

**Issaquah School District #411  
Issaquah, Washington  
RESOLUTION 1161**

**A RESOLUTION of the Issaquah School District Board of Directors on Reductions in Force in Response to COVID-19 Pandemic and resulting decline in District revenue(s);**

**WHEREAS**, categorical funding for transportation has been severely diminished 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 has experienced enrollment declines of 1,180 Student FTE in 2020-21 and is projecting further declines in fiscal year 2021-22 of 472 Student FTE; and

**WHEREAS**, the District does not have a final State Budget and the funding from each chamber (House & Senate) is materially different; and

**WHEREAS**, the District is providing notice to reduce certificated staff per RCW 28A.405.220 and the Issaquah Education Association Collective Bargaining Agreement via writing and Board action; 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.

**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.
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 in the fall.
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 necessitated by lack of revenue.

4. The Superintendent is to return all employment recommendations for lay-off (reduction in force) to the Board for final action, as necessary.

**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 14th day of April 2021 with the following directors being present and voting:

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Director

\_\_\_\_\_  
Director

\_\_\_\_\_  
Director

\_\_\_\_\_  
Director

Attest:

\_\_\_\_\_  
Ron Thiele, Secretary  
Board of Directors