



**April 24, 2019**

6:00 P.M.  
High School

**Chris Branton**  
President  
Region III

**Gregg Anthony**  
Vice President  
Region II

**Nathan Miller**  
Treasurer  
Region I

**Cathy Bachman**  
Region III

**Sue Bowman**  
Region I

**Todd Engel**  
Region III

**Erica Molino**  
Region II

**Airneezer Page**  
Region I

**Steve Persun**  
Region II

**Dr. Mark Stamm**  
Superintendent

**Jamie Mowrey**  
Board Secretary

**Fred Holland**  
Solicitor

## **Agenda**

### **Regular Board Meeting**

#### ***Opening***

Call to Order

Silent Meditation & Pledge of Allegiance

Roll Call

Preliminary Comments on Agenda Items: Residents of the district are invited to provide comments on items for discussion before the board. Individuals wishing to speak should step to the podium; provide their name, address, and item(s) for discussion. The board respectfully asks that comments be limited to three minutes.

#### ***Action Items***

#### ***Superintendent's Report & Recommendations***

1. Budget Work Session
2. Resolution of Intent to Furlough
3. Notice of Waiver Exemption

#### ***General Information***

Old Business

New Business

Courtesy to the Floor

Final Remarks by Board Members

Adjournment

**SUPERINTENDENT'S REPORT AND RECOMMENDATIONS**  
**April 24, 2019**

**1. Budget Work Session**

Superintendent and Business Manager will present the preliminary draft 2019-20 budget for consideration.

**2. Resolution of Intent to Furlough – Attachment #1**

It is recommended that the board of directors adopt a resolution of intent to furlough professional employees for economic reasons in the 2019-20 fiscal year. This resolution signifies intent, and is not a final decision. Section 1124 of the Public School Code of 1949 requires the board of directors to approve this resolution 60 days prior to the adoption of the final budget. The resolution, as required by statute, outlines the specific economic reasons justifying the furloughs, the prior steps taken to control expenses, and the economic impact if the furloughs are not made.

**3. Notice of Waiver Exemption – Attachment #2**

It is recommended that the board of directors submit a letter to the Secretary of Education identifying that the provision of Section 1124: 5(c)(1) requiring that an equal percentage of administrators also be furloughed, is not applicable. As directed by the Pennsylvania Department of Education, this provision does not apply to partial equivalent positions. The equal percentage of administrative staff is 0.13%. The letter does include permission to submit to the State Board of Education if the Secretary of Education determines this is necessary.

**BOARD INFORMATION**  
**April 24, 2019**

**REMINDER:**

Please bring your 2019-2020 budget book to the work session

**Board Meeting Dates**

April 24 – School Board Meeting 6:00 p.m.  
May 6 – School Board Meeting 7:00 p.m.  
May 20 – School Board Meeting 7:00 p.m.  
June 3 – School Board Meeting 7:00 p.m.

**Board Committee Dates**

May 6 – Buildings and Grounds Committee Meeting 6:00 p.m.  
May 20 – Athletic Committee Meeting 6:00 p.m.  
May 20 – Feasibility Study Committee Meeting 4:00 p.m.

*Resolution of Intent to Furlough Professional Staff for Economic Reasons*

*Adopted April 24, 2019*

*It is recommended that the board of directors adopt a resolution to suspend two (2) professional teaching positions effective July 1<sup>st</sup>, 2019 for Economic Reasons. These suspensions are consistent with Section 1124(a)(5) of the Pennsylvania School Code of 1949. The individuals identified for suspension were determined under the criteria established in Section 1125.1.*

*The South Williamsport Area School District faces significant financial challenges despite continued efforts by the board and by the administration to reduce expenditures through attrition, elimination of services, and other measures. The district has relied on a committed fund balance to offset annual deficits. However, without these suspensions and other cost saving steps that the district is taking, the fund balance will drop from \$863,014 down to \$212,334. If this is allowed to occur, the district will face insolvency in less than two years.*

*Economic Conditions*

- (a) The elimination of these two positions will save the district \$207,935. Once these positions are removed from the budget, the district deficit will be reduced to \$442,745.*
- (b) In an attempt to avoid suspensions of professional teachers who provide instruction to students, the district has aggressively reduced expenditures across all areas of the budget for multiple years. From previous budgets, some of these measures included:*
- 1. Reduction in professional staff from 110 to 94 full-time positions through attrition,*
  - 2. Elimination of a full-time benefit position of Library Aide,*
  - 3. Transitioning Teachers, Administrators, or other eligible support staff from a defined benefit health care program to a high deductible program,*
  - 4. Elimination of a fulltime Act 93 administrator (Principal / Director of Student Services) in August 2018,*
  - 5. Elimination of various programs and services.*

*From the proposed 2019-20 budget the board will further reduce expenditures through these steps which are currently under consideration:*

- 1. Non-renewal of three (3) temporary teaching positions,*
- 2. A pay freeze for all athletic coaches,*
- 3. Elimination of two (2) teaching positions through attrition,*
- 4. Elimination of two (2) lunchroom monitors,*
- 5. Elimination of three paid assistant coaching positions,*
- 6. Elimination of a half-time custodial position,*
- 7. Elimination of elementary athletic programs,*
- 8. Elimination of various programs and services.*

- (c) If the two professional staff are not suspended and the cuts above are not made, the district expenditures will be \$20,365,853 or \$650,680 over revenue. With the proposed reduction in staff and the changes above, the total expenditures for the district will be \$19,741,142 or \$127,729 over revenue.
- (d) Total projected revenue for the district for 2019-20 is \$19,613,639.
  - a. Local revenue is \$8,595,331 which includes the maximum tax increase of 1.03 mills under Act 1 with exceptions.
  - b. State revenue is \$10,585,105.
  - c. Federal revenue is \$433,203.

#### Suspensions

- (a) Number and percentage of professional employees to be suspended who provide direct instruction to students:
  - a. 2 professional employees who provide direct instruction to students
  - b. 2.2% of 90 professional employees
- (b) Number and percentage of professional employees to be suspended who are administrative staff:
  - a. None. District administration is sufficiently stream-lined and 2.2% of the administrative staff calculated under the statute (6) is 0.13% of a full-time position. PDE guidelines apply this clause only to full positions.
- (c) Number and percentage of professional employees to be suspended who do not provide instruction to students and who are not administrative staff:
  - a. None.

#### Academic Impact of Proposed Suspensions

These two suspensions in professional staff will impact the academic programs offered to students although the overall impact on learning opportunities is minimized by adjusting course content and time blocks. In grades seven and eight, reading and writing will be combined into one English Language Arts course with more time in each core subject.

The eliminated secondary English position provided elective courses for students. However, beginning in the 2019-20 school year, the high school is reducing the number of scheduled study halls creating additional opportunities for more staff to provide additional elective courses in multiple subject areas. This change in the master schedule opens additional subject areas to more electives and supports the District's and the Department of Education's initiatives in career pathways.

Despite the unfortunate loss of these positions, the district will use available resources to realign programs and adjust schedules to maximize learning for students.

April 24, 2019

Pennsylvania Department of Education  
Secretary Pedro Rivera  
333 Market St.  
Harrisburg, PA 17126

Dear Mr. Secretary,

*It is with deep regret that I recommended the board of directors to suspend two professional staff for Economic Reasons. After multiple years of aggressively acting to control our annual deficits, the district is left with few additional options. These two suspensions represent 2.3% of the professional staff who provide direct instruction to students. The district currently employs 94 professional staff; 90 provide instruction directly to students.*

*Section 1124(1)(C) of the School Code of 1949 requires districts seeking economic suspensions to also suspend an equal percentage of administrative staff. Under the statute, districts may request a waiver from that requirement. However, the PDE FAQ provided for districts, states that this provision only applies to full equivalent positions. After removing the five administrative positions required by Section 1124, six administrative positions remain. Applying the equal percentage of suspension clause is 0.13% of a position. Based on PDE's interpretation, it is my assertion that suspending an equal percentage of administrative positions is not necessary.*

*If you disagree with this position, then please consider the information below the criteria for a waiver request.*

*The administrative team of the district is sufficiently stream-lined and further reductions in administrative staff will cause harm to school stability and student programs.*

- 1. South Williamsport Area School District is composed on three buildings with a total 1,287 students. To oversee these facilities, programs, and staff the district employs two full-time principals, and one assistant principal.
  - a. Central Elementary houses kindergarten through fourth grade with 483 students. Central is operated by one full-time principal.*
  - b. Rommelt Elementary houses the fifth and sixth grades with 205 students and is operated by a half-time elementary assistant principal.*
  - c. The Junior / Senior High School houses grades seven through twelve with 594 students and is operated by a half-time assistant principal and a full-time principal.**
- 2. District office staff is operated by six administrators in addition to the superintendent. These positions include: business manager, accountant, director of innovative learning / information systems, network technician, director of buildings and grounds, and director of special education / school psychologist.*
- 3. In August 2018, the district eliminated the full-time administrative position of principal and director of student services. Those responsibilities were divided among the remaining administrators and the superintendent.*
- 4. The administrative staff is supported by two confidential administrative assistants.*

*If necessary, I respectfully request that you approve this waiver request and submit to the state board of education for their next meeting on May 8, 2019.*

*Respectfully submitted on behalf of the Board of Directors,*

*Mark Stamm, D.Ed.  
Superintendent of Schools*