

March 27, 2020

Dear Canon-McMillan Employee:

On March 16, 2020 you received a letter from the Superintendent's office communicating Governor Wolf's mandatory closure of all public K-12 schools throughout the Commonwealth through March 27, 2020. This was an unprecedented measure in the history of our state and conveyed the gravity of the situation at hand and the danger it presented to public health.

At that time, Superintendent Daniels communicated that all employees in active status (i.e. employees who were currently not in unpaid status) would be paid their regular or base salary for the duration of the 10 day closure. The District took this unprecedented step in good faith toward its workforce knowing the potential financial impact of lost income on employees and their families.

As you may be aware, the PA Legislature unanimously passed and presented PA Senate Bill 751 to Governor Wolf on Wednesday, March 25, 2020, who in turn signed the legislation granting continuation of pay and benefits to **all** public school employees who were actively employed as of March 13, 2020 through the duration of the school closure. In concert with previous communication from the PA Secretary of Education, this extension of pay and benefits for all public school employees will entail a distinction between essential and non-essential employees for the continuity of education and operation of facilities - but employees in both designations will be paid no more and no less pay and benefits than they would have been paid if school were actively in session, through the duration of the closure.

Lastly, the designation of essential vs. non-essential is not a rigid one and could entail different employees being rotated in and out of each category based on the educational needs of the students and operational needs of the School District. We thank you in advance for your cooperation and patience as we transition through this unprecedented period and work to provide continuity of education to our students and families.

There will be a FAQ sheet regarding the continuation of pay and benefits forthcoming that will be made available to District employees, but in the interim, any questions can be directed to the Human Resources Department as follows:

Tim McCullough: mccullough@cmsd.k12.pa.us

Debbie Grebeck: grebeckd@cmsd.k12.pa.us

Sincerely,

Timothy McCullough, *SPHR, SHRM-SCP*

Director of Human Resources

Canon McMillan School District

Phone: 724.746.2940