

**HIGHLINE SCHOOL DISTRICT #401**  
**RESOLUTION NO. 04-25**

A RESOLUTION of the Board of Directors of Highline School District No. 401, King County, Seattle, Washington, which authorizes the Superintendent to issue non-renewal notices pursuant to a reduction in force to maintain a balanced budget and to properly staff District educational programs and departments.

WHEREAS, Highline School District has enrollment and program changes for the 2025-26 school year;

WHEREAS, the District is attempting to respond to the impact of changes in enrollment or program changes for the 2025-26 school year on certificated employees; and

WHEREAS, vacancies created by retirements, resignations, leaves, and discharges are not yet determined; and

WHEREAS, the number of available certificated positions for the 2025-26 school year is not available; and

WHEREAS, in order to maintain the level of school district expenditures within the level of reasonably anticipated revenues, it may be necessary to make certain reductions in the District's certificated positions for the 2025-26 school year; and

WHEREAS, it is necessary at this time for the Board of Directors to adopt a reduced educational program for the 2025-26 school year so that certificated employees who would be affected by said plan may be properly notified by May 15, 2025 as required by law:

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of Highline School District No. 401, King County, Washington, that

1. The Board hereby approve of all reductions due to decline in enrollment, program changes or reduction of categorically-funded projects for the 2025-26 school year.
2. The Superintendent is authorized to take such action as may be required by law, collective bargaining agreements, or Board policy to implement the reductions and to cause statutory notices of non-renewal to be delivered on or before May 15, 2025, to such certificated personnel as he determines are necessary in his discretion to achieve a balanced budget; and
3. The Superintendent is authorized to make such other plans to implement the Reduced Educational Program as are necessary to comply with the legal obligations of the District.

Adopted by the Board of Directors of Highline School District No. 401, King County, Washington, at a regular open public meeting of the Board of Directors held March 19, 2025.

HIGHLINE SCHOOL DISTRICT NO. 401

Joe Van

Joe Van (Mar 21, 2025 14:33 PDT)

Stephanie Tidholm

Stephanie Tidholm (Mar 21, 2025 16:34 PDT)

Angelica Alvarez

Angelica Alvarez (Mar 22, 2025 08:40 PDT)

Vacant

Vacant

Board of Directors

I, Ivan Duran, Secretary to the Board of Directors of Highline School District No. 401, do hereby certify that the above is a true and accurate copy of Resolution No. 04-25 for the use and purpose intended.

Ivan Duran

Ivan Duran (Mar 24, 2025 11:58 PDT)

Ivan Duran, Ed.D  
Secretary to the Board