



## FACT SHEET FOR CHESTER UPLAND EA AND ESP MEMBERS

The staff of Chester Upland School District has been working hard to provide a high-quality education to every student. This is the case even though staff members have been working with one hand tied behind their backs because a broken charter school funding formula sends district resources to charter schools that do not reflect the actual costs of educating students in charter schools.

Despite a massive reduction in district resources that has resulted, in part, from transfers of money to charter schools, the district has engaged in a series of program improvements that have led to increases in student achievement over the last few years.

Despite these improvements, the most recent financial recovery plan for the district includes options for outsourcing of functional areas of work in the district (such as human resources, IT, child accounting, audit services, etc.), private management of schools, and/or potential charterization of any or all schools in Chester Upland School District.

The court order authorizes the Receiver, Dr. Juan Baughn, to request proposals from private companies and non-profits to operate the functional areas of work. In addition, the order authorizes the Receiver to pursue options for private management or conversion charterization.

Under the Financial Recovery Act and the court order, the Receiver can begin to pursue outsourcing of functional areas immediately without further court action. The conversion of district schools to charters is allowable under the Financial Recovery Act as long as charterization leads to cost savings and is approved by the court.

In the past, the school board has expressed its support for outsourcing opportunities for the district; under the Financial Recovery Act, the board does not have authority to make any decisions related to outsourcing, private management, or charterization.



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**If enacted, the outsourcing of functional areas and conversion charterization will lead to staff furloughs.** Collective bargaining agreements will not be able to protect employees from job losses because outsourcing is allowable under the Financial Recovery Act.

**According to the support professional contract, furloughs will be determined by seniority** from the date of hire in the bargaining unit and by job category. Under the School Code, **furloughs among certificated staff will be determined according to certification areas, seniority, and annual ratings.**

Although the timeline for outsourcing is not clear, **it is still possible that furloughs could begin as early as the start of the 2020-21 school year.**

**The current financial recovery plan recommends that the district pursue cost savings in salaries and benefits which may include health care.** Successor union contracts must meet all requirements established in the financial recovery plan. CUEA/CUESP will continue to pursue negotiations with the district, but the district has not been able to present current financial information to inform bargaining.

**PSEA has been turning over every stone to protect members' jobs.** This has included trying to bargain job protections into the contract, advocating for changes to the revised financial recovery plan, and seeking standing in court to defend members' rights. PSEA has organized a rally in the community and prepared expert testimony for the court.

**PSEA will continue to seek remedies for members.** These remedies will include monitoring outsourcing and charterization proposals to determine if they lead to cost savings, assisting the local to mobilize concerned community members, and continuing to work with other interested parties to support like-minded solutions.