

SOUTHERN KERN UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES

MINUTES Wednesday, June 8, 2022

Location: 2601 Rosamond Blvd.,
Conference Room, Rosamond, CA

I. Call to Order – Meeting called to order by Board president Mario Gutierrez at 6:05 p.m.

1. Comments from the public pertaining to closed session items: None

#249→II. Motion by Vincelette, second by Moore to go into Closed Session at 6:05 p.m., unanimous.

A. CONFERENCE WITH LABOR NEGOTIATOR (Government Code Section 54957.6)

Agency Designated Representative: Mario Gutierrez

Unrepresented Position: Superintendent

B. Conference with Labor Negotiator; District Negotiator: Barbara Gaines, Robert Irving

Employee Organization: California School Employee Association / Rosamond Teacher Association

C. Discussion of Student Matters: Education Code sections 35146 and 48918(c)

Public Employment: Certain Personnel Matters: Government Code § 54957.1(a)(5)

Discipline/Dismissal/Employment/Release/Assignment/Reassignment/Complaint

#250→III. Motion by Vincelette, second by Hepburn to Reconvene into Open Session at 7:06 p.m., unanimous.

IV. Action determined in closed session: None

V. Procedural Issues-A recording of this meeting was made and shall be kept for 30 days as public record.

A. Pledge of Allegiance led by: Brittany Porter

B. **Roll Call** - Members Present: Gutierrez, Vincelette, Bender, Hepburn, Moore

#251→C. Motion by Vincelette, second by Moore to Approve Agenda, unanimous.

VI. Reports and Communications

A. RTA report: New RTA President John Warfield announced he is looking forward to building relationship with district staff during negotiations and possibly a long time RTA president. He thanked RTA negotiation team for their dedication. Mr. Warfield appreciated Superintendent Gaines and the Board of Trustees for the \$250,000 school supply allotment. CSEA report: Vice President Fallon Mitchell reported CSEA negotiations are in progress. CSEA looks forward to continue building a good relationship with all staff.

B. CBO Report – Robert Irving reported he has been working on the annual budget due June 30, 2022. He welcomed Mr. Warfield as the RTA president and appreciated all the staff committed to working the summer school sessions.

C. Assistant Superintendent Instruction and Curriculum: Leslie Lacey reported summer school enrollment as WES 120, RES 95, TMS and RHS approximately 80, ALT. Ed 35. Mrs. Lacey welcomed the new administration to the district.

D. Associate Superintendent Human Resources: Leanne Hargus reported HR has been very busy filling vacancies for the various open positions. She thanked staff for working summer school positions.

E. Superintendent Report: Barbara Gaines Announcements; May Attendance-Best Elementary School attendance was WES, Best Secondary attendance RHS, there was not a school with attendance improvement this reporting period. Superintendent Gaines reported she has received official notification as a new grantee of the CDE Planning Community School Grant in the amount of \$7,125,000.00. The grant is to support and provide the necessary resources to improve student outcomes.

F. Board Member Communications: The Board of Trustees welcomed the in-person staff and the audience viewing through YouTube. They were pleased with the Graduations and promotions for 2022. They thanked all departments for working summer school. Mr. Bender spoke of concerns regarding the economy and increasing salaries. They welcomed John Warfield as the new RTA president and thanked Fallon Mitchell for representing CSEA.

Comments from the Public: None

#252→VII. Motion by Vincelette, second by Hepburn to approve Consent Items A-K, unanimous.

- A.** Approved Minutes May 18, 2022, May 25, 2022
- B.** Ratified Payroll EOM \$2,080,440.81
- C.** Approved Purchase Orders 220804-220855, Pay Vouchers 220531-220575
- D.** Approved RHS Cadet Corps Leadership overnight training June 15-30, 2022 Camp San Luis Obispo
- E.** Approved RHS Cadet Corps Survival Training overnight July 17-23, 2022, Camp San Luis Obispo
- F.** Approved T-Mobile for Education renewal agreement for 250 Hotspots lines
- G.** Approved CodeHS, Inc. for Tropico Middle School Pro Section License
- H.** Approved Inter-District Attendance Agreement with surrounding area schools for 2022-2023 school year.
- I.** Approved Tip Top Arborists quote for TMS tree trimming in accordance with ANSI A300 Standards.
- J.** Approved Tip Top Arborists quote for RHS tree trimming in accordance with ANSI A300 Standards.
- K.** Approved Jennifer Finney-Elisson Education Consulting for 3D (E3D) trainings

VIII. General

#253→A. Motion by Vincelette, second by Hepburn to approve 2nd Reading and Review of listed Board Policy March 2022, unanimous.

POLICY	TITLE	OPTIONS/BLANKS
BP 4030	Nondiscrimination in Employment	
E(1) 4112.9	Employee Notifications	
E(1) 4212.9	Employee Notifications	
E(1) 4312.9	Employee Notifications	
BP 4141.6	Concerted Action/Work Stoppage	
BP 4241.6	Concerted Action/Work Stoppage	
AR 4141.6	Concerted Action/Work Stoppage	
AR 4241.6	Concerted Action/Work Stoppage	
BP 5111	Admission	
AR 5111	Admission	
AR 5113	Absences and Excuses	
AR 5142	Safety	
E(1) 5145.6	Parental Notifications	
eBP 6173	Education for Homeless Children	
AR 6173	Education for Homeless Children	Asst. Supt. Ed. Services 2601 Rosamond Blvd., Rosamond, CA 93560 llacey@skusd.k12.ca.us , 661-256-5000 ext. 1118
E(1) 6173	Education for Homeless Children	Asst. Supt. Ed. Services 2601 Rosamond Blvd., Rosamond, CA 93560 llacey@skusd.k12.ca.us , 661-256-5000 ext. 1118
E(2) 6173	Education for Homeless Children	Asst. Supt. Ed. Services 2601 Rosamond Blvd., Rosamond, CA 93560 llacey@skusd.k12.ca.us , 661-256-5000 ext. 1118
BB 9322	Agenda/Meeting Materials	

- B.** Annual School Site Title 1 Evaluation of implemented results of school wide programs-*Lacey*
Rosamond Elementary School, Westpark Elementary School, Tropico Middle School, Alt. Ed. Schools,
Rosamond High School Early College Campus

Each school administrator presented information with results from the implemented school wide programs.

- C.** California School Dashboard Local Performance Indicators-*Wexler*

Director Dan Wexler presented performance indicators and answered questions.

- D.** Local Control and Accountability Plan (LCAP)-*Wexler*

Director Dan Wexler presented the LCAP and answered questions.

- E.** Public Hearing on “District” Budget *Irving*

Districts must hold a public hearing for the proposed Budget and the proposed LCAP. A public hearing allows stakeholders and members of the community an opportunity to review and comment on the proposals prior to the Board taking any action on the item.

#254→Motion by Vincelette, second by Hepburn to Recess for business meeting and open Public Hearing at 8:53 p.m., unanimous.

CBO Robert Irving presented the 2022-2023 proposed budget and called for questions. He reminded the Board of Trustees the Governors budget has not yet been approved therefore the district budget is not yet final.

#255→Motion by Gutierrez, second by Vincelette to Close Public Hearing and Reconvene into regular session at 9:03 p.m., unanimous.

- F.** Universal Preschool, Transitional Kindergarten curriculum plan (1st Reading)-*Gaines/Lacey*
(adoption scheduled for 6/22/22)

Assistant Superintendent Leslie Lacey presented the curriculum plan and called for any questions.

IX. Curriculum and Instruction

- #256**→**A.** Motion by Hepburn, second by Vincelette to Adopt Science Curriculum from TCI for Tropico Middle School, unanimous.

Assistant Superintendent Leslie Lacey explained the process to select the middle school Science curriculum. She asked the Board of Trustees to adopt the selection.

- #257**→**B.** Motion by Moore, second by Hepburn to Adopt History Curriculum from McGraw Hill for Rosamond High Early College Campus, unanimous.

Assistant Superintendent Leslie Lacey explained the process to select the high school History curriculum. She asked the Board of Trustees to adopt the selection.

X. Business and Operations

- #258**→**A.** Motion by Bender, second by Vincelette to Award the low bid Contract to Chartwells for Food Service Consulting and Purchasing Company, unanimous.

Prior to approval, several questions concerning the learning curve for staff in meal preparation were asked as well as kitchen equipment for items being made from scratch.

XI. Personnel Items

- #259**→**A.** Motion by Hepburn, second by Vincelette to Terminate Existing 2019-23 Employment Contract, Reappointment Of Superintendent And Approval Of Replacement Employment Contract (2022-2025), unanimous.

Prior to employment contract approval Board President Mario Gutierrez read:

- The next item for consideration is the termination of the existing 2019-23 employment contract for the Superintendent, and approval of a new 2022-23 contract effective July 1, 2022.
- Recruiting and retaining highly qualified, skilled personnel is an important goal for the District for the benefit of our students, including our highest-level administrative staff.
- In determining whether modifications are appropriate for the Superintendent’s salary schedule, we have reviewed superintendent salary data both state-wide and from local districts with which Southern Kern competes for personnel.
- In particular, Southern Kern, while located in Kern County, competes for personnel predominately with LA county school districts in the Lancaster area because our district borders that region. My understanding is that there is a significant discrepancy in salaries, particularly at the administrative level.
- State-wide, the average salary for a superintendent for a district of our size (approximately 2,500 - 4,000 average daily attendance) is about \$209,151 annually for base salary, which is well above the highest step on the proposed Superintendent salary schedule.
- The contract continues to be based on a 225-day work year, together with the same health and welfare benefits as are provided to management employees, and payment of membership dues in a professional educational organization.

#260→B. Motion by Hepburn, second by Vincelette to Approve the following listed personnel items, unanimous.

The following personnel items, which may include hiring, resignations, contract adjustments, and retirements for certificated and classified employees are presented for Board approval. All personnel meet the necessary credentialing and/or certification requirements as required by the State or notification timelines, as appropriate:

<u>CLASSIFIED/CONFIDENTIAL EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Anderson, LaToya	05/20/2022	\$18.34	Paraeducator, Speech Pathologist/Paraeducator, SPED	RES	Transfer
Cook, Karen	05/20/2022	---	Paraeducator, SPED 1:1	RES/WES	Transfer
Wesley, Ashanti	05/17/2022	\$15.80	Paraeducator, SPED	RES	Hire
Shah, J’air	06/03/2022	---	Paraeducator, SPED 1:1	REHS	Terminated

<u>CLASSIFIED STIPEND/EXTRA DUTY EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Haro De Castanon, Margarita	06/06/2022	\$15.60/HR	Summer Feeding Program	CHILD NUTRITION	Hire
Partida, Anabel	06/06/2022	\$18.94/HR	Summer Feeding Program	CHILD NUTRITION	Hire
Quintero Aguilera, Arleen	06/06/2022	\$15.00/HR	Summer Feeding Program	CHILD NUTRITION	Hire
Bishop, Rebecca	06/06/2022	\$15.80/HR	Summer School – Special Education Paraeducator	RHS	Hire
Carter, Trish	06/06/2022	\$15.80/HR	Summer School – Special Education Paraeducator	RHS	Hire
Cook, Karen	06/06/2022	\$15.80/HR	Summer School – Special Education Paraeducator	RES	Hire
Cheek, Lauren	06/06/2022	\$15.80/HR	ESY – Special Education Paraeducator	RHS	Hire
Hernandez, Sarah	06/06/2022	\$15.80/HR	Summer School – Classroom Paraeducator	WES	Hire
Griffin, Brenda	06/06/2022	\$18.34/HR	Summer School – Bus Aide	TRANS	Hire
Williams, Efram	06/06/2022	\$15.15/HR	Summer School – Campus Safety Officer	RHS	Hire
McKinnley-Delarosa, Shannon	07/01/2021	\$1,500	CPI Trainer	DO	Hire
McVey, Hannah	06/09/2022	6% 2,954.28	Varsity Assistant Coach - Volleyball	RHS	Hire
Cathcart, Jamal	06/09/2022	\$500	Head Coach Summer Athletics – Football	RHS	Hire
Baker, Mac	06/09/2022	\$500	Head Coach Summer Athletics – Boys Basketball	RHS	Hire
Notterman, Mark	06/09/2022	\$500	Head Coach Summer Athletics – Girls Soccer	RHS	Hire

<u>CERTIFICATED/ADMINISTRATIVE EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Irish, Karina	06/03/2022	---	5th Grade Teacher	RES	Resign
Spitzer, Cheri	06/30/2022	---	2nd Grade Teacher	RES	Resign
Meza, Santiago	06/30/2022	---	Principal, Elementary	RES	Resign
Compton, Natalia	06/30/2022		Asst. Principal Elementary	RES	Resign
Escobar, Michael	07/01/2021	C4/S1 \$54,136.00	Social Science Teacher	RHS	Salary Correction
Termath, Meggan	08/02/2022	C6/S11 \$84,050	SDC Teacher – Pre-K	WES	Salary Correction
Hansen, Andrew	07/01/2022	C5/S6 \$69,363.00	English Teacher	RHS	Column Increase
Ortiz, Cynthia	07/01/2022	C5/S5 \$67,622.00	1st Grade Teacher	RES	Column Increase
Rico, Sophia	07/01/2022	C4/S5 \$64,875.00	1st Grade Teacher	RES	Column Increase
Rogers, Vyvian	07/01/2022	C4/S5 \$64,875.00	Kindergarten Teacher	RES	Column Increase
Bajnath, Suresh	07/01/2022	S4 \$125,707.00	Prin. Elem School/Principal High Sch	RES/RHS	Transfer
Schank, Tara	07/01/2022	---	5th Grade Teacher	RES/WES	Transfer
Ward, Larramie	07/01/2022	---	6th Grade Teacher/5th Grade Teacher	TMS/WES	Transfer
Varela, Sarah	07/01/2022	---	5th Grade Teacher/2nd Grade Teacher	RES	Transfer
Rogers, Vyvian	07/01/2022		Kindergarten Teacher/4 th gr Teacher	RES	Transfer
Strasen, Sierra	07/01/2022		Kindergarten Teacher/4 th gr Teacher	RES	Transfer

<u>CERTIFICATED STIPEND/EXTRA DUTY EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Spitzer, Cheri	06/06/2022	\$352.92/Day	Summer School – Teacher	RES	Hire
Jones, Dody	07/05/2022	\$418.19/Day	Summer School – Teacher	WES	Hire
Chaney, Christina	06/06/2022	266.94/Day	ESY Summer School-Sub Teacher	RHS	Hire
Diabanza, Melissa	06/06/2022	\$247.13/Day	ESY Summer School - Teacher	RHS	Hire
Taylor, Sheryl	07/01/2021	\$1,500	CPI Trainer	DO	Hire
Eubanks, Rebecca	06/09/2022	\$500	Head Coach Summer Athletics - Volleyball	RHS	Hire
Armstrong, Justin	06/09/2022	\$500	Head Coach Summer Athletics – Girls Basketball	RHS	Hire

<u>VOLUNTEERS FOR 2022-2023 SCHOOL YEAR</u>				
Sally Gaxiola	Pilar Salazar	Breanna Canavarro	Laura Cruz	Debra Hesselton

XII. Adjournment

#261→Motion by Moore, second by Vincelette to Adjourn Meeting at 10:10 p.m., unanimous.

Approved: _____
Barbara Gaines, Superintendent

Approved: _____
Sunni Hepburn, Clerk of the Board