

ENCORE EDUCATION CORPORATION
Board Resolution #2024-001
for
Reduction in Force for 2024-2025 Academic Year

Purpose

Encore Education Corporation (“EEC”) experienced a significant financial hardship during the 2024-2025 academic year which has prompted the Board of Directors to take immediate steps to protect EEC from a risk of harm or further financial loss. With student enrollment currently below expectations, EEC must make corresponding changes to school programs to effectuate cost savings. For these reasons, the Board of Directors of EEC is approving a Reduction in Force (“RIF”) to be carried out before the beginning of the 2024-2025 school year. The final day of employment for employees impacted by the RIF will be as indicated in their notice of reduction of force letter.

Scope

The Board of EEC has determined that the RIF will target all nonessential positions. EEC will attempt to preserve as many core instructional positions as practicable. It will aim to eliminate or reduce departments that may be considered relatively overstaffed. Overstaffing is determined by estimating how many employees are needed to operate the department at the present size and enrollment of EEC when compared with EEC’s budget.

Criteria

To avoid any appearance of preference or favoritism, job classifications that are to be eliminated will be selected based on the job role itself, without regard to the specific staff member(s) in the position(s).

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Board Resolution #2024-003
for
Reduction in Force of 2024-2025 Academic Year

For job classifications undergoing a reduction in the number of positions (and not an elimination of all positions), EEC will be fair and impartial in selecting individuals. The Executive Director shall select staff members for separation in impacted job positions based on the following criteria:

1. Length of service
2. Job performance
3. Overall cost
4. Ability to be restaffed in the future
5. Needs of the program

Termination

Employees in the positions reduced or eliminated do not have rehire rights or preference in hiring, although they may apply for re-employment with EEC as positions become available and are posted for hire to the public.

PASSED AND ADOPTED by the Encore Education Corporation Board of Directors on June 29, 2024.

Signed:

Chandale Sutton, Board Chair

Date _____