

Issaquah School District #411
Issaquah, Washington
RESOLUTION 1155

A RESOLUTION of the Issaquah School District Board of Directors on Reductions in Force in Response to COVID-19.

WHEREAS, the Issaquah School District is compelled by the COVID-19 pandemic, the county's rate of infection, and the recommendations from health officials and the Governor's Office to consider models of learning that take into account the health of both students and staff; and

WHEREAS, in light of these circumstances and recommendations and in furtherance of the health of students and staff, the District will begin the 2020-2021 school year in a remote, "distance learning" model (with some limited exceptions for students who are furthest away from educational justice); and

WHEREAS, it has also been recommended that all athletics and activities for the beginning of the 2020-2021 school year and the remainder of the 2020 calendar year be postponed or canceled; and

WHEREAS, in a distance learning model with limited students onsite, the District will likely make minimal use of transportation, food services, school buildings, and other facilities; and

WHEREAS, categorical funding for transportation is being severely diminished and eventually eliminated based on the lack of in person schooling; and

WHEREAS, funding for food services and before and after school care are provided by fees & tuition that are significantly reduced during remote learning; and

WHEREAS, the District is likely to be in enrollment decline and facing a significant State budget deficit; and

WHEREAS, the District is unable at this point in time to reduce certificated staff per RCW 28A.405.220, which requires notice of continued employment and annual contract status by May 15th of each year; and

WHEREAS, the District's Board of Directors has a duty to plan for support staffing levels in a manner that makes efficient use of public funds and resources, while also preserving and improving the student distance learning experience.

THEREFORE, BE IT RESOLVED by the Board of Directors of the Issaquah School District that:

1. The Board hereby authorizes the Superintendent to make the most efficient use of public funds and resources and take such action as is necessary to restructure, reorganize and/or reduce classified support staffing positions and programs that will not, or likely will not, be utilized during a period of distance learning.
2. The depth and breadth of classified furloughs or reduction in force status is dependent upon the ability of the District to resume in person learning, contingent upon negotiations and partnership

with the Issaquah Education Association and consistent with Washington State Decision Tree for Provision of In Person Learning among K-12 Students at Public and Private Schools during the COVID-19 Pandemic.

3. The Superintendent is directed to take any action necessary to implement such reductions to the following employee groups as needed: Food Service Workers, Paraprofessionals, Transportation, Office Professionals, Custodial & Maintenance and other Unrepresented Employees who will be affected by the District's change in operations and distance learning model.
4. The Superintendent is to return all employment recommendations for lay-off (reduction in force) to the Board for final action.

ADOPTED AND APPROVED by the Board of Directors of the Issaquah School District No. 411, King County, Washington at an open public meeting of the Board of Directors held this 27th day of August 2020 with the following directors being present and voting:

Board President

Director

Director

Director

Director

Attest:

Ron Thiele, Secretary
Board of Directors