

SOUTHERN KERN UNIFIED SCHOOL DISTRICT

BOARD OF TRUSTEES

MINUTES Wednesday, June 10, 2020

Location: District Office-Conference Room
2601 Rosamond Blvd., Rosamond, CA

I. Call to Order – Meeting called to order by Board President Yolanda Sanchez at 6:02 p.m.

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

#294→II. Motion by Gutierrez, second by Robinson to go into Closed Session at 6:02 p.m., 4 years, 1 absent (Bender) to discuss:

- A. Public Employment: Certain Personnel Matters
Discipline/Dismissal/Employment/Release/assignment/Reassignment/Complaint/Performance
- B. Conference with Labor Negotiator; District Negotiator: Barbara Gaines, Jonathan Barth
Employee Organization: California School Employee Association / Rosamond Teacher Association
- C. Discussion of Student Matters: Education Code sections 35146 and 48918(c)
- D. **Public Employee: PUBLIC EMPLOYEE APPOINTMENT (OTHER THAN COMPENSATION)**
Job Title: Superintendent
- E. **CONFERENCE WITH LABOR NEGOTIATOR(S)** (Government Code Section 54957.6)
Agency Designated Representatives: Mario Gutierrez and Larry Tanksley
Unrepresented Position: Superintendent

#295→Motion by Robinson, second by Gutierrez to Reconvene into Open Session at 7:09 p.m., 4 years, 1 absent (Bender)

III. Action determined in closed session: No Action Taken in Closed Session

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

- A. Pledge of Allegiance led by: Dr. Carol Robinson, Clerk of the Board
- B. **Roll Call** - Members Present: Sanchez, Tanksley, Robinson, Gutierrez. Absent: Bender

#296→C. Motion by Gutierrez, second by Robinson to Approve Agenda 4 years, 1 absent (Bender)

Comments from the Public: TMS Student Board representative: Izabel Heredia thanked the board for her recognition during the May 20th board meeting.

V. Reports and Communications

- A. RTA report: NONE CSEA report: NONE
- B. CBO Report – Jonathan Barth reported briefly on the district’s current financial position for the 2020-2021 Budget. Since the Board made cuts during 18-19, the district can maintain the same reductions and continue a positive budget.
- C. Associate Superintendent: Leanne Hargus of Ed. Services reported they are trying to predict and make some changes for the 20-21 school year. She wished everyone a great summer.

D. Superintendent Report: Barbara Gaines reported she met with the Certificated and Classified union presidents. Discussion and concerns about the 20-21 opening of schools are being reviewed. Negotiations are underway to accommodate mandated expectations of public school districts. A parent survey is planned to go out soon about parent childcare needs and preferences for the 20-21 year. She is waiting to hear from CIF about sports so we can plan the upcoming season.

E. Board Member Communications: The Board wished the staff and community a safe and cautious summer. They enjoyed the modified graduation ceremony and thanked Associate Superintendent Leanne Hargus for her efforts to make the necessary budget reductions in 2018-19.

#297→VI. Motion by Gutierrez, second by Tanksley to approve Consent Items A-R, 4 yeas, 1 absent (Bender)

- A.** Approved Minutes May 20, 2020
- B.** Approved Purchase Orders # 200512 – 200523, Pay Vouchers: N.A
- C.** Approved/Ratified payroll May EOM \$1,872,553.92, June (Mid-month) MIDA \$116,770.94
- D.** Approved Schools Legal Service rates for 2020-2021 legal fees
- E.** Approved Class Leasing annual agreement for RES buildings Serial # 37320/21 and #38014/15
- F.** Approved Class Leasing annual agreement for WES buildings Serial #20837/38 and 46319/20
- G.** Approved Class Leasing annual agreement for RHS building Serial #2AA-7087
- H.** Approved Class Leasing annual agreement for WES building Serial #59782/83
- I.** Approved Class Leasing annual agreement for WES bldg. Serial #59957/58, 61/62, 63/64, 65/66
- J.** Approved KCSOS annual District Business Office Systems agreement for access and support
- K.** Approved McGraw Hill proposal for TMS Math digital licenses for 7 years
- L.** Approved Houghton Mifflin Harcourt proposal for TMS ScienceFusion 2017 Module D
- M.** Approved Houghton Mifflin Harcourt proposal for TMS ScienceFusion 2017 Module E
- N.** Approved Houghton Mifflin Harcourt proposal for TMS ScienceFusion 2017 Module A-K
- O.** Approved Houghton Mifflin Harcourt proposal for TMS 3 year renewal of Avancemos 2018 licenses
- P.** Approved Houghton Mifflin Harcourt proposal for TMS 2020 6-8 literature curriculum
- Q.** Approved TCI proposal for TMS History/Social Studies licenses
- R.** Approved RHS ASB Fundraisers for class of 2021

VII. General

Vice President and Negotiator Larry Tanksley reported:

The Board will now consider a proposed amendment to the current 2019-21 employment contract for the Superintendent. The Board met with its designated labor negotiators for this contract and the negotiators stated that an increase was in order. Under the current employment contract, the Superintendent's base salary is scheduled to increase from \$159,000 to \$163,770 with a positive evaluation on July 1, 2020.

The Board reviewed current data concerning salaries for similar duties for superintendents in 13 Kern County districts of similar size or smaller, as well as 2018-19 statewide data from the California Department of Education.

We found that superintendent salaries in similarly sized districts and significantly smaller districts exceeded our District's schedule. For example, the following are sample salaries/salary schedules for districts in Kern County of similar size: Fairfax Elementary School District (2,540 students): \$177,759; Lamont Elementary School District (3,034 students): \$170,000-176,868; Mojave Unified School District (2,713 students): \$170,000; and Standard Elementary School District (2,947 students): est. \$183,506. The statewide data revealed average salaries of \$200,403 for school districts with between 3,000 and 4,000 students. The current actual enrollment for SKUSD is 3,519 students.

We also reviewed the salary schedule for our certificated employees and found that the average between salary column steps was 4.5 percent overall, with increases ranging between 3.13 and 4.61 percent for individual columns.

The proposed contract amendment would create a salary schedule which we believe will better serve the District to attract and retain qualified superintendents. It would implement an additional two salary steps, each three percent higher than the prior step, which is consistent with and less than the average percentage increase between steps for teachers. It is proposed that the Superintendent be placed on Step 2 on the new schedule at \$163,770 based on the amount already agreed to in the current contract for fiscal year 2020-21. The final step, effective July 1, 2022, would be \$173,744. These increases would require an overall positive evaluation for the prior school year.

It is the view of the negotiators that this schedule establishes pay parity as demonstrated by “commensurate compensation earnable” for superintendents performing similar duties for other school district employers, and reflects a schedule with annual increases commensurate with the percentage increases granted to the majority of district employees (teachers). It is the recommendation of the Board’s labor negotiators that the Board adopt these findings and approve the contract amendment.

Board President Yolanda Sanchez: Is there a motion to determine that the amendment to the 2019- 21 contract of employment, including the attached salary schedule effective July 1, 2020, is (1) in the best interests of the District to attract and retain a qualified superintendent, (2) establishes “pay parity” as demonstrated by “commensurate compensation earnable” for superintendents performing similar duties for other school district employers, (3) implements additional salary steps reflecting a percentage increase commensurate with the percentage increase between salary schedule steps for the majority of employees (certificated) and (4) is approved as presented?

#298→A. Motion by Gutierrez, second by Robinson for PUBLIC EMPLOYEE APPROVAL OF AMENDMENT TO 2019-21 CONTRACT OF EMPLOYMENT for Job Title: Superintendent, 4 years, 1 absent (Bender)

#299→B. Motion by Gutierrez, second by Robinson to approve Board Policy second reading/review, 4 years, 1 absent (Bender)

POLICY	TITLE	OPTIONS/BLANKS
BP 0420.4	Charter School Authorization	N/A
AR 0420.4	Charter School Authorization	N/A
BP 0420.41	Charter School Oversight	N/A
E 0420.41	Charter School Oversight	N/A
BP 0420.42	Charter School Renewal	N/A
BP 0420.43	Charter School Revocation	N/A
BP 3471	Parcel Taxes	OPTIONAL X - No
BP 3551	Food Service Operations/Cafeteria Fund	OPTION 2: X
AR 3551	Food Service Operations/Cafeteria Fund	
BP 4112.2	Certification	
BP 5141.52	Suicide Prevention	
AR 5141.52	Suicide Prevention	Exhibit Reviewed and updated
E 5141.52		
BP/AR 5144.1	Suspension and Expulsion/Due Process	See Agenda Item VII.D.
BP 6172.1	Concurrent Enrollment in College Classes	
AR 6172.1	Concurrent Enrollment in College Classes	

#300→C. Motion by Gutierrez, second by Robinson to approve New Board Policy second reading/review, 4 years, 1 absent (Bender)

POLICY	TITLE	OPTIONS/BLANKS
BP 4113.5, 4213.5, 4313.5	Working Remotely	NEW POLICY
BP 6157	Distance Learning	NEW POLICY

#301→D. Motion by Gutierrez, second by Robinson to approve Board Policy 5144.1 second reading/review and approval Option 1 which makes 48900(K) suspendable for grades 9-12, 4 years, 1

POLICY	TITLE	OPTIONS/BLANKS
BP/AR 5144.1	Suspension and Expulsion/Due Process	OPTION 1: X

#302→E. Motion by Gutierrez, second by Tanksley to table 2020-21 district wide revised Student Dress Code, 4 years, 1 absent (Bender)

VIII. Personnel Items

#303→A. Motion by Tanksley, second by Robinson to approve the listed personnel items, 4 years, 1 absent (Bender)

Personnel items may include hiring, resignations, contract adjustments, and retirements for certificated and classified employees. 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>
James, Maryann	06/05/2020	---	ASES Instructor	RES	Resign
Peterson, Michele	06/03/2020	---	ASES Coordinator	WES	Resign
Webb, Cathy	09/01/2020	---	Clerk, Attendance	TMS	Retire

<u>CERTIFICATED/ADMINISTRATIVE EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Dhillon, Jasmine	05/20/2020	---	Credentialed School Nurse	DO	Resign
Felix, Gabriela	06/05/2020	---	Speech Pathologist	DO	Resign
Karr, Wayne	07/01/2020	---	1 st Grade/Social Science Teacher	WES/RHS	Transfer
Wilson, Sarah	07/01/2020	---	SDC Behavior/SDC M/S Teacher	RHS/WES	Transfer

IX. Curriculum and Instruction

A. Title I School Site Evaluations

Associate Superintendent Leanne Hargus reported on behalf of the principals from their slide presentation. Schools with a Title I school-wide program must conduct a yearly evaluation of the program as required under 34 CFR §200.26 and ESSA Section 1114(b)(3). Data gathered from the annual evaluation is used to modify and improve the program.

#304→B. Motion by Gutierrez, second by Robinson to Approve SKUSD revised Discipline Matrix, 4 yeas, 1 absent (Bender)

X. Adjournment

#305→X. Motion by Gutierrez, second by Robinson to Adjourn meeting at 8:59 p.m. 4 yeas, 1 absent (Bender)

Approved: _____
Barbara Gaines, Superintendent

Approved: _____, Clerk
Carol Robinson