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**BOARD RESOLUTION No. 33/19-20**

A RESOLUTION of the SUMNER-BONNEY LAKE Board of Directors No. 302, Pierce County, Sumner, Washington, that authorizes the Superintendent to identify reorganizations or reductions in classified staffing.

**WHEREAS**, on February 29, 2020, Washington Governor Jay Inslee declared a state of emergency in all counties of our state under Chapters 38.08, 38.52, and 43.06 RCW, and directed the implementation of the plans and procedures of the state's Comprehensive Emergency Management Plan in response to the novel coronavirus (COVID-19) and on March 13, 2020, Governor Inslee ordered the closure of all public and private K-12 schools in Washington State until April 24, 2020, to contain the spread of COVID-19, and on April 6, 2020, directed that school buildings remain closed from providing traditional, in-person instruction throughout the remainder of the 2019-2020 school year;

**WHEREAS**, on August 11, 2020, the Tacoma-Pierce County Health Department's Director of Health, Anthony L-T Chen, MD, MPH, issued a letter to Pierce County schools requiring all schools to begin the school year (2020-2021) using distance learning until the COVID-19 disease in Pierce County decreases to a level safe to re-open schools for in-person learning.

**WHEREAS**, on August 12, 2020, the Sumner-Bonney Lake School District's (SBLSD) School Board of Directors approved Resolution No. 28/19-20 regarding the SBLSD reopening plans for the 2020-2021 school year, which addresses the mandatory health requirements, statutory education requirements, and additional expectations, as identified by the Office of Superintendent of Public Instruction's June 11, 2020 official guidance for reopening Washington schools.

**WHEREAS**, SBLSD does not have the presently assured financial resources due to uncertain revenue and program changes at the present levels for and/or during the 2020-21 school year; and

Adoption Date: **08.20**

Classification:

Revised Dates:

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**WHEREAS**, the District does not anticipate adequate revenue to maintain its current staffing and educational programs for the 2020-2021 fiscal year and anticipates a decrease in projected enrollment for the 2020-2021 school year; and

**WHEREAS**, due to the requirement that the SBLSD reopen for the 2020-2021 school year not in a traditional, in-person instruction model but rather in a distant learning model, the SBLSD has had to reorganize its instructional programs and operations, which gives rise to the need to reorganize and/or reduced the SBLSD's classified staffing.

**WHEREAS**, salaries and benefits for personnel make up approximately 85 percent of the SBLSD's budget for a given fiscal year; and

**WHEREAS**, the Board of Directors is accountable to the citizens and patrons of the District to provide an appropriate public educational program for students; and

**WHEREAS**, in anticipation of reduction and/or reorganization of educational programs and services, the District must implement staffing reorganization and reduction procedures, and

**WHEREAS**, the Board of Directors and Superintendent desire to exercise discretion to reorganize and/or reduce the educational program in a manner that enhances the efficiency of District operations and reflects the requirement that the SBLSD follow health mandates, statutory education requirements, and additional expectations, as identified by the Office of Superintendent of Public Instruction's June 11, 2020 official guidance for reopening Washington schools and assures the viability of essential educational programs in the 2020-2021 school year and ensuing school years if more revenue becomes available than presently anticipated; and

**WHEREAS**, even if additional funding in excess of current projections becomes available, the School Board of Directors desires to exercise discretion to allocate funds in the best interest of the District's educational program; and

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors for the Sumner-Bonney Lake School District:

- A. There is a financial need to reduce educational programs and services and that these reductions and/or the SBLD's reorganization exigency create the necessity to reduce or reorganize classified staffing.
- B. It is necessary to reduce District expenditures to the level of reasonably anticipated revenues.
- C. The Superintendent is directed to identify reductions in the District's education program and services, including reductions and/or reorganizations in classified employee positions for or during the 2020-2021 school year, and
- D. The Superintendent for or during the 2020-2021 school year is authorized to make any other reductions or reorganizations to balance the budget of the District, to maintain adequate reserves, and to comply with legal obligations of the SBLSD.
- E. The Superintendent is directed, in accordance with District policies and procedures and current negotiated labor agreements' provisions to identify those employees that will be adversely affected by the SBLSD's need to reduce District expenditures and/or reorganize and to take those actions required by law and any applicable negotiated labor agreements, to deliver appropriate notices of involuntary transfer or reductions-in-force/layoffs or furloughs to the affected employees for or during the 2020-2021 school year.
- F. The Superintendent is authorized to make such other plans to implement the Reduced Educational Program as are necessary to comply with the legal obligations of the District.
- G. The School Board of Directors will approve recommended reductions in the District's educational program, including reductions and/or reorganizations in classified positions for and during the 2020-2021 school year.

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**BE IT FURTHER RESOLVED** that execution of this Resolution is conclusive evidence of the Board’s approval of this action and of the authority granted herein. The Board warrants that it has, and at the time of this action had, full power and lawful authority to adopt this instrument.

Adopted and approved this 19th day of August 2020.

**SUMNER-BONNEY LAKE SCHOOL DISTRICT BOARD OF DIRECTORS:**

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Deborah Norris, School Board President

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Rick Hendricks, School Board Director

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Erin Markquart, School Board Director

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Paul Williams, School Board Director

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Kevin Lewis, School Board Director

**Attest:** \_\_\_\_\_  
Dr. Laurie Dent, Superintendent  
Secretary to the School Board of Directors