

SHELTON SCHOOL DISTRICT NO. 309
Shelton,
Washington

RESOLUTION NO. 20-06

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 programs and services of the Shelton School District will be insufficient to maintain current staffing levels for the 2020-2021 school year, for reasons including, but not limited to anticipated loss of revenues related to the COVID-19 outbreak, the projected ongoing costs of maintaining current program and staffing levels, 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 likely to be 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 2020-2021 school year the District's Basic Education (BEA) expenditures will exceed its revenues in the 2020-21 school year if current staffing and program levels are maintained; and

WHEREAS, the District currently has insufficient reserves to meet the requirements of Board policy, and will continue to deplete its reserves if corrections are not made; and

WHEREAS, these conditions have created a financial necessity to reduce the number of classified positions for the 2020-2021 school year; 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, due to the District's reduced educational offerings during the COVID-19 pandemic, the District also anticipates a lack of work for many classified staff

who were employed during 2019-2020; and

WHEREAS, even if additional funding in excess of current projections becomes available, the Board of Directors desires to exercise its discretion to allocate funds in the best interest of the District; 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 and the reduced anticipated need for classified staffing.

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 expenditures in the following amounts, taking into account reductions already accomplished through not filling vacant positions beyond those outlined below, reductions in contracted services, and other expenditure reductions that have been communicated to the Board.

A. Staff Reduction Plan

Estimated Expenditure Reduction	Program Reduction
\$2,548,511.00	Paraeducators – Regular Employee Layoffs
\$900,000.00	Paraeducators – Staff Reduction – Resignations and Elimination of Temporary Positions
\$75,000.00	Reorganization of Fiscal Department
\$528,702.00	Secretaries
\$558,375.00	Custodians
\$1,932,154.00	Bus Drivers
\$157,361.00	Mechanics
\$319,029.00	Food Services

B. Staff Reductions: The above cuts include the following anticipated staffing reductions to be accomplished through layoff of current staff:

1. Reduce total regular paraeducator staffing by 29.729 FTE.
2. Reduce one (1) FTE Accounting Supervisor position (non-represented).
3. Food Services: reduce by 5.04 FTE.
4. Bus Drivers: reduce by 20.19 FTE.
5. Mechanics: reduce by 2 FTE.
6. Secretaries: reduce by 7.641 FTE.
7. Custodians: reduce by 8 FTE.
8. Aquatic Director: reduce by 0.5 FTE.
9. Athletic/Activities: cancel coaching stipends due to lack of work.

2. The Superintendent or designee 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 anticipated shortfall between revenues and expenditures.

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. The number of employees recalled or other matters related to the impacts of this reduction may continue to be addressed by such discussions after the required notices have been issued.

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. The Superintendent is further authorized to explore such other alternatives to layoff as may be financially appropriate.

Adopted at a regular, open meeting of the Board of Directors held on this _____ day of August, 2020.

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

ATTEST:

Superintendent

BUDGET Reductions:

Estimated Savings	Program Reduction	
\$ 176,424.00	Exec Dir of Student Services	1.0 FTE
\$ 176,424.00	Exec Dir of State/Federal Programs	1.0 FTE
\$ 168,000.00	Mentor Program	
\$ 202,791.00	School Resource Officers(remove SRO's & Dir of Safety& Security)	
\$ 51,657.00	HVAC Loan - paid off	
\$ 40,000.00	Maintenance/Custodial OT	
\$ 1,260,887.00	Certificated Staff --10 retire/resign	10.0 FTE
\$ 75,000.00	Reorganization of Fiscal Dept	1.0 FTE
\$ 37,914.00	Curriculum leaders	
\$ 896,382.00	Reduce paraeducator/para techs through attrition and non-renewal of temporary status employees	
\$ 2,548,511.00	Reduce paraeducator/para techs	29.729 FTE

LAYOFFS:

\$ 528,702.00	Secretary positions - \$44,059/monthly	7.641 FTE
\$ 558,375.00	Custodian positions - \$42,952/monthly	8.0 FTE
\$ 37,605.00	Aquatic Director	.5 FTE
\$ 684,661.00	Athletics/Activities* - \$57,055/monthly	
\$ 1,932,154.00	Bus Driver positions - \$161,013/monthly	20.19 FTE
\$ 157,361.00	Mechanics - \$13,113/monthly	2.0 FTE
\$ 319,029.00	Food Services- \$18,574/monthly	5.04 FTE

Funding source shifts

\$ 30,000.00	Secretary-Teaching/Learning - move funding from Basic Ed to Federal Programs
\$ 200,000.00	Bilingual ParaTechs - move funding from Basic Ed to Transitional-Bilingual

\$ 684,661.00	*Athletics/Activities
	Athletic Stipends - \$376,000
	Activity Stipends - \$118,269
	Intramural Stipends - \$22,741
	Game Management - \$18,851
	Officials - \$32,300
	Travel - \$116,500