



**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.

<b>STAFF</b>	<b>FTE</b>
<b>Elementary Certificated Staff (K-5, IB)</b>	3.0
<b>Middle School Certificated Staff – IB Coordinator</b>	.5
<b>Instructional Specialists – Middle School</b>	3.0
<b>High School Certificated Staff</b>	
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
<b>Certificated Administrative Staff</b>	
Assistant Principals – Elementary	2.0
Athletic Director	1.0
<b>Classified Administrative Staff</b>	
Transportation Assistant Director	1.0
<b>Classified Staff</b>	
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.

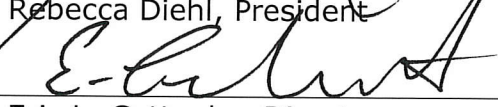
## **III.**

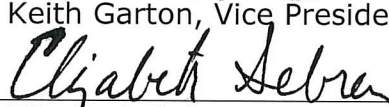
The Superintendent is directed to take such action as may be required by law to give appropriate and timely notices of nonrenewal to certificated and classified employees and their bargaining representatives to implement the above-described reduction and reorganization of the educational program and 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.

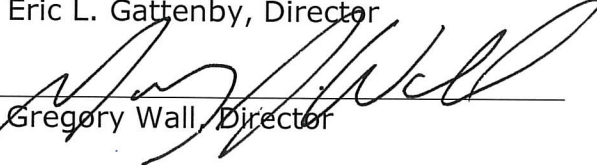
**ADOPTED** by the Board of Directors of the South Kitsap School District at an open public meeting held on May 8, 2019, notice of which was given as required by law, the following directors being present and voting therefore.

  
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