

**RESOLUTION FOR REDUCTION OF
PROFESSIONAL STAFF FOR ECONOMIC REASONS**

WHEREAS, the Warren County 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 2024-2025 school year; and

WHEREAS, Section 1124 of the School Code requires the Warren County 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 Warren County School District Board hereby provides notice of intent to suspend professional employees for economic reasons, effective with the 2024-2025 school year.
2. The Warren County School District is undergoing a significant financial challenge. In the current 2023-2024 school year, Warren County School District is operating with a planned deficit of \$3.4 million. The District currently anticipates a large deficit on the 2024-2025 school year due to growth in special education, exorbitant cyber charter and brick & mortar charter expenses, increased facilities expenses, increased transportation costs, and overall increases to labor and benefits. Next school year 2024-2025, the School District projects a deficit of \$5,990,427.

The Warren County School District’s 2023-2024 budget shows revenues of \$93,317,114 with estimated expenses of \$96,733,165, and a fund balance of \$16,566,266. It is estimated that the School District’s 2024-2025 budget will show revenues of \$88,588,737 and expenses of \$94,579,164 with a deficit of \$5,990,427. Property tax revenues for 2022-2023, the last completed year, were \$19,757,632.37 with an 89.78% collection rate. The Warren County School District used ESSER funds to assist students with the learning loss challenges brought on by the COVID19 pandemic. The removal of ESSER funds has created budgetary concerns as we navigate post COVID19.

The Warren County School District may be forced to reduce staff including professional employees providing direct instruction to students in the 2024-2025 school year in order to have any hope of presenting a balanced budget. If the Warren County 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. The Warren County School District estimates that the total cost savings from the proposed suspensions to be \$2,520,000.
 - b. The Warren County School District has already undertaken the following cost saving measures:
 - i. Reduced professional staff through attrition
 - ii. Reduced non-grant funded travel and conferences
 - iii. Reduced department budgets
 - iv. Eliminated non-mandatory transportation
 - v. Development of district-run cyber program
 - vi. Outreach to cyber charter students
 - c. The projected expenditures with the proposed suspensions is \$93,019,164; the projected expenditures without the proposed suspensions is \$94,579,164.
 - d. The total revenues projected for the 2024-2025 school year are \$88,588,737. Actual revenues are anticipated to be less, but the potential reduction in revenues is impossible to estimate at this time.
3. The Warren County School District believes there could be a maximum of 9 professional employees providing direct instruction to students who could be suspended which would constitute 2.6% of the total number of employees to be suspended.
 4. The Warren County School District believes there could be a maximum of 2 administrative staff who could be suspended which would constitute 4.4% of the administrative staff.
 5. The Warren County School District believes there could be a maximum of 12 professional employees suspended which would constitute 3.4% of staff who do not provide direct instruction to students and who are not administrative staff.

6. The Warren County School District believes the proposed suspensions will impact academic programs as follows: increase class sizes, changes in elective programming, reduction of direct services to students, reduction in curriculum resources, limitations on virtual course offerings. 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. The Warren County 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

Board Secretary

Board President