

COUPEVILLE SCHOOL DISTRICT NO. 204  
Island County, Washington  
April 27, 2020  
**Resolution No. 2020-05**  
**Modified Education Plan**

A RESOLUTION of the Board of Directors of Coupeville School District No. 204, Island County, Washington, Modified Education Plan for reducing programs and staff.

**WHEREAS**, the Board of Directors of the Coupeville School District has reviewed the report of the Superintendent concerning anticipated student enrollment, estimated revenue and expenditures for the 2020-2021 fiscal year, and the current number of anticipated and confirmed resignations, retirements, and leaves of absence from and vacancies in certificated staff positions; and

**WHEREAS**, at the present time the level of funding the District will receive from certain federal, state, and local funding sources is uncertain, but appears to be insufficient to allow the District to maintain its current educational program and services; and

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

**WHEREAS**, the Board of Directors has considered the recommendations of the Superintendent and has further considered the financial resources of the District and its student needs and educational goals for 2020-2021, and has determined that financial resources will not be adequate due to declining student enrollment and other factors, such as potential reductions to State revenue, to permit the District to maintain its education program and services at substantially the same level as 2019-20, and therefore a financial necessity exists to adopt a reduced and modified educational program, including reductions in certificated and classified positions for the 2020-2021 school year.

**NOW, THEREFORE, IT IS HEREBY RESOLVED** by the Board of Directors of Coupeville School District No. 204 as follows:

1. **Certificated Instructional Staff Program Reductions.** Certificated instructional staff will be reduced up to 10.0 FTE (Full Time Equivalent).
2. **Classified Staff Program Reduction.** Classified staff will be reduced up to 11 positions.
3. **Administrator Reduction.** Certified Administrators will be reduced up to 1.0 FTE.
4. **Classified Supervisors and Non-represented Staff Reduction.** Classified Supervisors and Non-Represented staff will be reduced up to 1.0 FTE.
5. The Superintendent is directed to take such action as may be required by law to give appropriate and timely notices of nonrenewal to certificated and classified employees to implement the above-described reduction and reorganization of the educational program, 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.

6. The Superintendent is authorized to make such other plans to implement the reduced educational program as necessary to comply with the legal obligations of the District.

**ADOPTED** by the Board of Directors of Coupeville School District No. 204, Island County, Washington, at the regular open public meeting thereof, held this 27<sup>th</sup> day of April, 2020, the following Directors being present and voting in favor of the resolution.

*Kathleen Anderson*

Kathleen Anderson

*Glenda Merwine*

Glenda Merwine

*Christine Sears*

Christine Sears

*Venessa Matros*

Venessa Matros

*Sherry A Phay*

Sherry Phay

ATTEST:

*[Signature]*  
Secretary to the Board of Directors