

PUYALLUP SCHOOL DISTRICT NO. 3
2009-2010 REDUCED EDUCATIONAL PROGRAM
RESOLUTION, NO. 133 2008-09

WHEREAS, the Board of Directors has reviewed the report of the Superintendent concerning anticipated student enrollment, estimated revenue and expenditures for the 2009-2010 fiscal year and the current number of anticipated and confirmed resignations from and vacancies in certificated and classified staff positions;

WHEREAS, for the 2009-2010 school year, a financial necessity exists to reduce the current educational program and services, and number of certificated and classified staff positions due to decreased state support; the redirection, reduction or elimination of I-728 student achievement funding; reduction in funds for categorically funded programs; a projected decline in student enrollment; and financially necessary program changes;

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

WHEREAS, the Board of Directors has determined that for 2009-2010 the District's financial resources will not be adequate to maintain its current educational program and services at substantially the same level and that a financial necessity exists to adopt a reduced educational program for the 2009-10 school year requiring a reduction in the current number of certificated and classified employment positions;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of Puyallup School

District No. 3 as follows:

I.

A. Central Management Team Reductions

1. Eliminate 1.0 Full Time Equivalent ["FTE] Director I, Director of Professional Development, position.
2. Eliminate 1.0 FTE Director III, Director of Career and Technical Education, position.
3. Eliminate 1.0 FTE Director II, Director of Information Technology Operations, position.
4. Reduce Assessment and Accountability office Executive Director II position to a Director I position.
5. Eliminate 1.0 FTE Special Education Director III position.
6. Eliminate 0.05 FTE Chief Academic Officer position

B. Principal and Assistant Principal Program Reductions

1. Eliminate 2.0 FTE elementary principals.
2. Eliminate 4.0 FTE assistant principals.

C. Professional-Technical Program Reductions

1. Indian Education office: Eliminate one 0.616 FTE Level 7 Specialist.
2. Communications office: Eliminate 1.0 FTE Level 7 Assistant.
3. Special Education office: Eliminate 0.321 FTE Level 7 Specialist.
4. Information Technology Center: Eliminate 2.0 FTE Level 7 Technicians.

5. Assessment and Accountability office: Eliminate 0.1 FTE Level 11 Specialist

D. Certificated Instructional Staff Program Reductions

1. Eliminate instructional coaching model of professional development: Eliminate 28.2 FTE Instructional Coach positions.
2. Reduce library services: Eliminate 12.6 FTE Librarian positions.
3. Reduce special education services. Eliminate 1.0 Behavior Support Specialist position, 3.0 Elementary Special Education Resource Teacher positions, 2.0 Elementary Special Education Self-Contained Teacher positions, 3.5 Secondary Special Education Resource Teacher positions, and 2.5 Secondary Special Education Self-Contained Teacher positions.
4. Eliminate all day kindergarten. Eliminate 6.0 FTE Elementary Teacher positions.
5. Reorganize and reduce intermediate band and orchestra. Eliminate 4.0 Secondary Music Teacher positions and 1.3 Elementary (music) Teacher positions.
6. Reorganize and reduce counseling services. Eliminate 1.5 FTE Counselor positions.
7. Reorganize and reduce staffing in the elementary highly capable education program, Quest: Eliminate 3.0 FTE Elementary Teacher positions.
8. Reduce elementary LAP remedial education services: Eliminate 2.2 FTE Elementary Teacher positions.
9. The Superintendent is further directed to develop and present to the Board of Directors for action specific position reductions in the secondary career and technical education program to eliminate 7.4 Career and Technical Education Secondary positions.

10. The Superintendent is further directed to develop and propose to the Board of Directors for action at a later date specific position and/or employment category position reductions of 7.25 FTE to address projected reductions in student enrollment.
11. The Superintendent is further directed to develop and propose to the Board of Directors for action at a later date specific position and/or employment category reductions of 17.91 FTE to reduce expenditures through an increase in basic education class size.

E. Interpreters Program Reduction

Reorganize and reduce special education services: Reduce 0.5 FTE Interpreter.

F. Office Professional Program Reductions

1. Reorganize and reduce elementary highly capable education program, Quest: Eliminate 0.792 FTE, Quest Office Manager, Level III.
2. Eliminate 0.792 FTE, Elementary School Office Manager, Level IV and 0.198 FTE, Elementary Office Secretary, Level II.
3. Eliminate 1.0 FTE, Director of Professional Development Secretary, Level IV.
4. Eliminate 0.2 FTE, Chief Academic Officer Secretary, Level V.
5. Reorganize special education services: Eliminate 0.2 FTE, Executive Director Secretary 2, Level IV.
6. Recognize projected reduction in student enrollment: Eliminate 1.705 FTE, per staffing formula.

G. Custodial Program Reductions

1. Eliminate 1.0 FTE, Elementary Facilities Operations Manager and 1.0 Custodian.
2. Reduce laundry services: Eliminate 0.4 Laundry Worker FTE.
3. Reduce custodian services: Eliminate 1.5 FTE High School Custodians, 2.25 FTE Elementary School Custodians and 0.25 FTE Administrative Offices Custodian.

H. Transportation Program Reductions

Reduce transportation services within one mile of school: Eliminate 18.0 FTE drivers.

J. Athletic Program Reductions

Transition 7th and 8th grade athletics from an interscholastic to intramural program: Eliminate 136 junior high school interscholastic coaching stipends.

K. Food Services Program Reductions

Reduction in Food Services staffing to maintain expenditures within revenue: Eliminate 6.0 FTE.

L. Outdoor Education Program Reductions

Eliminate the outdoor education program: Eliminate approximately ninety supplemental certificated stipends and five para-educator supplemental stipends.

II.

For the 2009-2010 salary and wage scales for the Central Management Team, Professional-Technical, and Confidential employees, the Superintendent is directed to prepare and present salary and wage schedules that freeze all employees at their current (2008-2009) experience increment step for the 2009-2010 contract year. The Superintendent is further directed to review existing pay practices and

take action as may be required by law to assign any personnel who have been previously assigned salary classifications greater than their current assignments to the salary classification for the position in which they work, due to the District's financial situation.

III.

The Superintendent is directed to continue or 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 IV of this resolution.

IV.

The Superintendent is directed to take such action as may be required by law to give appropriate and timely notices of nonrenewal to certificated employees to implement the above-described reduction and reorganization of the educational program and certificated and classified staff, and to provide timely notice to layoff, reduce, reassign, and transfer certificated and classified staff members as required under applicable bargaining agreements and duties, and District policy and regulation, to implement this reduced program for the 2009-2010 school year.

ADOPTED by the Board of Directors of Puyallup School District No. 3 at an open public meeting held on March 23, 2009, notice of which was given as required by law, the following directors being present and voting therefore.

BOARD OF DIRECTORS
PUYALLUP SCHOOL DISTRICT
NO. 3 PIERCE COUNTY,
WASHINGTON

Attest:

TONY APOSTLE, Superintendent/
Secretary to the Board