

MIFFLIN COUNTY SCHOOL DISTRICT

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James A. Estep, Superintendent

Vance S. Varner, Director of Secondary Education

Melinda K. Kenepp, Chief Financial Officer

April 30, 2020

Dear Professional Staff,

Although there are no plans, informally or formally, being made to consider furloughs of teaching staff for FY 20-21, I am obligated morally and legally to notify you that furloughs for either economic reasons or for program curtailment could occur in 20-21 and/or 21-22 school years if national and state budget shortfalls lead to unsustainable staffing and program levels in the district.

I wish to re-emphasize that there are no plans to do so, and measures are and will be taken to avoid this scenario. I would be remiss, however, given the projected impact of the Covid Virus on our economy, not to provide fair and timely notice that furloughs could become a possibility at some point in the future. I will do everything in my power to avoid use of this option, and view it as one of last resort. By notifying everyone now, this would also meet our contractual obligation in terms of timeliness, protecting your rights bargained in good faith. I will publicly announce this as well at the April 30th budget work session, as required under Act 13.

Sincerely,



James A. Estep
Superintendent