

May 11, 2020

Dear Dr. Zwiebel & Board of Directors,

Please accept this letter as notice of my resignation from my position as Business Manager. My last physical work day will be June 30, 2020.

I received an offer as Business Manager at Shikellamy School District, and after careful consideration, I have come to the conclusion that this opportunity is right for my family and me at this time. It has been a pleasure working for the Pottsville Area School District, a place where I grew up and continue to live and love. I will continue to support the district as best I can.

This is a bittersweet move for me as I intended that the Pottsville Area SD would be the district from which I would retire. I was well aware of the circumstances that I was walking into at the time with the district in financial distress when I arrived with a \$1.2 million deficit fund balance. I have worked tirelessly along with my Business Office staff over the last three years to improve the financial condition of the district, including an internal audit of the occupation tax rolls that brought hundreds of thousands of tax dollars to the district which is residual year after year. This is just one of our many accomplishments during my term as Business Manager and I would need pages to list all of our accomplishments. It truly takes a team to accomplish success and PASD has the right staff in place in the Business Office to achieve success.

All of my recommendations and decisions were "for the district" including the reduction of my own contractual healthcare benefits for the financial benefit of the district. Not one of my recommendations was for personal gain or because of the inability to get past a personal issue. Although I don't always agree with every decision that is made in the district, there is one that I must be clear about in regards to the impact to the district and the blatant disregard of the best interests of the district. That decision is in relation to releasing a long-term committed individual who volunteered years of free labor after retiring from the district. That individual is Kerry Ansbach. I stated this concern in December 2019 in Executive Session when the decision was made to end Kerry's volunteer agreement with the district effective at the end of that month. I was quickly reminded by the Board President that I report to the Superintendent and that disagreements between the Business Manager and the Superintendent will not be mediated by this Board. That moment was clear to me the direction that disagreements between Dr. Zwiebel and myself would be handled moving forward. This decision has set several employees within the district up to fail without the proper supports and knowledge to take over the roles that Kerry filled for many years. It also has set the district up to fail without a proper plan in place. We are here five short months later lacking the proper supports in relation to the management of facilities. Bo Ditzler is doing his best to keep up with the

workload, but when you take an individual that was working in excess of 40 hours per week out of the equation without a plan, things start slipping through the cracks. I fear that we have only begun to discover the items that Kerry had completed without Administrations direct knowledge. I am a firm believer that every individual is replaceable including myself, but a clear plan should be in place before moving forward especially when there is no impetus to make a change in the operation other than a shift of power on the Board in favor of the Superintendent. It was clear with the facts and circumstance of this decision that it was made solely due to personal interests and not in the districts best interest.

I encourage this Board and administration to make sure that each decision you make going forward be in the best interest of the district and its students. There are difficult decisions and times ahead, it is imperative that you think of the impacts before making impulsive decisions. I encourage you to listen to more than one voice when making important decisions that impact several thousand students and hundreds of staff members.

I would like to help with the transition of the Business Office functions in any way possible to ensure a smooth transition after my departure. I encourage you to act immediately on finding my replacement, and I will make certain that all reporting and records are updated before my last day of work. I will be sure to make everyone aware of any open tasks upon my departure from employment with the district to ensure that those tasks can be transitioned.

There are many important things to accomplish before June 30<sup>th</sup> and I will work diligently until the last day to ensure they get accomplished. I do not intend to take any of my available vacation time between now and June 30<sup>th</sup> unless I have a request to participate in interviews for vacancies at Shikellamy.

I thank you for the opportunity to serve my alma mater for the last three years. It truly has been an honor to represent the Pottsville Area School District. I wish you all the best in your continued efforts to make sure each and every student receives the best education financially possible. If you need anything from me following my departure from the district, I can be reached on my cell phone.

Sincerely,



Brian Manning  
Business Manager

cc: Pat Lombel