

WOODLAND SCHOOL DISTRICT NO. 404
TEMPORARY REDUCED EDUCATIONAL SUPPORT PROGRAM FOR 2020-2021
RESOLUTION NO. 20-14

WHEREAS, Governor Jay Inslee has proclaimed that an ongoing State of Emergency exists in all counties of Washington State related to the unprecedented outbreak of SARS-CoV-2, the virus that causes the illness COVID-19;

WHEREAS, the Washington Office of Superintendent of Public Instruction (“OSPI”) and Washington State Department of Health (“DOH”) have issued guidance on reopening schools for 2020-2021 providing that school districts should conduct remote (i.e., online) instruction—or a hybrid of remote and in-person instruction—depending on factors such as the prevalence of COVID-19 illness in the community;

WHEREAS, the Woodland School District (“District”) serves as the employer of record for bus drivers and other personnel of the Kalama-Woodland-Ridgefield-La Center Transportation Cooperative (“KWRL”), which is a nonprofit corporation established pursuant to state law to provide transportation services to the four member school districts;

WHEREAS, the four member school districts of KWRL have each determined to begin the 2020-2021 school year by providing remote instruction to many or all students due to the COVID-19 emergency until the districts respectively determine otherwise consistent with state guidelines;

WHEREAS, the Board has received information from the Superintendent indicating that, due to the use of remote learning, there is reduced work for certain transportation employees during the period of remote learning; and

WHEREAS, the District has adopted Policy 5280, which provides 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, and a change in staffing needs; and

WHEREAS, the Board has received the recommendations of the Superintendent concerning the need for and the extent of a temporary reduction in and reorganization of the educational support program and classified staff for the 2020-2021 school year to accommodate this expected decrease in work and to assure that the number of classified employees does not exceed the number of positions needed to operate the educational program.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of Woodland School District No. 404, Cowlitz County, Washington, as follows:

1. The educational support program for the 2020-2021 school year will be temporarily reduced by the following amounts during the period of remote learning by the four member school districts of KWRL:

Bus Driver – 49 FTE per workday

Mechanic – 20 hours per workday

Clerical – 15.5 hours per workday

2. The Superintendent is directed to: take such action as may be required by contractual agreement or law to continue consulting with representatives of the Service Employees International Union, Local 925 (“SEIU”), for those employees represented by the SEIU; give appropriate notices to classified employees to implement the above-described reduction and reorganization of the educational support program and reduction in classified staff; and to layoff, reduce, reassign, and transfer classified employees as required to implement this reduced program for the 2020-2021 school year.

3. Where the reduced educational support program calls for reductions to unrepresented classified positions where more than one employee occupies an affected type of position with the same job title, the Superintendent will determine which employee(s) to retain based on total years of service (whether consecutive or non-consecutive) with the District. If two employees have the same hire date, the employee with the most years of service in a comparable position in Washington will be retained.

4. The Superintendent may coordinate with Employment Security Department and Educational Service District 112, the administrator of the Southwest Washington Unemployment Compensation Pool, in order to facilitate standby, SharedWork Program, or such other unemployment benefits status for qualifying classified employees temporarily laid off or having reduced hours that the Superintendent determines will promote efficient operation of the District and the ability to effectively recall employees.

5. The Superintendent is further directed to recall classified employees who have been laid off, reduced, reassigned, or transferred at such time as all or a portion of instruction by the four KWRL member school districts is conducted in-person, requiring increased transportation services. In recalling employees, the Superintendent will comply with state law and, for those employees represented by the SEIU, contractual agreement with the SEIU.

ADOPTED by the Board of Directors of Woodland School District No. 404 at an open public meeting held on August 26, 2020, notice of which was given as required by law, the following directors being present and voting therefore.

ATTEST:

Secretary to the Board

President

Director

Director

Director

Director