

**RESOLUTION OF THE RECEIVER RESTRUCTURING THE
OPERATIONS OF THE CHESTER UPLAND SCHOOL DISTRICT**

SEPTEMBER 17, 2020

WHEREAS, the Chester Upland School District (“District”) has been struggling financially for an extended period of time;

WHEREAS, the District also suffers from the lack of adequate staffing and high turnover at all levels of the organization. This high turnover presents both continuity challenges and much difficulty in preparing needed data and executing a financial recovery;

WHEREAS, in addition to the high turnover rate resulting in resignations of the Receiver, Human Resources Director, IT/Child Accounting Director, and the Chief Operating Officer of the District, budget cuts within the administrative staff reportedly have left the department strained and unable to work efficiently and effectively to maximize the revenues and minimize expenses for the District;

WHEREAS, the Receiver and the Superintendent cite a lack of available financial and human resources to be able to address many of the District needs;

WHEREAS, on May 14, 2020, the Honorable Judge Barry C. Dozor of the Court of Common Pleas of Delaware County in Case No. CV 2012-009781 approved the December 19, 2019 revised Financial Recovery Plan as well as authorized the retention of essential personnel for functional areas including but not limited to educational, financial, auditing, management, business practices and maintenance, IT, child accounting and human resources. The Court also authorized the outsourcing of such services to a third party without the need of Court approval;

WHEREAS, after the solicitation of Proposals to various intermediate units in the region, the Receiver carefully reviewed the August 13, 2020 Proposal of the Chester County Intermediate Unit for (“CCIU”) for School District Administration Services;

WHEREAS, the District, through its Court appointed Receiver, desires to engage the CCIU for the provision of certain administrative services to oversee the operations of the District pursuant to the terms and conditions set forth in a proposed Agreement between the Parties;

WHEREAS, through this innovative reorganization plan, the Receiver and CCIU propose to partner with the District by supplying a team of highly qualified individuals to provide leadership and administration of the Business Services, Human Resources, Instructional Technology, Special Education, Federal Programs, and Student Services operations; and

WHEREAS, it is the intention of this Resolution to reorganize the managerial functions and services of the District and to enter into the Agreement with CCIU as set forth herein and as the result of the subcontracting of the management functions, certain positions will be eliminated effective as of the close of business on September 18, 2020 as they are no longer needed to provide services to the District.

NOW THEREFORE, this 17th day of September, 2020, the Receiver with a view toward permanently changing the educational fortune of the students served by the District resolves as follows:

1. The District's Administrative Services Agreement with Chester County Intermediate Unit to provide managerial functions and services for the District retroactive to September 1, 2020 and terminating August 31, 2023, a copy of which is attached hereto, made a part hereof, and marked Exhibit "A" is hereby approved and/or ratified. The entry into the Administrative Services Agreement with the Chester County Intermediate Unit to provide managerial functions and services for the District is expressly contingent upon the Receiver's, the District Solicitor's, and PDE's approval of the final language in this Administrative Services Agreement.

2. As the result of subcontracting the managerial functions to CCIU as stated, the following positions shall be eliminated effective as of the close of business on September 18, 2020, as they are no longer needed to provide services to the District. In lieu of providing two (2) weeks' notice as required to the twelve (12) month administrators, which is required pursuant to their Act 93 Compensation Plan, and in further consideration of the services provided by the non-supervisory administrators listed below, the District authorizes the payment to each terminated employee to the extent of two (2) weeks' severance pay to each individual so listed below.

<u>Position</u>	<u>Individual, If Applicable, Whose Position is Terminated or Eliminated as of the Close of Business on September 18, 2020</u>	<u>Rationale</u>
Chief Operating Officer	Vacant	This position was vacated as of August 5, 2020. As a result, a vacancy has been created in this important position in the District. Notwithstanding the foregoing, due to the lack of effective financial infrastructure of the District, the Receiver believes that even if this position were filled by a District employee, the CCIU has comprehensive financial services and experience to operate and manage the District more efficiently. Further, this position would be considered to be a "non-professional employee" whose services could be "dispense[d] with" under Section 6-642-A (a) (6) of the Public School Code.

<u>Position</u>	<u>Individual, If Applicable, Whose Position is Terminated or Eliminated as of the Close of Business on September 18, 2020</u>	<u>Rationale</u>
Transportation Coordinator	Lawanda A. Richardson	Due to the lack of effective infrastructure of the District, the Receiver believes that the CCIU has comprehensive experience to operate and manage the transportation services of the District. Further, the Transportation Coordinator’s position would be considered to be a “non-professional employee”, whose services could be “dispense[d] with” under Section 6-642-A (a) (6) of the Public School Code.
Interim IT Director	Thomas D. Johnson	Due to the lack of effective infrastructure of the District, the Receiver believes that the CCIU has comprehensive instructional technology services and experience to operate and manage the District. Further, the Interim IT Director’s position would be considered to be a “non-professional employee”, whose services could be “dispense[d] with” under Section 6-642-A (a) (6) of the Public School Code.

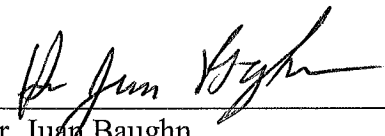
<u>Position</u>	<u>Individual, If Applicable, Whose Position is Terminated or Eliminated as of the Close of Business on September 18, 2020</u>	<u>Rationale</u>
Confidential Secretary	Wanda Colon	Due to the lack of effective infrastructure of the District, the Receiver believes that the CCIU has comprehensive support capabilities and experience to operate and manage the District. Further, the Confidential Secretary's position would be considered to be a "non-professional employee", whose services could be "dispense[d] with" under Section 6-642-A (a) (6) of the Public School Code.
Secretary	Michelle K. Jimerson	Due to the lack of effective infrastructure of the District, the Receiver believes that the CCIU has comprehensive support capabilities to operate and manage the District. Further, the Secretary's position would be considered to be a "non-professional employee", whose services could be "dispense[d] with" under Section 6-642-A (a)(6) of the Public School Code.
Director of Pupil Services and Special Education	Mark McIntyre	The Receiver is exercising his authority enter into contracts regarding the management of the District in accordance with Section 6-642-A (a) (10) (16) and (17) to more efficiently operate the Special Education Division resulting in the elimination of this position which is being subcontracted to the CCIU.

<u>Position</u>	<u>Individual, If Applicable, Whose Position is Terminated or Eliminated as of the Close of Business on September 18, 2020</u>	<u>Rationale</u>
Supervisor of Special Education	La'Keidra McDougal	The Receiver is exercising his authority enter into contracts regarding the management of the District in accordance with Section 6-642-A (a) (10) (16) and (17) to more efficiently operate the Special Education Division resulting in the elimination of this position which is being subcontracted to the CCIU.
Supervisor of Pupil Services	Vacant	The Receiver is exercising his authority enter into contracts regarding the management of the District in accordance with Section 6-642-A (a) (10) (16) and (17) to more efficiently operate the Special Education Division resulting in the elimination of this position which is being subcontracted to the CCIU.
Special Education Administration	Shalanna Jones	The Receiver is exercising his authority enter into contracts regarding the management of the District in accordance with Section 6-642-A (a) (10) (16) and (17) to more efficiently operate the Special Education Division resulting in the elimination of this position which is being subcontracted to the CCIU.
Help Desk Technician SIS and Application Specialist Network and Systems Specialist		These positions collectively are vacant and these services will be subcontracted to the CCIU. Further, all of these positions would be

<u>Position</u>	<u>Individual, If Applicable, Whose Position is Terminated or Eliminated as of the Close of Business on September 18, 2020</u>	<u>Rationale</u>
Fiscal Assistant Administrative Assistant- Operations HR Generalist		considered to be “non- professional employees” whose services could be dispense[d] with” under Section 6-642-A (a) (6) of the Public School Code.

APPROVED by the Receiver of the Chester Upland School District this 17th day of
September, 2020.

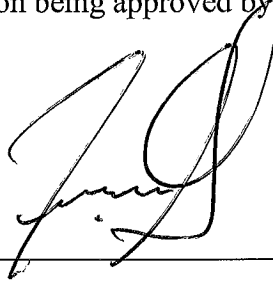
RECEIVER OF THE CHESTER UPLAND
SCHOOL DISTRICT

By: 

Dr. Juan Baughn

CERTIFICATION

I, _____, hereby certify that I am the Secretary of the Board of School Directors of the Chester Upland School District, and the foregoing Resolution was duly adopted by the Board of School Directors at a duly advertised meeting held on September 17, 2020, at which time a quorum was present, the Resolution being approved by a vote of _____ to _____ on the 17th day of September, 2020.



Board Secretary