



RESOLUTION NO. 1284

A RESOLUTION OF THE BOARD OF DIRECTORS OF SOUTH KITSAP SCHOOL DISTRICT NO. 402, KITSAP COUNTY, WASHINGTON, AUTHORIZING THE SUPERINTENDENT TO STUDY THE NEED FOR AND MAKE A RECOMMENDATION REGARDING A REDUCED EDUCATIONAL PROGRAM FOR 2019-2020

WHEREAS, the Board of Directors of South Kitsap School District No. 402 ("District"), Kitsap County, Washington, has received information from the Superintendent indicating a preliminary estimate that District expenses will continue to exceed revenues, at a greater rate than previously projected, and reductions will be necessary for the 2019-2020 fiscal year. The amount to be reduced is predicated on the adoption of the State of Washington's final apportionment allocation. The legislature is scheduled to adjourn on or about April 28, 2019;

WHEREAS, even assuming use of existing fund balance, the Superintendent has preliminarily forecasted a budget shortfall for fiscal year 2019-2020. The exact amount will be dependent on the action or inaction of the Washington State Legislature;

WHEREAS, the preliminary estimate for fiscal year 2019-2020 is that District expenses could exceed revenues by as much as \$9.4 million, at minimum, where said expenses are projected to include 2019-2020 costs unreimbursed by state or federal funding and stemming from a loss of the District's Educational Program and Operations Levy of approximately \$10.8 million, underfunding from the State of Washington to fully fund the District's real cost of Special Education and Transportation of approximately \$3 million and projected enrollment has been unpredictable and trending downward;

WHEREAS, salaries and benefits for personnel make up the majority of the District's budget for a given fiscal year;

WHEREAS, the Board of Directors ("Board") has adopted Policy 5280 addressing program and staff reductions, which provides that the Board determines the educational and operational programs for the District, and that program and staff reductions may be required as a result of many factors, including but not limited to, enrollment decline, programmatic needs or interests, a change in staffing needs, reductions in our local Educational Programs and Operations levy, or other events resulting in reduction in discretionary revenue, increase in costs, and/or termination or reduction of funding of categorically funded projects;

WHEREAS, Policy 5280 further provides that the Board will review appropriate information and, based on administrative recommendations, identify those educational

programs and services which will be reduced, modified, or eliminated, if any;

WHEREAS, the District has entered into collective bargaining agreements with the South Kitsap Education Association (SKEA), Public School Employees of South Kitsap (PSE), South Kitsap Association of Principals (SKAP), Service Employees International Union Local 925 (SEIU), and the South Kitsap Coaches Association (SKCA), each of which discusses procedures in the event of a reduction in District personnel for financial reasons;

WHEREAS, Washington law requires that any certificated employee affected by a reduction in the program be given notice of such action on or before May 15 (or June 15, if the Legislature has not approved the omnibus appropriations act by the end of the regular legislative session);

WHEREAS, the Board desires the Superintendent to study anticipated student enrollment, anticipated revenues and expenditures, and the number of anticipated and confirmed resignations and leave of absences from, and vacancies in, certificated and classified staff positions for the 2019-2020 fiscal year and make a report to the Board regarding the same; and

WHEREAS, the Board desires the Superintendent to recommend whether anticipated financial resources will be adequate to maintain the District's educational program and services for 2019-2020 at substantially the same level as the current year, and if not, recommend a reduced educational program and commensurate reduction in staffing that will accord with projected financial resources consistent with Policy 5280 and the SKEA, PSE, SKAP, SEIU and SKCA collective bargaining agreements.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of South Kitsap School District No. 402 as follows:

1. The Superintendent is instructed to study anticipated student enrollment, anticipated revenues and expenditures, and the number of anticipated and confirmed resignations and leave of absences from, and vacancies in, certificated and classified staff positions for the 2019-2020 fiscal year for purposes of determining whether anticipated financial resources will be adequate to maintain the District's educational program and services for 2019-2020 at substantially the same level as the current year.

2. No later than May 1, 2019, the Superintendent will make a written recommendation to the Board regarding whether anticipated financial resources will be adequate to maintain the District's educational program and services for 2019-2020 at substantially the same level as the current year. The Board will consider said recommendation and determine, prior to May 15, 2019 (or if the Legislature does not approve the omnibus appropriations act by the end of the regular legislative session, by such later time consistent with the state statute of all negotiated agreements, whether it will be necessary to adopt a reduced educational program for 2019-2020, including reductions in force. The Superintendent will provide a copy of the written

recommendation and supporting documents to the leadership of each of the School District's Association at least seven (7) calendar days prior to the meeting at which the Board will consider the recommendation.

3. No later than May 15, 2019, or such later date as allowed by state law, the Board will determine by resolution a reduced educational program for 2019-2020, if any, and authorize the Superintendent to carry out the same in accordance with Board policy, the District's collective bargaining agreements, and applicable law.

4. Should the Board determine that a reduced educational program for 2019-2020 is necessary, the Superintendent or designee will thereafter hold timely periodic meetings with representatives of the SKEA, PSE, SKAP, SEIU and SKCA to communicate about the administration's proposed budget documents and explain the reasons for any reduction in force, in accordance with the District's collective bargaining agreements.

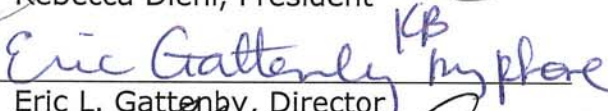
ADOPTED by the Board of Directors of South Kitsap School District No. 402 at an open public meeting held on March 20, 2019, notice of which was given as required by law, the following directors being present and voting therefor.



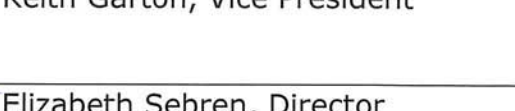
Rebecca Diehl, President



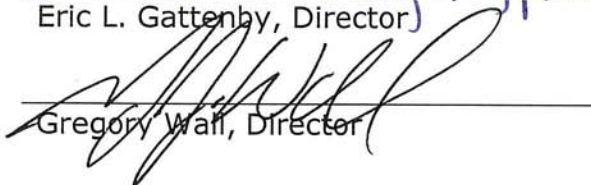
Keith Garton, Vice President



Eric L. Gattenby, Director



Elizabeth Sebren, Director



Gregory Wall, Director

ATTEST:



Karst Brandsma
Superintendent/Secretary to the Board