



BOARD MINUTES  
April 8, 2025 REGULAR MEETING

**CALL TO ORDER IN PUBLIC SESSION** – The CalAPS regular board meeting was called to order at 5:32 p.m. on Tuesday, April 8, 2025, by Brad Carihfield. In attendance were President – Brad Carihfield, Vice President – Amie Stewart, Clerk – Erik Linstead, Member – Alfonso Morales, Maria G. Lopez and CalAPS CEO - Arlene Whitney. The meeting was called to order in Bellflower Unified School District Building A – 16703 S Clark Ave, Bellflower, CA 90706

**REPLACEMENT PAGES** – NONE.

**ROLL CALL** – Brad Carihfield, Amie Stewart, Erik Linstead, Maria Lopez, and Alfonso Morales were present along with CalAPS CEO Arlene Whitney.

**CalAPS BOARD COMMUNICATION/INTRODUCTIONS** – NONE.

**CalAPS STAFF COMMUNICATION/INTRODUCTIONS** – Mrs. Whitney shared with the board the upcoming SkillsUSA competition details as well as the information to the hotel and conference and extended the invitation to observe the students perform.

She also informed them about various field trips our students attended, Fashion Design & Merchandising students went to a tour to FIDM and an opportunity to shop at the downtown LA fashion district. The Athletic Training/Sports Medicine students visited the SoFi Stadium for a tour.

The Health Occupations teacher led a CPR training for our Law Enforcement/CSI students, who earned their American Red Cross CPR cards.

Mrs. Whitney shared future student events such as the mini fashion show our Fashion Design students are working on and the student recognitions for the outstanding student awards during the next board meeting.

**PUBLIC HEARINGS** - NONE.

**STUDENT/STAFF RECOGNITION** – NONE.

**VISITORS' AGENDA ITEMS** – NONE.

**ACTION ITEMS**

**STAFF CORRECTIONS** – Mrs. Whitney made one correction. On the second page of the agenda, the address for our next Board meeting is incorrect. The address listed is the Bellflower Unified District Office address. The meeting will be held at Ramona Elementary School and the address is 9351 Laurel Street, Bellflower, CA 90706.

**APPROVAL OF THE MINUTES** – A request was made to amend the March 18, 2025 meeting minutes to include the discussion regarding the draft board bylaw related to board member stipends. It is moved that the Board defer approval of the March 18, 2025 meeting minutes and direct staff to revise the minutes to include the discussion regarding the draft board bylaw on board member stipends. The revised minutes will be brought back for approval at the May Board meeting.

ROLL CALL VOTE:

Yes: 5(Stewart, Linstead, Lopez, Morales, Chrihfield)

No: 0

The motion carried

**CONSENT AGENDA** – Item 130 WITHHELD from Consent Agenda

Agenda – The Board Approves the Consent Agenda

ROLL CALL VOTE:

Yes: 5(Linstead, Morales, Stewart, Lopez, Cihfield)

No: 0

The motion carried without the approval of item 130

**Withheld for Discussion and Action** – Item 130 – Updated JPA Agreement – First Read

Item 130: Updated JPA Agreement – First Read

President Brad Cihfield asked Mrs. Whitney to recap the previous meeting's topic regarding section 10-g of the JPA agreement. Mr. Cihfield proposed amending the agreement to remove reference to EdCode 35120 because the CalAPS program does not receive ADA funding, making that clause irrelevant. Ms. Lopez questioned the legality and potential repercussions of board compensation without ADA funding, and raised concerns about funding sources and conflicts of interest. Mrs. Whitney clarified that current grants do not cover board compensation, suggesting it should be specified in the JPA Agreement for district billing. Mr. Cihfield agreed to revise section 10-g without ADA reference. Ms. Lopez proposed a stipend range of \$125 to \$175, citing board bylaws and billing practices. Legal advice was sought, with input from CalAPS' lawyer. President Cihfield and Ms. Lopez both sought clarification on district approval processes, with President Cihfield emphasizing the need for legal opinions. Mr. Morales suggested seeking additional legal advice. Discussions concluded with plans to revise the JPA agreement, clarify funding sources, and address potential conflicts of interest with legal guidance.

ROLL CALL VOTE:

Yes: 5(Linstead, Morales, Stewart, Lopez, Cihfield)

No: 0

The motion carried.

**NON-ACTION** – Teacher Salary Schedule discussion:

No formal vote was required for this item; it was presented for information, board discussion, and feedback.

Mrs. Whitney informed the board that an 8% salary increase, originally applied to the 2022–2023 salary schedule, continues to be used for the 2024–2025 school year. This raise was implemented proactively, before Bellflower USD (BUSD) and Lynwood USD (LUSD) finalized their increases, to maintain competitiveness with neighboring districts.

A longevity bonus is also included in the salary schedule for teachers who have served four or more years. Currently, eight teachers qualify, with two more expected to qualify in 2025–2026.

Each spring, CalAPS reviews instructional contracts and discusses salary adjustments. Based on current finances, CalAPS is prepared to propose a 5% raise for both teachers and classified staff, for the Board to consider for approval in the May board meeting as part of the 2025–2026 contract renewal process.

CalAPS remains highly competitive regionally. Starting hourly rates:

- Tri-Cities ROP: \$36.87/hr.
- Coastline ROP: \$36.43/hr.
- North County ROP: \$29.00/hr.
- CalAPS: \$49.48/hr.

This demonstrates CalAPS' strong commitment to fair compensation and attracting quality educators.

Mr. Morales supported the proposed 5% salary increase, seeing it as a strong incentive for teachers. Ms. Stewart inquired about the timing of the stipend, and Mrs. Whitney said she would check with Jocelyn. Ms. Stewart also noted a concern from a CalAPS employee about differences in how CalAPS and district employees are paid. She assumed that salary increases at BUSD would directly impact CalAPS salaries, but Mrs. Whitney clarified that some instructors work for BUSD or LUSD during the day and CalAPS after school—only being paid by CalAPS for those additional hours. Others are fully paid through CalAPS.

Ms. Stewart suggested regularly comparing pay with the BUSD salary scale. Mr. Morales asked whether most instructors are part-time due to working in the industry, which Mrs. Whitney confirmed. President Carihfield asked if any instructors left CalAPS for better pay in the district — Mrs. Whitney said, only one had done so. Ms. Lopez noted that Career Technical Education (CTE) credential requirements differ from those of multiple subject or single subject teaching credentials, which may result in different pay rates for some instructors. Mr. Carihfield also asked about teacher retention, and Mrs. Whitney said most have been with CalAPS for over four years.

Mr. Linstead felt the hourly rate is competitive with BUSD. Mrs. Whitney added that some full-time instructors are paid entirely by CalAPS. In response to Ms. Stewart's question about who develops the curriculum, Mrs. Whitney explained that it is aligned with California Department of Education (CDE) industry sectors and is developed with input from the CEO and the instructors. She also shared that instructors are offered summer hours for curriculum planning.

**VISITOR NON-AGENDA ITEMS** – NONE.

**STUDENT/STAFF RECOGNITION** – NONE.

**INFORMATION ITEMS** – NONE.

**CLOSED SESSION** – The Board went into closed session at 6:29pm and returned to open session at 6:48pm.

**ADJOURNMENT** – The meeting adjourned without objection at 6:56pm

**The April 8, 2025 regular meeting of the CalAPS Board adjourned at 6:56 PM until the next regularly scheduled meeting on Tuesday, May 20, 2025 at 6:30pm.**