

WILLIAM S. HART UNION HIGH SCHOOL DISTRICT

Resolution No. 19/20-45

Action To Maintain Fiscal Solvency

June 24, 2020

WHEREAS, the William S. Hart Union High School District has experienced deficit spending for the last five budget years;

WHEREAS, the Administrative team of the William S. Hart Union High School District have been engaged in a process to identify staffing and general expenditure efficiencies for the past year;

WHEREAS, the District is projecting student enrollment to continue to decline for the foreseeable future;

WHEREAS, Coronavirus Disease 2019 (COVID-19) is an infectious disease caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2);

WHEREAS, COVID-19 was first identified in late 2019, and has resulted in an ongoing pandemic, including to date greater than nine million cases across the world, and likely greater than 400,000 deaths;

WHEREAS, in light of the pandemic, the California Governor declared a state of emergency on March 4, 2020, and the President declared a National Emergency on March 13, 2020;

WHEREAS, the national and world economies were shut down as part of an effort to combat the pandemic;

WHEREAS, the shutdown led to a massive decline in state and federal tax revenues, which are now negatively impacting budget expectations at the state and local level, including that of the William S. Hart Union High School District;

WHEREAS, as one of several steps to protect fiscal solvency in light of the global pandemic, the Governing Board must make the difficult decision to reduce specified positions in the classified service due to a lack of work and/or lack of funds;

NEVERTHELESS, the Superintendent is recommending that, in the event the federal HEROES Act is enacted, the Board evaluate whether funding would allow for a revisiting of staffing decisions;

NOW, THEREFORE, BE IT RESOLVED, that as a result of lack of funds and/or lack of work 22 full-time equivalent (FTE) classified positions as set forth below are hereby eliminated, effective August 31, 2020, or upon the District providing 60 days' notice of such layoff (if the 60 days is later than August 31, 2020):

Classification	Full-Time Equivalent (FTE) Reduction Of Positions
Carpenter	1.0
Contract Specialist	1.0
Electrician	1.0
Groundskeeper I	1.0
Groundskeeper II	1.0
Lead Campus Supervisor (HS)	6.0
Maintenance Grounds Custodian	1.0
Maintenance Worker II	1.0
Office Assistant	4.0
Office Assistant II	1.0
Office Manager	1.0
Plumber	1.0
Secretary	1.0
Warehouse Worker	1.0
TOTAL F.T.E	22

IT IS FURTHER RESOLVED that, as a result of the elimination of the above listed positions, persons serving in a total of 22 FTE positions, including persons serving in the positions being eliminated and/or those directly or indirectly displaced due to the exercise of displacement (“bumping”) rights, will be laid off, pursuant to the applicable provisions of the California Education Code, Personnel Commission Rules, and the respective Collective Bargaining Agreements;

BE IT FURTHER RESOLVED that the Superintendent, Assistant Superintendent - Human Resources, or Designee of either is authorized and directed to send appropriate notices to all employees affected by the above-listed elimination of classified services, and to afford the employees all rights under law to which they are entitled, including rights (if applicable) contained in the California Education Code, the District’s Merit System Rules, and, if applicable, the relevant Collective Bargaining Agreements; and

BE IT FURTHER RESOLVED that, in the event the federal HEROES Act is enacted, the Superintendent is directed to consider whether funding would allow for a revisiting of staffing decisions.

ADOPTED, SIGNED, AND APPROVED this 24th day of June, 2020.

**GOVERNING BOARD OF THE WILLIAMS. HART
UNION HIGH SCHOOL DISTRICT**

By _____
President of the Governing Board of the William S. Hart
Union High School District

ATTEST:

By _____
Clerk of the Governing Board of the William S. Hart
Union High School District