

Santa Barbara County Education Office

# BOARD BOOK and AGENDA



November 2024



## **SANTA BARBARA COUNTY BOARD OF EDUCATION**

4400 Cathedral Oaks Road  
P.O. Box 6307  
Santa Barbara, CA 93160-6307

### **REGULAR MEETING**

November 14, 2024 – 2:00 p.m.

### **AGENDA**

#### **Online Viewing Option**

Individuals who are unable to attend the board meeting in person may view it online by clicking on the link below or by copying and pasting it into a web browser:

<https://us02web.zoom.us/j/89412390816?pwd=SITwdjTjsNgBjvf9GLfuGEE5zRB0YQ.1>

#### **Public Comment Procedure**

Public comment may be made in person at the board meeting. Persons wishing to address the board are requested to complete a “Request to Address Board” form, available at the meeting room entrance, and deliver it to the secretary prior to the time the meeting is called to order. During the time for public comment specified on the agenda, the board will acknowledge requests to speak on agenda items as well as topics not on the agenda, but within the subject matter jurisdiction of the board. The total amount of time for public comments will be 15 minutes. The amount of time an individual speaker may speak is typically 5 minutes but may be adjusted upon consent of the board depending on the total number of persons wishing to be heard. If the speaker needs more time, they may submit written comments.

#### **Interpretation/Interpretación**

Live simultaneous Spanish interpretation of the board meeting will be provided for those viewing online. Se dispondrá de interpretación simultánea del inglés al español durante la reunión del Consejo de Educación, para quienes la estén viendo por Internet.

#### **Video Recording**

The board meeting will be video recorded. The video recording will be made available online at <https://www.sbceo.org/about/board/boardmaterials>.

#### **Assistance with Meeting**

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in the meeting, please contact the superintendent's office at (805) 964-4711 or

email [afreedland@sbceo.org](mailto:afreedland@sbceo.org) by 10:00 a.m. the day before the meeting. Notification at least 72 hours prior to the meeting will assist the superintendent in making suitable arrangements.

## **GENERAL FUNCTIONS**

### **1. Call to Order**

### **2. Spanish Interpretation/Interpretación**

The president will announce that live simultaneous Spanish interpretation of the board meeting is available for those viewing online. La Presidente anunciará que se dispone de interpretación simultánea del inglés al español durante la reunión del Consejo de Educación, para quienes la estén viendo por Internet.

### **3. Pledge of Allegiance**

### **4. Roll Call**

### **5. Changes to the Agenda**

The president will announce any additions, deletions, or changes in the order of business on the agenda at this time.

### **6. Public Comments**

The total amount of time for public comments will be 15 minutes. The amount of time an individual speaker may speak is typically 5 minutes, however, with board consent, and depending on the number of persons wishing to be heard, the president may increase or decrease the time allowed for individual speakers. If the speaker needs more time, they may submit written comments.

Reconvene to open session: Decision and vote will be announced in open session.

## **CLOSED SESSION**

### **7. Conference with Real Property Negotiator (Government Code § 54956.8) – Closed Session**

Conference with real property negotiator. Properties: 1) property in Santa Maria, CA; 2) leased property at 4400 Cathedral Oaks Road, Santa Barbara, CA. Agency designated representatives: Dr. Susan Salcido, superintendent, and Steve Torres, associate superintendent. Negotiating parties: [confidential] for Santa Maria property and County of Santa Barbara. Instructions to negotiators regarding price, terms, and conditions.

MOVED:

SECONDED:

VOTE:

Reconvene to open session: Any action taken will be announced in open session.

## **PRESIDENT AND BOARD COMMENTS**

### **8. President and Board Comments**

President and board comments, including appreciation for departing board members.

## **PRESENTATION**

### **9. Presentation on Artificial Intelligence Use in Education**

Associate Superintendent of Curriculum and Instruction Ellen Barger, Director of School and District Support Tiffany Carson, and Director of Equitable Learning Systems Lauren Aranguren, will provide a presentation to the board about artificial intelligence (AI) use in education.

## **SUPERINTENDENT'S REPORT**

### **10. Superintendent's Report (Attachment)**

The superintendent's report is presented as an information item.

## **CONSENT AGENDA**

At this time, the board will consider all of the items below together and can act upon them with a single vote. These items are considered to be routine and do not require separate discussion. Individual consent items may be removed and considered separately at the request of a board member or staff. The superintendent recommends approval of all consent items.

### **11. Minutes of Meeting Held October 10, 2024 (Attachment)**

### **12. Registration of Credentials and Other Certification Documents: Issuance of Temporary County Certificates (Attachment)**

Registration of credentials and other certification documents registered in the Santa Barbara County Education Office from September 7, 2024 to October 6, 2024, and the issuance of temporary county certificates for that same time period.



**13. Declaration of Surplus**  
(Attachment)

Declaration of surplus on the attached surplus list for the following departments:

- Administrative Services
- Career Technical Education
- Curriculum and Instruction
- Fiscal Services
- Health Linkages
- Human Resources
- Information Technology Services
- Maintenance and Operations
- Teacher Induction Program
- Teacher Programs and Support

**14. Issuance of High School Graduation Diploma**

Issuance of a high school graduation diploma to the following student:

*Dos Puertas School*

- Student CSIS # 9140847412 – October 24, 2024

Motion to approve all consent items:

MOVED:

SECONDED:

VOTE:

**INFORMATION ITEMS**

**15. Personnel Report**  
(Attachment)

The certificated and classified personnel reports are presented as an information item.

**16. Williams Legislation School District Report**  
(Attachment)

The 2023-24 annual report on the condition and state of the identified schools in Santa Barbara County, as specified in California Education Code section 1240, is submitted to the board as an information item.

**17. Board Orientation Binder and Revised Board Webpage**

The Board Organization and Development Committee will present the new board orientation binder and the revised board webpage as an information item and for brief board feedback. Board action on the binder and webpage may be taken at

the December board meeting. The revised board webpage may be reviewed via the following link to a webpage that is not yet live: <https://s.sbceo.org/>

## **ACTION ITEMS**

**18. Recommended Adoption of Resolution for Exemption to the Separation-From-Service Requirement**  
(Attachment)

The superintendent recommends the adoption of Resolution No. 2507 for an exemption to the separation-from-service requirement to hire a State Teachers' Retirement System (STRS) retired annuitant.

**[Roll Call Vote:]**

MOVED:

SECONDED:

VOTE:

**19. Salary Adjustment for the Superintendent**  
(Attachment)

The Board Salary Committee will provide a recommendation to the board for a salary adjustment for the superintendent.

MOVED:

SECONDED:

VOTE:

**20. Reimburse Expenses for Board Member(s) to Attend the California School Boards Association (CSBA) Annual Education Conference (AEC), December 2024**

The board will consider whether to approve the reimbursement of actual and necessary expenses for a board member(s) to attend the California School Boards Association (CSBA) Annual Education Conference (AEC), December 4, 2024 (pre-conference day), and December 5-7, 2024 (conference), in Anaheim, in accordance with Board Policy 9250.

MOVED:

SECONDED:

VOTE:

## **FUTURE AGENDA ITEMS**

**21. Future agenda items**

## **ADJOURNMENT**

**22. Adjournment to the next regular meeting to be held Friday, December 13, 2024.**

MOVED:

SECONDED:

VOTE:

# Superintendent's Report



# Santa Barbara County Education Office

4400 Cathedral Oaks Rd, PO Box 6307, Santa Barbara, CA 93160-6307  
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Susan C. Salcido, Superintendent of Schools

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## Santa Barbara County Board of Education Superintendent's Report November 14, 2024

### **Student Enrollment in SBCEO Schools and Programs**

	Apr '24	May '24	June '24	July '24	Aug '24	Sept '24	Oct '23	Oct '24
JCCS – FitzGerald Community School	53	68	0	0	25	26	17	30
JCCS – Dos Puertas School	21	16	20	17	24	30	24	29
Early Care & Education (preschools and infant/toddler centers)	319	319	45	45	214	239	311	259
Special Ed – JCCS	13	12	13	11	8	13	17	12
Special Ed – Early start (infants)	104	103	105	103	95	99	92	96
Special Ed – Direct service districts	94	99	98	97	85	90	97	93
Special Ed – Regional: TK-12 extensive support needs program	57	57	58	55	52	52	56	53
Special Ed – Regional: Itinerant vision and deaf and hard of hearing program	95	87	84	85	84	87	77	83
Special Ed – Preschool	739	786	818	843	502	550	502	552

*Numbers reflect the enrollment on a specific date in the month.*

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### **Student Advisory Council**

The 3<sup>rd</sup> annual Santa Barbara County Superintendent of Schools' Student Advisory Council held its first meeting on October 26. Twenty-five (25) high school students from throughout the county are on the council. It was a pleasure to meet with all of the members, and I look forward to our meetings throughout the 2024-25 school year.

## **A Salute to Teachers**

On Saturday, November 2, we celebrated 8 inspiring educators at the 11<sup>th</sup> annual A Salute to Teachers at the Music Academy of the West. British actor and Santa Barbara resident, Duane Henry, served as MC for the event, which spotlighted video snapshots of each of our honorees in action along with tributes and testimonials from students, colleagues and supervisors whom they impact daily. The red-carpet gala, program, and after-party reception are funded completely through the generosity of our community partners and sponsors. Steven Keithley and Anne Flores, of the Teacher Programs and Support department, produce and direct all aspects of the event each year under the direction of Associate Superintendent Ellen Barger, with inter-office support from Communications and the Teacher Induction Program.

## **SBCEO DIVISIONS**

### **Administrative Services Division**

**SBCEO State and Federal Reporting:** Fiscal Services completed various state and federal reporting deadlines in the month of October. The reports addressed grants and programs such as ESSER, ELO-G, Educator Effectiveness Fund, SIPE annual Office of Self Insurance Plans, and the System for Award Management renewal.

**District Unaudited Actuals:** School Business Advisory Services district financial advisors have completed their review of district and charter 2023-24 unaudited actuals. All unaudited actuals were reviewed and successfully uploaded to the CDE by October 15.

**E-Safety Network Meeting:** SBCEO conducted a meeting for district IT professionals on October 16 at Santa Ynez Valley Union High School District. The topics addressed included AI security and applications and cybersecurity infrastructure and vulnerability scanning.

### **Curriculum and Instruction Division**

**Teacher Induction Program (TIP):** After in-person meetings led by our TIP team of John Merritt, Marith Utterback, and Sheila Takeuchi, in north, middle, and south county last month, first and second year teachers are engaging in their first inquiry cycle of the year through their individualized learning plans (ILP). Approximately 260 new teachers receive job-embedded mentoring support while they develop and enact individualized learning plans to support their growth related to the California Standards for the Teaching Profession (CSTP). About 210 mentors also receive training, specific to their experience level, in mentoring to support all aspects of their mentees' growth. The distinguished mentors and distinguished new educators honored at A Salute to Teachers are drawn from the teacher induction programs in our county.

**Literacy and Language:** On October 24, literacy leadership teams from across the county met for the first of our three-part series designed to support the comprehensive process of adopting Reading Difficulties Risk Screeners by June 30, 2025, and implement annual screening for all students in kindergarten through second grade next school year. A state panel will release the list of approved screeners by the end of January.

**The 72<sup>nd</sup> annual Breakfast with the Authors** took place on October 19, featuring seven children's and young adult authors sharing their writing process and specifically addressing this year's theme: Just Keep Swimming; Navigating the Creative Midpoint. Student ambassadors from Vandenberg Middle School in Lompoc introduced the authors.

Our **World Languages Community of Practice** in conjunction with the CA World Languages Subject Matter Project had its first convening on October 30.

**Math, Science, and Computer Science:** SBCEO, as mathematics lead for the statewide CalMSCS grant, hosted the first convening of the statewide Community of Practice in Sacramento October 1-2. Nearly 300 mathematics education leaders from schools, districts, COEs and universities gathered to engage deeply with the three dimensions of systemic change outlined in the 2023 California Mathematics Framework. Our team, including Lauren Aranguren, Gabe Carillo, Jonathan Reyes, and Jean Gradias, planned and implemented the 2-day convening with additional support from the C&I team.

SBCEO is also establishing the foundations of two local communities of practice focused on the three subject areas; one in north county, and one in the south. The inaugural meetings of these two groups took place last month as well. Associate Superintendent Ellen Barger was invited to present a webinar for CSBA on October 16 along with CDE Director Mike Torres. The webinar, entitled, Before the Adoption: Creating Conditions for a High Quality Mathematics Program, was part of the CSBA series to support board members' knowledge about the role of instructional materials and professional learning. The initial Mathematics Framework training for the year happened on November 5.

**Civic Learning Forum:** History and government teachers, along with student government advisors, from our county high schools attended the Civic Learning Forum on October 10. Senator Monique Limón discussed efforts to expand civic learning opportunities and statewide efforts for young people. Teachers collaboratively explored instructional resources and practices about the importance of their participation in sustaining a healthy democracy, and shared strategies for discussing and debating issues, building media literacy, and earning the Seal of Civic Engagement.

**Universal Design for Learning:** All managers in the Curriculum & Instruction division were joined by managers from Special Education, Student and Community Services, and the SBC SELPA for a collaborative and in-depth day of professional development

on Universal Design for Learning (UDL). Much like universal design in architecture, the design elements for learning are based on inclusion of features that are necessary for some, but good for all and built on the concepts of rightful presence of individuals with disabilities and an assets-based approach to neurodiversity.

**Inclusion Network:** Our Santa Barbara County network is bigger and more robust than ever. After a bootcamp in September for new LEAs, we had our first convening this month with integration of resources and speakers from the statewide system of support. The network is a collaboration among SBCEO, the SBC SELPA, and Supporting Inclusive Practices. Fourteen of our LEAs are actively involved. It has become the prototype for our six-county region, which is now replicating our model, and there are multiple other regions in the state interested in our successful model.

**Differentiated Assistance (DA):** In addition to providing the Inclusion Network as a component of our Universal Support through DA, we provided each school district and each charter school with various data visualizations for their student outcome data, with special emphasis on CAASPP and ELPAC data. We are also working on district-specific visualizations for each LEA as they begin to prepare their LCAP mid-year updates to be presented in February. Level two differentiated and customized assistance is continuing in all districts that qualify, with districts deeply engaged in PDSA (Plan-Do-Study-Act) Cycles around identified change ideas.

**LCAPs and the California School Dashboard:** This year, all districts, charter schools, and county offices of education are required to upload their LCAPs to the California School Dashboard. The 2024 Dashboard, which shares a variety of 2023-24 accountability metrics based on both status and change for schools, districts, and student groups, is required to be released by December 1, 2024.

### **Expanding Role of Schools**

**Preschool and Transitional Kindergarten Learning Foundations:** We are training educators on the new Preschool and Transitional Kindergarten Learning Foundations (PTKLF) as well as providing learning modules for literacy, mathematics, English language development, social emotional learning, and trauma informed practice. We continue to provide planning and implementation support for the Universal Prekindergarten, including grant-funded financial support for teacher credentialing in PK/TK, data collection and advocacy, policy support and specific networks in addition to the professional learning.

**Community Schools:** We are providing technical and comprehensive support to the districts that received planning grants and are in the final stages of applying for the implementation grant due in February. The California Community Schools Partnership Program (CCSPP) supports schools' efforts to partner with community agencies and local government to align community resources to improve student outcomes. These partnerships provide an integrated focus on academics, health and social services, youth and community development, and community engagement.

**Expanded Learning:** On November 20, we will provide the first of a three-part series, Optimizing Expanded Learning, in which we will leverage the momentum and network we built last year for the leaders of our LEAs' programs. The Expanded Learning Opportunities Program (ELO-P) provides funding for afterschool and summer school enrichment programs for transitional kindergarten through sixth grade. Expanded learning means before school, after school, summer, or intersession learning programs that focus on developing the academic, social, emotional, and physical needs and interests of pupils through hands-on, engaging learning experiences.

### **Human Resources Division**

In October, Human Resources hosted two flu shot clinics made available to all SBCEO employees, board members and Personnel Commissioners; to spouses and dependents age 5 and over who were enrolled in an SBCEO medical plan; and to retirees enrolled in an SBCEO medical plan. Forty-two (42) individuals participated in the north county flu shot clinic and forty-four (44) in the south county clinic.

We also hosted group workshops and individual appointments with SchoolsFirst, the third-party administrator for most of SBCEO's 403b and 457 offerings.

Human Resources arranged a countywide Title IX compliance training on the new regulations that went into effect August 1, 2024. We coordinated with our legal education partner, Atkinson, Andelson, Loya, Ruud and Romo (AALRR), to provide the training to all consortium member districts. One-hundred and fifteen (115) educators countywide attended the first compliance training and another sixty-one (61) attended the more in-depth training on investigations and decision-making.

### **Special Education Division**

The Special Education division is focusing on professional development that includes training on the IEP cycle (assessment, goal writing, data collection), meeting the varied needs of the students we serve (understanding the meaning of behaviors and how to address them), and supporting students who communicate non-verbally.

We continue to partner with Santa Barbara County SELPA to provide ongoing training. Dr. Rosy Bucio, SELPA board certified behavioral analyst, provides monthly seminars and coaching. Jennifer Connolly, SELPA coordinator, has provided two in-person trainings on our IEP program, IEP progress reports and the Desired Results Developmental Profile (DRDP). Lisa Foote, SELPA assistive technology/augmentative alternative communication (AT/AAC) specialist, has provided two in-person trainings on using low-tech AAC/core boards in the classrooms.

Our preschool teams have full-day professional development and job alike days every other month. Topics include a focus on the IEP cycle, transition to TK/ kindergarten, assessment, data collection, goal writing, appropriate levels of prompting and physical assistance, and safety.



The division also continues to collaborate with the Early Care and Education program through an Inclusion Community of Practice that meets 5 times a year. It brings staff from the preschool inclusion programs together to learn, explore, and play together around a variety of topics (messy play, make & takes, field trip to Art from Scrap).

## **Student and Community Services Division**

### **Career Technical Education (CTE)**

**Santa Barbara County Ecosystem Mapping Project:** This new project is underway in partnership with SBCEO, the Santa Barbara County Workforce Development Board, Allan Hancock College, Santa Barbara City College, the Santa Barbara Foundation, chambers of commerce, and other related partners. Countywide career pathways and workforce efforts are being captured through multiple individual and round table interviews. The goal is to get a full picture of the many efforts intended to prepare students and job seekers for high-demand, high-wage careers in Santa Barbara County. This report will be used to identify the next steps to ensure clarity around local career pathways, job outlook and availability, and the wide range of support available to students and job seekers.

**CTE Educator Tours:** The revamped structure for the 2024-2025 CTE Educator Tours has launched with great success. So far, north Santa Barbara County tours have included “Mind to Market” and “Green Construction.” South county has included “Health Technology.” Please find photos from the tours in [this folder](#). If you would like to join any future CTE Educator Tours ([north](#) & [south](#)), please reach out to Sarah Cameron at [scameron@sbceo.org](mailto:scameron@sbceo.org).

**First Apprenticeship Completes Program:** The SBCEO Early Childhood Educator (ECE) Apprenticeship Program recently “graduated” their first apprentice. After completing the apprenticeship, the program completer was hired into a full-time position at one of our SBCEO preschools. The SBCEO ECE Apprenticeship Program launched just over one year ago in partnership with the SBCEO Career Technical Education and Early Care and Education (ECE) departments to address ECE workforce shortages. There are 9 apprentices currently enrolled in the program.

### **Children and Family Resource Services (CFRS)**

**Support for Student Mental Health is Expanding:** The MWEL Program (Mental Wellness Education and Linkages) has added new social and emotional skills groups for younger children in TK and kindergarten in the Santa Ynez Valley. Workshops and presentations for older students, teachers, and parents continue a variety of topics including social media, vaping, and suicide risk assessment and prevention. This partnership with Santa Barbara County Behavioral Wellness department has expanded to include an additional clinician in south county and plans are underway for afterschool groups in Goleta.

### **State Preschool Students are Screened to Ensure a Good Start to Classroom Learning:**

Six hundred (600) state preschool students in Santa Barbara, Goleta, Lompoc, Los Alamos, and the Santa Ynez Valley receive screenings in the fall for vision, hearing, BMI (height and weight), and dental health. Parents are given referrals and provided follow-up support to address any identified health concerns. Promotores are trusted community messengers for Spanish speaking families to provide health education and ensure connections are made with health providers.

**Tiny Teeth, Big Smiles:** This program offers oral health screenings and fluoride treatments to preschool, TK and kindergarten students with parental consent. It includes 20-minute lessons on proper brushing and flossing techniques, healthy eating habits “sometimes foods”, and the importance of a bedtime routine: “brush, book, bed.” Parents are invited to three hands-on workshops, where they receive tools and kits to support their child's oral health care at home.

### **Connecting to Coverage Provides Free Assistance for Students and Families with Medi-Cal Applications, Renewals, and Guidance through the Application Process:**

So far, over 3,000 individuals have received assistance to access these essential services to obtain healthcare coverage. To address the diverse needs of our community, bilingual and Mixteco translation services are provided to eliminate language barriers and assist all families.

### **Early Care and Education (ECE)**

**Hands-On Inclusion - Exploring Sensory Learning:** The Early Care and Education Inclusion Initiative has launched its 2024-25 Inclusion Community of Practice, aiming to strengthen collaboration between SBCEO's special education and general education staff. This month's meeting focused on enhancing knowledge of sensory activities, with teachers exploring a variety of seasonal sensory bins, including shaving cream, water beads, and colored spaghetti.

The SBCEO Inclusion Initiative team also introduced thirteen engaging activities designed to gradually expand children's exposure to diverse tactile experiences positively. Teachers learned effective ways to diversify classroom materials, enrich art activities, and incorporate textures into story time, allowing for a thoughtful and incremental approach to sensory engagement.

### **Juvenile Court and Community Schools (JCCS)**

**Mixteco Cultural Awareness Training:** On October 25, 2024, the JCCS staff attended the Mixteco Cultural Awareness training facilitated by Herenica Indigena. This session provided an overview of the indigenous language history of Mexico and taught staff key phrases to facilitate conversations between schools and families that speak Mixteco. The training addressed common misconceptions when working with indigenous communities and emphasized ways to build rapport with families. Additional topics covered included cultural norms, beliefs, and traditions of the indigenous community, as well as differences in local cultural practices related to education.

**JCCS Staff Team Building:** On Friday, November 1, 2024, JCCS staff participated in a Team Building workshop led by Steve Roberts and Teamworks at an offsite location. The day featured activities aimed at strengthening working relationships, defining program priorities, and enhancing school climate and culture. Staff engaged in group discussions, hands-on activities, and coaching exercises designed to challenge them both mentally and emotionally. The day ended with a supportive sharing session, where staff could listen to one another and discuss ways to grow the JCCS program together.

## Partners in Education (PIE)

**Computers for Families:** Partners in Education's Computers for Families program was featured in a KEYT [news story](#) on October 23, 2024. In the interview, the program manager, Erika Terrazas, explained how the demand for the newly launched Computer Basics class (also referred to as Digital Upskilling class) was so high for the Guadalupe session, that staff had to open a second class on the same day. Fifty-seven (57) Guadalupe residents are currently participating in the classes. Partners in Education has held this in-depth training in Lompoc, Carpinteria, and now Guadalupe; and next year, the training will be provided in Cuyama.

**Job Readiness Training & Internships:** Volunteers are needed to help high school youth in the current Job Readiness cohort to practice the skills they have acquired in the 8-week job preparation program. Email [partners@sbceo.org](mailto:partners@sbceo.org) to learn more.



- **Santa Barbara:** Tuesday, November 12, 4:30-6:30 p.m.
- **Lompoc:** Wednesday, November 13, 4:30-6:30 p.m.

▶▶▶▶▶ **VOLUNTEERS NEEDED!** ◀◀◀◀◀

*Volunteer to help high school students practice their new interview skills! For many of our students, this will be their very first interview experience—our goal is for the students to leave feeling encouraged and even more confident about their abilities.*

Email [partners@sbceo.org](mailto:partners@sbceo.org) to sign up!



## **School Climate and Student Engagement**

**County Tobacco Use and Prevention Education Update:** Elise Simmons, who serves as the county Tobacco Use and Prevention Education (TUPE) coordinator, has developed a presentation to support districts and charter schools in maintaining tobacco-free campuses and encouraging healthy choices among students. This presentation provides information on Fighting Back Santa Maria Valley, Tier 2 services (subcontractor for TUPE Tier 2 Grant), along with details on free webinars, training sessions, resources, and policy updates.

## **School Safety**

**SBCEO Hosts Second Annual School Safety Symposium:** The Santa Barbara County Education Office successfully concluded its second annual School Safety Symposium, focusing on release and reunification after an incident. This year's event provided comprehensive training on the Release & Reunification Method, a controlled procedure designed to reunite students with their parents or guardians during crises that disrupt normal release times and may necessitate relocation to different sites.

## **Transitional Youth Services (TYS)**

**Transitional Youth Services Partners with YouthWell to Provide Successful Mental Health First Aid Training:** In collaboration with YouthWell, Transitional Youth Services successfully offered Mental Health First Aid (MHFA) training to liaisons and counselors. As a result of this initiative, 36 professionals have earned their certification in Mental Health First Aid for Children and Teens. This vital training equipped them with the skills needed to recognize and respond to mental health challenges in young people, strengthening the support network for foster and homeless youth in the community.

**American Rescue Plan (ARP) Homeless Children and Youth (HCY) I Funds and Strategic Partnerships Result in Critical Support for Homeless Students in Lompoc Unified School District:** ARP-HCY I funds have recently been utilized to support homeless students within the Lompoc Unified School District. TYS provided backpacks filled with essential school supplies to 12 newly identified homeless students, thanks to their contract with Supply Bank.

TYS recently supported a family of four, including two students from the Lompoc Unified School District, who were displaced by domestic violence. Through our partnership with Direct Relief, we provided hygiene kits to support their immediate needs during this challenging time. Through TYS's partnership with My Stuff Bags, we were also able to provide a duffle bag full of comfort items (blankets, coloring books, and socks).

**Transitional Youth Services Joins JBay's FAFSA Challenge to Support Foster Youth in Accessing Financial Aid:** The Free Application for Federal Student Aid (FAFSA) Challenge for Foster Youth, sponsored by John Burton Advocates for Youth (JBay), aims to increase the number of foster youth completing the FAFSA. TYS

supports this effort by providing personalized FAFSA assistance to foster youth, partnering with local agencies to raise awareness, and offering workshops to ensure these young individuals receive the guidance and support needed to secure financial aid.

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**My facilitation and/or attendance at recent countywide meetings and events (partial list):**

- |       |   |
|-------|---|
| 10/3  | Santa Barbara County School Boards Association Executive Committee meeting  |
| 10/4  | Juvenile Justice Coordinating Council meeting; Lompoc Valley Chamber of Commerce Annual Awards Banquet  |
| 10/5  | UCSB Arts & Lectures presentation by Salman Khan on how artificial intelligence (AI) will revolutionize education   |
| 10/6  | Santa Maria Open Streets event  |
| 10/7  | Superintendents' Council meeting; SELPA JPA board meeting; hosted a countywide school board candidate workshop with the Santa Barbara County School Boards Association  |
| 10/8  | Santa Barbara Reading Coalition meeting   |
| 10/9  | Fighting Back Leadership Coalition meeting  |
| 10/10 | Santa Maria Valley Chamber of Commerce Annual Awards Gala   |
| 10/14 | First 5 Commission Fiscal Committee meeting   |
| 10/16 | Visited Hope School District  |
| 10/17 | Visited Peabody Charter School  |
| 10/23 | Provided welcome remarks at the School Wellness Summit in Solvang; visited Buellton Union School District   |
| 10/24 | Convened the countywide School Safety Symposium on the release and reunification method; Central Coast Construction Trades of San Luis Obispo and Santa Barbara Counties Outstanding Apprentice Awards event in San Luis Obispo |
| 10/25 | Santa Barbara County Workforce Development Board meeting in Santa Maria   |
| 10/26 | Facilitated the County Superintendent's Student Advisory Council meeting  |
| 10/28 | Met with Students for Eco-Education and Agriculture (SEEAG) staff regarding their STEM career pathways in agriculture program   |
| 11/1  | Partners in Education board meeting   |
| 11/2  | A Salute to Teachers  |
| 11/4  | Superintendents' Council meeting; SELPA JPA board meeting   |

# Consent Agenda



## **SANTA BARBARA COUNTY BOARD OF EDUCATION**

4400 Cathedral Oaks Road  
P.O. Box 6307  
Santa Barbara, CA 93160-6307

**REGULAR MEETING**  
October 10, 2024 – 2:00 p.m.

### **MINUTES**

***The Santa Barbara County Board of Education held this meeting on Thursday, October 10, 2024 at the SBCEO North County Office, 402 Farnel Road, Santa Maria, CA.***

### **UNAPPROVED**

### **GENERAL FUNCTIONS**

#### **1. Call to Order**

The regular meeting of the County Board of Education was called to order at 1:59 p.m. by Board President Judy Frost.

#### **2. Spanish Interpretation/Interpretación**

The president announced that Spanish interpretation of the board meeting was available online via Zoom.

#### **3. Pledge of Allegiance**

The vice president led the Pledge of Allegiance.

#### **4. Roll Call**

##### **Board Members Present**

Vedamarie Alvarez Flores (arrived at 3:15 p.m.)  
Marybeth Carty  
Michelle de Werd  
Nadra Ehrman  
Judith Frost  
Joe Howell  
Bruce Porter

### Staff Members Present

Susan Salcido, superintendent  
Austin Payne, legal counsel (via Zoom)  
Felicita Torres, legal counsel (via Zoom)  
Anna Freedland, executive assistant

Camie Barnwell	Nicole Evenson	Victor McConnell	Rene Wheeler
Bridget Baublits	Mari Gonzales	Elise Simmons	
Marc Cunningham	Isabel Guerrero	Dennis Thomas	
Kirsten Escobedo	Don Lockwood	Steve Torres	

### Others Present

Olivia Esparza  
Hugo Santos-Gomez, interpreter (via Zoom)  
Kimberly Sheehan, superintendent/principal, Santa Ynez Valley Union High  
School District  
Student and family involved in interdistrict attendance transfer appeal

## **5. Changes to the Agenda**

None.

## **6. President and Board Comments**

The president and board members commented on various topics, including:

- President Frost acknowledged that ELPAC and CAASPP scores were published today. She stated that the board would receive a report on them in the future. She also commented on the education workforce housing panel hosted by SBCEO and the Santa Barbara County School Boards Association (SBCSBA) and shared that the California School Boards Association (CSBA) magazine, called "School News," had an article in it on the CSBA panel on education workforce housing. Mrs. Frost reported that she and Board Member Alvarez Flores attended the Salman Khan presentation on artificial intelligence (AI) in education, and that she attended the Allan Hancock College "Hancock Honors" event. Lastly, she reported that school safety had been a topic of discussion at the SBCSBA Executive Committee meeting and at a forum for school board candidates hosted by the League of Women Voters.
- Board Member Ehrman reported that she attended the education workforce housing panel hosted by SBCEO and SBCSBA, the Salman Khan presentation on AI in education, and the school board candidate workshop hosted by SBCEO and SBCSBA.



- Board Member Howell shared that the Partners in Education program received a California School Boards Association Golden Bell Award.

## **7. Public Comments**

None.

## **ACTION ITEM**

### **8. Interdistrict Attendance Appeal Hearing – Closed Session**

The appeal hearing regarding the denial for interdistrict attendance by the Santa Ynez Valley Union High School District was scheduled at the request of the parent of Student T25-02. Board President Frost presided. Director of Child Welfare and Attendance Dr. Elise Simmons provided introductory comments. Since the parent of Student T25-02 had previously requested a closed session hearing, the board adjourned to closed session and the hearing began at 2:12 p.m.

Present were: Board members, County Superintendent of Schools Dr. Susan Salcido, Associate Superintendent of Student and Community Services Bridget Baublits, County Education Office Counsel Austin Payne and Felicita Torres (via Zoom), Director of Child Welfare and Attendance Dr. Elise Simmons, Santa Ynez Valley Union High School District Superintendent/Principal Dr. Kimberly Sheehan, the parents and immediate family members of Student T25-02, and Executive Assistant Anna Freedland.

After hearing statements by both the appellant and the respondent school district, Board President Frost declared the hearing closed for board deliberations.

At 2:42 p.m. the board adjourned closed session and reconvened to open session and reported the board action.

### **Open Session**

The president reported the following motion on Student T25-02 was made and passed:

MOTION: Uphold the decision of the Santa Ynez Valley Union High School District and deny the interdistrict attendance transfer for Student T25-02.

**MOVED: Mr. Howell**

**SECONDED: Mrs. Carty**

**Ayes: Carty / de Werd / Ehrman / Frost / Howell / Porter**

**Noes: None**

**Absent: Alvarez Flores**

**Abstain: None**

**VOTE: Passed 6-0-1-0**

## **PRESENTATION**

### **9. Update on Projects of the School Safety Liaison**

School Safety Liaison Dennis Thomas provided an update to the board on projects he was working on for SBCEO and school districts.

## **CONSENT AGENDA**

The board approved all consent items:

### **10. Minutes of Meeting Held September 12, 2024**

### **11. Registration of Credentials and Other Certification Documents: Issuance of Temporary County Certificates**

Registration of credentials and other certification documents registered in the Santa Barbara County Education Office from August 7, 2024 to September 6, 2024, and the issuance of temporary county certificates for that same time period.

### **12. Acceptance of Donations**

Acceptance of donations for the following department:

- Special Education

### **13. Declaration of Surplus**

Declaration of surplus for the following departments:

- Child Care Planning Council (Early Care and Education)
- Curriculum and Instruction
- Juvenile Court and Community Schools
- School Business Advisory Services

### **14. Issuance of High School Graduation Diploma**

Issuance of a high school graduation diploma to the following student:

*Dos Puertas School*

- Student CSIS # 6403206925 – September 5, 2024

Motion to approve all consent items:

**MOVED: Mrs. de Werd**

**SECONDED: Ms. Ehrman**

**VOTE: Passed 7-0**

## **INFORMATION ITEMS**

### **15. Personnel Report**

The certificated and classified personnel reports were presented as an information item.

### **16. Williams Uniform Complaints Quarterly Report**

The Williams Uniform Complaints Quarterly Report indicating no complaints filed for the period of June 16, 2024 through September 15, 2024, for Juvenile Court and Community Schools, and Special Education, was presented to the board as an information item.

### **17. Correspondence**

September 16, 2024 correspondence from the California Department of Education confirming approval of the Santa Barbara County Education Office 2024-25 budget and the 2022-23 through 2024-25 Local Control and Accountability Plan (LCAP) for the 2024-25 school year was presented as an information item.

## **SUPERINTENDENT'S REPORT**

### **18. Superintendent's Report**

The superintendent's report was presented as an information item. Dr. Salcido also shared the following information:

- New monthly officewide employee orientation program – Dr. Salcido distributed copies of an employee orientation booklet to the board members and shared about the first orientation, held on October 9.
- Upcoming board committee meetings – The superintendent reported that the Board Organization and Development Committee, the Board Salary Committee, and the Board Budget Committee would convene meetings in the coming weeks.

## **PUBLIC HEARING**

### **19. Public Hearing on Recommended Appointment to the Personnel Commission**

A public hearing was opened at 3:24 p.m. regarding the appointment by the County Board of Education of Gary J. Pickavet to a renewed three-year term on the Personnel Commission. With no comments from the public, the public hearing was closed at 3:25 p.m.

## **ACTION ITEMS**

### **20. Recommended Appointment to the Personnel Commission**

The board appointed Gary J. Pickavet to a renewed three-year term on the Personnel Commission.

**MOVED: Mrs. Carty**

**SECONDED: Mr. Howell**

**VOTE: Passed 7-0**

### **21. Recommended Adoption of Resolution Proclaiming Red Ribbon Week**

The board adopted Resolution No. 2502 proclaiming October 23-31, 2024, as Red Ribbon Week in Santa Barbara County.

**Ayes: 7**

**Noes: 0**

**Absent: 0**

**Abstain: 0**

**MOVED: Mr. Porter**

**SECONDED: Mrs. Alvarez Flores**

**VOTE: Passed 7-0-0-0**

### **22. Recommended Adoption of Gann Resolution**

The board adopted Resolution No. 2503 for the Gann Appropriations Limit Calculation.

**Ayes: 7**

**Noes: 0**

**Absent: 0**

**Abstain: 0**

**MOVED: Mrs. de Werd**

**SECONDED: Mr. Porter**

**VOTE: Passed 7-0-0-0**

### **23. Recommended Adoption of Resolution – Authorization to Enter into Agreements with the California Department of Education for Early Care and Education Services FY 2025-26**

The board adopted Resolution No. 2504 authorizing the Santa Barbara County Education Office to enter into agreements with the California Department of Education and designating personnel authorized to sign and renew contracts for the purpose of providing early care and education services for the 2025-26 fiscal year.

**Ayes: 7**

**Noes: 0**

**Absent: 0**

**Abstain: 0**

**MOVED: Mr. Porter**

**SECONDED: Mrs. Carty**

**VOTE: Passed 7-0-0-0**

### **24. Recommended Adoption of Resolution – Authorization to Enter into Agreements with the California Department of Social Services for Early Care and Education Services FY 2025-26**

The board adopted Resolution No. 2505 authorizing the Santa Barbara County Education Office to enter into agreements with the California Department of Social Services and designating personnel authorized to sign and renew

contracts for the purpose of providing early care and education services for the 2025-26 fiscal year.

**Ayes: 7                      Noes: 0                      Absent: 0                      Abstain: 0**  
**MOVED: Mr. Porter                      SECONDED: Mr. Howell                      VOTE: Passed 7-0-0-0**

**25. Recommended Adoption of Resolution for Application for Waiver for Educational Interpreter Certification (Education Code § 33050)**

The board adopted Resolution No. 2506 for the application for a waiver for educational interpreter certification.

**Ayes: 7                      Noes: 0                      Absent: 0                      Abstain: 0**  
**MOVED: Mr. Howell                      SECONDED: Mrs. Alvarez Flores                      VOTE: Passed 7-0-0-0**

**26. Recommended Approval of the Arts, Music, and Instructional Materials Discretionary Block Grant Expenditure Plan**

The board approved the Arts, Music, and Instructional Materials Discretionary Block Grant expenditure plan.

**MOVED: Mrs. Carty                      SECONDED: Mrs. de Werd                      VOTE: Passed 7-0**

**27. Conference with Real Property Negotiator (Government Code § 54956.8) – Closed Session**

The board held a closed session conference with real property negotiator. The closed session began at 3:47 p.m. and present were board members; Dr. Susan Salcido, county superintendent of schools; Steve Torres, associate superintendent; Bridget Baublits, associate superintendent; Kirsten Escobedo, associate superintendent; Marc Cunningham, director of facilities; Felicita Torres, legal counsel (via Zoom); and Anna Freedland, executive assistant.

Properties: 1) property in Santa Maria, CA; 2) leased property at 4400 Cathedral Oaks Road, Santa Barbara, CA. Agency designated representatives: Dr. Susan Salcido, superintendent, and Steve Torres, associate superintendent. Negotiating parties: [confidential] for Santa Maria property and County of Santa Barbara. Instructions to negotiators regarding price, terms, and conditions.

There was no action taken.

At 4:53 p.m. the board adjourned closed session and reconvened to open session.

## **FUTURE AGENDA ITEMS**

### **28. Future agenda items**

The following was listed on the agenda as a future agenda item:

- Artificial intelligence (AI) use in education – November board meeting

## **ADJOURNMENT**

### **29. Adjournment**

The meeting was adjourned at 4:56 p.m. to the next regular meeting to be held November 14, 2024.

**MOVED: Mrs. Carty**

**SECONDED: Mr. Howell**

**VOTE: Passed 7-0**

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Judith Frost, President  
County Board of Education

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Dr. Susan Salcido, Secretary  
County Board of Education



# Santa Barbara County Education Office

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Telephone: (805) 964-4711 • FAX: (805) 964-4712 • sbceo.org

Susan C. Salcido, Superintendent of Schools

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## **Santa Barbara County Board of Education**

### **Credentials report pertaining to credentialed personnel, employed by local educational agencies across Santa Barbara County**

#### **Registration of Credentials or Other Certification Documents**

The Santa Barbara County Education Office (SBCEO) registers credentials provided to all individuals throughout Santa Barbara County who have been issued credentials and permits by the California Commission on Teacher Credentialing (CCTC). (*Education Code § 44332.5*)

The content in this section of the report is informational.

#### **Issuance of Temporary County Certificates**

Temporary County Certificates (TCC) are issued by SBCEO to individuals during the interim period from when they apply for a credential with the California Commission on Teacher Credentialing to when they are issued or denied the official credential.

A TCC allows an individual to actively work and be paid for service in those positions for which the credential is required while they await final clearance of their credential or permit.

Temporary County Certificates must be approved by the County Board of Education. (*Education Code § 44332*)

**Registration of Credentials or Other Certification Documents  
Issuance of Temporary County Certificates  
September 7, 2024 - October 6, 2024**

<u>Name</u>		<u>Type of Credential/Permit</u>
<b>Expiration Date: 2025</b>		
Nancy	Acheoual	30-Day Substitute Teaching Permit
Guiselle	Aguilar	30-Day Substitute Teaching Permit
Leslie	Aguilar	30-Day Substitute Teaching Permit
Lavonne	Artis	30-Day Substitute Teaching Permit
Jenny	Arzate	Short-Term Staff Permit
Rachael	Bae	30-Day Substitute Teaching Permit
Ana	Banuelos	30-Day Substitute Teaching Permit
Hector	Basulto	30-Day Substitute Teaching Permit
Mackenzie	Benson	30-Day Substitute Teaching Permit
Lucien	Beyea	30-Day Substitute Teaching Permit
Lara	Bloom	30-Day Substitute Teaching Permit
Sasha	Brafman	30-Day Substitute Teaching Permit
Genaro	Bravo Jr.	30-Day Substitute Teaching Permit
Lauren	Buckley	30-Day Substitute Teaching Permit
Solei	Burgess	30-Day Substitute Teaching Permit
Araceli	Camarillo	30-Day Substitute Teaching Permit
Emily	Cansino	30-Day Substitute Teaching Permit
Cheyenne	Carter	30-Day Substitute Teaching Permit
Sonia	Cervantes	30-Day Substitute Teaching Permit
Beth	Chamberlain	30-Day Substitute Teaching Permit
Ziou	Chen	30-Day Substitute Teaching Permit
Samuel	Colvin	30-Day Substitute Teaching Permit
Cynthia	Cook	30-Day Substitute Teaching Permit
Kenneth	Cress	30-Day Substitute Teaching Permit
Megan	Crist	30-Day Substitute Teaching Permit
Emma	Cruickshanks	30-Day Substitute Teaching Permit
Chelsie	Currie	30-Day Substitute Teaching Permit
Judith	Dal Porto	30-Day Substitute Teaching Permit
Monya	Davison	30-Day Substitute Teaching Permit
Chlsea	Delgado	30-Day Substitute Teaching Permit
Yajaira	Diaz	30-Day Substitute Teaching Permit
Samantha	Douglass	30-Day Substitute Teaching Permit
Anne	Eckhart	30-Day Substitute Teaching Permit
Rachel	Emmerthal	30-Day Substitute Teaching Permit
Pamela	Eschler	30-Day Substitute Teaching Permit
Rachael	Fernandez	30-Day Substitute Teaching Permit



Oscar	Figueredo	30-Day Substitute Teaching Permit
Andres	Filomia	30-Day Substitute Teaching Permit
Michaela	Freebourn	30-Day Substitute Teaching Permit
Sabareesh	Ganesh	30-Day Substitute Teaching Permit
Araceli	Garcia	30-Day Substitute Teaching Permit
Samantha	Garcia	30-Day Substitute Teaching Permit
Sarai	Garcia	30-Day Substitute Teaching Permit
Julia	Garmendia	30-Day Substitute Teaching Permit
Isaac	Gonzalez	30-Day Substitute Teaching Permit
Emily	Graves	30-Day Substitute Teaching Permit
Madeline	Gravitt	30-Day Substitute Teaching Permit
Olivia	Green	30-Day Substitute Teaching Permit
Joanna	Guerrero	30-Day Substitute Teaching Permit
Lana	Gundrey	30-Day Substitute Teaching Permit
Robert	Gunn	30-Day Substitute Teaching Permit
Angelique	Gutierrez	30-Day Substitute Teaching Permit
Katie	Guzman	30-Day Substitute Teaching Permit
Mauro	Guzman	30-Day Substitute Teaching Permit
Elizabeth	Handley	30-Day Substitute Teaching Permit
Allison	Harjo	30-Day Substitute Teaching Permit
Noah	Hawkins	30-Day Substitute Teaching Permit
Stephanie	Hernandez	30-Day Substitute Teaching Permit
Brittany	Holladay	30-Day Substitute Teaching Permit
Tara	Hug	30-Day Substitute Teaching Permit
Michelle	Hughes	30-Day Substitute Teaching Permit
Jade	Ingram	30-Day Substitute Teaching Permit
Joe	Isaacson	Administrative Services Credential
Rivelle	Jauregui	30-Day Substitute Teaching Permit
Matthew	Jordan	30-Day Substitute Teaching Permit
Alexa	Karpenko	30-Day Substitute Teaching Permit
Arika	Khajetoorians	30-Day Substitute Teaching Permit
Makenzie	Kingsley	30-Day Substitute Teaching Permit
Jillian	Larson	30-Day Substitute Teaching Permit
Lucille	Light	30-Day Substitute Teaching Permit
Max	Lober	30-Day Substitute Teaching Permit
Nicolas	Lopez	30-Day Substitute Teaching Permit
Chelsie	Luebke	30-Day Substitute Teaching Permit
Hilton	Mac Donald	30-Day Substitute Teaching Permit
Emmanuel	Maratas	30-Day Substitute Teaching Permit
Theresa	Masterson	Crosscultural, Language & Academic Devel Permit
Jewelee	Matautia	30-Day Substitute Teaching Permit
Kirsten	McCormick	30-Day Substitute Teaching Permit
Cesar	Mena	Short-Term Staff Permit
Alexi	Mendez	30-Day Substitute Teaching Permit
Carmen	Mendoza	Teaching Permit for Statutory Leave
Victor	Mendoza	30-Day Substitute Teaching Permit

Angelica	Meza	Crosscultural, Language & Academic Devel Permit
Gina	Milan	30-Day Substitute Teaching Permit
Brandon	Mockett	30-Day Substitute Teaching Permit
Claudia	Moser	30-Day Substitute Teaching Permit
Derek	Orlick	30-Day Substitute Teaching Permit
Emmanuel	Orozco	Provisional Internship Permit
Nancy	Pacheco	30-Day Substitute Teaching Permit
Iain	Patterson	Administrative Services Credential
Megan	Peterson	30-Day Substitute Teaching Permit
Brandi	Piercy	30-Day Substitute Teaching Permit
Angela	Pinheiro	30-Day Substitute Teaching Permit
Jessica	Pintor	30-Day Substitute Teaching Permit
Karlee	Quinn	30-Day Substitute Teaching Permit
Rhonda	Redkey	30-Day Substitute Teaching Permit
Rachel	Reynolds	30-Day Substitute Teaching Permit
Ariana	Rondan	Short-Term Staff Permit
Vanessa	Salas	30-Day Substitute Teaching Permit
Brittney	Santos	30-Day Substitute Teaching Permit
Samantha	Santos	30-Day Substitute Teaching Permit
Richard	Sherman	30-Day Substitute Teaching Permit
Suzanne	Sichi	30-Day Substitute Teaching Permit
Maureen	Silva	30-Day Substitute Teaching Permit
Alexandra	Sims	Short-Term Staff Permit
Megan	Snodgrass	30-Day Substitute Teaching Permit
Jordan	Souza	30-Day Substitute Teaching Permit
Amalia	Stachowiak	30-Day Substitute Teaching Permit
Sydney	Strycula	Substitute Teaching Permit for Prospective Teachers
Kathy	Swift	30-Day Substitute Teaching Permit
Jose	Tamayo	30-Day Substitute Teaching Permit
Matthew	Tavianini	30-Day Substitute Teaching Permit
Nicole	Tedeschi	30-Day Substitute Teaching Permit
Patricia	Temple	30-Day Substitute Teaching Permit
Adolph	Thompson	30-Day Substitute Teaching Permit
Lorrie	Tovias	30-Day Substitute Teaching Permit
April	Valdez	30-Day Substitute Teaching Permit
Araceli	Vasquez	30-Day Substitute Teaching Permit
Ileana	Vazquez	30-Day Substitute Teaching Permit
Cassandra	Victor	Short-Term Staff Permit
Kaydence	Walker	30-Day Substitute Teaching Permit
Kelsey	Wight	30-Day Substitute Teaching Permit
Lorraine	Williams	30-Day Substitute Teaching Permit
Eric	Wilson	30-Day Substitute Teaching Permit
Samantha	Winchell	30-Day Substitute Teaching Permit
Sharon	Wu	30-Day Substitute Teaching Permit
Heidi	Yi	30-Day Substitute Teaching Permit
Elyse	Yoon	30-Day Substitute Teaching Permit

Alexander	Zambrano	30-Day Substitute Teaching Permit
Brigette	Zebley	30-Day Substitute Teaching Permit
Theresa	Zeller	Crosscultural, Language & Academic Devel Permit

**Expiration Date: 2026**

Gabriela	Cabrera	Administrative Services Credential
Erin	Cagle	Education Specialist Instruction Credential
Paul	Cuthbert	Single Subject Teaching Credential
Casson	Demmon	30-Day Substitute Teaching Permit
Doranjel	Guerrero	Multiple Subject Teaching Credential
Madeline	Hayden	Pupil Personnel Services Credential
Dina	Medina	Single Subject Teaching Credential
Doranjel	Robles	Multiple Subject Teaching Credential
Ty	Shamblin	30-Day Substitute Teaching Permit
Alejandra	Valdez	30-Day Substitute Teaching Permit

**Expiration Date: 2027**

Diana	Billack	School Nurse Services Credential
Tianyi	Chen	Single Subject Teaching Credential
Christina	Dulay	Child Development Site Supervisor Permit
Melanie	Hayashida	Multiple Subject Teaching Credential
Wanda	Nealon	Multiple Subject Teaching Credential
Susan	Perkins	School Nurse Services Credential
Samantha	Prendergast	Multiple Subject Teaching Credential
Jana	Russell	Career Technical Education Teaching Credential
Marisa	Scoggins	Administrative Services Credential
Karen	Vanderburg	Education Specialist Instruction Credential
Tatiana	Velasco	Pupil Personnel Services Credential
Kelsey	Willrodt	Multiple Subject Teaching Credential

**Expiration Date: 2028**

Taren	Bolin	Education Specialist Instruction Credential
Tianyi	Chen	Education Specialist Instruction Credential
Jennifer	Conway	Administrative Services Credential
Eduardo	Garcia	Single Subject Teaching Credential
Jody	Hamza	Multiple Subject Teaching Credential
Adriane	Hughes	Single Subject Teaching Credential
Matthew	Kramer	Multiple Subject Teaching Credential

**Expiration Date: 2029**

Xochitl	Aguilar	Child Development Associate Teacher Permit
Victoria	Aguon	Single Subject Teaching Credential
Kathryn	Alexander	Single Subject Teaching Credential
Jillian	Alexander	Multiple Subject Teaching Credential
Oscar	Anaya	Multiple Subject Teaching Credential
Jackson	Anderson	Single Subject Teaching Credential
Margaretmarie	Andrade	Multiple Subject Teaching Credential
Cassandra	Argentieri	Multiple Subject Teaching Credential
Joni	Arnold	Multiple Subject Teaching Credential
Francesca	Austin	Single Subject Teaching Credential
Amy	Balderman	Multiple Subject Teaching Credential
Grace	Barton	Multiple Subject Teaching Credential
Elisa	Benitez	Multiple Subject Teaching Credential
Stephanie	Bolin	Administrative Services Credential
Stephanie	Bolin	Pupil Personnel Services Credential
Kyle	Borges	Multiple Subject Teaching Credential
Kylin	Bray	Single Subject Teaching Credential
Kylin	Bray	Specialist Instruction Credential (Agriculture)
Anthony	Breska	Multiple Subject Teaching Credential
Bradley	Brock	Administrative Services Credential
Bradley	Brock	Multiple Subject Teaching Credential
Amelia	Brown	Single Subject Teaching Credential
Amelia	Brown	Specialist Instruction Credential (Agriculture)
Demory	Brown	Multiple Subject Teaching Credential
Demory	Brown	Education Specialist Instruction Credential
James	Brown	Administrative Services Credential
James	Brown	Multiple Subject Teaching Credential
Catherine	Cage	Single Subject Teaching Credential
Catherine	Cage	Multiple Subject Teaching Credential
Jessica	Campbell	Multiple Subject Teaching Credential
Diana	Carrillo	Child Development Assistant Permit
Gloria	Castaneda	Children's Center Instruction Permit
Rocio	Castaneda	Multiple Subject Teaching Credential
Julia	Cirincione	Multiple Subject Teaching Credential
Annalynn	Clark	Multiple Subject Teaching Credential
Annalynn	Clark	Education Specialist Instruction Credential
Leah	Coffin	Multiple Subject Teaching Credential
Julia	Colon	PK-3 Early Childhood Ed Spec Instruction Credential
Glenn	Cooper	Single Subject Teaching Credential
Lisa	Cooper	Multiple Subject Teaching Credential
Jason	Craig	Multiple Subject Teaching Credential
Matthew	Crivello	Single Subject Teaching Credential
Arnika	Cummings	Child Development Teacher Permit
Krista	Dean	Multiple Subject Teaching Credential

David	Delgadillo	Multiple Subject Teaching Credential
John	Dell'armo	Single Subject Teaching Credential
Christina	Dulay	Multiple Subject Teaching Credential
Shakenya	Edison	Administrative Services Credential
Shakenya	Edison	Pupil Personnel Services Credential
Miranda	Elkin	Multiple Subject Teaching Credential
Justin	Farage	Single Subject Teaching Credential
Rebekah	Feldtkeller	Multiple Subject Teaching Credential
Cindy	Fischer	Multiple Subject Teaching Credential
Demory	Fordyce	Multiple Subject Teaching Credential
Demory	Fordyce	Education Specialist Instruction Credential
Rachelle	Fraire	Education Specialist Instruction Credential
Jessica	Gala	Multiple Subject Teaching Credential
Stefanie	Garber	Education Specialist Instruction Credential
Carmen	Garcia	Child Development Associate Teacher Permit
Natasha	Gavriloff	Child Development Associate Teacher Permit
Berenize	Gomez	Child Development Associate Teacher Permit
Jeanette	Gonzales	Multiple Subject Teaching Credential
Kathie	Gracyk	School Nurse Services Credential
Natalia	Guerrero	Single Subject Teaching Credential
Natalia	Guerrero	Multiple Subject Teaching Credential
Dennis	Harpster	Single Subject Teaching Credential
Laura	Harrington	Multiple Subject Teaching Credential
Rory	Haueter	Single Subject Teaching Credential
Rick	Hebert	Single Subject Teaching Credential
Candice	Hedrick	Multiple Subject Teaching Credential
Laura	Henderson	Child Development Site Supervisor Permit
Enedina	Hernandez	Multiple Subject Teaching Credential
Madison	Hickey	Child Development Associate Teacher Permit
Randy	Hohimer	Multiple Subject Teaching Credential
Brian	Houkom	Multiple Subject Teaching Credential
Joe	Hulsizer	Multiple Subject Teaching Credential
Joe	Hulsizer	Education Specialist Instruction Credential
Holly	Hutchison	Multiple Subject Teaching Credential
Sarah	Jamieson	Multiple Subject Teaching Credential
Meredith	Jones	Multiple Subject Teaching Credential
Jacob	Kalkowski	Single Subject Teaching Credential
Mauryn	Kennedy	Single Subject Teaching Credential
Katherine	Klein	Multiple Subject Teaching Credential
Mary	Kooyman	Multiple Subject Teaching Credential
Aaron	Kozel	Multiple Subject Teaching Credential
Amy	Krumpholz	Pupil Personnel Services Credential
Danielle	Loe	Speech-Language Pathology Services Credential
Jesus	Luna	Pupil Personnel Services Credential
Madison	Maple	Single Subject Teaching Credential
Madison	Maple	Multiple Subject Teaching Credential

Jisela	Martinez	Child Development Site Supervisor Permit
Ana	Maya	Child Development Teacher Permit
Maribel	Melena	Multiple Subject Teaching Credential
Madalyn	Memering	Child Development Site Supervisor Permit
Annabel	Meza	Multiple Subject Teaching Credential
Melanie	Milburn	Multiple Subject Teaching Credential
James	Miller	Pupil Personnel Services Credential
Ashlyn	Montoya	Pupil Personnel Services Credential
Maria	Morales	Multiple Subject Teaching Credential
Nathan	Moreno	Administrative Services Credential
Nathan	Moreno	Education Specialist Instruction Credential
Christian	Morett	Single Subject Teaching Credential
Kristan	Morrison	Single Subject Teaching Credential
Vanessa	Munoz	Single Subject Teaching Credential
Kameron	Navarro	Multiple Subject Teaching Credential
Kelsey	Navarro	Multiple Subject Teaching Credential
Wendy	Newhouse	Education Specialist Instruction Credential
Monica	Nicholson	School Nurse Services Credential
Carole	Nishimori	Multiple Subject Teaching Credential
Joanne	Norman	Multiple Subject Teaching Credential
Sarah	Olson	Multiple Subject Teaching Credential
Valerie	Padilla	Education Specialist Instruction Credential
Alexandros	Pateras	Single Subject Teaching Credential
Susan	Petty	Single Subject Teaching Credential
Monica	Prickett	Single Subject Teaching Credential
Landon	Prints	Single Subject Teaching Credential
Gayle	Provost	Single Subject Teaching Credential
Caline	Pugh	Multiple Subject Teaching Credential
Carole	Rickman	Multiple Subject Teaching Credential
Griselda	Rivera	Multiple Subject Teaching Credential
Heather	Roell	Single Subject Teaching Credential
Rolando	Ruvalcaba	Multiple Subject Teaching Credential
Alicia	Sage	Single Subject Teaching Credential
Sukhjot	Sandhu	Child Development Site Supervisor Permit
Elizabeth	Santillan	Multiple Subject Teaching Credential
Monique	Segura	Child Development Site Supervisor Permit
Sarah	Shammah	Multiple Subject Teaching Credential
Roxanne	Shankland	Multiple Subject Teaching Credential
Ethan	Shapiro	Multiple Subject Teaching Credential
Jonathan	Sheahan	Single Subject Teaching Credential
Alexander	Sheldon	Administrative Services Credential
Alexander	Sheldon	Single Subject Teaching Credential
Kayla	Short	Multiple Subject Teaching Credential
David	Simmons	Administrative Services Credential
David	Simmons	Single Subject Teaching Credential
David	Simmons	Multiple Subject Teaching Credential



Ashlee	Skinner	Multiple Subject Teaching Credential
Timothy	Smith	Single Subject Teaching Credential
Camille	Snader	Multiple Subject Teaching Credential
Megan	Soderborg	Multiple Subject Teaching Credential
Julie	Solis	Education Specialist Instruction Credential
Julia	Sommer	Child Development Site Supervisor Permit
Robert	Spangler	Multiple Subject Teaching Credential
Robert	Spangler	Specialist Instruction Credential in Special Education
Kirsten	Standiford	Multiple Subject Teaching Credential
Daisy	Steven	Multiple Subject Teaching Credential
Andrea	Story	Multiple Subject Teaching Credential
Selina	Tadeo	Multiple Subject Teaching Credential
Michael	Tillery	Career Technical Education Teaching Credential
Kyle	Tognazzini	Single Subject Teaching Credential
Kristy	Torres	Multiple Subject Teaching Credential
Brianna	Treme	Single Subject Teaching Credential
Rebekah	Underwood	Multiple Subject Teaching Credential
Stephanie	Utterback	Multiple Subject Teaching Credential
David	Vallejo, Jr.	Pupil Personnel Services Credential
Steve	Vasquez	Single Subject Teaching Credential
Marc	Verbryke	Single Subject Teaching Credential
Alexandria	Vine	Single Subject Teaching Credential
Frances	Wageneck	Administrative Services Credential
Frances	Wageneck	Pupil Personnel Services Credential
Camillia	Waller	Multiple Subject Teaching Credential
Rebekah	Ward	Single Subject Teaching Credential
Holly	Warrick	Multiple Subject Teaching Credential
Kelsey	Wellard	Multiple Subject Teaching Credential
Sarah	Wells	Multiple Subject Teaching Credential
Susan	Wheeler	Multiple Subject Teaching Credential
Kayla	Williams	Multiple Subject Teaching Credential
Lisa	Williams	Single Subject Teaching Credential
Michael	Willis	Single Subject Teaching Credential
Anna	Wilson	Multiple Subject Teaching Credential
Stephanie	Wingate	Administrative Services Credential
Stephanie	Wingate	Multiple Subject Teaching Credential
Robyn	Wood	Multiple Subject Teaching Credential
Robyn	Wood	Single Subject Teaching Credential
Joel	Wooldridge	Multiple Subject Teaching Credential
Heather	Wyatt	Multiple Subject Teaching Credential

**Expiration Date: 2030**

David	Arevalo	Single Subject Teaching Credential
Marisol	Cortez	Child Development Site Supervisor Permit

Elizabeth	Dowhower	Multiple Subject Teaching Credential
Heather	Gallup	Multiple Subject Teaching Credential
Susan	Hardy	Multiple Subject Teaching Credential
Natalie	Holt	Speech-Language Pathology Services Credential
Julie	Larsen	Multiple Subject Teaching Credential
Philip	Leonard	Multiple Subject Teaching Credential
Suzanne	Squires	Multiple Subject Teaching Credential
Suzanne	Squires	Single Subject Teaching Credential
Stephanie	Utterback	Education Specialist Instruction Credential

**Certificates of Competence**

Megan	Jones	Crosscultural, Language & Academic Devel Cert
Mary	Mendez	Crosscultural, Language & Academic Devel Cert
Alberto	Panchi	Reading and Literacy Added Authorization
Carol	Rickman	Crosscultural, Language & Academic Devel Cert

**Waivers**

Kassondra	Quaglino	Pupil Personnel Services Credential
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NameType of Credential/Permit**Temporary County Certificates**

Don	Booker	Short-Term Staff Permit
Alana	Brady	Provisional Internship Permit
Sally	Buchanan	Teaching Permit for Statutory Leave
Isaac	De La Cruz	Provisional Internship Permit
Maeve	Devoy	Provisional Internship Permit
Mohammed	Elhakimi	Short-Term Staff Permit
Bethany	Fox	Short-Term Staff Permit
Jensine	Garcia	Pupil Personnel Services Credential
Tara	Hendricks	Short-Term Staff Permit
Jessica	Kennedy	Short-Term Staff Permit
Sara	Leo	Multiple Subject Teaching Credential
Daniel	Mango	Pupil Personnel Services Credential
Arasely	Marin	Teaching Permit for Statutory Leave
Loriann	Mastromarino	Child Development Site Supervisor Permit
Donny	Medeiros	School Nurse Services Credential
Yoshary	Montelongo	Pupil Personnel Services Credential
Danielle	Morgan	Provisional Internship Permit
Chrisitina	Rizzo	Education Specialist Instruction Credential
Magali	Rodriguez	Provisional Internship Permit
Liliana	Rosen	Provisional Internship Permit
Rylee	Stouppe	Substitute Teaching Permit for Prospective Teachers
Eva	Valinsky	Child Development Site Supervisor Permit
Sharon	Wu	Teaching Permit for Statutory Leave



# 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

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## **Santa Barbara County Board of Education Recommended Approval for Declaration of Surplus November 14, 2024**

### **Administrative Services**

- SB 22146 Apple iPhone 13 Mini
- SB 20767 Dell OptiPlex 3050 SFF

### **Career Technical Education (CTE)**

- SB 19517 Verizon JetPack MiFi
- SB 19516 Samsung SMG960U Cellular Phone

### **Curriculum and Instruction**

- SB 20816 Apple iPhone 8
- SB 20719 Apple iPhone 8
- SB 21105 Apple iPhone SE
- SB 21106 Apple iPhone SE
- SB 21107 Apple iPhone SE

### **Fiscal Services**

- SB 21025 Epson Scanner
- SB 20203 Dell OptiPlex 5040
- SB 20361 Soma Berkeley Chair
- SB 20362 Soma Berkeley Chair

### **Health Linkages**

- SB 20750 Apple iPhone 6s

### **Human Resources**

- SB 20455 Apple iPhone

**Information Technology Services**

- SB 13813 Cisco 3548 Catalyst Switch
- SB 14249 Cisco WS-CAT 2950 24 Port Switch

**Maintenance and Operations**

- SB 15130 Rug Doctor Pro Cleaner

**Teacher Induction Program**

- SB 14182 Kimball LF Series File Cabinet
- SB 20157 Apple iPhone 8 64GB
- SB 20720 Apple iPhone 8 64 GB

**Teacher Programs and Support**

- SB 22190 Apple iPhone 13

**The value of items listed above does not exceed \$25,000.**

# Information Items



# Santa Barbara County Education Office

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Susan C. Salcido, Superintendent of Schools

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## **Santa Barbara County Board of Education**

### **Personnel reports pertaining to SBCEO personnel, employed by the Santa Barbara County Superintendent of Schools**

The certificated and classified personnel reports are provided to the board as an information item.

#### **Certificated Personnel Report**

Certificated employees are those whose positions require a specific credential issued by the California Commission on Teacher Credentialing.

The certificated personnel report is generated regularly and includes all actions made regarding employment of certificated employees at SBCEO such as appointments and separations.

#### **Classified Personnel Report**

Classified employees are those whose positions do not require a state-issued credential. Since 1975, the Santa Barbara County Education Office has operated a Merit System for the classified service. Merit System law (Education Code § 45240-45320) provides that classified employees are selected, retained and promoted on the basis of merit and fitness, exclusive of discrimination due to actual or perceived race, color, ethnicity, age, religion, political affiliation, marital status, disability, gender, sexual orientation or national origin. The Personnel Commission, composed of three members, is the impartial body authorized by the state to be responsible for implementing and interpreting Merit System rules and adjudicating appeals on those facets of employment within its purview.

The classified personnel report is typically generated monthly and includes all personnel actions affecting classified employees at SBCEO such as appointments, changes to status, and separations.

**Santa Barbara County Board of Education**  
Santa Barbara County Education Office

**Certificated Personnel Report**  
**November 14, 2024**

**Appointments**

**Effective Date**

**Offer of Employment**

Almanza, Andrea	Special Day Class Teacher	October 15, 2024
Hernandez Perez, Paloma	Associate Teacher	October 17, 2024
Kinney, Laura	Speech Language Pathologist	November 18, 2024
Marroquin Mejia, Zoe	Speech Language Pathologist	October 21, 2024
Vizcarra, Yadira	Early Care and Education Assistant Teacher	October 2, 2024

**Separations**

**Effective Date**

**Resignations**

Goldschmidt, Daniel	IEP Team Chairperson	September 30, 2024
Uribe, Armando	Coordinator, Special Education	October 11, 2024

Santa Barbara County Board of Education

Classified Personnel Report

November 14, 2024

**Appointments**

***Limited Term/Substitute***

Bautista, Evelyn  
Paraeducator • Special Education • Various Sites  
• Hourly as needed  
September 27, 2024

Carrow, Caitlyn  
Paraeducator • Special Education • Various Sites  
• Hourly as needed  
October 14, 2024

Fernandez, Eugenia  
Switchboard Operator/Receptionist - Bilingual • Human Resources • Cathedral Oaks  
• Hourly as needed  
October 10, 2024

Hagen, Hannah  
Paraeducator • Special Education • Various Sites  
• Hourly as needed  
October 17, 2024

Keck, Siena  
Paraeducator • Special Education • Various Sites  
• Hourly as needed  
September 21, 2024

Sandoval, Margarita  
ECE Substitute in Training • Early Care and Education • Various Sites  
• Hourly as needed  
September 17, 2024

Toomey, Jody  
Teaching Assistant • Juvenile Court and Community Schools • Peter B. Fitzgerald  
• Hourly as needed  
October 10, 2024

Zarbaugh, Laurel  
Paraeducator • Special Education • Various Sites  
• Hourly as needed  
September 23, 2024

***Probationary***

Amegatcher, Amy  
Program Associate • Transitional Youth Services • Transitional Youth  
100% • 12 months  
October 28, 2024

Bradford, Jimmie  
Paraeducator • Special Education • Ontiveros Preschool  
75% • 10 months  
September 24, 2024

Dillard Deherrera, Christine  
Technology Support Administrative Assistant • Information Technology Services • Cathedral Oaks  
100% • 12 months  
October 4, 2024

Garcia Godinez, Omar  
Vocational Assistant • Special Education • Vocational Services  
75% • 10 months  
October 14, 2024

Graybill, Janice  
Accounting Technician, Senior • Early Care and Education • Early Care and Education - Hope Center 5  
100% • 12 months  
October 1, 2024

Hatter, Gabriel  
Paraeducator • Special Education • Casmalia Preschool 2  
87.5% • 10 months  
October 21, 2024

Ramirez De Santiago, Leticia  
Paraeducator • Special Education • Allan Hancock Preschool  
87.5% • 10 months  
September 30, 2024

Williams, Kaila  
Development Associate • Partners in Education • Partners In Education  
100% • 12 months  
October 1, 2024

***Reinstatement***

Leonard, Julie  
Paraeducator • Special Education • Preschool Plus, Miller  
87.5% • 10 months  
October 14, 2024

**Changes**

***Anniversary Increase***

Acheoual, Nancy  
Paraeducator • Special Education • Manzanita Charter School 2  
81.25% • 10 months  
October 1, 2024

Aguilar, Manuel  
Lead Custodian/Maintenance Worker • Internal Services • Operations North  
62.5% • 12 months  
October 1, 2024

Aguirre, Ancelmo  
Paraeducator • Special Education • Cabrillo High School  
91.25% • 10 months  
October 1, 2024

Carbajal-Esparza, Olivia  
Paraeducator • Special Education • Speech/Language Services, Miller  
75% • 10 months  
October 1, 2024



Carrillo, Heracio	October 1, 2024
Custodian • Internal Services • Operations North	
62.5% • 12 months	
 Cronin, Diana	 October 1, 2024
Health Advocate - Bilingual • Children and Family Resource Services • Health Linkages - North County	
100% • 10 months	
 De Filippi, Ana	 October 1, 2024
Accounting Technician, Senior • Internal Services • Accounting	
100% • 12 months	
 Gonzalez, Bertha	 October 1, 2024
Paraeducator • Special Education • Infant Services, Santa Maria	
50% • 12 months	
 Hart, Jordan	 October 1, 2024
Educational Interpreter, ASL, Certified • Special Education • Righetti High School DHOH	
54.175% • 10 months	
 Lee, Melissa	 October 1, 2024
Accounting Supervisor • Internal Services • Accounting	
100% • 12 months	
 Lemos, Frank	 October 1, 2024
Delivery Specialist II • Internal Services • Operations South 2	
100% • 12 months	
 Lopez, Olga	 October 1, 2024
Student Information Specialist • Special Education • Special Education Support Staff North	
100% • 12 months	
 Perez del Campo, Chiara	 November 1, 2024
Administrative Assistant • Early Care and Education • Early Care and Education - Hope Center 3	
100% • 12 months	
 Robles, Violeta	 October 1, 2024
Early Care and Education Case Worker • Early Care and Education • Early Care and Education - Lompoc	
100% • 12 months	
 Sanchez-Corona, Nancy	 October 1, 2024
Early Care and Education Case Worker • Early Care and Education • Early Care and Education - Santa Maria 2	
100% • 12 months	
 Scozzari, Staci	 October 1, 2024
Payroll Specialist • School Business Advisory Services • School Business Advisory Services Payroll	
100% • 12 months	

Takeuchi, Sheila October 1, 2024  
Training and Development Assistant • Teacher Induction Program • Teacher Induction Program  
100% • 12 months

Valentin Contreras, Jose October 1, 2024  
Teaching Assistant • Juvenile Court and Community Schools • Peter B. FitzGerald Community School  
87.5% • 10 months

Walker, Kristen October 1, 2024  
Digital Media Resources Developer • Educational Technology Services • Educational Technology Services  
72.5% • 12 months

Walsh, Heather October 1, 2024  
Computer/Network Technician II • Special Education • Special Education Support Staff, Valley  
100% • 12 months

Weger, Richard October 1, 2024  
Payroll Specialist • School Business Advisory Services • School Business Advisory Services Payroll  
100% • 12 months

***Differential - Add***

Bravo, Christina September 27, 2024  
Paraeducator • Special Education • Chapel Head Start  
43.75% • 10 months  
Specialized Health Care

Torres, Marianna October 17, 2024  
Paraeducator • Special Education • Robert Bruce Preschool  
87.5% • 10 months  
Specialized Health Care

***Out of Classification/Return***

Peacock, Kayla October 1, 2024  
Administrative Assistant • Curriculum and Instruction • Cathedral Oaks  
100% • 12 months

***Probation to Permanent***

Bulfeda Castro, Orlando October 1, 2024  
Administrative Assistant • Special Education • Special Education Support Staff, Santa Barbara  
100% • 12 months

Contreras, Nancy October 1, 2024  
Alternative Payment Program Supervisor • Early Care and Education • Early Care and Education - Santa Maria  
100% • 12 months

Guerrero, Isabel October 1, 2024  
Communications Specialist • Communications • Communications  
100% • 12 months

Rodriguez, Alyssa  
Paraeducator • Special Education • Taylor Preschool  
87.5% • 10 months  
October 1, 2024

Valadez, Patricia  
Financial Services Manager, Special Education • Special Education • Special Education Administration South-2  
100% • 12 months  
October 1, 2024

Wallan, Jennifer  
Paraeducator • Special Education • Manzanita Charter School  
81.25% • 10 months  
October 1, 2024

***Promotion***

Hallberg, Jessica  
Manager, Fiscal Services • Internal Services • Accounting  
100% • 12 months  
October 1, 2024

Peacock, Kayla  
Human Resources Specialist • Human Resources • Cathedral Oaks  
100% • 12 months  
October 1, 2024

**Separation**

***Released***

Beevers, Jennifer  
Educational Interpreter, American Sign Language, Certified • Special Education • Dunlap School DHOH  
75% • 10 months  
Non completion of probation  
October 14, 2024

Diaz Carrillo, Tomas  
Paraeducator • Special Education • Robert Bruce Preschool  
87.5% • 10 months  
Non completion of probation  
October 14, 2024

***Resignation***

Acheoual, Nancy  
Paraeducator • Special Education • Manzanita Charter School 2  
81.25% • 10 months  
October 14, 2024

Baez, Melissa  
Paraeducator • Special Education • Regency Preschool  
87.5% • 10 months  
October 18, 2024

Hendricks, Kasandra  
Paraeducator • Special Education • Preschool Plus, Miller  
43.75% • 10 months  
September 27, 2024

Leonard, Julie

October 11, 2024

Paraeducator, Behavioral Intervention • Special Education • Behavior Specialist Support, Lompoc

75% • 10 months

Perez del Campo, Chiara

December 4, 2024

Administrative Assistant • Early Care and Education • Early Care and Education - Hope Center 3

100% • 12 months



# Santa Barbara County Education Office

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Susan C. Salcido, Superintendent of Schools

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November 14, 2024

Judith Frost, President  
Santa Barbara County Board of Education  
4400 Cathedral Oaks Road  
Santa Barbara, California 93110

Re: Williams Settlement Legislation - Annual School District Reports

Dear Mrs. Frost:

California *Education Code* Section 1240 requires that we visit schools identified in our county, review information in the areas noted below, and report to you the results of the visits and reviews. It is a pleasure to submit this report on the condition and state of these 18 schools in Santa Barbara County for 2023-24.

**Schools Evaluated:**

**Carpinteria Unified School District**

Carpinteria Middle School

**Cuyama Joint Unified School District**

Cuyama Valley High School

**Goleta Union School District**

Mountain View School

**Lompoc Unified School District**

Clarence Ruth School

La Canada School

Leonora Fillmore School

Lompoc Valley Middle School

Miguelito School

**Santa Barbara Unified School Districts**

Cleveland School

Goleta Valley Junior High School

La Cumbre Junior High School

Monroe School

Santa Barbara High School

Santa Barbara Junior High School

**Santa Maria-Bonita School District**

Bruce School

Fesler Junior High School

Oakley School

**Vista del Mar Union School District**

Vista de las Cruces School

The purpose of the visits as specified in California Education Code 1240 were:

1. Determine if students have “sufficient” standards-aligned instructional materials in four core subject areas (English language arts, mathematics, history/social science and science

(including science laboratory equipment in grades 9-12) and, as appropriate, in world languages and health;

2. Determine if there is any facility condition that “poses an emergency or urgent threat to the health or safety of pupils or staff”; and
3. Determine if the school has provided accurate data on the annual school accountability report card related to the sufficiency of instructional materials and the safety, cleanliness, and adequacy of school facilities, including “good repair.”

The law further requires Santa Barbara County Education Office to:

1. Annually monitor and review teacher misassignments and teacher vacancies;
2. Receive quarterly reports on complaints filed within the school district concerning insufficient instructional materials, teacher vacancies and misassignments, and emergency or urgent facilities issues under the Uniform Complaint Procedure; and<sup>1</sup>
3. Review audit exceptions under expanded authority in the areas of use of instructional materials program funds, teacher misassignments, and information reported on the school accountability report card and determine whether the exceptions are either corrected or an acceptable plan of correction has been developed.

While the areas enumerated in this paragraph are not mandated to be a part of this report to you, they are being included so that you and the citizens of our communities will have a complete understanding of the environment in which Santa Barbara County schools are functioning.

Before proceeding with the report, let me define some basic terms:

- “Sufficient textbooks or instructional materials” means each pupil, including English learners, has a standards-aligned textbook or instructional materials, or both, to use in class and to take home.
- A school facility condition that poses an “emergency or urgent threat” is a “condition that poses a threat to the health or safety of pupils or staff while at school.” [Note: this definition and quote is drawn from EC 17592.72(c)(1) because it is incorporated by reference in EC 1240(c)(2)(E)(ii).]
- “Good repair” means the school facilities are clean, safe and functional as determined pursuant to the school facility inspection and evaluation instrument developed by the Office of Public School Construction or a local evaluation instrument that meets the same criteria.

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<sup>1</sup> Not applicable for charter schools

The findings related to the five areas evaluated (instructional materials, facilities, school accountability report card, teacher vacancies or assignments, and Uniform Complaint Procedures) are summarized below.

### **GENERAL INFORMATION**

The Santa Barbara County Education Office Williams Evaluation Team completed the visits between October 16 and November 3, 2023. The principals were organized, and, in most cases, the staff and students had been informed about the purpose of the visit. School principals, as well as others (district representatives, assistant principals, custodians, etc.) accompanied the evaluation team on the visit and were eager to share information about their school. Their cooperation made the visitation process more manageable and allowed the team to accomplish the task quickly with little disruption to students in classrooms. A pre and post briefing was conducted with the principals to review the visitations process, update information, and answer questions.

### **INSTRUCTIONAL MATERIALS**

More than twenty-five percent of elementary classrooms (76 of 202) were visited, including at least one class from each grade level and special education, and 20 percent of junior high and high school core courses (159 of 771). Junior high and high school visits included science labs, health, and world language courses, if applicable.

It was determined that sufficient textbooks and instructional materials have been provided for every pupil, including English language learners, for use in class, after class, and to take home. Textbook inventories were provided and verified as evidence of sufficient materials.

Each district provided a listing of standards-aligned State adopted or board-adopted textbooks in the four core areas, and the evaluation team verified that these are the instructional materials that are being used in each class or course.

### **SCHOOL FACILITIES**

The evaluation of the facilities included classrooms, offices, libraries, labs, auditoriums, gyms and locker rooms, stadiums, storage rooms, cafeterias, all restrooms, grounds, ball fields, tracks, bleachers, storage sheds, mechanical equipment rooms, etc. All facilities were found to be in good repair. At sites where construction projects were in progress, every effort was being made to secure the safety of the students. No Emergency Facilities Needs Projects were identified. In most cases, school custodians are responsible for the daily cleaning and some minor repairs. The district offices take an active role in providing repairs and upkeep in a timely manner.

### **SCHOOL ACCOUNTABILITY REPORT CARD**

School districts are required to include data for these topics in the SARCs:



- Sufficient textbooks – availability of sufficient standards-aligned textbooks and other instruction materials.
- Facilities - Safety, cleanliness, and adequacy of school facilities, including needed maintenance to ensure good repair.
- Teacher Vacancies or Assignments/Misassignments – number of teacher vacancies or misassignments.

All schools provided SARCs to SBCEO. The Evaluation Team verified that the data was accurate.

#### **TEACHER VACANCY OR ASSIGNMENT/MISASSIGNMENT**

All districts submitted teacher credential information. All schools immediately remedied any issues through assignment, reassignment, or obtaining proper certificates or credentials. The evaluation of the teachers' credentials and assignments was completed, as required by law.

#### **UNIFORM COMPLAINT PROCEDURES**

Uniform Complaint Procedures signs (including notice for complaints related to instructional materials, condition of facilities posing an emergency or urgent threat, and teacher vacancies/misassignments) were posted in all classrooms visited and it was verified that the complaint forms are available in the school offices.

All Santa Barbara County districts have submitted quarterly reports indicating that there were no unresolved Williams Legislation complaints.

In conclusion, we find the Santa Barbara County schools we evaluated to be in compliance with the Williams Settlement Legislation. The districts and schools are to be complimented, again, for their cooperation and efforts to comply with and implement these requirements. If you have any questions or wish to discuss this report further, please let me know.

Sincerely,



Bridget Baublits  
Associate Superintendent

BB/bca



# Action Items



SANTA BARBARA COUNTY EDUCATION OFFICE  
RESOLUTION FOR EXEMPTION TO THE SEPARATION-FROM-SERVICE  
REQUIREMENT PURSUANT TO SECTION 24214.5 OR 26812 OF  
THE EDUCATION CODE

Resolution No. 2507

WHEREAS, pursuant to Education Code section 24214.5 and 26812, there is a 180-calendar day separation-from-service requirement for all retired CalSTRS members and participants; and,

WHEREAS, all retired CalSTRS members and participants are subject to a restriction if they perform retired member activities as defined by section 22164.5 of the Education Code or retired participant activities as defined by section 26135.7 of the Education Code, during the first 180 calendar days after their most recent retirement; and,

WHEREAS, if the retired CalSTRS member or participant performed retired member or participant activities during this period, CalSTRS will reduce his or her retirement benefit or annuity one dollar for each dollar earned for performing retired member or participant activities during the 180-day period; and,

WHEREAS, there is an exemption from the 180 calendar day separation-from-service requirement for a member or participant who retires for service and is at or above normal retirement age; and,

WHEREAS, in order to qualify for this narrow exemption, the employer must appoint the retired member or participant to a critically needed position that has been approved by the governing body of the employer in a public meeting as reflected in a resolution; and,

WHEREAS, this approval by the governing body of the employer in a public meeting as reflected in a resolution must be finalized and communicated to CalSTRS before the member or participant commences to perform retired member or participant activities; and,

WHEREAS, the Associate Superintendent, Human Resources must complete the Request for Separation-from-Service Requirement Exemption form, which must be submitted to CalSTRS and received by CalSTRS before the member or participant commences to perform retired member or participant activities,

NOW, THEREFORE, BE IT RESOLVED that this County Board of Education does provide public notice that the Santa Barbara County Education Office is in critical need of a Teacher of Students with Visual Impairments to instruct

students who are blind or visually impaired. This need arises due to the absence of candidates for the position that became vacant on September 17, 2024. Credentialed substitutes are not adequately qualified to work with students with visual impairments, as they lack sufficient knowledge of Braille. Consequently, our current vision educators are assuming additional student responsibilities, which has significantly affected the level of services offered to blind or visually impaired students. We are legally obligated to provide a specific number of instructional minutes to these students; however, due to the staffing shortage, fulfilling this requirement has become increasingly challenging.

AND BE IT FURTHER RESOLVED that the County Board of Education wishes to meet this critical need by supporting Dr. Susan Salcido, the employer of the Santa Barbara County Education Office, to hire Izetta Read, a member or participant who retired for service less than 180 days ago, effective September 13, 2024;

AND BE IT FURTHER RESOLVED that this appointment is needed to fill this critical need before the 180-calendar day separation-from-service requirement is fulfilled, which is March 13, 2025 without the certification of this resolution;

AND BE IT FURTHER RESOLVED that this member or participant did not receive a retirement incentive or any financial inducement to retire from any public employer;

AND BE IT FURTHER RESOLVED that the retired member's or participant's termination of employment is not the basis for the need to acquire his or her services;

AND BE IT FURTHER RESOLVED that the earnings for retired member activities during the 180 calendar days will still be subject to the annual postretirement earnings limit for the Defined Benefit Program of \$74,733;

AND BE IT FURTHER RESOLVED that this member or participant will not commence to perform retired member or participant activities before this approval is authorized by the governing body of the employer in a public meeting as reflected in a resolution and received by CalSTRS;

AND BE IT FURTHER RESOLVED that this member or participant will not commence to perform retired member or participant activities before the Associate Superintendent, Human Resources completes the Request for Separation from Service Requirement Exemption form and this is transmitted to and received by CalSTRS.



PASSED AND ADOPTED by the County Board of Education of the Santa Barbara County Education Office on this 14th day of November, 2024.

AYES:

NOES:

ABSENT:

I, Dr. Susan Salcido, Secretary of the Governing Board, SANTA BARBARA COUNTY EDUCATION OFFICE, County of SANTA BARBARA do hereby certify the foregoing to be a full, true and correct copy of a resolution adopted by the said Board at a regular meeting hereof held at its regular meeting place on November 14, 2024, which action is contained in the minutes of the meeting of said County Board of Education.

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County Superintendent of Schools  
Secretary of the Governing Board  
SANTA BARBARA COUNTY EDUCATION OFFICE

# Request for Separation-From-Service Requirement Exemption

SR 1897 rev. 03/22

# CALSTRS

California State Teachers' Retirement System  
P.O. Box 15275, MS 60  
Sacramento, CA 95851-0275  
800-228-5453  
CalSTRS.com

For CalSTRS Use Only  
CalSTRS Representative

☐ Approved

☐ Denied

## Section 1: Member Information – This section is to be completed by the retired member or the appointing authority.

Read, Izetta			
NAME (LAST, FIRST, INITIAL)		CLIENT ID OR SOCIAL SECURITY NUMBER	
MAILING ADDRESS			
Arroyo Grande	CA	93420	
CITY	STATE	ZIP CODE	WORK TELEPHONE
EMAIL ADDRESS			

## Section 2: Position Information – This section is to be completed by the appointing authority.

<b>Position Title:</b> Teacher of Students with Visual Impairments	<b>Exemption Start Date</b> No earlier than the date CalSTRS receives this form (MM/DD/YYYY):  / /	<b>Exemption End Date</b> No later than 180 calendar days after the member's most recent retirement date (MM/DD/YYYY):  03/13/2025
<b>Position Salary (Annual):</b>  \$120,136		

## Section 3: Employer Information – This section is to be completed by the appointing authority.

[4][2]-[0][6][1]		Santa Barbara County Education Office	
COUNTY AND DISTRICT CODE (FIVE DIGITS)		EMPLOYING AGENCY'S NAME	
4400 Cathedral Oaks Rd	Santa Barbara	CA	93117
EMPLOYER ADDRESS	CITY	STATE	ZIP CODE
Mari Minjarez Gonzales	(805) 964-4711		ext. 5279
EMPLOYER CONTACT NAME	EMPLOYER TELEPHONE		
mgonzales@sbceo.org	Santa Barbara County		
EMPLOYER EMAIL ADDRESS	COUNTY WHERE EMPLOYER IS LOCATED		

Continued on next page



SR1897

# Exemption Request

for Separation-From-Service Requirement continued



## Section 4: Documentation – This section is to be completed by the appointing authority.

Check each to certify compliance. The resolution adopted by the governing body must include:

- ☒ The nature of the employment (a general description of the position).
- ☒ A finding that the appointment is necessary to fill a critically needed position and must be filled before the retired member's 180 calendar day separation-from-service period has passed since the member's most recent retirement date.
- ☒ A finding that the retired member did not receive additional service credit pursuant to California Education Code section 22714 or 22715, or any financial inducement to retire from any public employer.
- ☒ A finding that the retired member's termination of employment is not the basis for the critically needed position.

## Section 5: Certification – This section is to be completed by the appointing authority.

I have read and fully understand the instructions for the exemption certification for separation-from-service requirement of a retired member as outlined in Education Code section 24214.5. I fully certify that (please initial each):

- llb* The position has been approved by the employer's governing body in a public meeting. The governing body adopted a resolution prior to the performance of activities by the retired member. The resolution includes all of the above stated requirements.
- llb* The approval of the appointment was not placed on a consent calendar.
- llb* The retired member is of normal retirement age when the compensation is earned.
- llb* The retired member did not receive any financial inducement to retire from any public employer, including, but not limited to, receiving additional service credit through the CalSTRS Retirement Incentive Program.

## Section 6: Required Signatures – This section is to be completed by the member and the appointing authority.

I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct. I understand that perjury is punishable by imprisonment for up to four years (Penal Code section 126).

I understand it is a crime to fail to disclose a material fact or to make any knowingly false material statements for the purpose of altering a benefit administered by CalSTRS and it may result in penalties, including restitution, up to one year in jail and a fine of up to \$5,000 (Education Code section 22010).

I understand if CalSTRS does not approve this exemption that I, the member, shall be subject to the earnings limit outlined in Education Code section 24214.5.

 *Anttalrad*

MEMBER'S SIGNATURE

*10/28/2024*  
SIGNATURE DATE (MM/DD/YYYY)

 *Shirley Enrals*

APPOINTING AUTHORITY'S SIGNATURE

*10/28/2024*  
SIGNATURE DATE (MM/DD/YYYY)

(To be signed by the superintendent, the county superintendent of schools or the chief executive officer of a community college.)



# 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

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To: Santa Barbara County Board of Education

From: Mari Minjarez Gonzales  
Associate Superintendent, Human Resources

Date: November 14, 2024

Re: Superintendent Salary Survey

SBCEO conducted a salary survey to provide data to the Santa Barbara County Board of Education Salary Committee to inform discussion regarding the salary for the Santa Barbara County Superintendent of Schools.

## History of superintendent base salary:

Below is a chart of the base salary for the Santa Barbara County Superintendent of Schools since July 1, 2021.

Fiscal Year	Base Salary	Board Action
2021-2022	212,842.00	N/A
2022-2023	273,168.00	Board Policy 9500 created & adopted; comparisons reviewed; salary adjusted for this year & next
2023-2024	284,095.00	N/A
2024-2025	284,095.00	Pending

## Board Policy 9500:

Board Policy 9500 was adopted in April, 2023 and is attached for reference. It was reviewed by the Board Salary Committee and the considerations for setting the County Superintendent's salary were discussed and are noted below.

- Information may include, but is not limited to:
  - Class III counties - County superintendents in the Class III counties
  - Largest school districts in Santa Barbara County (Lompoc Unified, Santa Barbara Unified, Santa Maria-Bonita, Santa Maria Joint Union)
  - Region 8 COEs (County offices are clustered into regions. In the California County Superintendents organization, Region 8 includes the following counties: Kern, San Luis Obispo, Santa Barbara, and Ventura)
- The County Superintendent shall receive the same
  - Health and welfare benefits
  - Travel reimbursement
  - Retirement benefits
  - Life insurance benefits



- Graduate degree stipend
  - SBCEO-issued cell phone
- consistent with certificated management.

**SBCEO employee salary increases:**

All SBCEO employees, including certificated management, received:

- 8% salary increase in 2024-2025;
- an additional 4% salary increase in 2025-2026;
- and a 4% salary increase in 2026-2027.

A \$5,000 stipend was provided to all SBCEO employees in the 2023-2024 fiscal year. The County Board of Education did not act upon the County Superintendent's salary in 2023-2024, therefore, the \$5,000 stipend was not provided to the County Superintendent.

**Comparable COE and LEA data:**

The attached summary includes base salary data for the comparable agencies referenced in the board policy, group averages and medians, and the data for SBCEO. It was noted that the data for local districts is from the current **2024-2025** fiscal year, but the data provided for COEs is from the prior **2023-2024** fiscal year and does not reflect any approved increases this fiscal year.





## BYLAWS

### BOARD POLICY – COUNTY SUPERINTENDENT’S REMUNERATION

BP 9500

The County Board of Education (County Board) believes that the County Superintendent of Schools (County Superintendent) renders essential services that promote the success of students and of the educational programs of the County Education Office and should be fairly compensated for such service. In accordance with law, the County Board shall fix the salary of the County Superintendent and may adopt a remuneration package that includes, but is not limited to, salary, allowances, health and welfare benefits, and other benefits as appropriate.

The County Board may determine the County Superintendent’s salary at any point during the term of employment. However, any decreases in salary shall only be considered in consultation with legal counsel.

The County Superintendent shall not increase the County Superintendent’s own salary, financial remuneration, benefits, or pension without bringing the matter to the attention of the County Board for its discussion and approval. (Education Code 1209)

Any discussion and/or action taken on the County Superintendent’s remuneration, including, but not limited to, salary, financial remuneration, benefits, or pension, shall take place in open session at a regularly scheduled meeting of the County Board, which shall not be held during a special meeting. (Education Code 1209; Government Code 54956)

During the open meeting at which the County Board will take final action on the County Superintendent’s salary or fringe benefits, the County Board shall, prior to taking action, orally report a summary of the recommended action. [GC 54953]

Any action taken on the County Superintendent’s remuneration shall be reflected in the County Board’s minutes. [GC 53262]

The County Superintendent shall receive reimbursement for actual and necessary traveling expenses. (Education Code 1200, 1201)

### **Legal Authority and Purview of the County Board**

The County Board relies on a number of regulatory and legal proclamations to substantiate its authority to fix the salary of the County Superintendent, namely:

1. Article 9 (IX), Section 3.1 (b) of the California Constitution – “Notwithstanding any provision of this Constitution to the contrary, the county board of education or joint

county board of education, as the case may be, shall fix the salary of the county superintendent of schools.”

2. Education Code (EC) 1207 – “... the salary of an incumbent (county superintendent) shall not be reduced during the term for which he (sic) was elected or appointed or for any consecutive new term to which he (sic) is elected or appointed.”

However, the California Attorney General has opined in 61 Ops.Cal.Atty.Gen. 384 (1978) that the adoption of Section 3.1(b) of Article 9 of the California Constitution voided the provision of EC 1207 and that the County Board retains power to fix the salary of the County Superintendent including increasing or decreasing the salary during the County Superintendent’s term of office.

The Attorney General also opined that any decrease could not be retroactive. Given the conflict recognized by the Attorney General between the California Constitution and EC 1207, it is recommended that the County Board contact legal counsel prior to decreasing a County Superintendent’s salary.

3. EC 1209 – “A county superintendent of schools shall not increase his or her salary, financial remuneration, benefits, or pension in any manner or for any reason without bringing the matter to the attention of the county board of education for its discussion at a regularly scheduled public meeting and without the approval of the county board of education.” [Refer also to Government Code (GC) 54956]

## **Considerations for Setting the County Superintendent’s Salary**

### Comparison Agencies

It is the intention of the County Board to consider relevant comparable information when determining the County Superintendent’s compensation.

Information may include, but is not limited to:

- Class III counties - County superintendents in the Class III counties
- Largest school districts in Santa Barbara County (Lompoc Unified, Santa Barbara Unified, Santa Maria-Bonita, Santa Maria Joint Union)
- Region 8 COEs (County offices are clustered into regions. In the California County Superintendents organization, Region 8 includes the following counties: Kern, San Luis Obispo, Santa Barbara, and Ventura)

### Health and Welfare Benefits, Travel, Retirement Contributions, Life Insurance, and Other Additional Stipends

The County Superintendent shall receive the same

- Health and welfare benefits
- Travel reimbursement

- Retirement benefits
- Life insurance benefits
- Graduate degree stipend
- SBCEO-issued cell phone

consistent with certificated management.

The County Superintendent's membership dues to the Association of California School Administrators (ACSA) shall be paid for by SBCEO.

### Longevity

The County Superintendent shall receive the same longevity, consistent with certificated management.

### Annual Increases

When certificated management receives negotiated salary increases, the County Board may consider the County Superintendent for the same increase.

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#### **Policy Reference Disclaimer:**

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

<b>State References</b>	<b>Description</b>
Gov. Code 53243-53243.4	Abuse of office
Gov. Code 54950-54963	The Ralph M. Brown Act
Gov. Code 54956	Special Meetings

ADOPTED BY COUNTY BOARD: April 6, 2023  
REVISED:

## County Superintendent Salary Comparison 2023-24

LEA	# Districts	2023-24 Base Salary*
<b>Class III Counties</b>		
San Mateo	23	\$ 260,000
Santa Barbara	20	\$ 284,095
Stanislaus	25	\$ 285,086
Monterey	24	\$ 286,671
Placer	16	\$ 287,335
Ventura	19	\$ 292,000
Tulare	43	\$ 314,919
<b>Average</b>		\$ 287,158
<b>Median</b>		\$ 286,671
<b>SBCEO</b>	20	\$ 284,095

LEA	2024-25 Base Salary
<b>School Districts in Santa Barbara County</b>	
Lompoc Unified	\$ 274,238
Santa Maria-Bonita	\$ 289,414
Santa Barbara Unified	\$ 303,410
Santa Maria Joint Union	\$ 313,322
<b>Average</b>	\$ 295,096
<b>Median</b>	\$ 296,412
<b>SBCEO</b>	\$ 284,095

LEA	# Districts	2023-24 Base Salary*
<b>Region 8 Counties</b>		
San Luis Obispo	10	\$ 246,490
Santa Barbara	20	\$ 284,095
Ventura	19	\$ 292,000
Kern	46	\$ 355,945
<b>Average</b>		\$ 294,633
<b>Median</b>		\$ 288,048
<b>SBCEO</b>	20	\$ 284,095

\* Data from 2023-2024 may not reflect increases implemented this fiscal year

current salary	284,085		
add 1%	286,936		
add 2%	289,777		
add 5%	298,230		
add 8% (24-25 %increase for employees)	306,812		
SBCEO Employee increases	24-25	25-26	26-27
	8%	4%	4%