



March 18, 2020

This communication supersedes all previous communication.

West York Area School District Community:

At last evening's Board Meeting, the Board unanimously approved an action item that allows the District to act in several ways during the statewide closure. Below are the items taken from the agenda that were approved:

Approval to authorize the following in response to the Governor-ordered closure of public schools, beginning March 16, 2020, and until such time as the closure is lifted, due to the COVID-19 pandemic:

- 1. The payment of non-essential support and confidential staff at their regular rate of pay for the time period of March 16 through March 29, 2020, subject to the requirement and understanding that said personnel will work make-up days scheduled at a later date and time in compliance with any applicable laws, collective bargaining agreements or other binding contractual commitments. If the closure of schools continues beyond March 29, 2020, the continued payment of non-essential support and confidential staff at their regular rate of pay shall continue for any missed workdays until no later than April 14, 2020, subject to the same terms and conditions outlined above.**
- 2. The Superintendent is authorized to designate essential staff members to work during the aforementioned school closure to ensure continuing District operations, subject to the following conditions: (a) CDC and state recommended precautions shall be taken to protect the health and safety of essential staff members working in school facilities to limit potential COVID-19 exposure; (b) working from home should be considered when practicable to reduce the need for essential staff members in "at-risk" medical categories to leave their homes; (c) essential staff members shall be paid in accordance with all applicable laws, collective bargaining agreements or other binding contractual commitments.**
- 3. The Superintendent is authorized to begin discussions with the West York Area Education Association about the possible implementation of a virtual education program and/or enrichment activities for District students, if the school closures due to the COVID-19 pandemic were to continue beyond March 29, 2020. Dr. Todd Davies, District Superintendent is authorized to allow teaching staff to begin work on such activities, if deemed appropriate, and such teachers shall be compensated in compliance with any applicable collective bargaining agreement and/or any memoranda of understanding that may be developed to effectuate the implementation of the virtual education program.**
- 4. The Superintendent is authorized to take necessary and appropriate actions regarding personnel matters, subject to final ratification by the School Board at its next public meeting. Any such actions shall be reported to the School Board promptly, and not considered to be final and binding until approval is obtained at a public meeting in compliance with the Sunshine Act.**

5. **The Superintendent or Business Office to pay bills and make budget transfers as required until the next voting board meeting 2020.**
6. **The Superintendent may implement actions to comply with Federal and State guidelines during the mandatory state-wide school COVID-19 shutdown and provide more flexibility with local school district policy when making decisions on continuing the education of students.**
7. **Nothing in this motion is intended to conflict with any binding emergency declaration provision made by the Governor of the Commonwealth of Pennsylvania or the President of the United States concerning the COVID-19 pandemic.**

What this means is that we can continue with the day-to-day operations of the District while also planning for a range of potential possibilities for advancing the District's Mission and Vision, going forward.

This includes:

- Planning for the possibility of delivering non-traditional instruction to our students beyond the initial two-week closure.
- Compensating ALL District employees (Administrators, Professional staff, Confidential Staff, and Support Staff) through April 14, 2020. The Board's response will be further evaluated as information regarding the pandemic evolves. A communication from Human Resources has already been sent to those employees impacted by this action.
- Finding creative ways to utilize the talent and skill of employees as needed throughout the closure and beyond, if necessary.
- Maintaining the continuity of District operations with respect to Business Office functions such as payroll, accounts payable, etc.

As you are all aware, the COVID-19 Pandemic is a crisis that changes on a day to day, if not hour by hour, basis. We are doing our very best to stay on top of government guidance and recommendations while planning for what lies ahead.

We appreciate the patience and support from the entire Bulldog community as we navigate this unprecedented event.

Sincerely,

Todd M. Davies
Superintendent