



Date: September 1, 2020

TO: Stanwood-Camano School District Board of Directors

FROM: Maurene Stanton, Executive Director of Human Resources

SUBJECT: Adopt Resolution 2020-2021/001 - Reduction in Program/Furloughs/Layoffs

TYPE: ACTION REQUIRED

Attached please find a resolution authorizing Superintendent Jean Shumate to restructure, reorganize or reduce classified staff in order to most efficiently utilize district resources. These actions will be taken in the event the duties performed by classified employees are not needed to ensure the safety and/or instructional support.

Employees placed on furlough status will continue to receive SEBB benefits.

Any furloughed employees will be included in the Personnel Consent Agenda.

**Recommendation: That the Board approves Resolution No. 2020-21-001 Reduction in Program/Furloughs/Layoffs.**

**STANWOOD-CAMANO SCHOOL DISTRICT NO. 401  
REDUCTION IN PROGRAM/FURLOUGHS/LAYOFFS  
RESOLUTION NO. 2020-2021-001**

**WHEREAS**, the Stanwood-Camano 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 and safety of both students and staff; and

**WHEREAS**, in light of these circumstances and recommendations and in furtherance of the health and safety 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, and without athletics and activities, the District will likely make minimal use of transportation, school buildings, and other facilities; 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; and

**WHEREAS**, reductions in the District's classified support staffing is deemed necessary to efficiently use public funds and resources during distance learning.

**THEREFORE, BE IT RESOLVED** by the Board of Directors of the Stanwood-Camano 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 Superintendent is directed to take any action necessary to implement such reductions and provide notice to classified employees who will be affected by the District's change in operations and distance learning model.
3. The Superintendent is to return all employment recommendations for lay-off and/or furlough to the Board for final action.

**ADOPTED**, by the Board of Directors of the Stanwood-Camano School District No. 401, Snohomish County, State of Washington, at a regular meeting thereof held this 1st day of September 2020.

**STANWOOD-CAMANO SCHOOL DISTRICT NO. 401  
BOARD OF DIRECTORS**

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President and Director

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Vice President and Director

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Director

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Director

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Director

**ATTEST:**

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Superintendent