RESOLUTION FOR REDUCTION OF
PROFESSIONAL STAFF FOR ECONOMIC REASONS

WHEREAS, the Salisbury Township School District Board of Directors (“Board”) believe, based on the information available at this time, that the economic conditions of the School District will require reduction in professional employees for the 2020-2021 school year; and

WHEREAS, Section 1124 of the School Code requires the Salisbury Township School District to give notice of intent to suspend professional employees for economic reasons at least 60 days before adoption of the final budget; and

WHEREAS, it is the intent of the Board to set forth in this resolution the information required by Section 1124 as a condition of suspension of professional employees for economic reasons;

IT IS THEREFORE represented and resolved as follows:

1. The Salisbury Township School District Board hereby provides notice of intent to suspend professional employees for economic reasons, effective with the 2020-2021 school year.

2. The Salisbury Township School District has undergone years of financial challenge. Since the 2017-18 school year, Salisbury Township School District has reduced the total number of Act 93 administrators from 15 to 13. It should also be noted that 1 of the 13 administrators serves as the contracted LEA for KidsPeace, a regional program serving the behavioral and mental health needs of children, families and communities. This position is funded through KidsPeace. In the current 2019-2020 school year, Salisbury Township School District is operating with a planned deficit of $0. The District anticipates it may be over budget for several reasons including: growth in special education and facilities maintenance/repairs. Next school year 2020-2021, the School District projects a deficit of $2,792,228.

Salisbury Township School District’s 2019-2020 budget shows revenues of $37,783,127 with estimated expenses of $37,783,127, and a fund balance of $1,847,284. It is estimated that the School District’s 2020-2021 budget will show revenues of $38,111,135 and expenses of $40,903,363 with a fund balance of -$944,944. Property tax revenues for 2018-2019, the last completed year, were $23,487,084 with a 96% collection rate. Salisbury Township School District anticipates that the COVID19 pandemic crisis will have a significant negative impact on tax collection of both property tax, business privilege tax and earned income tax, as well as investment income, in the 2020-2021 school year.
Salisbury Township School District may be forced to reduce staff including professional employees providing direct instruction to students in the 2020-2021 school year in order to have any hope of presenting a balanced budget. If Salisbury Township School District cannot reduce professional employees for economic reasons, it may be forced to eliminate or alter programming which has already been reduced to minimal levels.

a. Salisbury Township School District estimates that the total cost savings from the proposed suspensions to be $934,771.

b. Salisbury Township School District has already undertaken the following cost saving measures:
   i. Outsourcing food service
   ii. Board consideration of outsourcing custodial/maintenance services
   iii. Board consideration of closing an elementary school
   iv. Development of district-run cyber program
   v. Outreach to cyber charter students
   vi. Reduced professional staff through attrition
   vii. Reduced non-grant funded travel and conferences
   viii. Reduced nursing services to non-public schools
   ix. Reduced building and department budgets

c. The projected expenditures with the proposed suspensions is $39,137,096; the projected expenditures without the proposed suspensions is $39,998,364.

d. The total revenues projected for the 2020-2021 school year are $39,093,589, without consideration for any effect of the COVID19 pandemic. Actual revenues are anticipated to be less, but the potential reduction in revenues is impossible to estimate at this time.

3. Salisbury Township School District believes there could be a maximum of 10 professional employees providing direct instruction to students who could be suspended which would constitute 7.3% of the total number of employees to be suspended.

4. Salisbury Township School District believes there could be a maximum of 1 administrative staff who could be suspended which would constitute 8.3% of the administrative staff.

5. Salisbury Township School District believes there could be a maximum of 2 professional employees suspended which would constitute 20% of staff who do not provide direct instruction to students and who are not administrative staff.
6. Salisbury Township School District believes the proposed suspensions will impact academic programs as follows: prioritize reading intervention for Title I elementary school, reduce elective offerings, increase class sizes. If the proposed suspensions for economic reasons are not undertaken the academic programs will likely be affected as follows: elimination of programs in accordance with Section 1124. Salisbury Township School District will take the following actions to minimize any negative impact on student achievement: filling any vacancies with highly qualified teachers.

ATTEST: 

BOARD OF DIRECTORS

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Board Secretary  Board President