

RESOLUTION

WHEREAS, the Frazier School District Board of School Directors has been informed by Administration that, due to economic reasons and the curtailment/ alteration of educational programs, certain Professional Employee positions, Temporary professionals, Service Employees, Maintenance Employees, Cafeteria Employees, Secretarial/Clerical staff, and Teacher's Assistants, may need to be suspended, furloughed, terminated, or demoted for the 2024-2025 school year; and

WHEREAS, the suspension/furlough of professional employees and termination of contracts of temporary professional employees may be necessary; and

WHEREAS, pursuant to Section 1124 and the amendments of Act 55 of the Pennsylvania Public School Code, the Administration desires to inform the Union and affected employees as soon as possible of such action deemed necessary.

NOW, THEREFORE, BE IT RESOLVED, by the Frazier School District Board of School Directors as follows:

- I. The Administration is directed to determine the appropriate personnel to be suspended, furloughed, terminated or demoted in accordance with the Public School Code and to make such recommendations as soon as may be practicable.
- II. The Administration is given the specific authority to notify any Professional Employee positions, Temporary professionals, Service Employees, Maintenance Employees, Cafeteria Employees, Secretarial/Clerical staff, and Teacher's Assistants, who may be furloughed for the 2024-2025 school year of their status as required by the applicable collective bargaining agreement and the Public School Code.
- III. The Administration is directed to report to the Board as to the names of all affected employees after notice is given.
- IV. The suspensions/furloughs will ease the economic conditions of the District by saving the District approximately \$1,252,477.00.
- V. The District has previously taken several cost-saving actions, including reduction of staff to attrition, consolidation of buildings, reduction in supplies, lowered the cost of living increase for nonprofessional staff.
- VI. The projected expenditures of the District for the 2024-2025 school year with the suspensions/furloughs are \$20,326,428 and those projected expenditures are \$21,578,905.00 without the suspensions/furloughs.
- VII. The projected revenues of the District for the 2024-2025 school year are \$20,326,428.00


VIII. The professional employees and temporary professional employees expected to be suspended/furloughed are as follows:

- A. **approximately ten (10) professional employees assigned to provide instruction directly to students representing approximately 7.5%;**
- B. **approximately two (2) professional employees who are administrative staff representing approximately 13.3%; and**
- C. **approximately four (4) professional employees who are neither assigned to provide instruction directly to students nor are administrative staff representing approximately 6%.**

IX. The Administration has reviewed Pa Department of Education requirements, District curriculum, course, student scheduling requests, teacher schedules, academic handbooks, bargaining unit contracts, and neighboring districts of similar size, to develop a plan that would not negatively impact student learning and academic programs, if the proposed suspensions/furloughs occur. Reduction of staff will be through retirement attrition, followed by Act 55 suspension/furloughing procedures. The administration will be able to maintain all academic programs, core subjects, class size, and extra-curricular activities. This will be done by sharing staff between buildings, based on appropriate certifications, and eliminating electives that have low student interest/enrollment.

RESOLVED this 16th day of April, 2024.

ATTEST:



Secretary

FRAZIER SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS

BY 

President