities will be realigned across guidance, assistant principals, and special education instructional advisor
13. The District proposes to eliminate all sporting and extracurricular activity stipended positions (non-instructional positions held by professional employees and non-professional stipended employees), the corresponding student activities, accompanying costs, and the positions of Athletic Director and Athletic Trainer as it is first and foremost our responsibility to educate students.
14. The elimination of these extracurricular and sporting activities, and supporting supplemental contracts, would result in the District's non-renewal of the third-party Athletic Trainer Contract. By virtue of this resolution the Board authorizes the Administration to take any and all steps to address the elimination of this position and end of the contract, including appropriate notice to the contractor.
15. The District proposes to terminate for reasons of economy, the following support staff positions, after appropriate notice and hearing under Section 5-514 of the School Code and outlines the impact on the District's program as listed below:
- a. Kindergarten Aides – (3)
 - Reduction of opportunities for intervention programming
 - b. K-5 – Copy Clerk
 - Reduction of teacher support
 - c. IST Secretary
 - Impact on IST / Gifted / Intervention
 - d. 6-12 – Secretarial / Clerical (2)
 - Position 1 at MS: Impact on MS Literacy Room /Book Room Depository/ Tech / Website /
 - Position 2 at HS: Impact on communication with students, families, and faculty
 - e. Athletic Director
 - Students will receive their athletic opportunities in the District's physical education program.
16. The District has determined that the impact of the proposed eliminations, furloughs, suspensions, and terminations on academic programs to be offered to students following the proposed suspensions, as well as the impact on academic programs to be offered to students if the proposed actions are not undertaken, compared to the current school year, support the eliminations, suspensions, furloughs, and terminations. Without these reductions and the corresponding savings, the District would be forced to scale back in other more critical programs and offerings. This could have an even larger impact on student programming and achievement. **Of the total professional employees who are to be suspended, furloughed, or terminated and that are professionals, approximately**

82% are instructional professionals (instructing children directly), 6% are non-instructional professionals and 12% are Administrators.

17. In order to minimize the impact on student achievement the District will ensure that all other remaining academic programs will be carried out through rearrangement of remaining staff. With the continuation of the majority of District programming, absent some electives and extracurricular offerings, the impact to students should be minimized.
18. As the District Administration has not yet determined which individual tenured, professional employee is to be “suspended” or “furloughed” as that term is defined in the School Code (including Administrators) and which temporary professional (non-tenured) employee is to be terminated from her employment, as provided by law, or which support staff will be terminated, but will do so on or before June 29, 2020. Until then, the District Administration is directed to study efficient and effective means of delivering quality educational programs within state standards, the impact of any additional financial constraints, and thereafter notify all staff that are to be suspended, furloughed, or terminated, or otherwise affected in accordance with this Resolution, after the individuals directly impacted by this resolution have been identified and any School Code protections for District employees is reviewed and applied.
19. The identified employees impacted by the proposed furloughs, suspensions, terminations, and proposed program and position eliminations outlined above will be subject to official Board action on June 29, 2020, by a majority vote of all school directors at a public meeting of the Board on an agenda item to furlough, suspend, or terminate the identified employees.

RESOLVED this 29th day of April, 2020

BOARD OF SCHOOL DIRECTORS

ATTEST:

GREENCASTLE-ANTRIM SCHOOL DISTRICT

By: _____

Secretary

_____, President

(SEAL)