

**SHELTON SCHOOL DISTRICT NO. 309
Shelton, Washington**

RESOLUTION NO. 19-01

A resolution of the Board of Directors of the Shelton School District, Shelton, Washington establishing a Reduced Educational Program.

WHEREAS, there is probable cause to believe that available revenues necessary to support the program and services of the Shelton School District will be insufficient to maintain current staffing levels for the 2019-20 school year, for reasons including, but not limited to anticipated increases in employee-related costs related to the planned transition of the state to the School Employee Benefit Board health care system, loss of local levy authority, negotiated pay increases, and other costs that are anticipated to exceed available revenues; and

WHEREAS, at the present time the level of funding the District is scheduled to receive from certain federal, state and local funding sources is uncertain, but appears insufficient to allow the District to maintain its current educational program and services; and

WHEREAS, based on the District's best good faith efforts to forecast revenues and expenditures for the 2019-2020 school year the District's Basic Education (BEA) expenditures will exceed its revenues in the 2019-2020 school year by approximately \$4.9 Million if current staffing and program levels are maintained; and

WHEREAS, these conditions have created a financial necessity to reduce the number of certificated and classified positions for the 2019-2020 school year; and

WHEREAS, State law requires school districts to notify affected certificated employees of the non-renewal of contracts, terminations, or transfers to subordinate certificated positions by May 15, 2019; and

WHEREAS, the Superintendent of the Shelton School District must prepare for sufficient reductions in force to avoid financial jeopardy to the School District from a lack of sufficient revenue; and

WHEREAS, the duties of the School District in notifying employees of their non-renewal, termination, or transfer are affected by both State law and applicable collective bargaining agreements; and

WHEREAS, the Superintendent of the School District has presented, and the Board agrees with, the enclosed reduced educational program in order to address the anticipated deficit between revenues and expenditures.

NOW, THEREFORE, it is hereby RESOLVED by the Board of Directors of the Shelton School District, as follows:

1. The Board of Directors hereby adopts the following reduced educational program, reorganization, and reduced staffing plan, which is intended to accomplish a reduction in District BEA expenditures of approximately \$4.9 million in Basic Education Funds, through both budget reductions and through restructuring to allow the District to access other funding sources for current BEA expenditures.

A. Estimated Savings	Program Reduction
1,500,000	Paraeducator/Para Tech reductions – BEA – see below
1,000,000	Paraeducator/Para Tech reductions – Special Education – see below
1,005,479	SEBB Savings from paraeducator/Para Tech reductions
200,000	Administrative Reconfiguration
45,000	Pay .5 of the Intervention Program Coordinator out of State/Fed. Programs
45,000	Move Early Childhood Ed. Teacher to full-time teaching (vs. coordination/teaching)
100,000	Reduce Budgeted Professional Development
400,000	Forgo Curriculum Adoption for 2019-2020
300,000	Maintenance Reserve - Forgo budgeted contribution to reserve
35,000	Hope Garden – cancel contract
12,000	Move Student and Family Resource Center to Mt. View Elementary (rental costs)
30,000	Motor Pool Reserve – Forgo spending on new van for 2019-20
50,000	Exec. Dir. of Student Service paid for by other funding sources
<u>144,970</u>	Assistant Superintendent – Budget Capacity – forgo use of budgeted funds
4,867,449	Total Reductions

B. Staff Reductions / Position Eliminations: The above cuts include the following anticipated staffing reductions.

1. Administrative Reconfiguration

2. Classified Reductions:

a. 23 FTE para educator and/or para tech positions (BEA)

b. 15 FTE para educator and/or para tech positions (Special Education)

2. The Superintendent shall prepare such seniority lists, retention categories, reduction, termination, transfer and related lists as are necessary to identify the positions and employees of the District that will be non-renewed, terminated, and transferred in order to achieve a reduction in force sufficient to absorb the reduction in financial support from the State of Washington and from other sources referred to above.

3. The Superintendent shall take such actions as may be required to comply with State law and applicable collective bargaining agreements to prepare and execute a plan for a reduced education program and to deliver necessary notices to employees who may be non-renewed, terminated, or transferred in the manner and within the time prescribed by State law and applicable collective bargaining agreements.

4. The Superintendent shall deliver such additional notices of reductions in force and termination or layoff notices to classified staff as the Superintendent determines reasonably necessary to absorb the reduction in financial support from the State of Washington and from other sources referred to above.

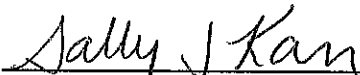
5. The Superintendent shall engage in good faith negotiations as may be required by law with representatives of bargaining groups for certificated and classified employees impacted by this reduction and reorganization of the educational program, and, if necessary, present to the board of directors for action recommended modifications to this resolution and/or bargaining agreements at such a time sufficient to allow identification and notification of employees of changes in position status or employment. Such discussions shall not prevent the issuance of any necessary notices of nonrenewal to certificated employees by the May 15 deadline required by law, with the understanding that the number of employees recalled or other matters related to the impacts of this reduction may continue to be addressed but such discussions after the required notices have been issued.

6. The Superintendent is authorized to forgo any of the cuts set forth in this resolution if additional funding sources are identified to mitigate the need for these reductions.

Adopted at a regular, open meeting of the Board of Directors held April 23, 2019.

SHELTON SCHOOL DISTRICT BOARD OF DIRECTORS
A municipal corporation of the State of Washington


Sandy Tarrwell, President



Sally Karr, Vice-President

Sally Brownfield, Member


Keri Davidson, Member


Dan Cooling, Member

ATTEST:


Alex P. Apostle, Superintendent and
Secretary to the Board