

**REGULAR MEETING BOARD OF TRUSTEES
WISEBURN UNIFIED SCHOOL DISTRICT**

February 11, 2016

The Regular Meeting of the Board of Trustees was called to order at 5:04 p.m. by Israel Mora, President, in the District Board Room. Call to Order

Members present: Roll Call
Roger Bañuelos Neil Goldman
JoAnne Kaneda (absent) Nelson Martinez
Israel Mora

Administrators present:
Dr. Thomas R. Johnstone, Superintendent
Dr. Chris Jones, Deputy Superintendent
Mr. Vince Madsen, Director of Facilities Planning
David Wilson, Chief Business Official

The Board entered closed session at 5:04 p.m. and reconvened at 6:05 p.m. There was no reportable action during Closed Session. Closed Session

The Pledge of Allegiance to the Flag was led by Ms. Maria Garcia.

Dana Mathematics Teachers, Maria Garcia and Evelyn Andrade, shared the outstanding work they are doing with the implementation of the new California State Mathematics Standards and a new math adoption, College Prep Mathematics (CPM). One of the critical components of the program is family engagement. The presentation placed a strong emphasis on the parent math presentations that have been occurring at Dana Middle School over the past two years. These presentations have been well-attended and have been very positively received by Dana families. A goal for 2016 will be to expand these parent programs to our elementary schools. Special Presentation

Alicia Knight of Johnson Controls and three of her colleagues provided the Board with an excellent overview of Prop 39 and how the energy efficiency funds can be used in the next two years to upgrade the lighting systems at our schools. The District must exhaust all energy saving measures including HVAC and electrical before we can begin the implementation of solar energy to provide future savings. The presentation was well-received and Johnson Controls will be supporting the District in energy saving initiatives as we move forward.

Dr. Aileen Harbeck, Principal at Dana Middle School, addressed the Board to thank them and District administration for their excellent attendance at the Dana Winterim/Open House. Open House was attended by three Board members and three District Office administrators. The Open House attendance was excellent with many 5th grade families and families from outside of the District taking advantage of the opportunity to see their potential school for next year. The Dana Middle School staff was very positive about shifting Open House from the month of May to February and this will likely become a permanent change. From the Public

Bill Denney, Maintenance Manager, shared that February 12, 2016 would be the anniversary of his 19th year working in the District.

Mr. Bañuelos shared that he was extremely impressed with the Dana Open House. His children enjoyed the event as much as he did and he was extremely impressed with the Chromebooks and the great engagement of all the students. From the Board

Dr. Goldman shared that he was sad that he was stuck in a blizzard in Wisconsin during the Dana Open House, but that he is extremely impressed with the parent partnership that is going on at Dana and all Wiseburn schools.

From the Board
(Cont'd.)

Mr. Martinez echoed Mr. Bañuelos' sentiments on the Dana Open House and expressed that he very much enjoyed the student work and most particularly Project Lead the Way (PLTW). He also was pleased that Project Lead the Way is spreading down into the elementary schools.

In closing, he shared that he attended the Anza Ice Skating Night at the Toyota Center and was very pleased that 1st grade teacher Ms. Arias was willing to get out on the ice with the kids.

Mr. Mora thanked the Dana Middle School staff for the outstanding Open House and also shared that he had attended the Harmony Project Concert on February 6, 2016. The Harmony Project featured students from Lennox, Lawndale and Wiseburn and many of the students are in their 6th year of performance. The highlight of the performance was a string performance of "The Return of the Magnificent Seven."

Mr. Wilson gave the Board an update on the District's legal expenses for the current school year. The majority of the legal expenses are related to the high school construction project.

From the Chief Business
Official

Mr. Wilson also shared that at the February 25th Board meeting he would be presenting the Second Interim and also that he would be presenting a mid-year review of the food services budget.

Dr. Jones expressed that he was sorry to have missed the last Board meeting but he was representing the District at the Project Lead the Way State Conference where Dana Middle School teacher, Andy DeSeriere, was recognized as the Project Lead the Way Middle School Teacher of the Year for the State of California. The Project Lead the Way conference was an outstanding opportunity for Wiseburn teachers and students. Three teachers presented at the conference and students from Burnett and Dana were able to spend over a half an hour with Dr. Vincent M. Bertram, who is the President and Chief Executive Officer of Project Lead the Way. This was a potential life-changing event for many of our students.

From Deputy
Superintendent

In closing, Dr. Jones briefly reviewed the significance of the work that the Talking Teaching Network is doing at our four K-8 schools and the highly positive results that were revealed in the Talking Teaching analysis of last year's SBAC assessments.

Dr. Johnstone shared the same sentiments that the Board had regarding the Dana Open House and the Harmony Project presentation. Dr. Johnstone shared the CSBA election ballot with the Board and they expressed their preferences for candidates and completed the ballot for submission to CSBA.

From the Superintendent

Dr. Johnstone shared that the Didi Hirsch counseling agency has launched an ambassador's program to work with our military families at Juan de Anza School. Anza currently has 17 students who have one or both parents on active duty in the military. Anza is honoring these families and providing academic support to these students.

Dr. Johnstone shared with the Board the plans for expansion of the Cotsen Foundation support of the mathematics program at Cabrillo and the Math Leadership Corps Program at Dana and Da Vinci Design and Communication. Dr. Johnstone is working with other foundations to secure additional funding to add Burnett and Anza to the program in 2016-17.

Dr. Johnstone shared information from the legislative analyst's office regarding the dramatic STRS increases that are having an undue burden on school districts. Dr. Johnstone shared that the State had a \$74,000,000,000 deficit in STRS and that in 2013 steps were taken to correct this deficit. Under the current formula, school districts and community college districts are being overcharged by \$11,000,000,000 and the State of California is being undercharged by \$5,000,000,000. The State will need to take steps to correct this inequity in the years ahead.

On a motion by Mr. Bañuelos, which was seconded by Mr. Martinez, the Board voted 4-0 to approve the minutes of the Regular meeting held January 26, 2016.	M15.414 Minutes
On a motion by Mr. Bañuelos, which was seconded by Mr. Martinez, the Board voted 3-0 to approve the Single Plan for Student Achievement for Anza, Burnett and Cabrillo Elementary Schools and Dana Middle school for 2016. Dr. Goldman abstained.	M15.415
On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to execute an agreement with Inland building Construction Companies, Inc. for Bid Package 33: Specialty Doors for the New Wiseburn High School Project to include all scope included in the bid documents in an amount not to exceed \$750,200. This work is to be paid from Bond Fund 35.1.	M15.416 Inland Building
On a motion by Mr. Bañuelos, which was seconded by Mr. Martinez, the Board voted 4-0 to execute an assignment agreement between Balfour Beatty Construction and Inland Building Construction Companies, Inc. for Bid Package 33: Specialty Doors for the New Wiseburn High School Project.	M15.417 Inland Building
On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to approve an increase for architectural services dated August 30, 2013 with Gensler Architects to provide smoke control system reevaluation for a cost of \$4,500 to do the study and \$3,000 for documentation and DSA review for the New Wiseburn High School Project in an amount not to exceed \$7,500. This increase to agreement is to be paid from Bond Fund 21.4.	M15.418 Gensler Architects
On a motion by Mr. Martinez, which was seconded by Dr. Goldman, the Board voted 4-0 to adopt Resolution #15/16.10 regarding joint-use efforts with the City of El Segundo toward the construction of the aquatic facility and permit the reimbursement of any non-bond District proceeds it spends prior to receipt of such city contributions, and allocates non-bond proceeds expended on the facilities to any private use.	M15.419 Resolution #15/16.10 – Reimbursement
On a motion by Mr. Bañuelos, which was seconded by Dr. Goldman, the Board voted 4-0 to approve installation of underground low voltage cables from IDF to new portable at Burnett to support clock, phone, and PA systems from State Electric, Inc. at the Burnett Elementary School in an amount not to exceed \$2,200. This proposal is to be paid from Measure CL Funds.	M15.420 State Electric, Inc.
On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to authorize the Chief Business Official to make interfund cash transfers among the District's various funds in accordance with the 2016-17 adopted and modified District budgets and Education Code section 42603.	M15.421 Interfund Cash Transfers
On a motion by Dr. Goldman, which was seconded by Mr. Bañuelos, the Board voted 4-0 to adopt Resolution #15/16.11 – Regarding Cash Borrowing – Temporary Transfers from the School Pools Fund Maintained by the Los Angeles County Treasurer.	M15.422 Resolution #15/16.11 – Cash Borrowing – Temporary Transfers
On a motion by Dr. Goldman, which was seconded by Mr. Bañuelos, the Board voted 4-0 to adopt Resolution #15/16.12 for temporary interfund transfers during fiscal year 2016-17 to maintain cash flow throughout the year.	M15.423 Resolution #15/16.12 – Temporary Cash Transfers
On a motion by Mr. Martinez, which was seconded by Dr. Goldman, the Board voted 4-0 to adopt Resolution #15/16.13, Annual Delegation of Administrative Authority to Process Routine Budget Revisions, Adjustments and Transfers.	M15.424 Resolution #15/16.13 – Annual Delegation of Administrative Authority

On a motion by Dr. Goldman, which was seconded by Mr. Martinez, the Board voted 4-0 to declare all management, confidential and other unrepresented employee salaries indefinite for 2016-17. M15.425
Indefinite Salaries

On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to ratify/approve attendance at the following meetings or conferences, including provision of substitute teachers as needed, and transportation by car at 50¢ per mile, or lowest reasonable air fare as appropriate: M15.426
Conference Attendance

1. Karla Traylor at LAUP's "LAUP Provider Network Meeting" in Whittier on January 20, 2016 at no cost to the district.
2. Candace Allison, Aracelia Fernandez, Silke Tecun, Paula Meyer and Sammie Alvarado at CASBO's "South Bay Job-Alike" in El Segundo at an approximate cost of \$300 to be paid from the General Fund and included within budget.
3. Cheryl Moore at LACOE's "Site Coordinator Super Saturday" in Downey on January 23, 2016 at an approximate cost of \$17 to be paid from CDC Funds. No cost to District. Funded by student tuition.
4. Emily Witkowski, Melissa Craig, Greg Foxman, Margaret Lynch, Jennifer Williams and Shannon Kuhn at COTSEN's "Weaver Site Visitation" in Los Alamitos on January 28, 2016 at an approximate cost of \$460 to be paid from COTSEN Funds. Included in budget.
5. Margaret Lynch and Lisa Wilberg at LACOE's "Launching the English Language Arts / English Language Development Framework" in Los Angeles on January 29, 2016 at an approximate cost of \$415 to be paid from the General Fund and included in budget.
6. Behnaz Afrakhte, Ayana Cadres and Stefanie Rushatakankovit at the Southwest SELPA's "Social Thinking" in Redondo Beach on January 29, 2016 at no cost to the district.
7. Debra Davis at the Southwest SELPA's "Nonviolent Crisis Intervention (NCI) Integrating PBIS" in Redondo Beach on February 3, 2016 and February 17, 2016 at an approximate cost of \$230 to be paid from Supplemental Funds. Included in budget.
8. Chhary Tep at the Southwest SELPA's "NCI 2-Day Training" in Redondo Beach on February 4, 2016 and February 18, 2016 at an approximate cost of \$154 to be paid from Special Education Funds and included in budget.
9. Jennifer Williams, Lissette Ochoa, Liza Hough, Cara Nakama, Dee Dee Zirbel and Margaret Lynch at COTSEN's "Mindset Revolution: Teaching Mathematics for a Growth Mindset" in Manhattan Beach on February 4, 2016 at an approximate cost of \$1510 to be paid from Measure CL, COTSEN and the General Fund.
10. Aileen Harbeck, Martha Arevalo and Lisa Fleck-Smith at the Breakthrough Coach in San Diego on February 21-23, 2016 at an approximate cost of \$1,888 to be paid from the General Fund and included in budget.
11. Dr. Tom Johnstone at SSDA's "33rd Annual Spring Conference" in Sacramento on March 9-11, 2016 at an approximate cost of \$525 to be paid from the General Fund and included in budget.

On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to approve/ratify the following classified employment/additional hours to be paid from the Classified Salary Schedule unless otherwise noted: M15.427
Additional Hours –
Classified

District

1. Steve Bainbridge and Alicia Galindo approve release day to participate in CSEA activity at district site, effective February 2, 2016 and to be paid at each person's appropriate Range/Step from the General Fund. CSEA to reimburse District for salary/benefits for each employee's time/participation. No cost to the District.
2. School site secretaries, Child Welfare Secretary, General Clerks at school sites and District Office, Superintendent's Secretary and Enrollment Outreach Coordinator approve up to two (2) temporary hours per part-time employee and up to two (2) overtime hours not to exceed eight (8) hours for full-time employees to be paid at each person's appropriate Range/Step from the General Fund, effective February 22, 2016. Approximate cost \$925. Not in budget as this is new professional development offering.

Anza

3. Archana Prasad, Instructional Aide, approve up to 14 part-time hours per week – a voluntary reduction from 17.5 hours per week to provide IEP assistance, effective February 1, 2016 through June 18, 2016 to be paid from Special Education Funds. This is to replace Mr. Gary Smith. No additional cost to District as is a reduction in hours.
4. Caroline Collins, Instructional Aide, approve up to two (2) extra temporary hours per week to provide IEP assistance, effective February 10, 2016 through March 16, 2016 to be paid at her appropriate Range/Step from Special Education Funds. Approximate cost is \$235 and included in budget.

M15.427
Additional Hours –
Classified (Cont'd.)

Burnett

5. Mary Grace Grammatico, General Clerk, approve up to 12.5 temporary part-time hours per week to provide office support, effective January 25, 2016 to be paid at Classified Range 2, Step E from the General Fund. This is in replacement of Breana Contreras, who transferred to the District Office. No cost to the District.

Cabrillo

6. Jacqueline Ventura, Librarian, approve up to 20 temporary hours as needed to assist with binding of books, effective January 25, 2016 through April 29, 2016 to be paid at Classified Range 2, Step E from the General Fund. Approximate cost could be \$500, if all 20 hours are used and included in budget.

WCDC - Cabrillo

7. Perla Gudino, Associate Aide, approve up to 18.75 part-time hours per week to provide assistance, effective February 1, 2016 to be paid at Classified Range 2, Step A from CDC Funds. This is a new position. No cost to District as salary is paid by student tuition.

On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to ratify Tania Perez 12 temporary additional hours per week to be paid at \$30 per hour to support the reading intervention after-school program, effective January 2016 through June 2016 to be paid from Supplemental Funds.

M15.428
Reading Intervention

On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to ratify Jordan McKenna, Dee Dee Zirbel and Liza Hough-Skovron up to 4 additional temporary hours each as needed to collaborate and review materials and classroom set-up for newly hired long-term substitute, effective January 27, 2016 through February 8, 2016 to be paid at \$30 per hour from the General Fund.

M15.429
Additional Hours –
Classroom Set-Up

On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to ratify up to five (5) additional hours for the following teachers to provide math support and development and supplement time dedicated to MLC training / coaching meetings, effective January 29, 2016 through March 1, 2016 to be paid at \$30 per hour from MLD Funds:

M15.430
Additional Hours – MLC
Training

- Gamez, Luis
- Garcia, Maria
- Perillo, Stacy
- Shim, Jessica
- Snider, Elizabeth
- Spadafora, Elvira
- Wilson, Stephanie

<p>On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to ratify Armando Zepeda as the Long-Term Substitute Teacher providing support to a Dana Middle School Elective class, effective January 28, 2016 through February 29, 2016 to be paid at the long-term substitute teacher rate from the General Fund.</p>	<p>M15.431 Long-Term Substitute – Zepeda</p>												
<p>On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to ratify Joy Yamane as a Home Study Teacher for a student as needed, effective February 1, 2016 through June 30, 2016 to be paid \$30 per hour for up to 25 temporary hours – one hour weekly – to be paid from Special Education Funds.</p>	<p>M15.432 Home Teacher</p>												
<p>On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to approve a Memorandum of Understanding entered into by and between the Los Angeles County Office of Education (LACOE) and the Wiseburn Unified School District (WUSD) for the purpose of supporting the data sharing efforts between all school districts within Los Angeles County, and specifically to initially share foster youth information to assist the coordination of support and services for this specific population. No cost to the district.</p>	<p>M15.433 MOU - LACOE</p>												
<p>On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to ratify a Consultant’s Agreement with Joshua Bell to provide the service of Boys’ Basketball Coach, effective December 1, 2015 through March 30, 2016 in an amount not to exceed \$500 to be paid from Gym Fees.</p>	<p>M15.434 Consultant’s Agreement – Joshua Bell</p>												
<p>On a motion by Mr. Martinez, which was seconded by Mr. Bañuelos, the Board voted 4-0 to approve the following field trip and bus transportation for Juan de Anza School:</p>	<p>M15.435 Field Trip and Bus Transportation</p>												
<table border="0"> <thead> <tr> <th><u>Date</u></th> <th><u>Class</u></th> <th><u>Rooms</u></th> <th><u>Trip Location</u></th> </tr> </thead> <tbody> <tr> <td>2/17/16</td> <td>5th Grade</td> <td>21, 22, 23, 24</td> <td>Music Center</td> </tr> <tr> <td>2/25/16</td> <td>Kindergarten</td> <td>2, 3, 4, 5</td> <td>Centennial Farm</td> </tr> </tbody> </table>	<u>Date</u>	<u>Class</u>	<u>Rooms</u>	<u>Trip Location</u>	2/17/16	5 th Grade	21, 22, 23, 24	Music Center	2/25/16	Kindergarten	2, 3, 4, 5	Centennial Farm	
<u>Date</u>	<u>Class</u>	<u>Rooms</u>	<u>Trip Location</u>										
2/17/16	5 th Grade	21, 22, 23, 24	Music Center										
2/25/16	Kindergarten	2, 3, 4, 5	Centennial Farm										
<p>On a motion by Dr. Goldman, which was seconded by Mr. Bañuelos, the Board voted 4-0 to discontinue employment of Gary A. Smith, Jr., Instructional Aide, effective January 7, 2016.</p>	<p>M15.436 Discontinue Employment</p>												
<p>On a motion by Dr. Goldman, which was seconded by Mr. Bañuelos, the Board voted 4-0 to accept the following resignations of classified personnel per their effective dates:</p> <ul style="list-style-type: none"> • Daniel Paulson, Custodian/Groundskeeper – Effective January 21, 2016 • Renee Hubler, Noon Duty Supervisor – Effective February 4, 2016 	<p>M15.437 Resignation - Classified</p>												
<p>On a motion by Dr. Goldman, which was seconded by Mr. Bañuelos, the Board voted 4-0 to approve the job description and salary schedule for the position of Speech Language Pathologist. This is a Certificated Non-Represented position, effective February 1, 2016. This position is needed as the District takes back speech/language services currently provided through the Los Angeles County Office of Education. (Exhibit A)</p>	<p>M15.438 Job Description & Salary Schedule</p>												
<p>On a motion by Dr. Goldman, which was seconded by Mr. Bañuelos, the Board voted 4-0 to ratify Breana Contreras as the full-time General Clerk assigned to the District Office. This is a voluntary promotional transfer, effective January 20, 2016 to be paid at Classified Range CF-1, Step A from the General Fund. Ms. Contreras will maintain her anniversary date as per WUSD/CSEA agreement. Ms. Contreras replaces Ms. Candace Allison who transferred to the Business Office.</p>	<p>M15.439 General Clerk / District Office</p>												

On a motion by Dr. Goldman, which was seconded by Mr. Bañuelos, the Board voted 4-0 to ratify Tiasha Robinson as an On-Call Substitute Teacher, effective January 21, 2016 to be paid at the established daily rate from the General Fund.	M15.440 On-Call Substitute Teacher
On a motion by Dr. Goldman, which was seconded by Mr. Bañuelos, the Board voted 4-0 to ratify Fernando Chavez-Molina as an On-Call Substitute Custodian, effective January 26, 2016.	M15.441 On-Call Substitute Custodian
On a motion by Dr. Goldman, which was seconded by Mr. Bañuelos, the Board voted 4-0 to ratify – on behalf of the Southwest SELPA – a voluntary reduction in work hours for Martha Chavez from 40 hours per week to 36 hours per week, effective February 1, 2016. This will reduce her salary and health/welfare benefits.	M15.442 Voluntary Reduction in Hours
On a motion by Dr. Goldman, which was seconded by Mr. Bañuelos, the Board voted 4-0 to ratify – on behalf of the Southwest SELPA – Lecency Buendia as an unpaid intern to provide support to SELPA programs, effective January 20, 2016. Interns have been fingerprinted.	M15.443 Unpaid Intern
Dr. Goldman moved and Mr. Mora seconded that the meeting be adjourned at 7:42 p.m. Motion carried 4-0.	Adjournment
The next Regular Meeting of the Board of Trustees will be held Thursday, February 25, 2016, at 5:00 p.m. in the District Board Room.	

JoAnne Kaneda
Vice President / Clerk of the Board

Tom Johnstone
Secretary of the Board

Exhibit A

WISEBURN UNIFIED SCHOOL DISTRICT

SPEECH-LANGUAGE PATHOLOGIST Certificated Position

BRIEF DESCRIPTION OF THE POSITION:

The Speech and Language Pathologist is a certificated position responsible for assessing and providing remedial programs and instructional activities and strategies to students with speech-language disorders at one or more school sites.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

The position of Speech-Language Pathologist includes but is not limited to the following list of representative duties:

- Work as a member of a multi-disciplinary team to assess the speech-language needs of pupils in order to design and implement appropriate language and speech remediation strategies and evaluate student progress. (E)
- Provide individual and small group speech-language therapy services for students who meet eligibility criteria. (E)
- Work effectively and collaboratively with general and special education staff in the design and implementation of effective language and speech instructional/remedial models. (E)
- Collaborate with general and special education staff in planning and implementing a comprehensive speech / language program, and when appropriate, integrate and align therapy activities with core curriculum while involving staff and parents in the therapy process. (E)
- Prepare materials and/or equipment for use in classroom and therapy activities, and maintain (daily) lesson plans, related to instructional and classroom activities. (E)
- Adapt and modify language and speech instructional materials as appropriate for staff use in the classroom.
- Provide an educational environment which establishes, maintains and reinforces appropriate student behavior, attitudes and social skills. (E)
- Prepare and send parent invitations to IEP meetings for speech only students, prepare, complete, and maintain required IEP paperwork and student records including but not limited to student assessment documents, anecdotal records, progress monitoring of IEP goals / objectives, and records of documented parent contact. (E)
- Establish and maintain a systematic record keeping system to monitor compliance with state and federal regulations and district procedures. (E)
- Attend Individualized Education Program meetings, Speech-Language Program staff meetings, Special Education department meetings and district-wide in-services. (E)
- Participate in case conferences and student study team meetings as needed or requested.
- Conduct language and speech related district projects, in-service trainings, and family and/or parent/community education programs.
- When appropriate, recommend augmentative devices or develop communication boards/books/folders or other tools to address students' communication needs.
- Participate in district-wide Medi-Cal LEA Billing Option Program for the purpose of reimbursement for health-related services provided to students receiving IEP related services.
- Perform other related professional duties as assigned.

(E)= Essential Function of the Job

DESIRABLE QUALIFICATIONS:

Ability to:

- Establish and maintain effective relationships with children, parents and school staff; communicate effectively verbally and in writing.
- Demonstrate an understanding, patient, approachable, and receptive attitude toward students.
- Remain calm under stressful conditions.
- Understand and follow oral and written instructions.
- Demonstrate proficiency in English, both orally and in writing; print and write legibly.
- Apply common sense understanding in carrying out instructions furnished in written, oral or diagram form; deal with problems using good judgment.

Education and Experience:

- Master's Degree from regionally-accredited college or university (required)
- California Speech-Language Pathology Services or Clinical Rehabilitative Services Credential (required)
- Clinical Certificate of Competency (CCC) (required)
- Successfully complete a practicum in speech and language; or one year of full-time successful experience as a Speech and Language Pathologist (preferred)
- Must possess knowledge of recent educational and remediation trends related to speech-language students.

Working Conditions / Environment:

- Office environment, classrooms, driving a vehicle from site to site to conduct work related activities.

Physical Abilities:

The physical requirements indicated below are examples of the physical aspects that this position classification must perform in carrying out essential job functions:

- This type of work involves sitting most of the time, but may involve working or standing for brief periods.
- Accurately perceiving the sound, near and far vision, depth perception, providing oral information, the manual dexterity to operate business related equipment, and handle and work

Reasonable accommodations may be made to enable a person with a disability to perform the essential functions of the job.

Vision (which may be corrected)

to read small print and maintain records.

Hearing (which may be corrected)

to communicate with staff, to talk on phone.

Speech

to communicate with staff, to talk on phone.

Dexterity of hands and fingers

to operate office equipment.

Sitting and standing for extended

to perform required duties.

periods of time

Bending at the waist

to pick up office materials / equipment

Strength

to lift, push, pull and/or carry objects which may weigh as much as 25 lbs. on an occasional basis.

Hazards:

- Incumbents may be exposed to contact with individuals displaying physically aggressive- self-abusive or socially undesirable behavior.

Work Year:

195 days/8 hour professional days.

11 months

Reports to Director of Psychological & Child Services

DRAFT

WISEBURN UNIFIED SCHOOL DISTRICT

SPEECH LANGUAGE PATHOLOGIST SALARY/BENEFIT SCHEDULE
2016-17

SALARY

<u>CLASSIFICATION</u>	<u>WORK DAYS</u>	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>	<u>STEP IV</u>	<u>STEP V</u>
SPEECH LANGUAGE PATHOLOGIST	195 (*)	\$82,296	\$86,411	\$91,962	\$96,940	\$102,486

Salaries rounded to the nearest dollar

Anniversary Date: One Year from Date of Hire
 Effective Date: February 1, 2016
 Board Approved:

ADD:	\$800.00	STIPEND FOR DOCTORATE
	\$500.00	STIPEND FOR CAREER INCREMENT COMMENCING W/ 20TH YR OF SRVC
	\$500.00	STIPEND FOR CAREER INCREMENT COMMENCING W/ 30TH YR OF SRVC

* Eleven (11) months, with specified days in July or August as determined by District administrator.

BENEFITS

Pro-rated for assignments 50% and over. No benefits for assignments under 50%.

Medical Coverage	October 1st - September 30th - \$350.00 x 10 months = \$3,500.00 Employees hired after July 1, 2002 electing out of health coverage through the District will receive \$1,300 per year. Employees hired prior to July 1, 2002 electing out of health coverage through the District will receive \$3,000 per year.
Dental Coverage	Employee plus one at the highest rate as determined by Keenan & Associates (Dental benefits carrier.) October 1st - September 30th, or cash back on dependent portion if hired prior to July 1, 2002.
Income Protection	District paid premium. Currently \$14.40 per month x 10 months = \$144.00
Life Insurance	District paid premiums. Currently \$9.00 per month x 10 months = \$90.00 \$50,000.00 policy

Board Approved:

Effective 2/1/2016
Active Employees Only

DRAFT

WISEBURN UNIFIED SCHOOL DISTRICT
SPEECH LANGUAGE PATHOLOGIST RETIREMENT BENEFITS
2016-17

ELIGIBILITY

- Hired prior to September 1, 1990.
- Who have completed fifteen (15) consecutive years of full time service or shared assignment in the District.
- Who are at least fifty-five (55) years of age and receiving retirement pay from P.E.R.S.
- Who were covered by the benefit at the time of retirement.

BENEFITS If Eligible:

Medical Coverage	Employee plus one at the highest rate as determined by PERS Rates (Health benefits carrier.) No cash back on dollar amount not used. Upon reaching age 65 retiree must enroll in Medicare Parts A and B. If retiree does not qualify for both A and B, health insurance reimbursement to the retiree will be at the PERS Medicare rate.
Dental Coverage	Employee plus one at the highest rate as determined by Keenan & Associates (Dental benefits carrier.) No cash back on dollar amount not used.
Life Insurance	District paid premium. Policy reduced to \$3,000.00 at age 65, and discontinued at age 70.

Board Approved:

Effective 2/1/2016
Active Employees Only