

Interview Questions for Candidates for Provisional Appointment to the Santa Barbara County Board of Education, Trustee Area No. 7, January 11, 2024

1. We have reviewed your application and resume and would like to get to know you better here in person. Please tell us a little bit about yourself and your interest in serving on the County Board of Education.
2. Yours would be one vote on a collective board of seven. The board has one collective voice although there may be differing ideas/opinions. How would you support board decisions publicly if you were in the minority of the vote?
3. The board members and county superintendent are elected officials and have separate responsibilities. Board members are elected by voters who reside in their respective trustee areas. The county superintendent is elected by voters countywide. As a board member, in what ways will you work collaboratively with your fellow board members as well as with the county superintendent?
4. County boards play an intermediate appellate role for expulsions, interdistrict transfers and charter school petitions. How do you see the relationship between the County Board of Education and local school board decisions?
5. Conclude with a closing statement.



Santa Barbara County Education Office

4400 Cathedral Oaks Rd, PO Box 6307, Santa Barbara, CA 93160-6307
Telephone: (805) 964-4711 • FAX: (805) 964-4712 • sbceo.org

Susan C. Salcido, Superintendent of Schools

Santa Barbara County Board of Education

APPLICATION TO FILL A VACANCY ON THE BOARD – TRUSTEE AREA 7

Important Dates

December 11, 2023 – Application available

December 20, 2023, 5 p.m. – Deadline to submit application

January 11, 2024 – Interviews of candidates (additional date, if needed by the board: Jan. 12)
and selection of a person to fill the vacancy as a provisional appointment

Application Process

Completed applications should be submitted, along with a resume, to the Superintendent's Office at 4400 Cathedral Oaks Road, Santa Barbara, CA 93110, or via email to afreedland@sbceo.org no later than 5 p.m. on Wednesday, December 20, 2023.

Once applications are submitted, candidates will be contacted regarding next steps in the process. If a candidate is selected for an interview, interviews will be held in person on Thursday, January 11, 2024 at a special board meeting in Santa Maria. The window for interview times is estimated to be between 10 a.m. and 5 p.m. If the board determines that an additional date is needed for interviews, that date will be Friday, January 12, 2024.

Note: Regular board meetings are video recorded, so candidate interviews may be recorded during the January 11, 2024 special board meeting.

The board will select a person to fill the vacancy as a provisional appointment at the special board meeting on January 11, 2024, after the interviews are complete, or, if necessary, it may decide to make the selection at another special board meeting, to be held on a later date.

The person selected as a provisional appointment will be sworn into office at the regularly scheduled board meeting on Thursday, February 8, 2024 at 2 p.m.

Eligibility Information

Interested applicants must be at least 18 years of age and a registered voter residing within the boundaries of Trustee Area 7, which encompasses the northern portion of Santa Maria. A map, and more information, may be found online at <https://www.sbceo.org/board>.

Applicants may call the Santa Barbara County Elections Office to confirm they reside within the boundaries: 1-800-722-8683.

Requirements per Education Code § 1006: Any registered voter residing in Trustee Area 7 is eligible to be a member of the county board of education except the county superintendent of schools or any member of their staff, or any employee of a school district (including a community college*) or charter school that is within the jurisdiction of the county board of education.

*A community college district employee is considered an “employee of a school district” under Education Code § 1006 based on the opinion of the Santa Barbara County Education Office’s legal counsel.

Other Information

The provisional appointee will serve until November 2024, at which time a special election will be held with the winner serving the last two years of Trustee Area 7’s term, until 2026.

Interested applicants must be able to attend regular board meetings, which are typically held on the second Thursday of the month at 2 p.m. in person at the Santa Barbara County Education Office located in Santa Barbara, with a few exceptions. Additionally, they must be able to serve on one to two board committees, which typically meet between once a year to three times a year.

Note: Under the California Public Records Act, copies of an application received by the County Education Office must be made available for public inspection and copies provided upon request. Contact information will be redacted.

APPLICATION FORM

CONTACT INFORMATION

Name		
Sally E. Lopez		
Home Address (Physical Address, no P.O. Boxes)		
[Redacted]		
Mailing Address if Different than Above		
[Redacted]		
Cell Phone	Home Phone	Business Phone
[Redacted]	[Redacted]	[Redacted]
Personal Email Address		
[Redacted]		
Business Address		
[Redacted]		

OTHER INFORMATION

Occupation and Employer
Human Resource Manager TSL Consulting Engineers, Inc.
Number of Years of Residence in Trustee Area 7
17 years

REVIEW ITEMS

Review the following items and put a checkmark or "X" in the column on the right after you have reviewed them.	Reviewed
1. The video (2 minutes, 47 seconds) on the SBCEO website called, "How are county offices of education different than local school districts?" http://www.sbceo.org/about/overview	X
2. The "About the Board of Education" section on the SBCEO board webpage: http://www.sbceo.org/board	X

QUESTIONS (You may attach/enclose additional pages to provide more information if needed)

<p>1. Do you have prior experience serving on a board (non-profit or for-profit) or on a governing board, including a school district board or a county board of education? Please list such prior experience.</p> <p>I haven't directly served on a board—however, my involvement in various committees and councils reflects a similar capacity. At St. Mary's School, a non-profit institution, I am actively fostering relationships, orchestrating successful fundraising campaigns, and nurturing a culture of generosity among donors. Additionally, I've been a committee member on the AHC Elks Rodeo team, another non-profit organization raising funds for the Rodeo team under the guidance of Allan Hancock and Community Bank of Santa Maria, led by President Jim Glines. These experiences, coupled with my roles as a Commissioner for Recreation and Parks for the City of Santa Maria and as a member of the Block and Grant Advisory Committee, involve decision-making, collaboration, and resource allocation, mirroring the functions often found in board responsibilities.</p>
<p>2. Do you currently or have you ever served in any employment or volunteer positions that could be considered incompatible with service on the Santa Barbara County Board of Education, present a potential conflict of interest, or present the appearance of a conflict of interest with the Santa Barbara County Board of Education or the Santa Barbara County Education Office?</p> <p>No</p>
<p>3. Why do you want to be a county board of education member?</p> <p>I want to be a County Board of Education member because I deeply believe in the power of education and community. My involvement in non-profit organizations like St. Mary's School and the AHC Elks Rodeo team has shown me the immense impact compassionate leadership can have. I'm passionate about ensuring every child has access to quality education and supportive environments to thrive. Being part of the County Board of Education allows me to bring this dedication and compassion to shape policies that positively impact students, educators, and the entire community.</p>

4. What are the challenges you see facing public education in the county and what role do you feel the County Board of Education can play in addressing such challenges?

Our public education system here faces some tough challenges. Not all schools have the same resources, and kids have different ways of learning that we need to adapt to. Making sure every student feels included is also a big deal. The County Board of Education can really step up by making sure schools get fair support, backing new teaching methods that fit different learning styles, and making policies that treat everyone fairly. They can team up with communities and teachers to create programs that help with mental health, making sure everyone feels supported at school. Basically, the Board has the chance to lead the way in making sure our schools are fair, innovative, and welcoming for all students and teachers.

5. Describe any skills and experience that you may have, from your personal or professional life, that would benefit the County Board of Education.

I've been really hands-on in community leadership and non-profit gigs, especially in roles where teamwork and making decisions are key. My experience in different committees taught me a lot about building connections, pulling off successful fundraisers, and managing resources smartly. Plus, working with the AHC Elks Rodeo team involved juggling partnerships and handling finances. I take proactive measures to ensure that the community's voice is heard across various initiatives. Whether serving as a commissioner on the Recreation and Parks board or contributing to the Grants Block Advisory Committee, I've had the opportunity to deeply understand the needs of our Santa Maria community. I'm dedicated to working hard to ensure their voices are not just heard but truly listened to and acted upon—a mindset I think could do wonders for the County Board of Education, making sure our schools are fair and everyone's included in the big decisions.

6. Please be sure to submit your resume along with this application form.

Applicant Signature:	<i>Sally E. Lopez</i>	Date:	12/19/2023
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Sally Lopez

Business Development

CONTACT

[REDACTED]
[REDACTED]

SKILLS

Strategic Planning
Marketing
Communication
Employee Training
Financial Management
Human Resources
Leadership
Relationship Building
Adaptability
Team Collaboration
Microsoft/IT/Canva

REFERENCE

Maribel Hernandez
Aguilar-City
Councilwoman/attorney
[REDACTED]

Tom Lopez
City Planning
Commissioner/Principal
Engineer
[REDACTED]

Myra Hermoso
Director of Development
and Real Estate
[REDACTED]

Erica Stevens
School Principal
[REDACTED]

PROFILE

Dynamic and results-oriented professional with a diverse background in public relations, human resources, and operations management. Adept at driving marketing initiatives, fostering strong relationships, and achieving remarkable results. Seeking to leverage my expertise in strategic planning, communication, and leadership to contribute to an organization's growth and success.

EXPERIENCE

Non-Profit-St. Mary's School Public Relations Coordinator/Donor Outreach Feb 2021 - Present

Proactively led marketing outreach initiatives to amplify St. Mary's School's mission and values within the community. Planned, organized, and implemented fundraising, communications, and marketing program. Worked closely with various teams to grow funding base and ensure compelling fundraising messaging. Oversaw annual appeals, special events, and online fundraising campaigns. Social Media management with all platforms. Successfully established and nurtured relationships with donors, fostering a culture of generosity and support. Orchestrated highly successful fundraising campaigns, surpassing the \$130,000 milestone in a single year. Website creation/maintenance. Achieved record-breaking levels of donor participation and contributions, fueling the school's objectives. Grant Writing. Developed and implemented special fundraising campaigns for the organization. Collaborated closely with school administration and staff to align fundraising efforts with the institution's overarching goals. Event Planning/Auction/Fundraiser

Human Resource Manager TSL Consulting Engineers Sep 2014 - Present • 9 yrs 1 mo

Analyzes wage and salary data for fair pay plans. Writes guidelines to inform department managers about equal employment opportunities, pay, and benefits. Consults with legal experts to ensure company policies follow federal and state laws. Sets up a human resources system for top management's information needs.

Additional Involvement:

Currently serving as a Commissioner for Recreation and Parks for the City of Santa Maria, actively contributing to community well-being.

Engaged as a committee member of the Block and Grant Advisory Committee, working collaboratively to allocate resources and support local initiatives.

Contributed to the Subway Food Council and Franchisee Advertising Fund Board.

EDUCATION

University of California,
Santa Barbara
Political Science
2002

Santa Barbara City
College
General Studies

Manages records, legal compliance, and government reporting for HR.
Researches laws, labor decisions, and contracts to understand industry trends.
Gives presentations to company leaders about HR policies.
Hires, interviews, tests, and chooses employees for open positions.
Plans and conducts new employee orientation for a positive company outlook.
Keeps records of benefits participation, personnel changes, and government reports.
Organizes management training on various HR topics.
Provides advice on resolving employee relations issues to management.
Administers performance reviews to ensure fairness and compliance. Maintained a comprehensive oversight of company revenue and operations, including meticulous review and auditing of Accounts Receivable/Payable.
Managed QuickBooks, payroll, and human resources functions, contributing to the smooth operation of the organization.

Training Manager**Chumash Casino Resort and Hotel Corque****2016 - Feb 2018 • 2 yrs 2 mos**

Spearheaded employee training programs, effectively informing, and promoting participation among staff.
Demonstrated strong leadership in guest hospitality, cultivating a positive atmosphere for guest relations.
Conducted ongoing training sessions to ensure employees consistently met guest expectations.
Evaluated training program effectiveness and aligned it with company policies and standards.
Developed training materials and presentations, enhancing employee retention and skill development.

Director of Operations**Subway Development Office****Oct 2007 - Sep 2014 • 7 yrs**

Oversaw the operation, evaluation, and consultation of over 200 Subway locations in a designated territory.
Developed and implemented strategies to enhance the guest experience and drive return on investment.
Adapted materials and programs to support regional requirements and new system rollouts. Fostered positive relationships with franchise owners and effectively led a team of Business Consultants.



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APPLICATION FORM

CONTACT INFORMATION

Name		
Vedamarie Ruiz Alvarez Flores		
Home Address (Physical Address, no P.O. Boxes)		
[REDACTED]		
Mailing Address if Different than Above		
Cell Phone	Home Phone	Business Phone
[REDACTED]	n/a	n/a
Personal Email Address		
[REDACTED]		
Business Address		

OTHER INFORMATION

Occupation and Employer
Cal Lutheran Student Teacher Supervisor
Number of Years of Residence in Trustee Area 7
Since 1952 - 71years

REVIEW ITEMS

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2. The "About the Board of Education" section on the SBCEO board webpage: http://www.sbceo.org/board	X

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<p>1. Do you have prior experience serving on a board (non-profit or for-profit) or on a governing board, including a school district board or a county board of education? Please list such prior experience.</p>
<p>Yes, I do have experience serving on PTA Boards at Fairlawn Elementary and Ontiveros Elementary in Santa Maria, and the Santa Maria Bonita School Board as a Trustee member from 2016 -2022.</p>
<p>2. Do you currently or have you ever served in any employment or volunteer positions that could be considered incompatible with service on the Santa Barbara County Board of Education, present a potential conflict of interest, or present the appearance of a conflict of interest with the Santa Barbara County Board of Education or the Santa Barbara County Education Office?</p>
<p>No, I have not served in any employment or volunteer positions that could be considered incompatible with service on the Santa Barbara County Board of Education.</p>
<p>3. Why do you want to be a county board of education member?</p>
<p>I believe that this opportunity to continue serving my community of Santa Maria should be considered. I am a retired educator who is willing to consider the journey of enhancing and fostering the ideas, diverse beliefs and values of the residents I currently live in the community with. Advocating for student achievement is a priority and I have collaborating and engaging skills to help foster this future work. I know preparation, time, and participation are key in coming aboard and am ready for that role.</p>

<p>4. What are the challenges you see facing public education in the county and what role do you feel the County Board of Education can play in addressing such challenges?</p>
<p>The challenges I see facing public education in our county currently are: measuring Covid's impact academically, socially and wellness of our students and staff: the need for more qualified teachers and retention of the ones we have-(burn out); Districts growing vs Districts not growing in student population. In education the issues are many, but I feel that in addressing such challenges requires maintaining a cooperative, supportive working relationship with local school districts and communities represented.</p>
<p>5. Describe any skills and experience that you may have, from your personal or professional life, that would benefit the County Board of Education.</p>
<p>I believe the experience of growing up, going to local schools, working in the SMBSD and raising our family in Santa Maria brings a benefit to Area 7 representation. Serving on the SMBSD school board has given me insight into current happenings in education and how a Board works. I also am aware of the responsibility and time element that is required to be on a Board of Education and look forward to this opportunity to continue the journey.</p>
<p>6. Please be sure to submit your resume along with this application form.</p>

Applicant Signature:	<i>Vedamarie Ruiz Alvarez Flores</i>	Date:	December 19, 2023
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Resume: Vedamarie Ruiz Alvarez-Flores

Professional Educator

Address:

Phone:

email address:

Personal/Education Information:

- Born and raised in Santa Maria, California on **May, 11, 1952**
- Attended Cook Street Elementary School - K to 6th Grade
 - El Camino Jr High-7&8
 - Santa Maria High School - Class of **1970**
 - Allan Hancock Jr College - Graduated in **1972**
 - University of California in Santa Barbara - BA in Spanish with minors in Physical Education and English - Graduated in **1974**
 - Notre Dame de Namur University in Belmont, California (Formerly the College of Notre Dame)- received Life Teacher Credential K-12 grades - **1975**
 - Bilingual Teaching Credential - **1976**
 - Masters of Arts - Pepperdine University (Malibu Campus) - Multicultural Education and Leadership Administration - **1978**

Professional Information and Educational Experiences:

- **1968/70** - Work Education Student from Santa Maria High School working at Fairlawn Elementary School - 5th Grade
- **1969 Summer** - Worked for Santa Maria Parks and Recreation Department at Fairlawn School and Atkinson Park
- **1970 - 1972** - Full time Migrant Teacher Aide at Fairlawn Elementary School in Santa Maria, California

- **1970 - 1974** - Migrant Education Program - California Mini-corps Teaching Experience Program - every summer I was assigned to a new Migrant Camp Center - Woodland, Davis, Chico, Sacramento, Sanger, and Fresno, for teaching and experiences with Migrant students and parents, while supported by a Master Teacher from Chico and Fresno State. During this time I attended classes at Fresno State, Chico State and Sacramento State Universities, earning College units for my teaching credential
- **1974/75** - Taught 4th grade at Garfield Elementary in Redwood, California - Mini-Corps Intern Teaching Credential Program
- **1975 - 1990** - Taught at Fairlawn Elementary School in Santa Maria, California (I was the first Bilingual Teacher hired in Santa Maria, CA in 1976) Teaching Grades 3,4,5, and 6 grades then followed
- **1988 - 1994 and 1997 - 2004** - Classroom Field site for San Luis Obispo Cal Poly Teaching Program - Teaching Classroom History with a Multicultural Perspective- Adjunct position and Co-teaching with Professor David Sanchez, Dr. Leonard Davidman and Dr. Patricia Davidman
- **1990 - 1994** - Taught at Juan Pacifico Ontiveros Elementary School in Santa Maria, California - Graders 2, 3, and 6
- **1994 - 1997** - Adjunct Professor in the Education Department as a Student Teacher Supervisor and an instructor, teaching Credential/Methods classes for the Credential Program at Cal Poly in San Luis Obispo, California - on Job Share leave from Santa Maria Bonita School District in Santa Maria, Ca
- **1997 - 2013** - BTSA/PAR Program Coordinator for all new Teachers in the Santa Barbara County - As a teacher on special assignment (first 4 years, this position was full time), I was also a Mentor for new teachers and a presenter of professional growth and staff development classes during this time. Thereafter I taught 50% and Coordinated 50% having a partner each year to team teach with. (4, 5, 6 grade)
- **1998 - 2013** - Teacher Union Executive Board member - Vice President for 5 years - Negotiation Contract Chair for 15 years
- **2013** - Retirement from Teaching in the Santa Maria Bonita School District after 39 years in the Profession
- **2016 - 2022** - Santa Maria Bonita School Board Trustee Governance Board Member for the Santa Maria Bonita District

- **August 2023 - Current** - Cal Lutheran University Student Teacher Supervisor in the Santa Maria Bonita School District Residency Student Teacher Program

Family Information:

-Parents: Marcelino (Marcy) Abarca Alvarez - Born June 2, 1920 in El Modena, CA - WWII Air Force Veteran - Barber by trade

Ofelia Rel Ruiz Alvarez - Born: March 6, 1929 in Miami, Arizona
Secretary at Sister's Hospital - Teacher aide in the Santa Maria School District

- Married Tommy Flores July 22, 1978 at St Mary's Catholic Church in Santa Maria, California (Widowed on January 28, 2015)

- Our Children:

Adriana Marie Peinado - married to Henry Peinado - their children;
Marcus (24), 2023 graduated from the University of Calif Channel Islands in Camarillo, CA - Counselor Intern at Camarillo High School

Austin (22), currently stationed at the Army Base at Ford Lewis in the state of Washington

Niko (16), 11th grader at St. Joseph High School

Gianna (13) 8th grader at El Camino Jr High

Amanda Ofelia Flores - married to Candace Flores - their child;

Lincoln G. Flores (7), 2nd grader at Juan Pacifico Ontiveros

Astacia Helena Zarling - married to James Zarling - their children;

Everly Ofelia (8), 3rd grader at Juan Pacifico Ontiveros

Eva Muriel (6), 1st grader at Juan Pacifico Ontiveros