

PROGRESS REPORT OCTOBER 2022

General Comments

The Second Amendment, approved by the school board and the PA Dept. of Education, outlines the need to address the operational (expenditure/revenue) gap, improve academics, manage ESSERS to mitigate an anticipated operational deficit; and it acknowledges the need for strategic, yet prudent spending. Not only does the Second Amendment focus on operational efficiencies and academics, it also highlights necessary spending to improve academics, safety, and climate (See NOTE below).

1. Good News: Healthy Fund Balance
2. Cautionary News: The District used \$1.2M of one-time funds to balance the operational budget for 2022-23.
3. Bad News: The deficit is expected to widen after ESSER funds are expended.

<u>NOTE:</u>
In 2019-20 (first year of recovery), the District eliminated 77 positions from the budget: (Eleven were already vacant.)
31 teachers, 22 support staff, 4 administrators, and 20 plant personnel.
In 2022-23 (over a three-year period, including the current year), the District hired 30 positions (38%):
20 teachers, 1 support staff, 3 administrators, and 6 plant personnel.
The 20 teacher recalls supported reading specialists, the special education program, the middle school concept, the fifth-grade move to the elementary building, and smaller kindergarten classes. The Second Amendment calls for evidence of academic success to justify this commitment/investment.
See "District Spending Past Four Years" hand-out for more details (page 6).

In 2019-20, the District spent approximately \$400,000 on safety and security.
In 2022-23, the District will spend approximately \$1.12M on safety, security, and school climate.
Total for four years is approximately \$3M; approximately \$1.4M was covered through grant funds (47%)
See attachment "Historical Cost of Security" hand-out for a nine-year report on costs. It reflects approximately \$100,000 of increased district/local costs for security since 2014-15. The district has prudently utilized grant funding to ensure the safety/security/climate for all students and staff. The Second Amendment calls for evidence of success to justify this commitment/investment.

Financial Recovery Plan - Initiative Progress Report October 2022

KEY: GREEN – COMPLETED (Revisit Yearly) YELLOW – IN PROGRESS (On-Going) WHITE – ON HOLD (TBD)

	INITIATIVE	TOPIC	Status as of October 2022
1	CON 1	Garbage Contract	Re-visit as needed
2	CON 2	Insurance Broker	Re-visit as needed
3	OPE 1	Supplies	Re-visit for 23-24 budget
4	ACA 12	Supplementals	Re-visit for 23-24 budget
5	ACA 13	Athletics	Re-visit for 23-24 budget
6	REV 1	Real Estate Taxes	See #12 in Second Amendment
7	REV 12	Transitional Loan	In Progress – Second Payment \$123,500 Due in May
8	OPE 9	Time Mgt. System	Completed July 2019
9	HR 1	Resume Assistance	Completed July 2019
10	OPE 8	Direct Deposit	Completed July 2019
11	ACA 7 (Pt. 1)	Middle School Model New Directions	See #20 in Second Amendment
12	ACA 10	District Program Plans Aligned	Special Education Plan Comprehensive Plan
13	OPE 10	Auditor Gen. Report	Completed September 2019
14	CON 4	Solicitor RFP	Re-visit as needed
15	ACA 2	Kindergarten Sections	Added Two since 2019-2020 10 Sections
16	OPE 11	Health Care Program	Re-visit yearly
17	OPSY 1	Buildings and Grounds Audit	See #1 and #5 in Second Amendment
18	OPSY 2	Transportation Audit	See #2 in Second Amendment
19	CON 6	Transportation Contract	Contract Expires: June 2024 Must Address Costs
20	CBA 8	Early Retirement Incentive (Pre 2019)	Completed December 2019
21	OPE 3	Administrative Manuals	See #10 in Second Amendment
22	OPE 12	Fund Balance Policy	See #12 in Second Amendment
23	OPSY 3	Cafeteria Audit	TBD
24	OPSY 4	Special Education Audit	Completed January 2022 See #19 in Second Amendment
25	CON 5	Food Mgt Contract	Re-visit as needed
26	ACA 9	Forbes Road CTC	Re-visit yearly
27	ACA 7 (Pt. 2)	Mid. School Climate Climate Survey/Data Collection	See #20 and #21 in Second Amendment
28	CBA 2	Meet & Discuss	Addressed in negotiations See #13 and #14 in Second Amendment
29	OPE 2	Close MS Pool	Renovation Plans 2023-24

30	OPE 7	Close Middle School	On Hold
31	OPSY 5	Security Audit	In Progress: Hiring School Police Assessing current model
32	OPSY 6	Technology Audit	See #3 in Second Amendment
33	CBA 1	Outsource Options	In Progress: Address as Needed
34	CON 3	Security Contract	In Progress: Hiring School Police Assessing current model
35	CON 7	Technology Contracts	Re-visit as needed
36	OPSY 7	Insurance Audit	Re-visit as needed
37	CBA 3	Teachers Contract	See #13 and #14 in Second Amendment Impact on Student Achievement
38	CBA 4	Support Contract	In Progress: January 2022
39	CBA 5	Custodians Contract	Expires: 6/30/23
40	CBA 6	Food Service Contract	Completed June 2021
41	CBA 7	Administrators Contract	Expire: 6/30/23 (Inc. BM/Supt) HR and Supt completed
42	CON 8	Vendors Contracts	Re-visit as needed
43	ACA 1	Teacher Furloughs	Added 20 positions since 2019
44	ACA 4	Paraprofessional Furloughs	Added 2 positions since 2019 Several vacancies exist
45	ACA 11	Administration Furloughs	Added 3 positions since 2019 Safety supervisor in progress
46	PL 1	Custodian Furloughs	Added 6 positions since 2019
47	SEC 1	Secretary Furloughs	Added 1 position since 2019
48	FS 1	Cafeteria Furloughs	Reduced since 2019
49	ACA 8	Staff Absenteeism	See #23 in Second Amendment
50	OPE 4	Consortium Options	Re-visit as needed
51	OPE 5	Shared Services	TBD
52	REV 2	Delinquent Taxes	Re-visit yearly
53	REV 3	Earned Income Tax	Re-visit yearly
54	REV 4	ACCESS Reimbursement	Re-visit yearly
55	REV 5	Bussing Reimbursement	Re-visit yearly
56	REV 6	Cafeteria Revenue	Re-visit yearly
57	REV 7	Event Rates	Re-visit as needed
58	REV 8	PH Cyber Academy	See #9 in Second Amendment
59	REV 9	Special Education Programs (Outplace)	HS BEST Program to Moved in-house
60	REV 10	Grant Writing	On-going – Safety and Security
61	REV 11	Public Relations	See #9 in Second Amendment
62	REV 13	Subsidy Increase	June 2021- 22 Subsidy Increased
63	REV 14	Charter Sch. Tuition	Re-visit yearly
64	REV 15	Legislation Topics	Re-visit yearly (Sp.Ed Formula and cyber tuition)

65	REV 16	KOZ Zones	Completed - None
66	REV 17	Education Fdn.	On-Going Activities
67	REV 18	Non-Profit Ideas	TBD
68	REV 19	Lease Opportunities	Re-visit yearly
69	ACA 3	Academic Coaches	See #18 in Second Amendment
70	ACA 5	Achievement Ideas	See #18 in Second Amendment
71	ACA 6	Testing Options	Re-visit yearly
72	FIN 1	Debt Service	See #4 in Second Amendment
73	OPE 6	Board Training	See #8 in Second Amendment
74	First Amend- ment	Tax Increase/Balance Budget	See #12 in Second Amendment
75	Revision		Completed June 2021
	JUNE 30, 2021	SECOND AMENDMENT APPROVED	Status as of October 2022
1	OPSY 1.1	PASBO B&G Recommendations	In Progress: Boilers, HVAC, PM, Training, Vehicles, 23-24 project bids, Inventory Process (FMX)
2	OPSY 2.1	PASBO Transportation Recommendations	In Progress: Right-size fleet; PAT passes/CMU Project
3	OPSY 6.1	PASBO Technology Recommendations	In Progress: new tech and PD; website change
4	FIN 1.1	Debt Service Plan	Market Watch On-going
5	OPE 13	Procurement/Inventory	In Progress: Installed FMX; training
6	OPE 14	Tax Assessments Appeal Process	Completed: Status Quo Monitor CLR Changes
7	OPE 15	Sunshine Act/Public Mt	Completed
8	OPE 6.1	Board Training	Completed; Re-visit yearly
9	REV 11.1	PR – Charter Enrollment	PR Committee placed on Finance agenda monthly
10	OPE 3.1	Accounting Manual	To Be Completed moving forward
11	CBA 3.1	Negotiations	See #13 and #14
12	REV 1.1	Taxes/ESSERS/ Fund Balance	To Be Determined Must maintain 5% FB Must reduce operational deficit Must follow FB Policy 802
13	CBA 3.2, ACA 3.1, 5.1, 7.1	Negotiations – Student Achieve/Walk-thrus, Formative assessment, Tech Skills/PD/ Collaboration Time	Completed and In-Progress Must identify growth indicators and establish baseline from 2021-22 data Evidence of success

14	CBA 4.1, ACA 1.1, 4.1	Negotiations – Student Achieve/ Walk-thru, Formative assessment, Tech skills/ PD/Collab Time	Completed and In-Progress Must identify growth indicators and establish baseline from 2021-22 data Evidence of success
15	ACA 14	Technology 1:1 Devices	Completed/On-going Address in Budget
16	ACA 15	Learning Loss Plan	Completed/On-going ESSER Funds
17	ACA 16	Curriculum	On-going: Math/Read Prog STEM Lab Must measure success/ Aca. Growth
18	ACA 3.2, 5.2	Professional Growth	On-going: Must measure effectiveness with academic growth
19	OPSY 4.1	Special Education Programming	On-going: Must measure evidence of growth as identified in SE audit
20	ACA 7.2	Middle Sch. Concept Climate/PD/PR	On-going: Must measure evidence of growth in academics and climate
21	ACA 7.3	YESS Security Model Extend To HS and ES	Assessing current security model. Must align to reformative practice
22	ACA 3.3, 5.3, 7.4	Disciplinary Practices Restorative Justice	On-going: Must measure effectiveness of model
23	ACA 8.1	Absenteeism – Staff	On-going: Implementing incentive programs
24	ACA 17	Diversity & Equity	On-going: Reflective in resources, PD, and hiring practices

DISTRICT SPENDING PAST FOUR YEARS (excluding Cafeteria Operations)

	18/19 Recov Plan	19/20 Close March	Dif		20/21 Hybrid Year Amendment	21/22 Last Year	22/23 Current Year	Total	
Teachers	244	213	-31		Teachers	215 (+2)	229 (+14)	233 (+4)	+20
			8-9 back		Psychologist Sp.Ed. (MS) *Moved 5 th Grade to Elementary *unfilled pos	8 Reading Music (EL) Phy. Ed. (EL) Kindergarten Speech Sp.Ed. (EL) Counselor(HS)	2 SP. Ed. (BEST) Kindergarten Sp.Ed. Coord. *Moved two floaters to MS (6 th Grade/Math)		
Support Total	114	92	-22		Support Total	97 (+5)	95 (-2)	93 (-2)	+1
					*10-12 vacant aide positions	1 Secretary 4 Aides	Two Less Aides	Two Less Aides	
Act 93 Administration	24	20	-4		Act 93 Administration	20 (0)	21 (+1)	22 (+2)	+3
							Dir. Tech/Inno	Principal (EL) Safety Supervisor	
Plant	52	32	-20		Plant	36 (+4)	38 (+2)	38 (0)	+6
						4 Custodians	2 Custodians		
Confidential Secretaries)	3	3	0		Confidential Secretaries)	3 (0)	3 (0)	3 (0)	0
TOTAL	437	360	-77		TOTAL	371 (+11)	386 (+15)	390 (+4)	+30

(11Vacant)

Safety & Security Additions (See Historical Costs for Security since 2014-15 for more details)

2019-2020	2020-2021 Program	Cost	2021-2022 Program	Cost	2022-2023 Program	Cost
OSA (\$400,000)	OSA	\$387,000	OSA	\$206,000	OSA	\$207,000
	YESS Staff (MS Only)	\$266,000	YESS Staff (HS,MS,EL)	\$768,000	YESS Staff	\$768,000
	PHPD	\$45,000	PHPD	\$143,000	PHPD	\$150,000
					PH Police Force	TBD
\$400,000		\$698,000		\$1.12M		\$1.25M+

NOTE: Approximately \$1.4M of the \$3M was covered through state grants

Capital Projects

2019-2020	2020-2021	2021-2022	2022-2023	Cost
			Boilers/HVAC	\$2.3M
			*MS Project Bids EST.	\$5-7M