

RESCUE SWIMMER BUDGET CUTS



A MESSAGE FROM YOUR INTERIM SUPERINTENDANT

May 10, 2019

Dear South Kitsap School District Staff,

Over the past few weeks, I have provided updates about our budget development process. At the May 1 Board Meeting, I presented an initial recommendation for a reduction in educational program. The Board asked for more information and some alternatives. At the May 8 Board Meeting, I presented three scenarios for restorations to those recommended budget cuts.

Many of you attended the meetings and the Board heard testimony from students, staff, and community members. **I am pleased to announce the Board approved Resolution 1288 Reduced Educational Program, which includes all three restoration scenarios.** While some cuts are still necessary due to the budget shortfall and enrollment decline, primarily at the high school level, the Board has agreed to use a portion of the fund balance to help bridge the funding gap.

We are legally required to notify certificated staff by May 15 if they will not have a contract for the coming school year. The timing of these notifications causes a stressful and worrisome process as District administrators wait for announcements of staff retirements, resignations and final student enrollment numbers. As a solution, we have worked with South Kitsap Education Association on an agreement where displaced certificated staff will be offered an alternative to a RIF notice. Impacted certificated staff (approximately 10) will receive a “contract without an assignment” pending permanent placement. Staff who agree to this alternative contract will be available to fill in when needed at all levels and all schools until placed in a permanent assignment using the recall process agreed upon in the SKEA Collective Bargaining Agreement.

The budget development page on our website has been updated. Please continue to send questions and suggestions to skbudget@skschools.org. Please see attached for a budget development update going to all district families later today.

I want to thank all our staff members for your trust and patience as we work through this difficult time. You are a big part of what makes South Kitsap such a special place. Each of you make a difference for students in our community whether on the front the lines or behind the scenes.

Best regards,

Karst Brandsma

Superintendent



RESOLUTION NO. 1288
REDUCED EDUCATIONAL PROGRAM

WHEREAS, the Board of Directors of South Kitsap School District has reviewed the recommendation of the Superintendent regarding a reduced educational program; and

WHEREAS, at the present time the level of funding the District will 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, at the present time the District is experiencing a lower than anticipated student enrollment, with the projected enrollment for 2019-2020 projected to be lower than the present enrollment,

WHEREAS, the Board of Directors has considered the funds available for the implementation of the educational program; the goal of maintaining reasonable teacher-student ratios in classrooms; the needs of students as developed by historical subject enrollments of students, requirements for graduation, requirements for accreditation, and minimum program requirements required by state laws and regulations; maintenance of reasonable curriculum offerings given the reduced financial situations; the staffing allocations needed to operate the reduced educational program; and

WHEREAS, the Board of Directors has determined that a fiscal necessity exists to adopt a reduced educational program for the 2019-2020 school year, requiring a reduction in the current number of District certificated and classified positions; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the South Kitsap School District as follows:

I.

The Board of Directors hereby adopts the recommended Reduced Educational Program recommended by the Superintendent, which is incorporated herein by reference. The Superintendent is hereby directed to implement a reduced educational program for the 2019-2020 school year, using all necessary and legal means, including, but not necessarily limited to, reassignment and transfer of impacted employees to open positions and/or issuance of notices of layoff or contract non-renewal to classified and/or certificated employees up to the number of full time equivalent (FTE) positions identified for elimination below.

STAFF	FTE
Elementary Certificated Staff (K-5, IB)	3.0
Middle School Certificated Staff – IB Coordinator	.5
Instructional Specialists – Middle School	3.0
High School Certificated Staff	
Math	1.0
Science	2.0
Social Studies	2.0
Credit Recovery	.5
Physical Education	1.0
World Language (individual languages)	3.0
Deans	1.0
Certificated Administrative Staff	
Assistant Principals – Elementary	2.0
Athletic Director	1.0
Classified Administrative Staff	
Transportation Assistant Director	1.0
Classified Staff	
District Office – Communications	1.0
Security	2.0
Transportation	1.0

II.

The Superintendent is directed to continue to 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 as required under section III of this resolution.

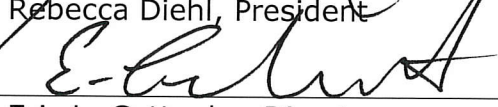
III.

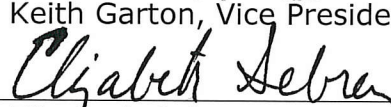
The Superintendent is directed to take such action as may be required by law to give appropriate and timely notices of nonrenewal to certificated and classified employees and their bargaining representatives to implement the above-described reduction and reorganization of the educational program and certificated and classified staff, and to provide timely notice to layoff, reduced, reassign, and transfer certificated and classified staff members as required under applicable bargaining agreements and law.

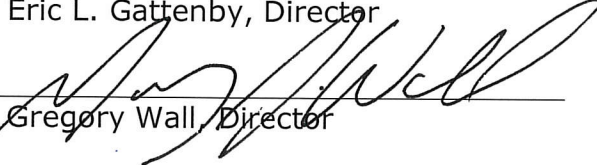
ADOPTED by the Board of Directors of the South Kitsap School District at an open public meeting held on May 8, 2019, notice of which was given as required by law, the following directors being present and voting therefore.


Rebecca Diehl, President


Keith Garton, Vice President


Eric L. Gattenby, Director


Elizabeth Sebrun, Director


Gregory Wall, Director

ATTEST:



Karst Brandsma
Superintendent/Secretary to the Board