

**CENTRALIA SCHOOL DISTRICT  
RESOLUTION NO. 2018-27  
IMMINENT STRIKE ACTION**

**A RESOLUTION OF THE BOARD OF DIRECTORS OF CENTRALIA SCHOOL DISTRICT NO. 401, LEWIS COUNTY, WASHINGTON, TO ADDRESS IMMINENT STRIKE ACTION BY SUSPENDING DISTRICT POLICIES, RULES, ACCESS, AND/OR REGULATIONS DELAYING EMERGENCY ACTION IN THE EVENT OF A STRIKE OR WORK STOPPAGE, AUTHORIZING LIMITING ACCESS TO PUBLIC SCHOOL GROUNDS AND AUTHORIZING CLOSING SCHOOLS AND PROGRAMS DURING THE WORK STOPPAGE, AUTHORIZING THE SUPERINTENDENT TO TAKE LEGAL STEPS NECESSARY TO END THE STRIKE, AND AUTHORIZING HIRING OF TEMPORARY SECURITY PERSONNEL AND NONINSTRUCTIONAL SUPPORT STAFF AND CONSULTANTS.**

WHEREAS, the Board of Directors of Centralia School District No. 401 (“District”), Lewis County, Washington, has received notice that the Centralia Education Association (“CEA”) will begin withholding professional services of certificated teaching and instructional support staff of the District beginning September 5, 2018;

WHEREAS, the Washington Supreme Court and Attorney General have determined state law prohibits strikes by public school employees and authorizes civil injunction proceedings and other remedies to enjoin such strike actions and require compliance by educational employees and their representatives;

WHEREAS, the residents of the District and the school-age children in the community will be substantially harmed through the action of the CEA’s work stoppage or strike; and

WHEREAS, an emergency exists requiring the immediate action of the Board of Directors to prevent injury to students and staff, damage to District property, and injury to the educational process.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS AS FOLLOWS:

**1. SUSPENSION OF POLICIES PREVENTING EMERGENCY ACTION**

BE IT RESOLVED that the Board of Directors does hereby suspend all policies of the Board that prevent the Board of Directors from taking immediate action that may be necessary to end the strike or work stoppage in order to preserve and protect the District and its students during the period of strike or work stoppage.

BE IT FURTHER RESOLVED that the Superintendent is directed to provide to the CEA copies of all resolutions and policies adopted by the Board during the period of suspension of policies that take such immediate action or authorize taking such action as necessary concerning the strike or work stoppage.

**2. SUSPENSION OF SCHOOL OPERATIONS AND SCHOOL ACTIVITIES**

BE IT RESOLVED that during the period of a strike or work stoppage, the Board of Directors does hereby authorize the Superintendent to suspend school operations, including but not limited to the school instructional program for students and all use of District facilities under Policy 4260, or other school programs. The Superintendent is further authorized to suspend school building business operations that normally occur when school is not in session. The Superintendent's determination to suspend school operations for any such activities will be based on considerations of student, employee, and public safety, the ability to provide adequate support and supervision of program activities, protection of District property, financial considerations, and similar relevant issues.

### 3. LIMITATION OF ACCESS TO SCHOOL FACILITIES

BE IT RESOLVED that during the period of the strike or work stoppage, the Superintendent of the District or his delegee(s) are authorized to order removed from District property and schools/buildings any person that (a) reasonably appears to be committing, threatens to imminently commit, or is inciting another to imminently commit any act which would materially disturb or interfere with or obstruct any lawful task, function, process, or procedure of the District or any lawful task, function, process, or procedure of any student, official, employee, or invitee of the District, or (b) is in violation of federal, state, or local law or regulation, including but not limited to RCW 28A.635.020-.030.

BE IT FURTHER RESOLVED that the Superintendent or delegee(s) are authorized to seek legal assistance from the proper authorities to effectuate removal of any person from District property pursuant to this resolution.

BE IT FURTHER RESOLVED that the Superintendent, or delegee(s), will be the only District employees authorized to close any school facility.

### 4. AUTHORIZATION OF LEGAL ACTION

BE IT RESOLVED that the Board of Directors hereby engages the law firm of Porter Foster Rorick, LLP to represent the Board of Directors Centralia School District with regard to all legal matters arising out of any strike or concerted refusal by the certificated staff or other employees of the District to perform services as required of them by their employment contracts or otherwise.

BE IT FURTHER RESOLVED that the Board of Directors authorizes the Superintendent of schools, at such time he deems appropriate, to direct the law firm of Porter Foster Rorick, LLP, and to authorize engagement of any additional attorneys, experts witnesses, or consultants to assist said firm, to take any and all lawful steps necessary to terminate any strike or concerted refusal to perform services by the certificated staff or other employees of the District. The Superintendent is further authorized through said law firm to bring suit against the CEA, its officers, and any individual district employees participating in a strike or concerted refusal to perform services, and against any union, association, corporation, or conspiracy of or including such persons and any other persons or organizations acting in concert with such persons seeking to enjoin such activity, to recover a monetary judgment against any and all individuals and associations or unions participating in such activities to the extent of any damage suffered by the District, to seek any enforcement of such orders by contempt citations or other appropriate remedies, and to seek any other remedies, equitable or legal, which may be available to the District and/or its Board of Directors.

5. HIRING OF TEMPORARY SECURITY AND SUPPORT PERSONNEL

BE IT RESOLVED that the Superintendent is further authorized to temporarily employ security personnel and other additional non-instructional service staff or consultants at rates of pay that the Superintendent deems reasonable, and to obtain by rental or purchase such additional equipment, supplies, and materials as may be deemed necessary to continue good communications and safe operation of the District.

BE IT FURTHER RESOLVED that the Superintendent and Administrative Staff of the District designated by the Superintendent are hereby authorized and directed to take all steps necessary for the full and effective implementation of this resolution.

ADOPTED by the Board of Directors of Centralia School District No. 401, Lewis County, Washington, at a special meeting thereof, held on September 5, 2018.

CENTRALIA SCHOOL DISTRICT NO. 401  
Lewis County, Washington

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Amy Buzzard, President

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Robert Fuller, Vice President

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Kim Ashmore, Director

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Jami Lund, Director

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Lori Fast, Director

ATTEST:

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Mark Davalos, Superintendent and  
Secretary to the Board of Directors