

2025-2026
SOUTHERN KERN UNIFIED SCHOOL DISTRICT
2601 Rosamond Blvd., Rosamond, CA 93560 (661) 256-5000

The YouTube access link to the live meeting broadcast will be available under “Announcements” at www.skusd.k12.ca.us prior to 7:00 p.m.

Wednesday,
May 20, 2026

Meeting Location:
District Office Conference Room
2601 W. Rosamond Blvd., Rosamond, CA 93560
Closed Session 6:00 p.m., Open Session 7:00 p.m.

Board of Trustees

Robert Vincelette, President
Sunni Hepburn, Vice President
Justin Wright, Clerk
Adrienne Rendon, Member
Mario Gutierrez, Member
Aliyah Finch, Student Board Member

Superintendent

Barbara Gaines

SOUTHERN KERN UNIFIED SCHOOL DISTRICT

BOARD OF TRUSTEES

Wednesday, May 20, 2026

Closed Session: 6:00 p.m., Open Session 7:00 p.m.

Location: 2601 W. Rosamond Blvd.

Conference Room, Rosamond, CA

I. Call to order – (time)

1. Comments from the public pertaining to closed session items:

II. Closed session

ACTION

MOTION: Vincelette, Hepburn, Wright, Rendon, Gutierrez

SECOND: Vincelette, Hepburn, Wright, Rendon, Gutierrez

VOTE: YEAS ____ NAYS ____ ABSENT ____ ABSTAIN ____ TIME: ____

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

Employee Organization: California School Employee Association / Rosamond Teacher Association

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

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

DISCIPLINE/Dismissal/Employment/Release/Assignment/Reassignment/Complaint

Any action taken in closed session will be reported publicly at the end of the closed session as required by Government Code Section 54954.5.

III. Reconvene into open session at: _____ TIME

ACTION

MOTION: Vincelette, Hepburn, Wright, Rendon, Gutierrez, Finch

SECOND: Vincelette, Hepburn, Wright,

VOTE: YEAS ____ NAYS ____ ABSENT ____ ABSTAIN ____ STUDENT ADVICE ____ TIME: ____

Rendon, Gutierrez, Finch

IV. Action determined in closed session:

V. Procedural Issues: A recording of this meeting is being made and shall be kept for 30 days as a public record (as applicable).

A. Pledge of Allegiance led by: _____

B. Roll Call - Members Present:

____ Robert Vincelette, President ____ Sunni Hepburn, Vice President ____ Justin Wright, Clerk

____ Adrienne Rendon, Member ____ Mario Gutierrez, Member ____ Aliyah Finch, Student Board Member

C. Approve the agenda

ACTION

MOTION: Vincelette, Hepburn, Wright, Rendon, Gutierrez, Finch

SECOND: Vincelette, Hepburn, Wright, Rendon,

VOTE: YEAS ____ NAYS ____ ABSENT ____ ABSTAIN ____ STUDENT ADVICE ____

Gutierrez, Finch

VI. Reports and Communications

INFORMATIONAL

A. Recognition of Retirees: *Leanne Hargus*

B. RTA report: CSEA report:

C. Student Board Member: *Aliyah Finch*

D. CBO Report: *Robert Irving*

E. Assistant Superintendent, Instruction and Curriculum: *Dr. Larry Mendez*

F. Assistant Superintendent, Special Education, Pupil Personnel: *Sheryl Taylor*

G. Associate Superintendent, Human Resources: *Leanne Hargus*

H. Superintendent Report: *Barbara Gaines*

I. Board Member Communications:

J. Sub-Committee Communications/Updates:

Comments from the Public: Members of the public may address the Board on any item within the jurisdiction of the Board by submitting presentation requests to the secretary or an email. Members of the public are strongly urged not to mention personnel by name and are reminded that they do not have immunity from legal action if personnel is named. The Board may limit each speaker to 3 minutes with a total of 20 minutes per topic.

VII. Consent items A-O

ACTION

MOTION: Vincelette, Hepburn, Wright, Rendon, Gutierrez, Finch

SECOND: Vincelette, Hepburn, Wright, Rendon,

VOTE: YEAS ____ NAYS ____ ABSENT ____ ABSTAIN ____ STUDENT ADVICE ____

Gutierrez, Finch

- A.** Approve Minutes March 25, 2026; April 7, 2026; April 15, 2026
- B.** Ratify May MIDA \$939,311.56, May MIDB \$7,654.27
- C.** Approve Purchase Orders 260911-260944, Pay Vouchers 261122-261185
- D.** Approve Cash Donation of \$2,500.00 to SKUSD Parent & Community Center Food Pantry – *Willow Springs Raceway*
- E.** Approve Blazer Works Assignment Speech Language Pathologist Douglas Thomas – \$160,000.00
- F.** Approve Blazer Works Tele-Speech Language Pathologist Kerry Sanford – \$170,000.00
- G.** Approve Bridges to Educational Excellence Addendum to Contract 2025-2026 Add 3 Days – \$8,400.00
- H.** Approve The Commencement Group Vending Agreement Retail Floral Items at RHECC Graduation
- I.** Approve KCSOS Tobacco-Use Prevention Education (TUPE) MOU July 1, 2026 – June 30, 2029
- J.** Approve Western Governors University Placement Agreement May 20, 2026 – May 19, 2029
- K.** Approve Impact Canine Solutions District Agreement Substance Awareness and Detection – \$4,800.00
- L.** Approve New Job Description Certified Occupational Therapy Assistant (COTA)
- M.** Approve Hope Squad, Inc. District Renewal Licenses July 1, 2026 – June 30, 2027 – \$2,300.00
- N.** Approve Character Strong LLC District-Wide SEL Curriculum July 1, 2026 – July 31, 2027 – \$29,980.00
- O.** Approve Foster & Foster Actuaries & Consultants March 30, 2026 – June 30, 2027 – \$13,160.00

VIII. Curriculum and Instruction

- A.** SKUSD Elementary Schools Math Adoption Committee – *Dr. Mendez*

PRESENTATION

- B.** Public Hearing on Elementary Math Curriculum (K-5th Grade) being recommended for adoption – Eureka Math Squared by Great Minds – *Dr. Mendez*

INFORMATIONAL

Recess Business Meeting/**Open** Public Hearing:

Time: _____

MOTION: Vincelette, Hepburn, Wright, Rendon, Gutierrez, Finch

SECOND: Vincelette, Hepburn, Wright, Rendon,

VOTE: YEAS ____ NAYS ____ ABSENT ____ ABSTAIN ____ STUDENT ADVICE ____

Gutierrez, Finch

Public Hearing Comments:

Close Public Hearing/Reconvene into Regular Session:

Time: _____

MOTION: Vincelette, Hepburn, Wright, Rendon, Gutierrez, Finch

SECOND: Vincelette, Hepburn, Wright, Rendon,

VOTE: YEAS ____ NAYS ____ ABSENT ____ ABSTAIN ____ STUDENT ADVICE ____

Gutierrez, Finch

- C.** Adopt the recommended elementary math curriculum for K-5th grade Eureka Math Squared by Great Minds for five (5) years for a Total of \$425,355.88 – *Dr. Mendez*

ACTION

MOTION: Vincelette, Hepburn, Wright, Rendon, Gutierrez, Finch

SECOND: Vincelette, Hepburn, Wright, Rendon,

VOTE: YEAS ____ NAYS ____ ABSENT ____ ABSTAIN ____ STUDENT ADVICE ____

Gutierrez, Finch

VIII. Curriculum and Instruction (Continued)

- D.** Title I Performance Evaluation Presentations – *Dr. Mendez* INFORMATIONAL
Rosamond High Early College Campus – *Bajnath*
Rare Earth High School & Abraham Lincoln Independent Study – *Calzada*
Tropico Middle School – *Keys*
Westpark Elementary School – *Holmes*
Rosamond Elementary School – *Adams*

The Title I program is a federally funded program reauthorized by the “Every Student Succeeds Act” (ESSA). The State Educational Agency (SEA) shall award grants to geographically diverse local educational agencies (LEAs). The purpose is to ensure all children have a fair, equal, and significant opportunity to obtain a high-quality education and reach minimum proficiency.

IX. Business and Operations

- A.** Approve AB1200 Disclosure Cost and Approval of the Tentative Agreement with the Bargaining Unit California School Employees Association (CSEA) and its Rosamond Chapter 587 – *Irving* ACTION

MOTION: Vincelette, Hepburn, Wright, Rendon, Gutierrez	SECOND: Vincelette, Hepburn, Wright, Rendon, Gutierrez
VOTE: YEAS ____ NAYS ____ ABSENT ____ ABSTAIN ____	

- B.** Approve the Revised Tentative Agreement (TA) between Southern Kern Unified School District and the California School Employees Association (CSEA) and its Rosamond Chapter 587 Collective Bargaining Agreement for July 1, 2023 through June 30, 2026, dated May 6, 2026 – *Gaines* ACTION

MOTION: Vincelette, Hepburn, Wright, Rendon, Gutierrez	SECOND: Vincelette, Hepburn, Wright, Rendon, Gutierrez
VOTE: YEAS ____ NAYS ____ ABSENT ____ ABSTAIN ____	

X. Personnel Items

- A.** Approve the following listed personnel items – *Hargus* ACTION

MOTION: Vincelette, Hepburn, Wright, Rendon, Gutierrez	SECOND: Vincelette, Hepburn, Wright, Rendon, Gutierrez
VOTE: YEAS ____ NAYS ____ ABSENT ____ ABSTAIN ____	

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

<u>CLASSIFIED/CONFIDENTIAL EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Lomeli, Melissa	5/4/2026	S1 \$18.06	Paraeducator, Classroom	TMS	Salary Correction
Gutierrez, Anna	5/20/2026	S4 \$21.62	Paraeducator, Special Education	RHECC	Additional Ed Units
Porter, Trinity	5/21/2026	S1 \$17.81	Campus Safety Officer	WES	Hire
Rosas, Myriam	5/21/2026	S1 \$18.57	Paraeducator, Special Education 1:1	RES	Hire
Silas, Alana	5/28/2026	S1 \$22.93	Bus Driver	Trans	Hire
Nemeth, Kaylei	5/21/2026	S2 \$19.80	ELOP Instructor/ Paraeducator, Special Education	TMS	Transfer
Aguilar, Cristal	5/12/2026	---	Paraeducator, Special Education 1:1	TMS	Terminated
Lujan, Anthony	5/11/2026	---	Campus Safety Officer	RHECC	Terminated

X. Personnel Items (Continued)

<u>CLASSIFIED STIPEND/EXTRA DUTY EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Gonzalez, Ignacio	3/15/2026	4% \$2,368.86	Track & Field Head Coach	TMS	Hire
Gonzalez, Allison	3/15/2026	2% \$1,184.43	Track & Field Assistant Coach	TMS	Hire
Gonzalez, Laylany	3/15/2026	2% \$1,184.43	Track & Field Assistant Coach	TMS	Hire
Kellman, Latasha	6/8/2026	\$20.84/HR	Summer School Paraeducator	RES	Hire
Perez, Exene	6/8/2026	\$20.49/HR	Summer School Paraeducator	TMS	Hire
Garcia, Elisa	6/8/2026	\$20.29/HR	Summer School Paraeducator	RES	Hire
Bennett, Katherine	6/8/2026	\$20.04/HR	Summer School Paraeducator	RHECC	Hire
Seay, Karen	6/8/2026	\$28.80/HR	Summer School Paraeducator	RES	Hire
Castillo, Paola	6/8/2026	\$20.44/HR	Summer School Paraeducator	TMS	Hire
Hillman, Jayme	6/8/2026	\$18.57/HR	Summer School Paraeducator	TMS	Hire
Salinas, Edith	6/8/2026	\$28.85/HR	Summer School Paraeducator	RHECC	Hire
Contreras, Ana	6/8/2026	\$20.82/HR	Summer School Paraeducator	RES	Hire
Hill-Santander, Adriana	6/8/2026	\$23.77/HR	Summer School Paraeducator	RHECC	Hire
Batiz, Gretell	6/8/2026	\$18.82/HR	Summer School Paraeducator	RES	Hire
Craft, Andrea	6/8/2026	\$28.40/HR	Summer School Paraeducator	RHECC	Hire
Murillo, Isabel	6/8/2026	\$21.55/HR	Summer School Paraeducator	TMS	Hire
Ramirez, Biviana	6/8/2026	\$28.38/HR	Summer School Paraeducator	TMS	Hire
Valtierra, Yaquelin	6/8/2026	\$23.66/HR	Summer School Paraeducator	RHECC	Hire
Soriano, Analy	6/8/2026	\$18.06/HR	Summer School Paraeducator	RES	Hire
Aguilar, Samantha	6/8/2026	\$20.04/HR	Summer School Paraeducator	TMS	Hire
Ventura, Alma	6/8/2026	\$22.73/HR	Summer School Paraeducator	RES	Hire
Kussman, Sabine	6/8/2026	\$28.10/HR	Summer School Paraeducator	RES	Hire
Trujillo Coronado, Elena	6/8/2026	\$26.95/HR	Summer School Paraeducator	RES	Hire
Bishop, Rebecca	6/8/2026	\$20.25/HR	Summer School Paraeducator	RES	Hire
Segura Zepeda, Lorena	6/8/2026	\$21.55/HR	Summer School Paraeducator	WES	Hire
Gardner, Cecily	6/8/2026	\$18.57/HR	Summer School Paraeducator	RES	Hire
Salazar, Tania	6/8/2026	\$18.57/HR	Summer School Paraeducator	RES	Hire
Habbal, Kasenia	6/8/2026	\$23.76/HR	Summer School Paraeducator	TMS	Hire
Lathrop, Misty	6/8/2026	\$18.57/HR	Summer School Paraeducator	WES	Hire
Crump, Gloria	6/8/2026	\$27.70/HR	Summer School Paraeducator	RES	Hire
Khandoker, Tahmina	6/8/2026	\$19.32/HR	Summer School Paraeducator	RES	Hire
Mancera, Sheyna	6/8/2026	\$20.82/HR	Summer School Paraeducator	WES	Hire
Martinez, Krystle	6/8/2026	\$23.57/HR	Summer School Paraeducator	WES	Hire
Lee, Melissa	6/8/2026	\$20.64/HR	Summer School Paraeducator	RHECC	Hire
Castillo-Huizar, Suzanne	6/8/2026	\$20.65/HR	Summer School Paraeducator	RES	Hire

X. Personnel Items (Continued)

<u>CLASSIFIED STIPEND/EXTRA DUTY EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Dicky, Jazzmin	6/8/2026	\$20.64/HR	Summer School Paraeducator	TMS	Hire
Anthony-Watts, Kathleen	6/8/2026	\$28.00/HR	Summer School Paraeducator	RHECC	Hire
Suratt, Joy	6/8/2026	\$19.37/HR	Summer School Paraeducator	RES	Hire
Anderson, Latoya	6/8/2026	\$26.68/HR	Summer School Paraeducator	RES	Hire
Patton, Walter	6/8/2026	\$18.57/HR	Summer School Paraeducator	Alt. Ed	Hire
Gomez, Maria	6/8/2026	\$19.32/HR	Summer School Paraeducator	TMS	Hire
Perez, Alfonson	6/8/2026	\$20.12/HR	Summer School Paraeducator	RES	Hire
Sandoval, Adriana	6/8/2026	\$17.81/HR	Summer School- CSO	Alt. Ed	Hire
Arreguin, Anahi	6/8/2026	\$17.81/HR	Summer School- CSO	RES	Hire
Vargas, Aris	6/8/2026	\$18.21/HR	Summer School- CSO	TMS	Hire
Klein, Tiffany	6/8/2026	\$17.81/HR	Summer School- CSO	RES	Hire
Price, Melissa	6/8/2026	\$25.12/HR	Summer School- CSO	RHECC	Hire
Inestroza, Ruth	6/8/2026	\$19.26/HR	Summer School- CSO	TMS	Hire
Vieyra, Gricelda	6/8/2026	\$27.37/HR	Summer School- CSO	RES	Hire
Monarrez, Tristin	6/8/2026	\$19.26/HR	Summer School- CSO	RHECC	Hire
Reinard, Jessica	6/8/2026	\$17.81/HR	Summer School- CSO	RHECC	Hire
Perez, Natalie	6/8/2026	\$17.81/HR	Summer School- CSO	TMS	Hire
Lucero, Daniel	6/8/2026	\$17.81/HR	Summer School- CSO	RHECC	Hire
Parra, Mayra	6/8/2026	\$20.83/HR	Summer School- CSO	RES	Hire
Lay, Catherine	6/8/2026	\$28.12/HR	Summer School- CSO	RES	Hire
Wood, Ariana	6/8/2026	\$17.81/HR	Summer School- CSO	TMS	Hire
Lux, Sandra	6/8/2026	\$33.65/HR	Summer School-Food Service	TMS	Hire
De Santiago, Monica	6/8/2026	\$21.92/HR	Summer School-Food Service	RHECC	Hire
Dimartino, Cristina	6/8/2026	\$18.34/HR	Summer School-Food Service	TMS	Hire
Ponce, Guillermina	6/8/2026	\$20.63/HR	Summer School-Food Service	RHECC	Hire
Alcala, Aracelli	6/8/2026	\$18.34/HR	Summer School-Food Service	RES	Hire
Cabrera Marquez, Maria	6/8/2026	\$25.66/HR	Summer School-Food Service	TMS	Hire
Quintero Cabrera, Gabriela	6/8/2026	\$20.63/HR	Summer School-Food Service	RES	Hire
Olmedo, Johanna	6/8/2026	\$21.61/HR	Summer School-Food Service	RHECC	Hire
Salazar, Patricia	6/8/2026	\$19.83/HR	Summer School-Food Service	RHECC	Hire
Salazar, Samantha	6/8/2026	\$20.63/HR	Summer School-Food Service	WES	Hire
Quintero Aguilera, Arleen	6/8/2026	\$20.63/HR	Summer School-Food Service	RHECC	Hire
Castanon Salazar, Melissa	6/8/2026	\$17.63/HR	Summer School-Food Service	RHECC	Hire
Casillas Rosas, Gricelda	6/8/2026	\$17.63/HR	Summer School-Food Service	RHECC	Hire
Cabrera Medina, Laura	6/8/2026	\$23.80/HR	Summer School-Food Service	RES	Hire

X. Personnel Items (Continued)

<u>CLASSIFIED STIPEND/EXTRA DUTY EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Escobar, Samaria	6/8/2026	\$17.63/HR	Summer School-Food Service	RES	Hire
Placencio, Alicia	6/8/2026	\$18.34/HR	Summer School-Food Service	RES	Hire
Sotomayor, Alma	6/8/2026	\$18.34/HR	Summer School-Food Service	RES	Hire
Villanueva Guzman, Patricia	6/8/2026	\$29.51/HR	Summer School-Food Service	RES	Hire
Escoto de Zapata, Rosa	6/8/2026	\$17.63/HR	Summer School-Food Service	TMS	Hire
Ponce, Claudia	6/8/2026	\$29.08/HR	Summer School- Office Staff	RES	Hire
Solano, Rosie	6/8/2026	\$25.53/HR	Summer School- Office Staff	Alt. Ed	Hire
Quintero Aguilera, Yasleen	6/8/2026	\$25.53/HR	Summer School- Office Staff	WES	Hire
Cowart, Toby	6/8/2026	\$23.72/HR	Summer School -Transportation	Transp.	Hire
Hobbs, Larcada	6/8/2026	\$27.01/HR	Summer School -Transportation	Trans	Hire
Hernandez, Martha	6/8/2026	\$27.09/HR	Summer School -Transportation	Trans	Hire
Zepeda, Marcela	6/8/2026	\$34.05/HR	Summer School -Transportation	Trans	Hire
Logan, Jeffrey	6/8/2026	\$28.92/HR	Summer School -Transportation	Trans	Hire
Logan, Ashley	6/8/2026	\$30.58/HR	Summer School -Transportation	Trans	Hire
Logan, Kyra	6/8/2026	\$29.75/HR	Summer School -Transportation	Trans	Hire
Roope, Shania	6/8/2026	\$23.33/HR	Summer School -Transportation	Trans	Hire
Tunnell, Diana	6/8/2026	\$25.14/HR	Summer School -Transportation	Trans	Hire
Vargas, Ashley	6/8/2026	\$32.97/HR	Summer School -Transportation	Trans	Hire
Porter, Brittany	6/8/2026	\$33.12/HR	Summer School -Transportation	Trans	Hire
Griffin, Brenda	6/8/2026	\$25.79/HR	Summer School -Transportation	Trans	Hire
Nelson, Jessica	6/8/2026	\$27.87/HR	Summer School -Transportation	Trans	Hire
Vargas Perez, Arturo	6/8/2026	\$34.55/HR	Summer School -Transportation	Trans	Hire
Murphy, Tamara	6/8/2026	\$27.77/HR	Summer School -Transportation	Trans	Hire
Plasencia, Rocio	6/8/2026	\$38.22/HR	Summer School- LVN	All	Hire

<u>CLASSIFIED SUBSTITUTES EMPLOYMENT/RESIGNATIONS</u>		
<u>EMPLOYEE</u>	<u>DATE</u>	<u>STATUS</u>
Perez, Monica	5/1/2026	Resign
Placencio, Daniela	5/21/2026	Hire

<u>CERTIFICATED/ADMINISTRATIVE STIPEND/EXTRA DUTY EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Norman, Heather	6/8/2026	\$615.34/Day	Summer School Teacher	RES	Hire
Rico, Sophia	6/8/2026	\$505.23/Day	Summer School Teacher	RES	Hire
Starkey, Tammy	6/8/2026	\$646.78/Day	Summer School Teacher	RES	Hire

X. Personnel Items (Continued)

<u>CERTIFICATED/ADMINISTRATIVE STIPEND/EXTRA DUTY EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Varela, Sarah	6/8/2026	\$631.06/Day	Summer School Teacher	RES	Hire
Gomez, Itzel	6/8/2026	\$402.25/Day	Summer School Teacher	RES	Hire
Lopez, Jasmine	6/8/2026	\$375.10/Day	Summer School Teacher	RES	Hire
Ortiz, Aida	6/8/2026	\$631.06/Day	Summer School Teacher	RES	Hire
Lopez, James	6/8/2026	\$435.85/Day	Summer School Teacher	RES	Hire
Gloudemans, Sean	6/8/2026	\$487.34/Day	Summer School Teacher	RES	Hire
Neely, Tai	6/8/2026	\$453.74/Day	Summer School Teacher	RES	Hire
Jones, Courtney	6/8/2026	\$390.82/Day	Summer School Teacher	RES	Hire
Eslick, Christina	6/8/2026	\$351.68/Day	Summer School Teacher	RES	Hire
Lopez, James	6/8/2026	\$435.85/Day	Summer School Teacher	RES	Hire
Bonganciso, Ma. Josephine	6/8/2026	\$615.34/Day	Summer School Teacher	TMS	Hire
De Los Santos, Ariel	6/8/2026	\$516.67/Day	Summer School Teacher	TMS	Hire
Walker, Robyn	6/8/2026	\$568.14/Day	Summer School Teacher	TMS	Hire
Junio, Nerissa	6/8/2026	\$384.38/Day	Summer School Teacher	TMS	Hire
Rubin, Jessica	6/8/2026	\$565.98/Day	Summer School Teacher	TMS	Hire
Vogenthaler, Janessa	6/8/2026	\$646.78/Day	Summer School Teacher	TMS	Hire
Clint, Morgan	6/8/2026	\$565.98/Day	Summer School Teacher	TMS	Hire
Corey, Kent	6/8/2026	\$406.55/Day	Summer School Teacher	TMS	Hire
Winchell, Dennison	6/8/2026	\$505.61/Day	Summer School Teacher	TMS	Hire
Iguiron, Rina	6/8/2026	\$418.00/Day	Summer School Teacher	TMS	Hire
Troncale, Leslie	6/8/2026	\$631.06/Day	Summer School Teacher	TMS	Hire
Del Riego, Brenda	6/8/2026	\$505.23/Day	Summer School Teacher	TMS	Hire
Salazar, Ramon	6/8/2026	\$583.87/Day	Summer School Teacher	TMS	Hire
Benson, Jeffrey	6/8/2026	\$505.23/Day	Summer School Teacher	TMS	Hire
Towell, Sharon	6/8/2026	\$341.50/Day	Summer School Teacher	TMS	Hire
Atkinson, Carmen	6/8/2026	\$615.34/Day	Summer School Teacher	TMS	Hire
Kessler, Tanya	6/8/2026	\$599.60/Day	Summer School Teacher	TMS	Hire
Avergonzado, Roselle	6/8/2026	\$473.77/Day	Summer School Teacher	TMS	Hire
Lucker, Phoebe	6/8/2026	\$359.37/Day	Summer School Teacher	TMS	Hire
Rogers, Chelsea	6/8/2026	\$568.14/Day	Summer School Teacher	WES	Hire
Torres, Jennifer	6/8/2026	\$487.34/Day	Summer School Teacher	WES	Hire
Collins, Genevieve	6/8/2026	\$599.60/Day	Summer School Teacher	WES	Hire
Morris, Rebecca	6/8/2026	\$646.78/Day	Summer School Teacher	WES	Hire
Ament, Cody	6/8/2026	\$469.95/Day	Summer School Teacher	WES	Hire
Junker, Cristy	6/8/2026	\$426.38/Day	Summer School Teacher	WES	Hire

X. Personnel Items (Continued)

<u>CERTIFICATED/ADMINISTRATIVE STIPEND/EXTRA DUTY EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Landolt, Kim	6/8/2026	\$426.38/Day	Summer School Teacher	WES	Hire
Mozee, Julie	6/8/2026	\$646.78/Day	Summer School Teacher	WES	Hire
Manzano, Tanya	6/8/2026	\$599.60/Day	Summer School Teacher	WES	Hire
Alberto, Aida	6/8/2026	\$599.60/Day	Summer School Teacher	WES	Hire
Cornejo-Escobar, Shelsea	6/8/2026	\$442.31/Day	Summer School Teacher	WES	Hire
Thompson, Katie	6/8/2026	\$520.96/Day	Summer School Teacher	WES	Hire
Warfield, John	6/8/2026	\$565.98/Day	Summer School Teacher	WES	Hire
Damian, Victoria	6/8/2026	\$462.49/Day	Summer School Teacher	WES	Hire
Liwag-Vigil, Sandra	6/8/2026	\$615.34/Day	Summer School Teacher	WES	Hire
Lux, Holly	6/8/2026	\$375.10/Day	Summer School Teacher	WES	Hire
Chaney, Christina	6/8/2026	\$471.63/Day	Summer School Teacher	WES	Hire
Avila, Daniza	6/8/2026	\$406.55/Day	Summer School Teacher	WES	Hire
Olmos, Melissa	6/8/2026	\$489.50/Day	Summer School Teacher	WES	Hire
Thomson, Pauline	6/8/2026	\$646.78/Day	Summer School Teacher	WES	Hire
Hallford, Katherine	6/8/2026	\$505.23/Day	Summer School Teacher	WES	Hire
Jones, Dody	6/8/2026	\$568.14/Day	Summer School Teacher	WES	Hire
Vasquez, Liana	6/8/2026	\$435.85/Day	Summer School Teacher	WES	Hire
Armstrong, Justin	6/8/2026	\$599.60/Day	Summer School Teacher	RHECC	Hire
Williams, Lindsay	6/8/2026	\$469.47/Day	Summer School Teacher	RHECC	Hire
Escobar, Michael	6/8/2026	\$426.38/Day	Summer School Teacher	RHECC	Hire
Johnson, Lisa	6/8/2026	\$646.78/Day	Summer School Teacher	RHECC	Hire
Fleeks, Brandi	6/8/2026	\$306.77/Day	Summer School Teacher	RHECC	Hire
Perkins, Ethan	6/8/2026	\$599.60/Day	Summer School Teacher	RHECC	Hire
Trejo, Alma	6/8/2026	\$565.98/Day	Summer School Teacher	RHECC	Hire
Campbell, Edward II	6/8/2026	\$432.86/Day	Summer School Teacher	RHECC	Hire
Barrios, Monica	6/8/2026	\$471.63/Day	Summer School Teacher	RHECC	Hire
Walker, Paul	6/8/2026	\$568.14/Day	Summer School Teacher	RHECC	Hire
Karr, Wayne	6/8/2026	\$631.06/Day	Summer School Teacher	Alt. Ed	Hire
Hillman, Kristina	6/8/2026	\$615.34/Day	Summer School Teacher	Alt. Ed	Hire
Kurfess, Jennifer	6/8/2026	\$516.67/Day	Summer School Teacher	Alt. Ed	Hire
Karr, Veronica	6/8/2026	\$646.78/Day	Summer School Teacher	Alt. Ed	Hire
Valenzuela, Sandy	6/8/2026	\$646.78/Day	Summer School Teacher	Alt. Ed	Hire
Dionese, Diane	6/8/2026	\$646.78/Day	Summer School Teacher	Alt. Ed	Hire
Ramirez, Travis	6/8/2026	\$420.14/Day	Summer School Teacher	Alt. Ed	Hire
Espalabra, Ana Regina	6/8/2026	\$384.38/Day	Summer School Teacher	RHECC	Hire

X. Personnel Items (Continued)

<u>CERTIFICATED/ADMINISTRATIVE STIPEND/EXTRA DUTY EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Canter, Thomas	6/8/2026	\$516.67/Day	Summer School Teacher	TMS	Hire
Olesen, Thomas	6/8/2026	\$536.69/Day	Summer School Teacher	RES	Hire
Gonzalez, Dianna	6/8/2026	\$300.21/Day	Summer School Teacher	WES	Hire
Yunker, Leigha	6/8/2026	\$426.38/Day	Summer School Teacher	TMS	Hire
Cambaliza, Alicia	6/8/2026	\$611.20/Day	Summer School Mental Health	DO	Hire
Rodriguez, Megan	6/8/2026	\$564.83/Day	Summer School Mental Health	DO	Hire
Jacobs, Lauren	6/8/2026	\$611.97/Day	Summer School-BCBA	DO	Hire
Snyder, Karissa	6/8/2026	\$564.83/Day	Summer School-BCBA	DO	Hire
Pena, Tania	6/8/2026	\$564.83/Day	Summer School-School Psychologist	DO	Hire
Foisel, Kether	6/8/2026	\$599.60/Day	Summer School-Speech Pathologist	DO	Hire

<u>CERTIFICATED/ADMINISTRATIVE EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Snyder, Karissa	6/30/26	----	Board Certified Behavior Analyst	DO	Resign
Nesel, Isabella	6/5/2026	---	English Teacher	RHECC	Resign
Banahan, Rod	6/30/2026	---	Assistant Principal, Middle School	TMS	Resign

<u>VOLUNTEERS FOR 2025-2026 SCHOOL YEAR</u>			
Maria J. Chavez	Yvette Blankenship	Fallon Irving	Tiffany Ross
Stefani England-Day	Maraya Perez Quevedo	Carolina Ponce Gudino	Alma Orona Garcia
Lucia Alvarado			

XI. Adjournment

ACTION

MOTION: Vincelette, Hepburn, Wright, Rendon, Gutierrez, Finch VOTE: YEAS ____ NAYS ____ ABSENT ____ ABSTAIN ____ STUDENT ADVICE ____ TIME: ____	SECOND: Vincelette, Hepburn, Wright, Rendon, Gutierrez, Finch
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- I. The meeting was called to order by Board President Robert Vincelette at 5:11 p.m.
- II. **Procedural Issues:** A recording of this meeting was made and shall be kept for 30 days as a public record.
- A. **Pledge of Allegiance** led by: Robert Vincelette
- B. **Roll Call** – Members Present: Vincelette, Hepburn, Wright, Rendon, Gutierrez
- #336→C. Motion by Gutierrez, seconded by Rendon to approve the agenda, unanimous.

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

- #337→III. Motion by Hepburn, seconded by Wright to go into closed session at 5:12 p.m., unanimous.
- A. **Reinstate Expulsion for Student #49-23-24**
- B. **Reinstate Expulsion for Student #08-24-25**
- C. **Expulsion Hearing for Student #44-25-26**
- D. **Expulsion Hearing for Student #43-25-26**
- E. **Conference with Labor Negotiator; District Negotiator:** Barbara Gaines, Robert Irving
Employee Organization: California School Employee Association / Rosamond Teacher Association
- F. **Discussion of Student Matters:** Education Code sections 35146 and 48918(c)
- G. **Public Employment: Certain Personnel Matters:** Government Code § 54957.1(a)(5)
Discipline/Dismissal/Employment/Release/Assignment/Reassignment/Complaint

- #338→IV. Motion by Gutierrez, seconded by Rendon to reconvene into open session at 7:26 p.m., unanimous.

V. Action determined in closed session:

- #339→A. Motion by Gutierrez, seconded by Hepburn to permit Student #49-23-24 conditional enrollment in a traditional school program or another education program, unanimous.
- #340→B. Motion by Hepburn, seconded by Gutierrez to permit Student #08-24-25 conditional enrollment in a traditional school program or another education program, unanimous.
- #341→C. Motion by Gutierrez, seconded by Wright to expel Student #44-25-26 from all schools and programs of the district, action for consideration of violation of the Behavior Contract and in addition, 48915(b)(1) states: that due to the nature of the violation other means of correction are not feasible or have repeatedly failed to bring about proper conduct, and in addition, 48915(b)(2) states: that due to the nature of the act, the presence of the pupil causes a continuing danger to the physical safety of the pupil or others, unanimous.
- #342→D. Motion by Hepburn, seconded by Wright to expel Student #43-25-26 from all schools and programs of the district, action for consideration of violation of the California Education Code section(s) 48900(c), and in addition, 48915(b)(1) states: that due to the nature of the violation other means of correction are not feasible or have repeatedly failed to bring about proper conduct, unanimous.

VI. Business and Operations

- #343→A. Motion by Gutierrez, seconded by Wright to approve the Southern Kern Unified School District Transportation Plan, unanimous.
- #344→VII. Motion by Hepburn, seconded by Wright to adjourn the meeting at 7:29 p.m., unanimous.

Approved: _____
Barbara Gaines, Superintendent

Approved: _____
Justin Wright, Clerk of the Board

- I. The meeting was called to order by Board President Robert Vincelette at 5:08 p.m.
- II. **Procedural Issues:** A recording of this meeting was made and shall be kept for 30 days as a public record.
- A. **Pledge of Allegiance** led by: Robert Vincelette
- B. **Roll Call** – Members Present: Vincelette, Hepburn, Wright, Rendon, Gutierrez (arrived at 5:20 p.m.)
- #345→C. Motion by Wright, seconded by Rendon to approve the agenda, 4 yeas, 1 absent (Gutierrez).

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

#346→III. Motion by Wright, seconded by Rendon to go into closed session at 5:22 p.m., unanimous.

- A. **Expulsion Hearing for Student #47-25-26**
- B. **Expulsion Hearing for Student #45-25-26**
- C. **Expulsion Hearing for Student #46-25-26**
- D. **Conference with Labor Negotiator; District Negotiator:** Barbara Gaines, Robert Irving
Employee Organization: California School Employee Association / Rosamond Teacher Association
- E. **Discussion of Student Matters:** Education Code sections 35146 and 48918(c)
- F. **Public Employment: Certain Personnel Matters:** Government Code § 54957.1(a)(5)
Discipline/Dismissal/Employment/Release/Assignment/Reassignment/Complaint

#347→IV. Motion by Hepburn, seconded by Wright to reconvene into open session at 8:49 p.m., unanimous.

V. **Action determined in closed session:**

#348→A. Motion by Gutierrez, seconded by Wright to expel Student #47-25-26 and then suspend the expulsion order with conditions, action for consideration of violation of the California Education Code section(s) 48900(a)(1), 48900(a)(2), unanimous.

#349→B. Motion by Gutierrez, seconded by Wright to expel Student #45-25-26 from all schools and programs of the district, action for consideration of violation of the California Education Code section(s) 48900(a)(2), unanimous.

#350→C. Motion by Hepburn, seconded by Rendon to expel Student #46-25-26 and then suspend the expulsion order with conditions, action for consideration of violation of the California Education Code section(s) 48900(a)(1), 48900(a)(2), unanimous.

#351→VI. Motion by Hepburn, seconded by Wright to adjourn the meeting at 8:50 p.m., unanimous.

Approved: _____
Barbara Gaines, Superintendent

Approved: _____
Justin Wright, Clerk of the Board

I. The meeting was called to order by Board President Robert Vincelette at 5:32 p.m.

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

#352→II. Motion by Hepburn, seconded by Gutierrez to go into closed session at 5:32 p.m., 3 yeas, 2 absent (Hepburn, Rendon).

A. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION

Paragraph (1) of subdivision (d) of Government Code section 54956.9: one pending case

PERB Unfair Practice Charge No. LA-CE-7129-E

B. Tort Claim for Accident Damages CC

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

Employee Organization: California School Employee Association / Rosamond Teacher Association

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

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

DISCIPLINE/Dismissal/Employment/Release/Assignment/Reassignment/Complaint

#353→III. Motion by Hepburn, seconded by Gutierrez to reconvene into open session at 7:18 p.m., unanimous.

IV. Action determined in closed session:

#354→A. Motion by Gutierrez, seconded by Hepburn to approve the Tort Claim for Accident Damages CC, unanimous.

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

A. Pledge of Allegiance led by: Justin Armstrong

B. Roll Call - Members Present: Vincelette, Hepburn (arrived at 5:35 p.m.), Wright (went home at 9:00 p.m.), Rendon (arrived at 5:33 p.m.), Gutierrez, Student Board Member Finch Present

#355→C. Motion by Gutierrez, seconded by Wright to approve the agenda with the removal of Personnel Item Joao Miguel, unanimous, student vote: aye.

VI. Reports and Communications

A. Girls' Varsity Basketball Championship Recognition: Justin Armstrong showed the Three-Peat CIF championship award to the Board and showed pictures of the girls' basketball team.

B. Recognition Teacher of the Year: Leanne Hargus and school site principals presented Teacher of the Year awards to Michelle Hubkey (RES), Catherine Jones (WES), Jennifer Kurfess (ALT ED), Morgan Clint (TMS), and Andrew Hansen (RHECC).

C. RTA report: Edward Shevlin reported the following: We don't have much. We just agreed on our new contract. The Tentative Agreement is on the agenda tonight for approval. Congratulations to all the teachers, it is nice to have them all out here to be celebrated. CSEA report: Jeromy Azevedo reported the following: Congratulations to the girls' basketball team. We will be wrapping up negotiations this Friday, so hopefully we'll TA and possibly not on the next agenda, but the one after that.

D. Student Board Member: Aliyah Finch reported the following: Congratulations to the teachers and the girls' basketball team. We have prom this weekend, so very excited for that. The juniors are doing state testing this week and next week, and then sophomores will be after that. That's all I have for you guys.

VI. Reports and Communications (Continued)

- E. CBO Report: Robert Irving reported the following: I hope everyone has a safe and happy spring break. I have been busy with the finalization of negotiations, getting payroll side of things, so that we can get everything rolled out as quickly as possible. This is a busy weekend, there's a lot of things happening. We have active shooter training happening at Rosamond Elementary School on Saturday for employees, morning session and an afternoon session. Either go at eight o'clock in the morning or one in the afternoon. If you feel like sleeping in or enjoying a little bit of your Saturday before going to the color run. So, if you haven't signed up already, please do. It's beneficial training for everybody involved. Yeah, that's it for me. Thank you!
- F. Assistant Superintendent, Instruction and Curriculum: Dr. Larry Mendez reported the following: Welcome everyone that joins us in person and also online. Congratulations to the girls' basketball team, coaches and everyone that has been along the way. Also, congratulations to our Teachers of the Year. We had a district advisory council meeting yesterday, and then we've also been collaborating with the site administrators in regards to the school planning for student achievements. We will have more details, sitting on the school plans for student achievement SPSAs, we continue to do ongoing planning for summer school, the standards-based grading committee. Thank you to all the teachers, admin, Ms. Gaines and also Ken O'Connor that's been joining us in the standards-based grading committee. Thank you to the teachers that continue to collaborate on the math adoption at both the Elementary and Secondary schools. Thank you.
- G. Assistant Superintendent, Special Education, Pupil Personnel: Sheryl Taylor reported the following: Hello everyone. I also want to congratulate all the teachers of the year, great job, and the girls' basketball team for the third year in a row. Hopefully we'll have a fourth we'll see. On Saturday, we have our community care pop up event. I have some pictures up here so you can see all the wonderful things we had to give out. At the top left, we got a lot of infant clothing. We have the whole cabinet full of shoes and gloves and all kinds of things there at the bottom. We went around the entire room with racks of clothes arranged by sizes, and under those racks there's shoes most of the way around the room. There is more that's going around the back of the room, and then up the other side, racks of shoes. Up in the front, we had two wagons full of backpacks and stacks of school supplies. We have tables down the middle that had shorts, skirts, tank tops, T-shirts, tights for little girls, and all kinds of things. In the front there, we had those crates full of all kinds of makeup, hair supplies, and nails. Everything underneath all those tables, we have crates filled with backup supplies to refurbish. So, we had quite a selection. We were super excited about all the donations that we received, and so was the community. We had 56 families show up, approximately 150 students with those families. We gave out 3,067 items, the items varied from clothes, shoes, slippers, cosmetics, backpacks, and school supplies. I just want to thank some of the people that helped us to make this happen. For example, Velda did the coordinating of the donations, Robert and Rawley set up people to pick up those donations and get them to us, Jeromy and his staff, who did a phenomenal job cleaning out this room, because it was a storage room, like three days before this event, it was a disaster. So, thank you, Jeromy and your staff who fixed that up. The Hope Squad kiddos helped remove all the tags from all those clothes and organized the shoes, and all the volunteers that worked that day. So, with me, there was Velda and her daughter Amy, Shannon, her daughter Shelby, Dana, Emily from the parent center, and Megan Rodriguez. I want to acknowledge Justin Armstrong and his student, I hope I say this correctly, Lilieth Milian who created this beautiful poster for us to hang on the fence. So, I wanted to share because the student did a phenomenal job. She does this on her own. It was a very exciting day. People were super, super appreciative. We had some families who said that they moved here basically with nothing. So, because of this, now their kids will

VI. Reports and Communications (Continued)

Item G Continued:

all have what they need for school, and they asked if we will be continuing this, and they're praying that we do. It was a great event. Thank you, everybody who was involved. Oh, wait, this coming Saturday is Special Olympics. Everybody who's out there, we have Special Olympics this coming Saturday at the high school. If you don't want to go act getting shot at the active shooter training with Robert, you can come to Special Olympics at the Rosamond High School football field, Special Olympics on Saturday, all kinds of foods, games and awards. Okay, now I'm done.

- H. Associate Superintendent, Human Resources: Leanne Hargus reported the following: Good evening, everyone. Congratulations to the girls' basketball team for their third win. Hopefully we'll see a fourth. And congratulations to all of our teachers. This just happens to be my favorite part of the school year when we get to honor our staff, just an incredible, incredible group of teachers that receive these awards tonight. So, congratulations to each of them. At our next board meeting, we are going to get to honor our classified staff, so that would be something for us to look forward to. We are super busy. We have been doing some interviews. Last week, we did our counselor interviews, and then coming up tomorrow, we have a CTE interview, and then Tuesday and Wednesday, we're going to be interviewing for our open health position, a Spanish position, and sixth grade. We also have a PE opening at Tropico. Classified testing, Becky's going to be holding that tomorrow, because we are in desperate need of para educators. So, she'll be doing that testing tomorrow, and then hopefully we will be able to hold some interviews for those positions next Tuesday and Wednesday as well. As I mentioned earlier, some of our upcoming board meetings, on the 29th are going to be on our classified of the year. On May 6th, we'll be doing our years of service. On May 20th we will be honoring our retirees. So, kind of an exciting end school to the school year.
- I. Superintendent Report: Barbara Gaines reported the following: Good evening everyone, and thank you all for being here. I first want to say that every year, when each site turns in their teacher of the year nominee, and we have to decide, it is a very difficult process, because every year, the representative from each site is really worthy of being the district Teacher of the Year. So, I just want to congratulate them and thank them for the work they do every day, every day with our kids. It's, as you can see tonight, a very honorable group of men and women. I also want to say that the varsity, I kind of tease them, kind of a tease, but like to see a fourth, of course, but they're just phenomenal. And to it's a lot harder to win CIF. And we're, we're like now, acting like it's just something we can just say it's going to happen and it's going to happen, but it's very difficult to go all the way and win a CIF title and to do it three years in a row. I just want to congratulate Mr. Armstrong for, because he's very humble and pointing out his coaches and the people that work with him, but he's, he's at the top of that ladder, and he is the one that's organizing and making sure that the basketball team, you know, they have their regular practices, and their attendance is good, their grades are good. So, I just want to say to him, first and foremost, thank you for being such a great leader and coach of our varsity girls' basketball team. And I also want to say what an outstanding group of young women that have played on that team, some of them now three years. So yeah, could we do a fourth? Yeah, could happen, you know, and I want to say to Mr. Shevlin and the RTA negotiating team, we're done, and it was a pleasure. CSEA, you all heard Jeremy. I think it's on recording Jeremy wrap it up this Friday. It happened. Jeremy, so it's really even though we're negotiating, but we do have lunch together, and we do occasionally even laugh, or somebody will say something funny and we laugh. It's not like we're viciously staring across the table

VI. Reports and Communications (Continued)*Item I Continued:*

each other. So, it's kind of a joy to participate in the negotiations. And finally, I want to say that we are in testing. My site administrators, please, let's not lose sight of that every day in your morning announcements, you know, tell the kids how important it is for them to really, really give their very best, because we know that they're quite capable, and sometimes it's just a matter of them not wanting to do it or being lazy. We really, really, really, need our kids to take their time and really, really put forth their very best effort on the test. So, yeah, I'll end with that. But I do have attendance awards. Yes, I do okay. To the board, you are going to be absolutely delighted to hear this news. Every school in the district in the month of March went up, yeah, when I saw this, I was like, oh, there's no negatives in front of anybody's number. That is so good. I'm going to start with the best elementary they went up 2.33% their attendance percentage for March was 94.59%, West Park Elementary. I don't know what I would do if Mr. Holmes, I don't know, he just seems to be doing it. And again, I want to say to my assistant principals at many of these sites, they are working this attendance. I know at RES, we've got Ms. Miller working, at Tropico, Mr. Konegni, and Mrs. Ament working at Westpark. I've actually heard them doing these phone calls to the parents. So, I know there's an effort being put out, and here, here are the great results. Best secondary, this school went up 0.44% with a 92.49% very close in the secondary Rosamond High School. It's about time I'm going to say that, congratulations. Most improved, the largest growth in the district. This one is this one is unbelievable, with a 9.46% improvement, was at 82.96%, Rare Earth High School. So, congratulations to all three. Keep up the good work.

- J. Board Member Communications:** *Justin Wright:* The basketball team was really impressive here, three peat. Teachers of the year, we have a lot of standing talent here in the district, and I see the growth in our students. *Sunni Hepburn:* Hey guys, congratulations the teachers are gone now, but well done to our basketball team, the three-peat I'm not going to put the pressure on them for fourth, but if they do fourth, what are we going to do? We have a party, district party. Okay, all right, I'll leave you guys alone. It's springtime now. The frost gates are over, so it's safe for you guys to begin planting things outside. Everyone can plant. I know Gary's planting things. Bob said he's planting things. *Adrienne Rendon:* So, like everyone else has said, congratulations to the girls' varsity basketball team. That was great. I would love to see the rest of the players, especially the seniors, but senior ditch day can't miss that. Congratulations to the teachers as well. Those apples were adorable. I really like them, so cute. Thank you, Ms. Taylor for sharing your photos that was amazing. I love seeing that and how we helped the community. You helped the community and everyone else that contributed to make that happen. That was great. I think that is it. Oh, look out for prom. They're going to prom. *Mario Gutierrez:* Congratulations to the girls' basketball team. I got to go and watch them play their playoff games. They were just amazing. They really played well together, and that's what the team really excels at. When they play together, they know each other's and know where they're at and what they're doing, and it showed. They won the championship, and they went right down to the wire to go to state. Congratulations to the teachers. It's great to be able to recognize them. They do such hard work all year long. It will be nice to see CSEA next week at our next meeting, and give them an award for that. I think that's it. *Robert Vincelette:* Okay, congratulations to all our board winning teachers. I know every teacher works hard and as well as all the employees do, so it's well appreciated. I didn't get a chance to do as many basketball games, but I did get to some of the basketball games this year. Justin Armstrong is an excellent coach, and I'm pretty sure he will continue on the way things are going. I'm looking forward to

VI. Reports and Communications (Continued)

Item J Continued:

Saturday, Sheryl, as long as somebody doesn't throw all those colors on me. Then we have the active shooter training. Two sessions, one in the afternoon, it will be at RES. The community has a lot of youth sports out there, and those youth sports feed our high school. I have Diane over here, who runs Rosamond youth sports program, and that's where a lot of our kids are coming from. She should be getting a lot of credit for doing this. She's been doing this longer than I can remember, but a lot of my kids went through that program. So, you know, make sure that we support all our youth programs, because they're the ones that feed us to the high school, and we're seeing a lot of the results of that. Thank you, Diane. Okay, and, oh yeah, Mr. Shevlin, and, well, guys, thanks for being reasonable with negotiations this year and understanding what's going on with the state and all that, it's well appreciated. Hopefully we'll continue to have that good relationship with you guys.

- K.** Sub-Committee Communications/Updates: *Justin Wright*: Westpark is coming along nicely. We're waiting on DSA and also the new locker rooms are almost done, and the new weight room and dance studio is hoping to be out of DSA for the summer so we can get on it.

Comments from the Public: Diana Tunnell, from Rosamond Youth Basketball, expressed her interest in buying or leasing land from the district. Mrs. Gaines responded that there is currently no land for sale or lease.

#356→VII. Motion by Wright, seconded by Hepburn to approve consent items A-K, except D, unanimous, student vote: aye.

#357→Motion by Wright, seconded by Hepburn to approve item D, 4 yeas, 1 abstain (Vincelette), student vote: aye.

- A.** Approved Minutes March 17, 2026
- B.** Ratified March EOM \$3,189,159.23, April MIDA \$526,934.52
- C.** Approved Purchase Orders 260783-260865, Pay Vouchers 260982-261074
- D.** Approved Donation for a Grad Bash and Grad Night ticket for \$235 to RHECC – *Robert Vincelette*
- E.** Approved Donation of cake pops, iced tea, hot chocolate, & stickers valued at \$500 to WES Carnival – *Starbucks/Christina Schiltz*
- F.** Approved RHECC First Robotics SoCal State Championships April 9-12, 2026
- G.** Approved Coastline Academy MOU CA DMV Driver Education Course Student Driver Safety Grant
- H.** Approved AV Van & Storage dba Bekins Amendment #01 WES Moving Services – Not to Exceed \$50,000
- I.** Approved Linger, Peterson & Shrum Annual Auditing Services 3-year Agreement – \$46,200
- J.** Approved Clinica Sierra Vista Mobile Health Services MOU April 15, 2026 – April 15, 2027
- K.** Approved LaptopSchool Chromebook Replacement for RES and WES – \$436,696.65

VIII. General

#358→A. Motion by Gutierrez, seconded by Hepburn to approve Maria Luisa Ramos (Arvin Union SD) as the 2026 CSBA Delegate for Region 12-B, unanimous, student vote: aye.

The run-off ballot must be signed by the Superintendent or Board Clerk and returned in a postmarked envelope no later than Thursday, April 30, 2026. The Delegates will serve two-year terms.

#359→B. Motion by Wright, seconded by Finch to approve the REVISED 2026-2027 Annual School Calendar, unanimous, student vote: aye.

VIII. General (Continued)

C. Mr. Vincelette opened the discussion for possible Metal Detectors for the district.

D. First Reading and Review of December 2024 Board Policies

POLICY	TITLE	OPTIONS/BLANKS	ADOPT DATE
BP 0460	Local Control and Accountability Plan		
AR 0460	Local Control and Accountability Plan		
BP 1250	Visitors/Outsiders		
AR 1250	Visitors/Outsiders		
BP 3100	Budget	OPTION 1: ☐ OPTION 2: ☐ OPTION 3: ☒ Board establishes a sub committee of Board members	
AR 3100	Budget		
BP 3280	Sale or Lease of District-Owned Real Property		
AR 3280	Sale or Lease of District-Owned Real Property		
BP 3320	Claims and Actions Against the District		
AR 3320	Claims and Actions Against the District	Delete AR ☒ Yes ☐ No	
BP 3515.5	Sex Offender Notification		
AR 3515.5	Sex Offender Notification		
BP 3540	Transportation		
BP 5113.1	Chronic Absence and Truancy		
AR 5113.1	Chronic Absence and Truancy		
BP 5148	Child Care and Development		
AR 5148	Child Care and Development	Fill in Blanks Assistant Supt. SPED & Pupil Personnel <u>2601 Rosamond Blvd.</u> <u>Rosamond, CA 93560</u> (661) 256-5000	

VIII. General (Item D Continued)

POLICY	TITLE	OPTIONS/BLANKS	ADOPT DATE
BP 5148.2	Before/After School Programs	OPTION 1: ☒ No Fees OPTION 2: ☐	
AR 5148.2	Before/After School Programs	OPTION 1: ☒ At Least 75% OPTION 2: ☐	
BP 5148.3	Preschool/Early Childhood Education		
AR 5148.3	Preschool/Early Childhood Education		
BP 6158	Independent Study		
AR 6158	Independent Study		
BP 6170.1	Transitional Kindergarten		
BP 6174	Education for English Learners		
AR 6174	Education for English Learners		
BB 9240	Board Training		
BB 9270	Conflict of Interest		
E(1) 9270	Conflict of Interest	Fill in Blanks Adopted July 16, 2024 Ayes: 4 Absent: 1 No Changes Needed	

IX. Curriculum and Instruction

#360→A. Motion by Gutierrez, seconded by Wright to accept the Quarterly Report (January, February, March 2026) on the Williams Uniform Complaints under Education Code § 35186, unanimous, student vote: aye.

This information is to be reported publicly to the Board of Trustees. Claims may be filed for reasons such as: insufficient instructional materials, teacher vacancies, and including facility conditions. Filing information is posted in the classrooms.

B. First Reading and Review of the School Plan for Student Achievement (SPSA) – *Site Presentations of the SPSA by School Site Principals*

C. Dr. Mendez gave an update on the Math Adoption status.

X. Business and Operations

#361→A. Motion by Hepburn, seconded by Gutierrez to approve AB1200 Disclosure Cost and Approval of the Tentative Agreement with the Bargaining Unit, Rosamond Teachers' Association (RTA), 4 years, 1 absent (Wright).

#362→B. Motion by Gutierrez, seconded by Rendon to approve the Revised Tentative Agreement (TA) between the Southern Kern Unified School District and the Rosamond Teacher's Association (RTA) Collective Bargaining Agreement for July 1, 2024 through June 30, 2027, dated March 12, 2026, 4 years, 1 absent (Wright).

#363→C. Motion by Hepburn, seconded by Gutierrez to approve the Revisions to the 2025-2026 Salary Schedules for Certificated Administration & Classified Management and Confidential & Supervisory to reflect the 2.5% increase, 4 years, 1 absent (Wright).

XI. Personnel Items

#364→A. Motion by Gutierrez, seconded by Hepburn to approve the following listed personnel items with the removal of Joao Miguel, 4 years, 1 absent (Wright).

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

<u>CLASSIFIED/CONFIDENTIAL EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Martinez, Amber	4/16/2026	S1 \$18.06	Classroom Paraeducator, PE	RES	Hire
Perez, Exene	4/16/2026	---	SPED Classroom Paraeducator/ Paraeducator, Speech	TMS	Transfer
Miguel, Joao	4/16/2026	---	SPED Paraeducator 1:1/SPED Paraeducator	TMS	Transfer
Kluczkowski, Mary	4/16/2026	S7 \$26.89	SPED Classroom Paraeducator/ELOP Instructor	RHECC/ WES	Promotion
Arana, Aaron	4/16/2026	S1 \$21.55	ELOP Instructor	RES	Hire
Luna, Reyna	4/16/2026	S2 \$22.53	Classroom Paraeducator/ELOP Instructor	TMS	Promotion
Evans, Angela	4/16/2026	S4 \$24.60	ELOP Instructor	TMS	Hire
Gomez, Jessica	2/19/2026	S6 \$26.10	ELOP Instructor	RES	Salary Correction
Benson, Cynthia	6/30/2026	---	Principal's Secretary	RHECC	Retire
Racca Hefler, Vickie	6/30/2026	---	Principal's Secretary	ALIS	Retire
Pina, Mariana	3/27/2026	---	Paraeducator, SPED 1:1	RES	Resign
Tabarez, Sadie	4/10/2026	---	Campus Safety Officer	ALIS	Resign
Barrios, Albadilia	12/22/2025	S12 \$27.77	Custodian	RHECC	Salary Correction
Yohn, Lacey	4/3/2025	S5 \$21.71	Custodian	RHECC	Salary Correction

XI. Personnel Items (Item A Continued)

<u>CLASSIFIED STIPEND/EXTRA DUTY EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Bishop, Rebecca	3/30/2026	\$20.25	ELOP Paraeducator- TK	RES	Hire
Gomez, Emily	3/30/2026	\$19.53	ELOP Paraeducator- Kindergarten	RES	Hire
Seay, Karen	3/30/2026	\$28.80	ELOP Paraeducator- 1 st Grade	RES	Hire
Kluczkowski, Mary	3/30/2026	\$28.70	ELOP Paraeducator- 3 rd Grade	RES	Hire
Cabadas, Marcia	3/30/2026	\$26.72	ELOP Paraeducator- 4 th Grade	RES	Hire
Ventura, Alma	3/30/2026	\$22.73	ELOP Paraeducator- 5 th Grade	RES	Hire
Anderson, Latoya	3/30/2026	\$26.68	ELOP Paraeducator- 2nd Grade	RES	Hire
Notterman, Mark	3/23/2026	-----	Assistant Coach-JV Baseball	RHECC	Resign
Campbell, Jordan	3/23/2026	2% \$1,155.54	Assistant Coach-JV Baseball	RHECC	Hire
Adams, Colby	3/23/2026	3% \$1,733.31	Varsity Assistant Coach-Track	RHECC	Hire
Notterman, Mark	9/1/2025	6% \$3,466.62	Varsity Assistant Coach-Girls Tennis	RHECC	Hire
Romero, Amelia	3/30/2026	\$19.26	ELOP Campus Safety Officer	RES	Hire
Viera, Gricelda	3/30/2026	\$27.37	ELOP Campus Safety Officer	RES	Hire
Picard, Christine	3/30/2026	\$20.03	ELOP Campus Safety Officer	RES	Hire
Klein, Tiffany	3/30/2026	\$17.81	ELOP Campus Safety Officer	RES	Hire
Perez, Natalie	3/30/2026	\$17.81	ELOP Campus Safety Officer	RES	Hire
Tabarez, Sadie	3/30/2026	\$17.81	ELOP Campus Safety Officer	RES	Hire
De la Torre, Miranda	3/30/2026	\$19.26	ELOP Campus Safety Officer	RES	Hire

<u>CLASSIFIED SUBSTITUTES EMPLOYMENT/RESIGNATIONS</u>		
<u>EMPLOYEE</u>	<u>DATE</u>	<u>STATUS</u>
Tabarez, Sadie	4/16/2026	Hire
Pina, Mariana	4/16/2026	Hire
Paramo, Getsemani	4/16/2026	Hire
Villanueva, Arturo	4/16/2026	Hire
Perez, Jazmyne	4/16/2026	Hire
Mendez, Jorge	4/16/2026	Hire
Martinez Mendez, Jessica	4/16/2026	Hire
Cole, Michael	4/16/2026	Hire
Lopez Faustino, Angelica	4/16/2026	Hire
Rosas Tochiuitl, Ashlee	4/16/2026	Hire

<u>CERTIFICATED/ADMINISTRATIVE EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Clason, Mark	6/30/2026	-----	Band Director	RHECC	Retire

XI. Personnel Items (Continued)

<u>CERTIFICATED/ADMINISTRATIVE EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Troncale, Leslie	6/30/2026	-----	Science Teacher	TMS	Retire
Lipari, Stephanie	6/30/2026	-----	Guidance Counselor	RHECC	Retire
Ramirez, Fabian	4/1/2026	C4/S1 \$15,096.47 (prorated)	Social Science Teacher	RHECC	Column Increase

<u>CERTIFICATED/ADMINISTRATIVE STIPEND/EXTRA DUTY EMPLOYMENT/RESIGNATIONS</u>					
<u>EMPLOYEE</u>	<u>DATE</u>	<u>SALARY</u>	<u>POSITION</u>	<u>SITE</u>	<u>STATUS</u>
Hopkins, Cristina	3/18/2026	-----	CCSPP Site Representative	TMS	Resign
Avila, Daniza	3/30/2026	\$396.63	ELOP Instructor-TK	RES	Hire
Liwag-Vigil, Sandra	3/30/2026	\$600.33	ELOP Instructor-1 st Grade	RES	Hire
Manzano, Tanya	3/30/2026	\$584.98	ELOP Instructor-2 nd Grade	RES	Hire
Ortiz, Aida	3/30/2026	\$615.67	ELOP Instructor-3 rd Grade	RES	Hire
Olmos, Melissa	3/30/2026	\$477.56	ELOP Instructor-4 th Grade	RES	Hire
Ramirez, Travis	3/30/2026	\$569.63	ELOP Instructor-5 th Grade	RES	Hire
Thomson, Pauline	3/30/2026	\$631.01	ELOP Instructor-Kindergarten	RES	Hire
Iguiron, Rina	3/30/2026	\$407.80	ELOP Instructor-6 th -8 th Grade	RES	Hire

<u>CERTIFICATED SUBSTITUTES EMPLOYMENT/RESIGNATIONS</u>		
<u>EMPLOYEE</u>	<u>DATE</u>	<u>STATUS</u>
Ferrufino, Claudia	4/16/2026	Hired

<u>VOLUNTEERS FOR 2025-2026 SCHOOL YEAR</u>			
Narcile Pina	Janet Castillo	Leslie Uribe Aguilar	Nicole Quan
Maria Sussman	Jessica Tracey	Jesus Castillo	Maria Castellanos
Debbie Cornejo	Jessica Vazquez	Leticia Moreno	Danielle Estrada
Peggy Garcia- Moreno	Vanessa Arellano	Analy Soriano Gonzalez	Samuel Soriano
Nicole Silverburg	Shontell Byers	Maritza Hernandez Negrete	Crystal Carrillo
Sunnie Kroessler	Zachary Wagner	Andrea Cabada	Nissa Vasquez

#365→B. Motion by Hepburn, seconded by Rendon to approve Annual Declaration of Need for Fully Qualified Educators for 2026-2027, 4 years, 1 absent (Wright).

#366→C. Motion by Hepburn, seconded by Vincelette to approve the Annual Statement of Need 30-day Substitute Teaching Permit, 4 years, 1 absent (Wright).

#367→XII. Motion by Finch, seconded by Hepburn to adjourn the meeting at 9:33 p.m., 4 years, 1 absent (Wright), student vote: aye.

Approved: _____
Barbara Gaines, Superintendent

Approved: _____
Justin Wright, Clerk of the Board

Date: 00/00/0000 - 99/99/9999

PO#: 260911 - 260944

PO #	Req #	Vendor Name	Tax ID #	PO Date	PO Description	Date Ent	Date Paid
LN	FD-RESC-Y-OBJT.SO-GOAL-FUNC-STE-T2-TY3-TYP4			AMOUNT	STATUS		AP
260911	000595/00	CALIFORNIA FENCING INC.		05/04/2026	Replace Damaged Fence - United	05/04/2026	Y
	1.	01-8150-0-5800.00-1110-8100-010-00-000-0000		10,560.00			
		TOTAL AMOUNT		10,560.00*			
260912	003365/00	COAST CONTRUCTION GROUP	205173328	05/04/2026	Repair -Parking Lot Lights RES	05/04/2026	Y
	1.	01-8150-0-5800.00-1110-8100-010-00-000-0000		3,075.00			
		TOTAL AMOUNT		3,075.00*			
260913	000094/00	NICK RAIL MUSIC	0000000000	05/04/2026	Instrument Repair TMS	05/04/2026	Y
	1.	01-0000-0-5600.04-1110-1000-040-72-216-0000		2,736.66			
		TOTAL AMOUNT		2,736.66*			
260914	001422/00	AMAZON.COM	0000000000	05/04/2026	Office Supplies Ed Serv.	05/04/2026	Y
	1.	01-0000-0-4300.00-0000-7200-003-00-000-0000		192.66			
		TOTAL AMOUNT		192.66*			
		TOTAL FOR 05/04/2026		16,564.32***			
260915	003231/00	AIRBORNE ATHLETICS INC	411750335	05/07/2026	Flipsled for Athletics RHECC	05/07/2026	Y
	1.	01-0000-0-4400.00-1110-1000-020-72-205-0000		8,522.68	F		
		TOTAL AMOUNT		8,522.68*			
		TOTAL FOR 05/07/2026		8,522.68***			
260916	001422/00	AMAZON.COM	0000000000	05/08/2026	Blocking Pads SpEd	05/08/2026	Y
	1.	01-9010-0-4300.00-0000-3140-005-56-000-0000		121.20			
		TOTAL AMOUNT		121.20*			
		TOTAL FOR 05/08/2026		121.20***			

PO #	Req #	Ven #/Addr	Vendor Name	Tax ID #	PO Date	PO Description	Date Ent	Date Paid	AP
LN	FD-RESC-Y-OBJT	SO-GOAL-FUNC	STE-T2-TY3-TYP4	AMOUNT	STATUS				
260917	003410/00	EXPERIENCE AVL LLC	273289742	05/12/2026	Boardroom AV 5.0		05/12/2026		Y
260917	1. 01-1100-0-4300.00-0000-7100-000-000-0000			7,713.25					
	003410/00	EXPERIENCE AVL LLC	273289742	05/12/2026	Boardroom AV 5.0		05/12/2026		Y
	2. 01-1100-0-4400.00-0000-7100-000-000-0000			28,974.15					
	3. 01-1100-0-5800.00-0000-7100-000-000-0000			16,982.25					
	TOTAL AMOUNT			53,669.65*					
260918	001422/00	AMAZON.COM	000000000	05/12/2026	Kinder Certs RES		05/12/2026		Y
	1. 01-1100-0-4300.00-1110-1000-050-00-000-0000			43.26					
	TOTAL AMOUNT			43.26*					
260919	001422/00	AMAZON.COM	000000000	05/12/2026	Ribbon for ID Printer		05/12/2026		Y
	1. 01-0000-0-4300.00-0000-7200-002-00-000-0000			108.21					
	TOTAL AMOUNT			108.21*					
260920	003262/00	TEACHING STRATEGIES LLC	371660007	05/12/2026	Assessment Program TK		05/12/2026		Y
	1. 01-0000-0-4100.00-1110-1000-003-72-103-0000			12,834.69					
	TOTAL AMOUNT			12,834.69*					
260921	001458/00	TEACHER CREATED MATERIALS	05/12/2026	Curriculum ASP / Summer WES		05/12/2026			Y
	1. 01-2600-0-4300.00-1110-4900-030-00-109-0000			7,211.97					
	TOTAL AMOUNT			7,211.97*					
260922	000685/00	Western Association of Schoo	05/12/2026	WASC Flag & Banner RHECC		05/12/2026			Y
	1. 01-1100-0-4300.00-1110-1000-020-00-000-0000			298.00					
	TOTAL AMOUNT			298.00*					
260923	001422/00	AMAZON.COM	000000000	05/12/2026	Bookcase for MHT		05/12/2026		Y
	1. 01-9010-0-4300.00-0000-3140-005-56-000-0000			173.19					
	TOTAL AMOUNT			173.19*					

PO #	Req #	Ven #/Addr	Vendor Name	Tax ID #	PO Date	PO Description	Date Ent	Date Paid	AP
LN	FD-RESC-Y-OBJT	SO-GOAL-FUNC-STE-T2-TYP3	TYP4	AMOUNT	STATUS				
260924	001422/00	AMAZON.COM	000000000	05/12/2026	Materials 3rd Gr Sci	WES	05/12/2026		Y
	1.	01-0000-0-4300.00-1110-1000-030-72-127-0000		89.24					
		TOTAL AMOUNT		89.24*					
260925	001422/00	AMAZON.COM	000000000	05/12/2026	Pop Up Canopy for Shade	WES	05/12/2026		Y
	1.	01-1100-0-4300.00-1110-1000-030-00-000-0000		584.51					
		TOTAL AMOUNT		584.51*					
260926	001422/00	AMAZON.COM	000000000	05/12/2026	Room Designation Plates	RES	05/12/2026		Y
	1.	01-6762-0-4300.00-1110-1000-050-00-000-0000		87.65					
		TOTAL AMOUNT		87.65*					
		TOTAL FOR 05/12/2026		75,100.37***					
260927	003726/00	THE MUSIC HOUSE	330551704	05/13/2026	Instruments Elementary Music		05/13/2026		Y
	1.	01-2600-0-4300.00-1110-4900-030-00-000-0000		7,266.29					
		TOTAL AMOUNT		7,266.29*					
260928	001458/00	TEACHER CREATED MATERIALS	05/13/2026	Curriculum ASP / Summer	RES		05/13/2026		Y
	1.	01-2600-0-4300.00-1110-4900-050-00-109-0000		8,513.94					
		TOTAL AMOUNT		8,513.94*					
260929	001422/00	AMAZON.COM	000000000	05/13/2026	Office & Grad Supplies	REHS	05/13/2026		Y
	1.	01-1100-0-4300.00-3200-1000-095-00-000-0000		679.52					
		TOTAL AMOUNT		679.52*					
260930	001422/00	AMAZON.COM	000000000	05/13/2026	AVID Supplies	ALIS	05/13/2026		Y
	1.	01-1100-0-4300.00-3300-1000-090-00-000-0000		512.88					
		TOTAL AMOUNT		512.88*					

PO #	Req #	Ven #/Addr	Vendor Name	Tax ID #	PO Date	PO Description	Date Ent	Date Paid	AP
	LN	FD-RESC-Y-OBJT	SO-GOAL-FUNC-STE-T2-TY3-TYP4		AMOUNT	STATUS			

260931		001422/00	AMAZON.COM	000000000	05/13/2026	Office Supplies Ed Serv.	05/13/2026		Y
	1.	01-0000-0-4300.00-0000-7200-003-00-000-0000			75.13				
		TOTAL AMOUNT			75.13*				

TOTAL FOR 05/13/2026 17,047.76***

260932		000276/02	COSTCO	05/14/2026	Items for Food Pantry		05/14/2026		Y
	1.	01-0000-0-4300.00-8100-5900-003-00-000-6332			2,500.00				
		TOTAL AMOUNT			2,500.00*				

260933		001422/00	AMAZON.COM	000000000	05/14/2026	Summer Supplies WES ELOP 4th	05/14/2026		Y
	1.	01-2600-0-4300.00-1110-4900-030-00-109-0000			299.76				
		TOTAL AMOUNT			299.76*				

260934		001422/00	AMAZON.COM	000000000	05/14/2026	Books for ELOP WES	05/14/2026		Y
	1.	01-2600-0-4300.00-1110-4900-030-00-109-0000			539.89				
		TOTAL AMOUNT			539.89*				

260935		001422/00	AMAZON.COM	000000000	05/14/2026	Supplies ELOP TMS	05/14/2026		Y
	1.	01-2600-0-4300.00-1110-4900-040-00-109-0000			385.87				
		TOTAL AMOUNT			385.87*				

260936		001422/00	AMAZON.COM	000000000	05/14/2026	Supplies ELOP TMS	05/14/2026		Y
	1.	01-2600-0-4300.00-1110-4900-040-00-109-0000			398.62				
		TOTAL AMOUNT			398.62*				

260937		001422/00	AMAZON.COM	000000000	05/14/2026	Supplies ELOP TMS	05/14/2026		Y
	1.	01-2600-0-4300.00-1110-4900-040-00-109-0000			402.10				
		TOTAL AMOUNT			402.10*				

Date: 00/00/0000 - 99/99/9999
PO#: 260911 - 260944

PO #	Req #	Ven #/Addr	Vendor Name	Tax ID #	PO Date	PO Description	Date Ent	Date Paid	AP
	LN	FD-RESC-Y-OBJT	SO-GOAL-FUNC-STE-T2-TY3-TYP4		AMOUNT	STATUS			
260938		001422/00	AMAZON.COM	000000000	05/14/2026	Supplies ELOP TMS	05/14/2026		Y
	1.	01-2600-0-4300.00-1110-4900-040-00-109-0000			377.57				
		TOTAL AMOUNT			377.57*				
260939		001422/00	AMAZON.COM	000000000	05/14/2026	Summer Supplies RES ELOP 1st	05/14/2026		Y
	1.	01-2600-0-4300.00-1110-4900-050-00-109-0000			511.22				
		TOTAL AMOUNT			511.22*				
260940		001422/00	AMAZON.COM	000000000	05/14/2026	Summer Supplies RES ELOP TK	05/14/2026		Y
	1.	01-2600-0-4300.00-1110-4900-050-00-109-0000			318.65				
		TOTAL AMOUNT			318.65*				
260941		001422/00	AMAZON.COM	000000000	05/14/2026	Summer Supplies RES ELOP Kinde	05/14/2026		Y
	1.	01-2600-0-4300.00-1110-4900-050-00-109-0000			422.80				
		TOTAL AMOUNT			422.80*				
260942		001422/00	AMAZON.COM	000000000	05/14/2026	Summer Supplies RES ELOP 5th	05/14/2026		Y
	1.	01-2600-0-4300.00-1110-4900-050-00-109-0000			431.22				
		TOTAL AMOUNT			431.22*				
260943		001422/00	AMAZON.COM	000000000	05/14/2026	Summer Supplies RES ELOP 3rd	05/14/2026		Y
	1.	01-2600-0-4300.00-1110-4900-050-00-109-0000			417.43				
		TOTAL AMOUNT			417.43*				
260944		003304/00	LTJ HEATING & AIR		05/14/2026	(1) BARD Unit RHECC Rm. 704	05/14/2026		Y
	1.	01-6762-0-6400.00-0000-8500-010-00-000-0000			21,500.00				
		TOTAL AMOUNT			21,500.00*				
		TOTAL FOR 05/14/2026			28,505.13***				

GRAND TOTAL

145,861.46*****

Pay Voucher Transactions
 Date: 00/00/0000 - 99/99/9999
 PV#: 261122 - 261185

PV NO	Vendor/Addr	Name	LN	FD-RESC-Y-OBJT	SO-GOAL-FUNC-STE-T2-TY3-TYP4	Tax ID	Inv Date	Entered	UT-Obj	Paid	Batch	Description
261122	003720/00	COMP. ASSESSMENT SERVICES				883589679	5/05/2026	5/05/2026	5/11/2026	41	SCIA IEE for Student	
		1. 01-6500-0-5800.00-5770-1120-005-00-000-0000					4,000.00	N				
		Inv. 431										
261123	000147/00	WES WARD				000000000	5/05/2026	5/05/2026	5/11/2026	41	Medicare Prem. May-July 20	
		1. 01-0000-0-3701.00-0000-7200-000-00-000-0000					608.70	N				
		Medicare Prem. May-July 2026										
261124	000545/00	JORONCO RENTALS				000000000	4/23/2026	5/05/2026	5/11/2026	41	Valedictorian Reception	
		1. 01-1100-0-5600.00-1110-1000-020-00-000-0000					987.40	N				
		Inv. 22891										
261125	003721/00	RESIDENCE INN DOWNTOWN					5/05/2026	5/05/2026	5/11/2026	41	Hotel- Community Schools C	
		1. 01-6332-0-5200.00-8100-5900-003-00-000-0000					10,006.50	N				
		SKUSD 5/26/26-5/29/26										
		Total for 05/05/2026					15,602.60	***				0.00 ***
261126	000554/00	A-Z BUS SALES				000000000	3/05/2026	5/06/2026	5/11/2026	41	Bus Repairs Accident 1/13/	
		1. 01-0000-0-5800.00-1110-3600-070-72-209-0000					12,893.05	N				
		SOCOL57503										
261127	001291/00	HOME DEPOT PRO				000000000	5/06/2026	5/06/2026	5/11/2026	41	Supplies Deisgn Build Comp	
		1. 01-0000-0-4300.00-1110-1000-020-72-105-0000					54.11	N				
		Inv. 882768226										
		2. 01-0000-0-4300.00-1110-1000-020-72-105-0000					125.77	N				
		Inv. 882777728										
		3. 01-0000-0-4300.00-1110-1000-020-72-105-0000					49.69	N				
		Inv. 882787014										
		4. 01-0000-0-4300.00-1110-1000-020-72-105-0000					57.11	N				
		Inv. 882792803										
		Total amount				286.68	*		0.00	*		
		Total for 05/06/2026					13,179.73	***				0.00 ***

PV NO	Vendor/Addr	Name	IN	FD-RESC-Y-OBJT	SO-GOAL-FUNC	Tax ID	Inv Date	Entered	UT	UT-Obj	Batch	Description
							PV amount	UT	UT-Obj	UT-Rate		UT-Amount
261128	000533/00	AMERICAN EXPRESS					5/07/2026	5/07/2026	5/11/2026	41	Truck Rental Deisgn Build	
		1. 01-0000-0-5600.00-1110-1000-020-72-105-0000					1,619.53	N				N
		Truck Rental Design Build CTE										
261129	000533/01	AMERICAN EXPRESS					5/07/2026	5/07/2026	5/11/2026	41	Amex 52001	
		1. 01-0000-0-4300.00-0000-7100-000-000-0000					350.11	N				N
		Supplies - Supt./Board										
261130	001338/00	ANDREA JONES					5/07/2026	5/07/2026	5/12/2026	42	Reimb - Grad Cords	
		1. 01-0000-0-4300.00-1110-1000-020-00-000-0000					109.11	N				N
		Reimb - Grad Cords										
261131	002763/00	APRIL AMAYA					5/07/2026	5/07/2026	5/12/2026	42	Mileage - April	
		1. 01-6500-0-5200.00-5770-1120-005-00-000-0000					14.14	N				N
		Mileage - April										
261132	003314/00	BEAU BRANDENBURG					5/07/2026	5/07/2026	5/12/2026	42	Mileage - CCSS	
		1. 01-4035-0-5200.00-1110-1000-020-00-000-0000					162.40	N				N
		Mileage - CCSS										
261133	003482/00	BRENDA GRIFFIN					5/07/2026	5/07/2026	5/12/2026	42	25-26 Shoe Reimb	
		1. 01-0000-0-4300.00-1110-3600-070-72-209-0000					125.00	N				N
		25-26 Shoe Reimb										
261134	002200/00	EDWARD SHEVLIN					5/07/2026	5/07/2026	5/12/2026	42	Mileage - Comty Sch CoP	
		1. 01-6332-0-5200.00-1110-1000-030-00-000-0000					220.26	N				N
		Mileage - Comty Sch CoP										
261135	003453/00	ETHAN PERKINS					5/07/2026	5/07/2026	5/12/2026	42	Mileage - Comty Sch CoP	
		1. 01-6332-0-5200.00-1110-1000-020-00-000-0000					102.23	N				N
		Mileage - Comty Sch CoP										
261136	003723/00	CARLOS RIVAS					5/07/2026	5/07/2026	5/12/2026	42	Reimb - College Fees	

Pay Voucher Transactions
Date: 00/00/0000 - 99/99/9999
PV#: 261122 - 261185

PV NO	Vendor/Addr	Name	IN	FD-RESC-Y-OBJT.S0-GOAL-FUNC-STE-T2-TY3-TYP4	Tax ID	Inv Date	Entered	UT	UT-Obj	Paid	Batch	Description
							PV amount	UT		UT-Rate		UT-Amount
261136	(CONTINUED)											
		1. 01-7339-0-5800.00-1110-1000-020-00-000-0000					249.00	N				N
		Reimb - College Fees										
261137	003724/00	CYNTHIA CAMPOS				5/07/2026	5/07/2026	5/07/2026	5/12/2026	42		Reimb - College Fees
		1. 01-7339-0-5800.00-1110-1000-020-00-000-0000					39.00	N				N
		Reimb - College Fees										
261138	003334/00	GURPREET HUNDAL				5/07/2026	5/07/2026	5/07/2026	5/12/2026	42		Mileage - April
		1. 01-6500-0-5200.00-5770-1120-005-00-000-0000					51.12	N				N
		Mileage - April										
261139	003554/00	JAIIME BAIRD				5/07/2026	5/07/2026	5/07/2026	5/12/2026	42		25-26 Shoe Reimb
		1. 01-8150-0-4300.00-1110-8100-010-00-000-0000					71.52	N				N
		25-26 Shoe Reimb										
261140	003167/00	JAVIER ROBLES				5/07/2026	5/07/2026	5/07/2026	5/12/2026	42		25-26 Shoe Reimb
		1. 01-8150-0-4300.00-1110-8100-010-00-000-0000					125.00	N				N
		25-26 Shoe Reimb										
261141	003573/00	JESSICA NELSON				5/07/2026	5/07/2026	5/07/2026	5/12/2026	42		25-26 Shoe Reimb
		1. 01-0000-0-4300.00-1110-3600-070-72-209-0000					125.00	N				N
		25-26 Shoe Reimb										
261142	001327/00	JENNIFER KURFESS			000000000	5/07/2026	5/07/2026	5/07/2026	5/12/2026	42		Travel - CCEA Conf
		1. 01-3182-0-5200.00-3200-1000-095-00-000-0000					230.00	N				N
		Travel - CCEA Conf										
261143	003103/00	JUSTIN BRADLEY				5/07/2026	5/07/2026	5/07/2026	5/12/2026	42		Reimb - College Fees
		1. 01-7339-0-5800.00-1110-1000-020-00-000-0000					49.00	N				N
		Reimb - College Fees										
Total for 05/07/2026							3,642.42	***				0.00 ***

PV NO	Vendor/Addr	Name	IN	FD-RESC-Y-OBJT	SO-GOAL-FUNC-STE-T2-TY3-TYP4	Tax ID	Inv Date	Entered	UT	UT-Obj	Batch	Description
261144	001590/00	KRISTINA HILLMAN					5/08/2026	5/08/2026	5/12/2026	42	Travel - CCEA	
		1. 01-3182-0-5200.00-3200-1000-095-00-000-0000					331.62	N				
		Travel - CCEA										
261145	003277/00	LARRY MENDEZ					5/08/2026	5/08/2026	5/12/2026	42	Mileage - Oral Lang	
		1. 01-0000-0-5200.00-0000-7200-003-00-000-0000					116.00	N				
		Mileage - Oral Lang										
261146	003277/00	LARRY MENDEZ					5/08/2026	5/08/2026	5/12/2026	42	Travel - CCEE	
		1. 01-0000-0-5200.00-0000-7200-003-00-000-0000					799.99	N				
		Travel - CCEE										
261147	003277/00	LARRY MENDEZ					5/08/2026	5/08/2026	5/12/2026	42	Reimb - PBIS/Oral Lang Fes	
		1. 01-0000-0-4300.00-0000-7200-002-00-000-0000					60.00	N				
		Reimb - PBIS/Oral Lang Fest										
261148	000505/00	LETICIA WATTS					5/08/2026	5/08/2026	5/12/2026	42	Reimb - Signs	
		1. 01-0000-0-4300.00-1110-1000-040-00-000-0000					90.90	N				
		Reimb - Signs										
261149	002896/00	MARI ROTH				000000000	5/08/2026	5/08/2026	5/12/2026	42	Reimb - Livestock shows	
		1. 01-0000-0-5200.00-1110-1000-020-72-105-0000					207.00	N				
		Reimb - Livestock shows										
261150	003201/00	MEGAN RODRIGUEZ					5/08/2026	5/08/2026	5/12/2026	42	Travel - CCEA	
		1. 01-3182-0-5200.00-3200-1000-095-00-000-0000					451.49	N				
		Travel - CCEA										
261151	003201/00	MEGAN RODRIGUEZ					5/08/2026	5/08/2026	5/12/2026	42	Travel - LRP	
		1. 01-9010-0-5200.00-5001-3120-005-56-000-0000					474.21	N				
		Travel - LRP										
261152	003459/00	PATRICIA MONCIBAIS					5/08/2026	5/08/2026	5/12/2026	42	Mileage - Read is Fund	

Pay Voucher Transactions
 Date: 00/00/0000 - 99/99/9999
 PV#: 261122 - 261185

PV NO	Vendor/Addr	Name	LN	FD-RESC-Y-OBJT.S0-GOAL-FUNC-STE-T2-TY3-TYP4	Tax ID	Inv Date	Entered	UT	UT-Obj	Batch	Description
261152	(CONTINUED)										
		1. 01-3010-0-5200.00-1110-1000-050-00-000-0000				165.30	N				N
		Mileage - Read is Fund									
261153	002532/00	PAUL EISENZIMMER				5/08/2026	5/08/2026	5/12/2026	42	Travel - Design Build Hunt	
		1. 01-0000-0-5200.00-1110-1000-020-72-105-0000				210.00	N				N
		Travel - Design Build Hunt									
261154	002532/00	PAUL EISENZIMMER				5/08/2026	5/08/2026	5/12/2026	42	Reimb - Design Build Hunt	
		1. 01-0000-0-4300.00-1110-1000-020-72-105-0000				1,282.68	N				N
		Reimb - Design Build Hunt									
261155	003132/00	RACHEL STEVENSON				5/08/2026	5/08/2026	5/12/2026	42	Mileage - Nov - March	
		1. 01-6500-0-5200.00-5770-1120-005-00-000-0000				72.27	N				N
		Mileage - Nov - March									
261156	001165/00	REBECCA MILLER				5/08/2026	5/08/2026	5/12/2026	42	Mileage - Comty Sch COP Ap	
		1. 01-6332-0-5200.00-8100-5900-050-00-000-0000				78.30	N				N
		Mileage - Comty Sch COP April									
261157	002426/00	ROBERT IRVING				5/08/2026	5/08/2026	5/12/2026	42	Reimb - Postage	
		1. 01-0000-0-5600.00-0000-7200-001-00-000-0000				21.54	N				N
		Reimb - Postage									
261158	003082/00	ROBYN CALZADA				5/08/2026	5/08/2026	5/12/2026	42	Travel - CCEA	
		1. 01-3182-0-5200.00-3200-1000-095-00-000-0000				368.09	N				N
		Travel - CCEA									
261159	003082/00	ROBYN CALZADA				5/08/2026	5/08/2026	5/12/2026	42	Reimb - PBIS	
		1. 01-0000-0-4300.00-3200-1000-095-72-201-0000				82.87	N				N
		Reimb - PBIS									
261160	001593/00	RUTH K. SAUCEDO				5/08/2026	5/08/2026	5/12/2026	42	Mileage - April	

Pay Voucher Transactions
Date: 00/00/0000 - 99/99/9999
PV#: 261122 - 261185

PV NO	Vendor/Addr	Name	LN	FD-RESC-Y-OBJT	SO-GOAL-FUNC-STE-T2-TY3-TYP4	Tax ID	Inv Date	Entered	UT	UT-Obj	Batch	UT-Rate	Description
								amount	UT				UT-Amount
261168	002556/00	VELDA KIRK					5/08/2026	5/08/2026	5/12/2026	42			Reimb - Sp Olympics
		1. 01-9010-0-4300.00-0000-3140-005-56-000-0000						68.12	N				N
		Reimb - Sp Olympics											
261169	002556/00	VELDA KIRK					5/08/2026	5/08/2026	5/12/2026	42			Travel - LRP
		1. 01-9010-0-5200.00-5001-3120-005-56-000-0000						645.71	N				N
		Travel - LRP											
261170	003725/00	YARI CASTRO					5/08/2026	5/08/2026	5/12/2026	42			Reimb - College Textbooks
		1. 01-0000-0-4300.00-1110-1000-020-72-111-0000						70.00	N				N
		Reimb - College Textbooks											
261171	003722/00	GRICELDA CASILLAS ROSAS					5/08/2026	5/08/2026	5/12/2026	42			25-26 Shoe Reimb
		1. 13-5310-0-4300.00-0000-3700-000-000-0000						120.00	N				N
		25-26 Shoe Reimb											
261172	003178/00	LAURA CABRERA					5/08/2026	5/08/2026	5/12/2026	42			25-26 Shoe Reimb
		1. 13-5310-0-4300.00-0000-3700-000-000-0000						113.48	N				N
		25-26 Shoe Reimb											
261173	003688/00	SVETLANA EPSHTEYN					5/08/2026	5/08/2026	5/12/2026	42			Reimb - Supplies
		1. 25-9010-0-4300.00-0000-7200-050-00-000-0000						155.55	N				N
		Reimb - Supplies											
261174	000189/00	ALICIA CAMBALIZA					5/08/2026	5/08/2026	5/12/2026	42			Travel - LRP
		1. 01-9010-0-5200.00-5001-3120-005-56-000-0000						575.04	N				N
		Travel - LRP											
261175	002119/00	TANIA LONG					5/08/2026	5/08/2026	5/12/2026	42			Travel - CCSPP
		1. 01-6332-0-5200.00-8100-5900-050-00-000-0000						106.72	N				N
		Travel - CCSPP											
261176	000533/00	AMERICAN EXPRESS					5/08/2026	5/08/2026					Amex 21004

Pay Voucher Transactions
 Date: 00/00/0000 - 99/99/9999
 PV#: 261122 - 261185

PV NO	Vendor/Addr	Name	LN	FD-RESC-Y-OBJT.S0-GOAL-FUNC-STEP-T2-TY3-TYP4	Tax ID	Inv Date	Entered	UT	UT-Obj	Batch	Description
						PV amount	UT	UT-Obj	UT-Rate	UT-Amount	
261176	(CONTINUED)										
		1. 01-0000-0-5800.00-0000-7100-000-000-0000				522.01	N				N
		Expulsions & Negotiations									
		2. 01-0000-0-5800.00-1110-1000-050-72-212-0000				1,390.00	N				N
		4th Grade Achiever Trip RES									
		3. 01-0000-0-5800.00-1110-1000-030-72-212-0000				1,175.00	N				N
		3rd Grade Achiever Trip WES									
		4. 01-0000-0-5800.00-1110-1000-020-72-211-0000				252.50	N				N
		Hotel Bus Driver Cadets Trip									
		5. 01-0000-0-4300.00-0000-7200-002-00-000-0000				1,274.00	N				N
		Retirement Clocks									
		6. 01-0000-0-5200.00-1110-1000-020-72-105-0000				2,986.99	N				N
		Hotel Design Build Comp.									
		7. 01-0000-0-5800.00-0000-7200-002-00-000-0000				169.00	N				N
		Online Course									
		8. 01-3182-0-5200.00-3200-1000-095-00-000-0000				2,268.36	N				N
		Hotel CCEA Conf.									
		9. 01-0000-0-5800.00-1110-1000-003-72-125-0000				599.08	N				N
		PD & Math Textbook Pilot									
		10. 01-6332-0-5200.00-8100-5900-003-00-000-0000				885.00	N				N
		Reg. Comm. Schools Conf.									
		Total amount			11,521.94 *				0.00 *		
261177	000206/00	FLEWELLING & MOODY			000000000	4/30/2026	5/08/2026			43	Prof. Serv. RES Pre-K/TK
		1. 01-2600-0-5800.00-0000-8500-050-00-000-0000				2,064.56	N				N
		Inv. 50366 RES Pre-K/TK									
261178	002316/00	MEDALLION CONTRACTING INC			000000000	5/08/2026	5/08/2026			43	Pay App. 11 WES PKTK Base
		1. 35-0000-0-5800.00-0000-8500-030-00-000-9303				69,101.73	N				N
		Pay App. 11 SKUSD-WES-PK-TK									
261179	002316/00	MEDALLION CONTRACTING INC			000000000	5/08/2026	5/08/2026			43	Pay App. 11 WES PKTK Alt.
		1. 21-0000-0-5800.00-0000-8500-030-00-000-0000				414,190.50	N				N
		Pay App. 11 SKUSD-WES-PKTK									
		Total for 05/08/2026				505,181.95 ***					0.00 ***
261180	002877/00	HPLE INC				5/14/2026	5/14/2026			43	Proj. Mgmt. RHECC CTE Bldg
		1. 21-0000-0-5800.00-0000-8500-020-00-000-0000				3,157.41	N				N

PV NO	Vendor/Addr	Name	LN	FD-RESC-Y-OBJT.S0-GOAL-FUNC-STE-T2-TY3-TYP4	Tax ID	Inv Date	Inv amount	UT	UT-Obj	Paid	Batch	Description
261181	002877/00	HPLE INC				5/06/2026	5/14/2026		43	Proj. Mgmt. WES Pre-K/TK		
		1. 35-9010-0-5800.00-0000-8500-030-00-000-0000				95,449.10	N					
		Inv. SKUSD-WPP&TK-19										
261182	000717/00	JENNIFER JUDD			0000000000	5/14/2026	5/14/2026		43	Medicare Prem. June 2026		
		1. 01-0000-0-3701.00-0000-7200-000-00-000-0000				202.90	N					
		Medicare Prem. June 2026										
261183	003219/00	MIKE ESCALANTE				5/14/2026	5/14/2026		43	Medicare Prem. March-June		
		1. 01-0000-0-3701.00-0000-7200-000-00-000-0000				1,460.80	N					
		Medicare Prem. March-June 2026										
261184	003182/00	INDU LAW GROUP PC			811210404	4/08/2026	5/14/2026		43	H-1B Extension		
		1. 01-0000-0-5800.00-0000-7200-002-00-000-0000				1,650.00	N					
		Inv. ILG6118										
261185	001525/00	PROACTIVE			721530703	5/05/2026	5/14/2026		43	DOT Physical		
		1. 01-0000-0-5800.00-1110-1000-020-72-205-0000				100.00	N					
		Inv. 051938										
Total for 05/14/2026							102,020.21	***				0.00 ***
Grand total							639,626.91	*****				0.00 *****



Southern Kern Unified School District

2601 Rosamond Blvd.
Rosamond, CA 93560

Donation

Site	Date Received	Board Date
Southern Kern Unified School District	4/20/2026	5/20/2026
Donation	Effective Dates	Final Contract to Superintendent's Secretary By:
Willow Springs Raceway	From Until	
		5/14/2026

Description
This donation of \$2,500 is to be used to purchase food items to stock the SKUSD Community Food Pantry.

	Automatic Renewal
Payment Terms:	Termination Clause
	N/A
	Budgeted Item
	N/A

Fixed/Startup Costs	N/A	Total Cost (not to exceed)	N/A
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Budget String/Comments
Business Services

Overview

- ☐ Agreement is for more than one School Fiscal Year
- ☐ Clearly States Fees and Hourly Rates
- ☐ Allows Early Termination
- ☐ Mutual Indemnity Clause
- ☐ Governed in Accordance with Laws of California and Department of Education
- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

☒ Initial Review Complete	Signature	Date
	Robert Irving	5/14/2026

☐ Purchase Order Prepared	Signature	Date

☒ Ready for Board Agenda	Signature	Date
	Camie Davies	5/14/2026



AvidXchange, Inc
PO Box 36695
Charlotte, NC 28236
704-808-7891

NO. 8505206271

+ 0000537700 0020278 2100000388321418 NN NN NN



Southern Kern Unified School D
2601 W Rosamond Blvd
Rosamond CA 93560-6434

AvidXchange, Inc
Please post payment for:
Willow Springs Owner, LLC
Willow Springs Raceway
Payment ID: 1380
Payment delivered by AvidPay Bill Payment



FOOD Pantry

DATE: 04/14/2026

VENDOR NAME: Southern Kern Unified School D VENDOR NO: SKUSD

INVOICE NO	INVOICE DATE	DESCRIPTION	GROSS	DISCOUNT	NET
None-041026	04/10/2026	SKUSD	2,500.00	0.00	2,500.00
01-0000-0-8699.00 → 6332					

TOTALS: 2,500.00

ORIGINAL CHECK HAS A COLORED BACKGROUND WITH A MICRO PRINTED WARNING BAND

AvidXchange, Inc
Please post payment for:
Willow Springs Owner, LLC
Willow Springs Raceway
Payment ID: 1380
Payment delivered by AvidPay Bill Payment

AvidXchange, Inc
PO Box 36695
Charlotte, NC 28236

CHECK NO. 8505206271

KeyBank National Association
6-103/410

VOID AFTER 90 DAYS

DATE	AMOUNT
04/14/2026	\$ 2,500.00

MEMO Please review check stub for payment

PAY Two thousand five hundred dollars and 0/100 cents

TO THE ORDER OF Southern Kern Unified School D
2601 W Rosamond Blvd
Rosamond CA 93560-6434

Cameron P White

AUTHORIZED SIGNATURE

EXPLANATION OF ADDITIONAL SECURITY FEATURES INDICATED ON REVERSE SIDE



Southern Kern Unified School District

2601 Rosamond Blvd.
Rosamond, CA 93560

Agreement/Contract Coversheet

Vendor/Contractor Name	Date Contract Received	Board Date
Blazer Works	5/11/2026	5/20/2026
Contract Title/Name	Contract Effective Dates	Final Contract to Superintendent's Secretary By: 5/14/2026
Client Assignment Confirmation	From 8/10/2026	
	Until 6/4/2027	
Description of Agreement		
The attached Client Assignment Confirmation allows For Blazer Works to place Douglas Thomas at SKUSD as an onsite Speech Language Pathologist.		
Renewal Clause		Automatic Renewal
		No
Payment Terms:	Termination Clause	Budgeted Item
Net 30	N/A	Yes
Fixed/Startup Costs	N/A	Total Cost (NTE) Per Year
		\$160,000.00
Budget String/Comments		
Business Services		

Overview

- ☐ Agreement is for more than one School Fiscal Year
- ☒ Clearly States Fees and Hourly Rates
- ☐ Allows Early Termination
- ☐ Mutual Indemnity Clause
- ☒ Governed in Accordance with Laws of California and Department of Education
- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

☒ Initial Review Complete	Signature Robert Irving	Date 5/14/2026
---	-----------------------------------	--------------------------

☐ Purchase Order Prepared	Signature	Date

☒ Ready for Board Agenda	Signature Camie Davies	Date 5/14/2026
--	----------------------------------	--------------------------

Client Assignment Confirmation



This Client Assignment Confirmation is entered into and executed as of the signature date below and supplements the Client Services Agreement between the Client and BlazerWorks LLC ("Blazerworks" or "the Company"). Client will pay BlazerWorks for hours worked by Consultant on the following terms:

Assignment Details

BlazerWorks Consultant: Douglas Thomas

School District Name (Client): Southern Kern Unified School District

Start Date: 08/10/2026 End Date: 06/04/2027

Start and End dates are subject to change based on the credentialing and licensure process as well as adjustment in the school district's calendar.

Position: Onsite SLP

Bill Rate per hour: \$117.00 Minimum Hours per week: 37.5

Overtime Rate per hour: 1.5 times Bill Rate

Billing Workweek: Monday – Friday

Miscellaneous:

The Consultant working this assignment is subject to the California Meal and Rest Break Period Laws. Client shall adhere to and enforce the state-mandated meal and rest breaks as defined within California's Wage and Hour Laws.

Account Manager Information: Bryanna Villalpando
Bryanna.Villalpando@blazerworks.com
678-538-6780

By: 173231 - Southern Kern USD

Print Name: _____

Title: _____

Date: _____

**Terms and conditions outlined in this Client Assignment Confirmation will be considered agreed upon by all parties unless BlazerWorks is notified of changes by Client within forty-eight (48) hours of client's receipt of this Client Assignment Confirmation.*

Addendum A



Southern Kern Unified School District

2601 Rosamond Blvd.
Rosamond, CA 93560

Agreement/Contract Coversheet

Vendor/Contractor Name	Date Contract Received	Board Date
Blazer Works	5/11/2026	5/20/2026

Contract Title/Name	Contract Effective Dates	Final Contract to Superintendent's Secretary By:
Addendum A - Terms of Teleservices Assignment Equipment Provided	From 8/10/2026	
	Until 6/4/2027	
		5/14/2026

Description of Agreement
The attached Addendum A allows For Blazer Works to place Kerry Sanford at SKUSD as a Tele- Speech Language Pathologist.

Renewal Clause	Automatic Renewal
	No
Payment Terms: Net 30	Budgeted Item
Termination Clause N/A	Yes

Fixed/Startup Costs	N/A	Total Cost (NTE) Per Year	\$170,000.00
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Budget String/Comments
Business Services

- ☐ Overview
- ☐ Agreement is for more than one School Fiscal Year
- ☒ Clearly States Fees and Hourly Rates
- ☐ Allows Early Termination
- ☐ Mutual Indemnity Clause
- ☒ Governed in Accordance with Laws of California and Department of Education
- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

☒ Initial Review Complete	Signature	Date
	Robert Irving	5/14/2026

☐ Purchase Order Prepared	Signature	Date

☒ Ready for Board Agenda	Signature	Date
	Camie Davies	5/14/2026



ADDENDUM A Terms of Teleservices Assignment Equipment Provided

This Terms of Teleservices Assignment is subject to the terms and conditions of that certain Client Services Agreement between the parties outlined below.

Assignment Details

BlazerWorks, LLC ("BlazerWorks" or the "Company") will contract with VocoVision for the provisions of telepractice services to Client. Client will pay BlazerWorks for the hours worked by Contracted Telepractitioner under the following terms:

Contracted Telepractitioner:	Kerry Sanford		
Client:	Southern Kern Unified School District		
Assignment Start Date:	08/10/2026	Assignment End Date:	06/04/2027
Position:	Tele - SLP		
Hours per Week:	37.50		
Bill Rate per Hour	\$124.80	<i>Bill Rate is all-inclusive^(a)</i>	
Technology Fee:	\$0.00		

One VocoVision station per full time position at no cost. Additional stations can be provided with a \$1,000 per unit refundable deposit and \$200 per unit nonrefundable configuration and shipping charge. Deposit will be refunded to the school district upon return of the station(s) in working condition within fifteen (15) days of the assignment being completed.

Miscellaneous: NA

- a) Sales tax will be added to professional fees if required by state law and client is not a tax-exempt entity.
- b) Client agrees to approve Contracted Telepractitioner's weekly log of service. Logs will be submitted on a weekly basis by Contracted Telepractitioner for Client's review and approval. Should Contracted Telepractitioner fail to submit paperwork or weekly log to show proof of completed work, Client agrees to notify BlazerWorks in writing within three (3) business days of alleged failure. Client's failure to notify BlazerWorks in writing within the three (3) day period shall negate any Client invoicing dispute.
- c) Client acknowledges Additional Terms and Conditions as applicable to teletherapy services and the provision thereof.
- d) Client acknowledges that Contracted Telepractitioner will be providing and using their own equipment in performance of duties.

By: 173231 - Southern Kern USD

Print Name: _____

Title: _____

Date: _____



Additional Terms and Conditions VocoVision Equipment Policies

Teleservices Provisions:

1. **Client Responsibilities.** Client agrees to the following items to facilitate VocoVision's provision of Services:
 - (a) Client shall be responsible for providing a secure environment for VocoVision hardware and software ("Equipment") installed and operated at Client's designated location(s).
 - (b) Client will provide sufficient infrastructure to support the proper operation of the Equipment, including network connectivity equal or superior to DSL access.
 - (c) Client warrants that its facilities and operations will comply at all times with all federal, state and local safety and health laws, regulations and standards.
 - (d) Client warrants that it will not use the Equipment for any purpose other than as contemplated hereunder and acknowledges that VocoVision is not responsible for any damages associated with such impermissible use.
 - (e) Client agrees to provide appropriate local support to facilitate remote Contracted Telepractitioner's ability to fulfill the responsibilities outlined in Duties and Responsibilities.
2. **Scheduling.** Client agrees to the minimum hours of Services per week as stipulated in Addendum A: Terms of Teleservices Assignment and will schedule the appropriate number of student sessions and other related services each week to meet or exceed the minimum hours requirement. Client and Contracted Telepractitioner will agree upon a weekly schedule for Services which will be loaded into the VocoVision system. Any revisions to the schedule must be submitted to the VocoVision Operations Department no later than 12:00 PM EST Friday for Services the following week. VocoVision requires a 24-hour notice to cancel scheduled Services. One cancellation without notice is permitted per school year. Additional cancellations with less than 24 hours' notice will be billed at the regular rate. Note that VocoVision Contracted Telepractitioner are encouraged to complete non-therapy work (e.g., paperwork, planning, file reviews, etc.) during any such cancellation time.
3. **Administrative Responsibilities.** Client shall be responsible for orienting Contracted Telepractitioner to Client's policies and procedures regarding the submission of any requisite paperwork which must be tendered for reimbursement by funding entities such as Medicare, Medicaid, or health insurance. Such paperwork may include, but is not limited to, individual education plans or Client-specific program plans. During the contracted assignment, should Contracted Telepractitioner fail to submit paperwork as required per Client's policies and procedures, Client must notify VocoVision in writing within three (3) business days of alleged failure. Failure to notify VocoVision within the three (3) day period shall negate any Client claim to withhold payment due to paperwork non-compliance by Contracted Telepractitioner. Within three (3) business days following the conclusion of a contracted assignment, Client shall conduct a final review to determine whether the completion of additional paperwork is needed from the Contracted Telepractitioner. Failure to notify VocoVision prior to the fourth (4th) day after conclusion of the assignment will negate any Client claim to withhold payment due to paperwork non-compliance by Contracted Telepractitioner.

Duties and Responsibilities

The duties and responsibilities of a Contracted Telepractitioner include, but are not limited to the following:

- a) Collaborates with the school district to identify students' communication characteristics, support resources, as well as any physical, sensory, cognitive, behavioral and motivational needs to determine the benefit a student may receive through telepractice.
- b) Collaborates with the school district to determine assessment resources - including their potential benefits and limitations - in the telepractice setting, and to develop a plan to assess students appropriately.
- c) Monitors effectiveness of services and modifies evaluation and treatment plans as needed.
- d) Maintains appropriate documentation of delivered services in a format consistent with professional standards and client requirements.
- e) Complies with state and federal regulations to maintain student privacy and security.
- f) Facilitates behavior management strategies in students as appropriate.
- g) Provides information and counseling to families and school personnel as needed

VocoVision Damaged Equipment Policy

If, during the course of contracted services, VocoVision computer equipment sustains damage or is missing components (keyboard, audio accessories, etc.), it should be reported immediately to the VocoVision Operations Department at 1-866-779-7005. Replacement equipment will be shipped to Client as needed. The costs of repairing or replacing the equipment (including shipping) will be charged to Client, but in no case shall exceed \$1,000 per unit.

At the end of the VocoVision contract period, all equipment must be returned in original packaging within 15 days of completion of services. All returned equipment will be inspected for both physical and internal damage. If equipment is found to be damaged, VocoVision reserves the right to withhold from Client deposit the cost of repairing or replacing the damaged equipment. If no Client deposit exists, VocoVision will bill Client for such charges and will provide supporting documentation of all costs.

Packaging

All packaging, boxes and containers used to ship VocoVision equipment are considered property of VocoVision and must not be discarded. Packaging should be stored and kept in good condition during the course of the contract and must be used for return shipping at the conclusion of services. If VocoVision packaging is lost or damaged, Client is solely responsible for obtaining replacement packaging to ensure undamaged return of equipment to VocoVision. In such cases, we strongly recommend the use of a professional packaging and shipping service, such as the UPS Store or a FedEx retail location.



Southern Kern Unified School District

2601 Rosamond Blvd.
Rosamond, CA 93560

Agreement/Contract Coversheet

Vendor/Contractor Name	Date Contract Received	Board Date				
Bridges to Educational Excellence	5/11/2026	5/20/2026				
Contract Title/Name	Contract Effective Dates	Final Contract to Superintendent's Secretary By: 5/14/2026				
Addendum to Contract 2025-2026	From 4/6/2026					
	Until 6/4/2026					
Description of Agreement						
This Addendum adds and additional three days to the original contract that was approved by the Board on 7/16/25. There is an additional cost of \$8,400.						
Renewal Clause		Automatic Renewal				
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Payment Terms:</td> <td style="width: 50%;">Termination Clause</td> </tr> <tr> <td style="text-align: center;">Net 30</td> <td style="text-align: center;">N/A</td> </tr> </table>		Payment Terms:	Termination Clause	Net 30	N/A	No
		Payment Terms:	Termination Clause			
Net 30	N/A					
		Budgeted Item				
		Yes				
Fixed/Startup Costs	N/A	Total Cost (NTE) Per Year				
		\$8,400.00				
Budget String/Comments						
Business Services						

☐ **Overview**

- ☐ Agreement is for more than one School Fiscal Year
- ☒ Clearly States Fees and Hourly Rates
- ☐ Allows Early Termination
- ☐ Mutual Indemnity Clause
- ☒ Governed in Accordance with Laws of California and Department of Education
- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

☒ Initial Review Complete	Signature Robert Irving	Date 5/14/2026
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☐ Purchase Order Prepared	Signature	Date

☒ Ready for Board Agenda	Signature Camie Davies	Date 5/14/2026
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Bridges to Educational Excellence

bridges.wetzel@gmail.com

(805) 807-3145

Addendum to Contract 2025- 2026

This is an addendum to current contract between ***the Southern Kern Unified School District and Bridges to Educational Excellence (consultant: Becky Wetzel)***. This addendum includes 3 additional service days as requested by the District. The following describes the scope of work included:

April 6, 2026 - .5 day – work with high school principal, math and English department chairs to discuss possible options for providing additional instructional support (intervention) for identified students for the 2026-27 school year

April 29, 2026, or May 13, 2026 - .5 day – provide professional services for the English department at Rosamond High School to discuss providing instructional support for identified students, including specific criteria, schedules and other logistics (date to be finalized by the English department)

April 23, 2026

- provide professional services for grades TK-2 elementary report card committee to finalize the identification of common summative assessments for the ELA portion of the standards-based report card
- provide support to the team in developing an ELA pacing plan for the first quarter of the 2026-27 school year

May 21, 2026

- provide professional services for grades 3-5 elementary report card committee to finalize the identification of common summative assessments for the ELA portion of the standards-based report card
- provide support to the team in developing an ELA pacing plan for the first quarter of the 2026-27 school year

Fee for Services: \$8,400

2822

260220
 SKUSD Board Approved
 Date: 7/16/25 *Ac*



Southern Kern Unified School District

2601 Rosamond Blvd.
 Rosamond, CA 93560

Agreement/Contract Coversheet

Vendor/Contractor Name	Date Contract Received	Board Date
Bridges to Educational Excellence	7/1/2025	7/16/2025
Contract Title/Name	Contract Effective Dates	Final Contract to Superintendent's Secretary By:
Proposal for Services	From 8/1/2025 Until 6/30/2026	
Description of Agreement		
This proposal is for Professional Development services provided by Becky Wetzel as outlined in the attached proposal.		
Renewal Clause	Termination Clause	Automatic Renewal
Payment Terms: Net 30	N/A	No Budgeted Item Yes
Fixed/Startup Costs	N/A	Total Cost (NTE) Per Year
		\$60,000.00
Budget String/Comments		
Business Services		
01-0000-0-5800.00-1110-1000-003-72-125		

Overview

- ☐ Agreement is for more than one School Fiscal Year
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- ☐ Mutual Indemnity Clause
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- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

per Larry

☒ Initial Review Complete	Signature Robert Irving	Date 7/9/2025
☐ Purchase Order Prepared	Signature	Date
☒ Ready for Board Agenda	Signature Camie Davies	Date 7/9/2025

**Bridges to Educational Excellence
234 Hunters Point Dr.
Thousand Oaks, Ca.91361**

bridges.wetzel@gmail.com
(805)807-3145

**Proposal for Services
Southern Kern Unified School District**

Dates of Service: August 2025 – June 2026 (specific dates to be determined with District staff and principals)

Services provided by: Becky Wetzel

Services to be provided:

- **Elementary School Support**
 - Finalize the identification of math common assessments for report card purposes
 - Develop learning progressions and pacing for identified ELA priority standards
 - Identify a process for identifying common assessments for ELA priority standards for report card purposes
- **Middle School Support**
 - Support the staff's transition to standards-based grading
 - Facilitate vertical alignment of priority standards across grade levels
 - Facilitate a process for developing and using common formative assessments (focus on math and ELA departments)
 - Support teachers' understanding of how to maintain rigor for all students with priority standards
- **High School Support**
 - Provide support to the math and English departments in developing an understanding of how to implement standards-based grading
 - Facilitate the development of common assessments for previously identified priority standards
 - Explore possibilities of providing Tier 2 level support at the high school level

Fee for Services: \$60,000



Southern Kern Unified School District

2601 Rosamond Blvd.

Rosamond, CA 93560

Agreement/Contract Coversheet

Vendor/Contractor Name	Date Contract Received	Board Date
The Comencement Group	5/11/2026	5/20/2026
Contract Title/Name	Contract Effective Dates	Final Contract to Superintendent's Secretary By: 5/14/2026
Vending Agreement	From 5/21/2026	
	Until 6/4/2026	
Description of Agreement		
This Agreement allow for The Comencement Group to be the exclusive retailer of floral products at the Rosamond High School graduation ceremony. In exchange for the right to retail, The Comencement Group will pay Rosamond High School ASB a 25% commission on all pre-order sales and 15% on all on-site sales.		
Renewal Clause		Automatic Renewal
		No
Payment Terms:	Termination Clause	Budgeted Item
Net 30	N/A	Yes
Fixed/Startup Costs	N/A	Total Cost (NTE) Per Year
		N/A
Budget String/Comments		
Business Services		

Overview

- ☒ Agreement is for more than one School Fiscal Year
- ☒ Clearly States Fees and Hourly Rates
- ☐ Allows Early Termination
- ☐ Mutual Indemnity Clause
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- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

	Signature	Date
☒ Initial Review Complete	Robert Irving	5/14/2026

	Signature	Date
☐ Purchase Order Prepared		

	Signature	Date
☒ Ready for Board Agenda	Camie Davies	5/14/2026



Vending Agreement

Cole Miller
The Commencement Group

Barbara Gaines
Rosamond High School

This document is intended to outline the agreement between The Commencement Group and Rosamond High School.

The Commencement Group will be the exclusive retailer of floral products at the Rosamond High School graduation ceremony. The Commencement Group will provide all the tools, personnel and inventory required for this service. The Commencement Group will be responsible for all costs, including left over products. All other specific details will be handled between Nadine O'Bannon and Cole Miller, in good faith.

In exchange for the right to retail at the Rosamond High School graduation ceremony on June 4th, 2026, The Commencement Group will pay Rosamond High School a 25% commission on all pre-order sales and a 15% commission on all on-site sales.

We look forward to partnering with Rosamond High School this year.



05/01/2026

Cole Miller
The Commencement Group

Barbara Gaines
Rosamond High School



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

04/28/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER  Hugo Gonzalez 715 Washington Street 2nd Floor Hoboken NJ 070304657	CONTACT NAME: Hugo Gonzalez PHONE (A/C, No, Ext): 201-795-0004 FAX (A/C, No): E-MAIL ADDRESS: hugo.gonzalez.gf86@statefarm.com																					
INSURED THE COMMENCEMENT GROUP INCORPORATED 547 STELTON RD PISCATAWAY NJ 088543835	<table><tr><th colspan="2">INSURER(S) AFFORDING COVERAGE</th><th>NAIC #</th></tr><tr><td>INSURER A:</td><td>State Farm Fire and Casualty Company</td><td>25143</td></tr><tr><td>INSURER B:</td><td>State Farm Indemnity Company</td><td>43796</td></tr><tr><td>INSURER C:</td><td></td><td></td></tr><tr><td>INSURER D:</td><td></td><td></td></tr><tr><td>INSURER E:</td><td></td><td></td></tr><tr><td>INSURER F:</td><td></td><td></td></tr></table>	INSURER(S) AFFORDING COVERAGE		NAIC #	INSURER A:	State Farm Fire and Casualty Company	25143	INSURER B:	State Farm Indemnity Company	43796	INSURER C:			INSURER D:			INSURER E:			INSURER F:		
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INSURER C:																						
INSURER D:																						
INSURER E:																						
INSURER F:																						

COVERAGES**CERTIFICATE NUMBER:****REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADD INSD	SUB WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR	Y	Y	90-B3-V676-6	10/03/2025	10/03/2026	EACH OCCURRENCE \$ 1,000,000
	DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000						
	MED EXP (Any one person) \$ 10,000						
	PERSONAL & ADV INJURY \$ 1,000,000						
GEN'L AGGREGATE LIMIT APPLIES PER: POLICY ☐ PRO-JECT ☒ LOC OTHER:							GENERAL AGGREGATE \$ 2,000,000
							PRODUCTS - COMP/OP AGG \$ 2,000,000
							\$
B	AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☐ HIRED AUTOS ONLY ☒ NON-OWNED AUTOS ONLY	Y	Y	062 8646-D03-30S	04/03/2026	10/03/2026	COMBINED SINGLE LIMIT (Ea accident) \$
	BODILY INJURY (Per person) \$ 1,000,000						
	BODILY INJURY (Per accident) \$ 1,000,000						
	PROPERTY DAMAGE (Per accident) \$ 1,000,000						
							\$
A	☒ UMBRELLA LIAB ☒ OCCUR ☐ EXCESS LIAB ☐ CLAIMS-MADE	N/A		90-B3-Z120-1	10/03/2025	10/03/2026	EACH OCCURRENCE \$ 5,000,000
	AGGREGATE \$ 5,000,000						
	\$						
	DED ☒ RETENTION \$ 10,000						\$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? ☒ Y/N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N/A	Y	90-MQ-E048-7	10/03/2025	10/03/2026	☒ PER STATUTE ☐ OTH-ER \$
	E.L. EACH ACCIDENT \$ 1,000,000						
	E.L. DISEASE - EA EMPLOYEE \$ 1,000,000						
	E.L. DISEASE - POLICY LIMIT \$ 1,000,000						

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER**CANCELLATION**

Southern Kern Unified School
District
2601 W Rosamond Blvd
Rosamond, CA 93560

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

This form was system-generated on 04/28/2026

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Southern Kern Unified School District

2601 Rosamond Blvd.

Rosamond, CA 93560

Agreement/Contract Coversheet

Vendor/Contractor Name	Date Contract Received	Board Date
Kern County Superintendent of Schools	5/11/2026	5/20/2026

Contract Title/Name	Contract Effective Dates	Final Contract to Superintendent's Secretary By:
Tobacco-Use Prevention and Youth Engagement Grant - Memorandum of Understanding (MOU)	From 7/1/2026 Until 6/30/2029	5/14/2026

Description of Agreement
This MOU allows SKUSD to participate in the Kern County Tobacco-Use Prevention Education Consortium and the Tobacco-Use Prevention and Youth Engagement Grant.

Renewal Clause	Automatic Renewal
	No
Payment Terms: Net 30	Budgeted Item Yes
Termination Clause N/A	

Fixed/Startup Costs	N/A	Total Cost (NTE) Per Year	N/A
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Budget String/Comments
Business Services

Overview

- ☒ Agreement is for more than one School Fiscal Year
- ☒ Clearly States Fees and Hourly Rates
- ☐ Allows Early Termination
- ☐ Mutual Indemnity Clause
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- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

☒ Initial Review Complete	Signature Robert Irving	Date 5/14/2026
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☐ Purchase Order Prepared	Signature	Date
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☒ Ready for Board Agenda	Signature Camie Davies	Date 5/14/2026
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**OFFICE OF JOHN G. MENDIBURU
KERN COUNTY SUPERINTENDENT OF SCHOOLS
*Advocates for Children***

Division of Local Initiatives and Innovation / School – Community Partnerships

Tobacco-Use Prevention and Youth Engagement Grant

Memorandum of Understanding

The Kern County Superintendent of Schools, (“KCSOS”), and the Kern County school districts and charter schools, (hereinafter jointly referred to as the “schools”), listed in this memorandum of understanding, (MOU), have applied for the “Tobacco-Use Prevention and Youth Engagement Grant, Cohort 2026-29” in order to continue to pursue the grant’s “Tobacco-Use Prevention Education” goals and objectives.

This MOU describes the rights and obligations of KCSOS and those of the schools, as between each other. KCSOS to serve as the lead agency through its division of Local Initiative and Innovation, sub-division of School-Community Partnerships. KCSOS and the schools may hereinafter be referred to jointly as the parties to this MOU or separately as a party.

Recitals

Tobacco-Use Prevention Education (“TUPE”) is a long-standing California Department of Education (CDE) program providing funding opportunities, through grant awards to schools, for tobacco prevention education, intervention, and cessation. TUPE focuses on preventing youths, particularly students in grades 6-12, from vaping and tobacco use through evidence-based curriculum, policy enforcement, and tobacco-free school certification.

Tobacco-Use Prevention and Youth Engagement (“TPYE”) is the title of the most recent TUPE related grant award opportunity. The TPYE funding opportunity is for a duration of three fiscal years (2026-29) beginning July 1, 2026.

Eligible applicant agencies are public school districts, direct-funded charter schools, consortium leads and county offices of education that serve students in grades six through twelve.

KCSOS and the schools have applied for and anticipate receiving TPYE grant funding for three fiscal years.

The funding is expected to be provided at a rate of \$18 per unit of enrollment, in grades 6 through 12, as reported in the grant application. Grant awards cannot be less than \$75,000 nor more than a total of \$750,000 for each applicant agency over the three-year grant cycle.

The State Legislature requires that the funds allocated under the TPYE grant be used to develop anti-tobacco education programs and tobacco use intervention and cessation activities to reduce the number of students in California who begin to use tobacco, continue to use tobacco, or both.

Terms

Role of KCSOS as the Agency Lead:

KCSOS’s TUPE project staff (TUPE Project Specialist(s), Project Services Facilitator (s) are responsible for:

- a. Serving as a liaison between the schools and any community agency partners;

- b. Purchasing and distributing tobacco use prevention education curriculum, coordinating training with school staff and conducting fidelity checks.
- c. Supporting administration of school connectedness surveys, purchasing and distributing all materials needed for survey administration; providing administration trainings; conducting data analysis; and creating templates for schools to report survey findings to stakeholders, including parents;
- d. Convening quarterly TUPE advisory meetings with school TUPE contacts and community partners;
- e. Providing resources and support necessary to meet grant objectives;
- f. Supporting enforcement and recertification of tobacco-free campus policy for the schools;
- g. Expending grant funds as designated in the application;
- h. Supporting sites that are randomly chosen to participate in the California Youth Tobacco Survey (CYTS) conducted by the Research Triangle Institute (RTI) funded through California Department of Public Health (CDPH).
- i. Downloading and maintaining a file of district Assurances and Certifications located on the CDE Funding Forms web page, <http://www.cde.ca.gov/fq/fo/fm/ff.asp>.
- j. Evaluating and monitoring progress to ensure quality of service.
- k. Monitoring progress through data collection.
- l. Providing quarterly progress reports to the schools, with information on opportunities for improvement; enhancements to ensure effective implementation of the TUPE program.

Role of the Schools

Each school shall identify an employee(s) to serve as its TUPE program contact. Such person(s) shall:

- a. Monitor the tobacco-free policy implementation on school grounds and at school facilities and ensure all tobacco-free policy requirements/ certifications are met by the recertification dates.
- b. Coordinate the administration of the connectedness surveys.
- c. Implement a combination of a primary research-validated tobacco use prevention education program, activities including youth development, intervention, and cessation, referral and linkage services, that address the problems and initial findings identified in the proposed TUPE project needs analysis and student/parent focus groups.
- d. Submit core curriculum verification forms to KCSOS – specifically to the KCSOS TUPE coordinator for Project Alert and/or the Project Toward No Drug Abuse Prevention Specialist for the TUPE-approved curriculum.
- e. Provide information on referrals to cessation programs, including demographics of students served, to track process and outcome measures.
- f. Ensure that schools do not receive or apply for funds from the tobacco industry, or any agency which has received funding from the tobacco industry.
- g. Attend a minimum of two TUPE advisory networking meetings each year;

h. Assist the KCSOS TUPE Prevention Specialist(s) with school recertification of the tobacco-free campus policy and assist KCSOS TUPE Coordinator with TUPE grantee annual program progress reports and the evaluation activities for continued quality improvement.

Special Conditions

Any TPYE grant funding received must be used to support the planning and implementation of the TUPE goals and objectives and must be used consistently with state funding guidelines, as may be applicable.

Assistance With Reporting Requirements

Schools agree to assist KCSOS with any and all accountability, reporting, and administrative requirements associated with their participation in the TPYE grant program.

Funding Contingency

Any obligation under this MOU is contingent upon timely receipt of full TPYE / TUPE funding. If funding is reduced, delayed, recouped, or terminated then outstanding obligations will be similarly reduced, delayed, recouped, or terminated.

Tobacco-Free School District Certification

Each school must meet the requirements for tobacco-free certification / re-certification by July 1 of the applicable fiscal year in order to be eligible to apply for TUPE funding during that fiscal year (FY). If a school does not meet the requirements for certification until after July 1, they are ineligible to apply for TUPE funding until the following fiscal year. If compliance cannot be documented for any compliance requirement, the agency is not eligible to apply for TUPE funding from the Cigarette and Tobacco Products Surtax Fund.

Term

The initial term of this MOU is three fiscal years beginning at the start of FY 2026 and ending upon the start of FY year 2029.

Early Termination

Any party to this MOU may terminate its participation in this MOU at any time and for any reason, with or without cause upon 30 calendar days written notice to the other parties.

Compliance with the 2025-26 General Assurances

All parties to this MOU agree to comply with the general assurances and certifications required for grants supported by state or federal funds in 2025-26 found at cde.ca.gov/fg/fo/fm/generalassurances2025-26.asp.

Tobacco Free School District

Each party to this MOU shall prohibit all tobacco use anytime, anywhere by anyone on all school property, and at all school-sponsored events (California Health and Safety Code Section 104420 [n][2]). School property includes buildings, grounds and vehicles owned or leased by the school. School-sponsored events include sporting events, school dances and other events held on and off school property.

Monitoring and Audits

Each party to this MOU shall maintain books, records, documents, accounts, and other evidence consistent with generally accepted accounting procedures. Each party shall provide fiscal control and fund accounting

procedures and practices sufficient to properly reflect all disbursements of TPYE grant funds for direct and indirect costs of whatever nature claimed to have been incurred in the performance of this MOU. Expenditure and supporting documentation shall be adequate to permit an accurate and expeditious audit.

Each party agrees to maintain and preserve, until three (3) years after termination of this MOU, all records related to this MOU, or for such longer period, if any, as is required by applicable statutes.

The schools agree that KCSOS, CDE or their designated representatives shall have the right to review and to copy any records and supporting documentation related to the performance of this MOU. Schools agree to provide auditors with access to such records during normal business hours and to allow interviews with employees who may have relevant information.

If this MOU is terminated in whole or part, related records shall be preserved and made available for a period of three (3) years from the date of termination or longer if required by law.

Modification

Any modifications to this MOU must be made in writing and signed by all parties. If changes in legislation or changes in KCSOS's funding awards necessitate a revision of this MOU, the parties agree to meet and revise the terms accordingly.

Hold Harmless & Indemnification.

Each party to this MOU agrees to defend, indemnify, and hold harmless any other party—including its directors, officers, employees, agents, volunteers, representatives, from and against any and all claims or causes of action that arise from the negligence, gross negligence, or other malfeasance of its personnel in connection with the subject matter of this MOU. This provision shall survive the termination of this Agreement.

Insurance

Each party to this MOU shall procure and maintain in force during the term of this MOU, at its sole cost and expense, Comprehensive General Liability Insurance, for bodily injury, personal injury and property damage arising out of, or in connection with this MOU. Coverage shall be no less than one million dollars (\$1,000,000) per claim and two million dollars (\$2,000,000) aggregate.

Each party shall also procure and maintain in force during the term of this MOU, at its sole cost and expense, Business Automobile Liability insurance covering automobiles used by the party to include coverage for uninsured and underinsured motorists.

Each party shall also procure and maintain in force during the term of this MOU, at its sole cost and expense Workers' Compensation coverage as required by law.

Such coverages are to be obtained from a carrier admitted to do insurance business in California and listed in the current "Best's Key Rating Guide" publication with a minimum of an "A-; VII" rating. A non-admitted company doing business in the state of California must have a "Best's Rating" of "Excellent A: X," or better. The parties stipulate that any party which is a member of a self-insured pool, known as Self Insured Schools of California has acquired coverage of the required quality and in the required amount.

Exclusion of Certain Damages

In no event shall any party to this MOU be liable to another party to the MOU for any direct or indirect, special, incidental, consequential, or punitive damages, however caused and under any theory of liability—whether in contract, tort (including negligence and strict liability) or otherwise — arising out of or related to this MOU, even if advised of the possibility of such damages, and notwithstanding any failure of essential purpose of any limited remedy.

The foregoing limitation of liability shall not apply to claims brought pursuant to the Hold Harmless and Indemnification provision of this MOU. This provision does not apply to liability for gross negligence, willful injury or fraud, and is not intended to protect non-agent third parties.

Non-Appropriation

KCSOS reserves the right to immediately terminate this MOU in the event insufficient funds are appropriated or budgeted for in any fiscal year. Upon such termination, each party will be released from any further financial obligation to any other party.

List of Schools

- Arvin Elementary Union
- Beardsley Elementary
- Caliente Union School District
- Delano Union Elementary
- Delano Joint Union High School District
- Di Giorgio School District
- Edison Elementary
- El Tejon Unified
- Elk Hills School District
- Fairfax Elementary
- Fruitvale Elementary
- Greenfield Union
- Grow Public Schools
- Kern County Superintendent of Schools (KCSOS/COE)
- Kernville Union Elementary
- Lakeside Union
- Lamont Elementary
- Maple School
- Maricopa Unified
- McFarland Unified School District
- Norris Elementary
- Panama Buena Vista Union School District
- Rio Bravo-Greeley Union Elementary
- Rosedale Union Elementary
- Sierra Sands Unified
- South Fork Union
- Southern Kern Unified
- Standard School District
- Taft City
- Taft Union High School District
- Tehachapi Unified
- Vineland Elementary
- Wasco Union High School
- Wonderful College Prep Academy-Delano
- Wonderful College Prep Academy-Lost Hills

Independent Agents

The parties to this MOU are independent agents. It is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, and/or association between the

independent agents. Neither party's employees shall have any rights to another party's employee benefits, including pension, retirement, health and welfare, and any other similar benefits as a result of this MOU.

Notice

Any notice required under this MOU or by law shall be in writing and may be delivered personally, by mail, or by email.

Execution of Agreement

This MOU may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. Photographic copies of such signed counterparts may be used in lieu of the originals for any purpose.

MOU Signatories

LEAD AGENCY

**JOHN G. MENDIBURU, Ed.D.
KERN COUNTY SUPERINTENDENT OF SCHOOLS**

By: _____
Signatory Name:
Title:
Address: 1300 17th Street, Bakersfield, CA 93301
Account Code:
Account Code:

Date: _____

SCHOOLS

ARVIN UNION SCHOOL DISTRICT

By: _____
Signatory Name: Georgia Rhett
Title: District Superintendent
Address: 737 Bear Mountain Blvd.
Arvin, CA 93203

Date: _____

BEARDSLEY SCHOOL DISTRICT

By: _____
Signatory Name: Paul Miller
Title: District Superintendent
Address: 1911 Mineral Court
Bakersfield, CA 93308

Date: _____

CALIENTE UNION SCHOOL DISTRICT

By: _____

Signatory Name: Robin Shive
Title: District Superintendent
Address: 12400 Caliente Creek Road
Caliente, CA 93518

Date: _____

DELANO UNION SCHOOL DISTRICT

By: _____

Signatory Name: Rosalina Rivera
Title: District Superintendent
Address: 1405 12th Avenue
Delano, CA 93215-2416

Date: _____

DELANO JOINT UNION HIGH SCHOOL DISTRICT

By: _____

Signatory Name: Kenneth Moore
Title: Superintendent
Address: 1720 Norwalk Street
Delano, CA 93215

Date: _____

DI GIORGIO SCHOOL DISTRICT

By: _____

Signatory Name: Jennifer Allen
Title: District Superintendent
Address: 19405 Buena Vista Blvd.
Arvin, CA 93203

Date: _____

EDISON SCHOOL DISTRICT

By: _____

Signatory Name: Dr. Jairo Arellano
Title: District Superintendent
Address: P.O. Box 368
Edison, CA 93220-0368

Date: _____

EL TEJON SCHOOL DISTRICT

By: _____

Signatory Name: Sara Haflich
Title: District Superintendent
Address: P.O. Box 876
Lebec, CA 93243

Date: _____

ELK HILLS SCHOOL DISTRICT

By: _____

Signatory Name: Tiffany Touchstone
Title: District Superintendent
Address: P.O. Box 129
Tupman, CA 93276

Date: _____

FAIRFAX SCHOOL DISTRICT

By: _____

Signatory Name: Lora Brown
Title: District Superintendent
Address: 1500 S. Fairfax Road
Bakersfield, CA 93307

Date: _____

FRUITVALE SCHOOL DISTRICT

By: _____

Signatory Name: Leslie Garrison
Title: District Superintendent
Address: 7311 Rosedale Hwy.
Bakersfield, CA 93308-5738

Date: _____

GROW PUBLIC SCHOOLS

By: _____

Signatory Name: Doc Ervin
Title: CEO
Address: 5080 California Avenue, Ste. 100
Bakersfield, CA 93309

Date: _____

KERNVILLE UNION SCHOOL DISTRICT

By: _____

Signatory Name: Dr. Steven Martinez
Title: District Superintendent
Address: 3240 Erskine Creek Rd.
Lake Isabella, CA 93240

Date: _____

LAMONT ELEMENTARY SCHOOL DISTRICT

By: _____

Signatory Name: Brandy Charles
Title: Interim District Superintendent
Address: 7915 Burgundy Ave.
Lamont, CA 93241

Date: _____

GREENFIELD UNION SCHOOL DISTRICT

By: _____

Signatory Name: Ramon Hendrix
Title: District Superintendent
Address: 1624 Fairview Road
Bakersfield, CA 93307

Date: _____

KERN COUNTY SUPERINTENDENT OF SCHOOLS

By: _____

Signatory Name: Lourdes Bucher
Title: Executive Director
Address: 1300 17th St. City Centre
Bakersfield, CA 93301

Date: _____

LAKESIDE UNION SCHOOL DISTRICT

By: _____

Signatory Name: Ty Bryson
Title: District Superintendent
Address: 14535 Old River Road
Bakersfield, CA 93311

Date: _____

MAPLE SCHOOL DISTRICT

By: _____

Signatory Name: Bryan Easter
Title: District Superintendent
Address: 29161 Fresno Ave.
Shafter, CA 93263

Date: _____

MARICOPA UNIFIED SCHOOL DISTRICT

By: _____

Signatory Name: Brandie Brown
Title: District Superintendent
Address: 955 Stanislaus Street
Maricopa, CA 93252

Date: _____

MCFARLAND UNIFIED SCHOOL DISTRICT

By: _____

Signatory Name: Aaron Resendez
Title: District Superintendent
Address: 601 Second Street
McFarland, CA 93250

Date: _____

NORRIS SCHOOL DISTRICT

By: _____

Signatory Name: Cy Silver
Title: District Superintendent
Address: 6940 Calloway Drive
Bakersfield, CA 93312

Date: _____

PANAMA BUENA VISTA UNION SCHOOL DISTRICT

By: _____

Signatory Name: Dr. Katie Russell
Title: District Superintendent
Address: 4200 Ashe Road
Bakersfield, CA 93313-2001

Date: _____

RIO BRAVO-GREELEY UNION SCHOOL DISTRICT

By: _____

Signatory Name: Jennifer Hedge
Title: District Superintendent
Address: 6521 Enos Lane
Bakersfield, CA 93314

Date: _____

ROSEDALE UNION SCHOOL DISTRICT

By: _____

Signatory Name: Sue Lemon
Title: District Superintendent
Address: 2553 Old Farm Road
Bakersfield, CA 93312

Date: _____

SIERRA SANDS UNIFIED SCHOOL DISTRICT

By: _____

Signatory Name: Dr. April Moore
Title: District Superintendent
Address: 113 Felspar
Ridgecrest, CA 93555

Date: _____

SOUTH FORK UNION SCHOOL DISTRICT

By: _____

Signatory Name: Richard Rhodes
Title: District Superintendent
Address: 5225 Kelso Valley Road
Weldon, CA 93283

Date: _____

SOUTHERN KERN UNIFIED SCHOOL DISTRICT

By: Barbara Gaines
Signatory Name: Barbara Gaines
Title: District Superintendent
Address: P.O. Drawer CC
Rosamond, CA 93560

Date: _____

TAFT CITY SCHOOL DISTRICT

By: _____
Signatory Name: Melissa Taylor
Title: Interim District Superintendent
Address: 820 Sixth Street
Taft, CA 93268

Date: _____

TEHACHAPI UNIFIED SCHOOL DISTRICT

By: _____
Signatory Name: Brian Bell
Title: District Superintendent
Address: 300 S. Robinson St.
Tehachapi, CA 93561

Date: _____

WASCO UNION HIGH SCHOOL DISTRICT

By: _____
Signatory Name: Kevin Tallon
Title: District Superintendent
Address: 2100 Seventh Street
Wasco, CA 93280

Date: _____

STANDARD SCHOOL DISTRICT

By: _____
Signatory Name: Julie Boesch
Title: Interim District Superintendent
Address: 1200 N. Chester Avenue
Bakersfield, CA 93308-3594

Date: _____

TAFT UNION HIGH SCHOOL DISTRICT

By: _____
Signatory Name: Jason Hodgson
Title: District Superintendent
Address: 701 Wildcat Way
Taft, CA 93268

Date: _____

VINELAND SCHOOL DISTRICT

By: _____
Signatory Name: Roberto Euresti
Title: Superintendent
Address: 14713 Weedpatch Highway
Bakersfield, CA 93307-9914

Date: _____

**WONDERFUL COLLEGE PREP ACADEMY
– DELANO**

By: _____
Signatory Name: Jorge Aguilar
Title: Superintendent
Address: 2070 Veneto Street
Delano, CA 93215

Date: _____

**WONDERFUL COLLEGE PREP ACADEMY
– LOST HILLS**

By: _____

Signatory Name: Jorge Aguilar

Title: Superintendent

Address: 14848 Lamberson Ave.

Lost Hills, CA 93249

Date: _____



Southern Kern Unified School District

2601 Rosamond Blvd.
Rosamond, CA 93560

Agreement/Contract Coversheet

Vendor/Contractor Name	Date Contract Received	Board Date
Western Governors University	5/11/2026	5/20/2026
Contract Title/Name	Contract Effective Dates	Final Contract to Superintendent's Secretary By:
Placement Agreement	From 5/20/2026 Until 5/19/2029	
Description of Agreement		
This Agreement allows for Western Governors University to place candidates at SKUSD for Early Clinical, Advanced Clinical, Student Teaching One, and Student Teaching Two.		
Renewal Clause	Automatic Renewal	
		No
Payment Terms:	Termination Clause	Budgeted Item
Net 30	N/A	Yes
Fixed/Startup Costs	Total Cost (NTE) Per Year	
N/A	N/A	
Budget String/Comments		
Business Services		

Overview

- ☒ Agreement is for more than one School Fiscal Year
- ☒ Clearly States Fees and Hourly Rates
- ☐ Allows Early Termination
- ☐ Mutual Indemnity Clause
- ☒ Governed in Accordance with Laws of California and Department of Education
- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

☒ Initial Review Complete	Signature Robert Irving	Date 5/14/2026
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☐ Purchase Order Prepared	Signature	Date
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☒ Ready for Board Agenda	Signature Camie Davies	Date 5/14/2026
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Western Governors University

4001 South 700 East, Suite 700, SLC, UT 84107

PLACEMENT AGREEMENT

This Placement Agreement ("Agreement") is made between Western Governors University, a Utah nonprofit corporation ("University" or "WGU"), and Southern Kern Unified School District ("District"), and is effective as of the date of District's signature below ("Effective Date"). WGU and District may be referred to herein individually as a "Party" and collectively as the "Parties."

WGU is nationally accredited by the Northwest Commission on Colleges and Universities ("NWCCU"). University Educator Preparation programs are further accredited by the Council for the Accreditation of Educator Preparation ("CAEP") and the Association for Advancing Quality in Educator Preparation ("AAQEP"). University represents that each Candidate assigned to District for Early Clinical, Advanced Clinical, Student Teaching One, and Student Teaching Two is validly enrolled in a current University educator preparation program and meets District's background requirements.

A. Definitions. For the purposes of this Agreement, capitalized terms* shall have the following meanings:

1. **"Candidate"** means a student enrolled in a University program that leads to an education credential.
2. **"Mentor Teacher"** means a District employee who is the teacher presiding in the classroom to which the Candidate is assigned. Standards for Mentor Teachers are explained in Section G of this Agreement.
3. **"Clinical Supervisor"** means a qualified individual who is an employee or independent contractor of WGU. The individual will supervise the Candidate. Standards for Clinical Supervisors are explained in Section H of this Agreement.
4. **"Initial Licensure Program"** means a program that results in a professional license.
5. **"Advanced Program"** means an advanced licensure or endorsement program that may result in an additional license.
6. **"Clinical Experience"** means the active participation by a Candidate in a wide range of virtual and in-classroom experiences to develop the skills and confidence necessary to be an effective teacher and prepare for Early Clinical, Advanced Clinical, Student Teaching One, and Student Teaching Two.
 - a. **"Early Clinical"** means a Candidate's first supervised opportunity to observe a classroom setting.
 - b. **"Advanced Clinical"** means supervised classroom-based activities in a classroom setting where Candidates observe, collaborate, and reflect with a Mentor Teacher.
 - c. **"Student Teaching One"** and **"Student Teaching Two"** (collectively **"Student Teaching"**) means the active participation by a Candidate in the duties and functions of classroom teaching under the direct supervision and instruction of a Mentor Teacher and a Clinical Supervisor.
7. **"Practicum"** means the University Clinical Experience requirements for advanced licensure programs.
8. **"Professional Dispositions and Responsibilities"** means standards of behavior expected of Candidates and University faculty and staff, as follows:

o All Individuals Can Learn	o Communication
o Belonging	o Integrity
o Empathy	o Professionalism
o Growth Mindset	o Intellectual Courage
9. **"LEA"** means Local Education Agency.
10. **"SEA"** means State Education Agency.

*References to "District" shall include the school.

B. Mutual Expectations. A placement site is a District where University places Candidates for a Clinical Experience with Mentor Teachers that align with the Candidate's licensure area with an aim to co-construct a mutually beneficial arrangement for clinical preparation and the continuous improvement of Candidates, and to share accountability for Candidate outcomes. A Clinical Supervisor will be assigned to observe and provide support to the Candidate. The District and Mentor Teacher will have the opportunity to provide critical feedback to inform program improvement through surveys at the end of each experience.

C. Mutually Beneficial Activities. The Parties agree to participate, to the extent feasible, in the activities outlined below:

1. When available, University staff may participate in District employee events and conferences, as appropriate, and District agrees to inform University of such opportunities.
2. University will provide District with recruitment and talent acquisition planning and support from University's Career & Professional Development service(s) team, based on District compliance with University's [Employer Recruiting & Guidelines](#).
 - Whenever possible, District will respond to quarterly survey requests from University's Career & Professional Development team about hiring plans and new hires from University.
3. University and District employees will co-select Mentor Teachers and Clinical Supervisors based on University requirements.
4. University will notify District of learning opportunities where University will provide optional professional development to District's employees for their career and skill enrichment.
5. District employees who have been admitted to University may apply to receive aid so long as they meet scholarship eligibility requirements (University will retain sole discretion in funding and award decisions).
6. University may invite District employees to participate in a focus group to:
 - provide feedback for improvement and continuous development of observation and evaluation instruments of Candidates, Mentor Teachers, and Clinical Supervisors, criteria for selection of Mentor Teachers and Clinical Supervisors, and curriculum development;
 - review data on Clinical Experiences and Candidate success to potentially modify selection criteria, determine future assignments of Candidates, and make changes in Clinical Experiences;
 - review how the depth, breadth, diversity, coherence, and duration data on Clinical Experiences are linked to Candidate outcomes and Candidate performance.

D. Recordings. District recognizes that University requires the utilization of video recordings for both observations and teacher performance assessments. District also recognizes that video recordings may be utilized for Educative Teacher Performance Assessment ("edTPA") in states where required. District agrees to allow video recording and/or live streaming for completion of observations and teacher performance assessments for all University programs consistent with the conditions set forth in **Exhibit A** ("Video Recording").

E. University Responsibilities. University shall:

1. Place qualified Candidates who have been prepared with the appropriate educational background, knowledge, skills, and professional disposition to participate in a Clinical Experience.
2. Provide Mentor Teacher with an honorarium for participation in Clinical Experience as described in this Agreement. The Mentor Teacher may also receive professional development hours connected to the successful completion of University, and any state required, Mentor Teacher training.
3. Be responsible for the selection, assignment, training, and compensation of Clinical Supervisors.
4. Require Candidates to have a current, fully cleared background check.
5. Where required by state regulation or District policy, ensure Candidates have a current tuberculosis ("TB") risk assessment and/or examination. Upon request, Candidates will be required to provide documentation to District prior to participating in a Clinical Experience.
6. Provide opportunities for feedback regarding improvement of University Candidate preparation.
7. Provide professional development training to Mentor Teachers regarding University processes and procedures.
8. Maintain an online site for support, resources, and training for Mentor Teachers and Clinical Supervisor.
9. Facilitate course instruction and support for the Candidates during their Clinical Experience. Including, the final performance assessment, specific task requirements and peer interactions in a weekly cohort seminar.
10. Maintain general responsibility for instruction, academic evaluation, and related academic matters concerning Candidate participation in the Clinical Experience, including evaluation and grading.

F. District Responsibilities. District shall:

1. Nominate one or more qualified Mentor Teacher(s) by providing a completed copy of the Mentor Teacher Nomination Form to University's Clinical Placement Team.
2. Allow the Clinical Supervisor access to the host school and classroom, including virtual settings, for the specific purpose of observing Candidates.
3. Where applicable and where a Candidate will serve as a contracted teacher, District agrees to provide a Mentor Teacher during Clinical Experience.
4. Notify University about any changes to District policies that would impact Candidate's placement (e.g., COVID and other healthcare policies).
5. Placement must align with the Candidates' Program. District must notify University about any changes to the Candidate's assigned Mentor Teacher or classroom placement.
6. Provide Candidates with any District policies and procedures to which Candidates are expected to adhere during the Clinical Experience and while on District premises.
7. Through the involvement of the Mentor Teacher, participate with the Clinical Supervisor and Candidate in two evaluations pursuant to WGU's grading rubric. University shall be responsible for the format of evaluations.
 - See Advanced Programs Practicum section below for evaluation requirements for Educational Leadership and English Language Learning.
8. Provide Candidates opportunities to observe, assist, tutor, instruct, implement effective teaching strategies, and conduct research, as appropriate, during the Clinical Experience.
9. Provide opportunities, when possible and appropriate, for Candidates to use technology to enhance student learning and monitor student progress and growth.
10. Provide opportunities, when possible and appropriate, for Candidates to experience working with diverse student populations, including English language learners and students with exceptional learning needs.
11. Encourage Mentor Teachers to participate in University's training to understand University policies, processes, procedures, and how to effectively mentor adult learners.
12. Encourage administrators and Mentor Teachers to participate in University feedback surveys (offered at the end of the Clinical Experience) to report on Candidate quality and preparation and to provide program feedback to University for continuous improvement.
13. Report any concerns related to the Candidate's performance, conduct, or attendance promptly to the Clinical Supervisor. Identify a teacher or other school administrator to evaluate Candidates for Embedded Work Based Learning.
14. Adhere to any then-applicable state requirements related to training/professional development.
15. *For California Districts Only:* As required by the California Commission on Teacher Credentialing ("CTC") Program Sponsor Alert ("PSA") 19-05, Mentor Teacher has documented completion of training/professional development equivalent to ten (10) hours that includes: a two (2)-hour orientation to program curriculum, and eight (8) hours training in effective supervision approaches such as cognitive coaching, adult learning theory, and current content-specific pedagogy and instructional practices.
 - *As part of programmatic requirements, Candidates must take and pass an approved literacy assessment.* Mentor teacher, WGU faculty, and WGU staff advise Candidates of the expectation to take and pass a Commission approved literacy performance assessment that includes foundational literacy skills and additional cross cutting themes in literacy. Mentor teacher, WGU faculty, and WGU staff advise on available options to work with students at risk for literacy-related disabilities, provide opportunities to learn about screening and diagnostic techniques, provide opportunities to observe and practice concepts in the California Dyslexia Guidelines, inform of the expected timeline for completion, and ensure that Candidates have opportunity to practice the instruction of oral and written language including meaning making, language development, and effective expression.

G. Mentor Teacher Standards. District, in collaboration with University, shall provide the Candidate with a Student Teaching assignment under the direct supervision and instruction of a Mentor Teacher who meets the following minimum requirements:

1. Holds a teaching credential or license: (i) for the subject area and/or grade level being taught; and (ii) in the state where Student Teaching occurs.
2. Has: (i) a minimum of three (3) years of content area teaching experience, with (ii) two (2) or more years teaching in the placement school and/or District, and (iii) a demonstrated record of strong performance.
3. Documented evidence of positive impact on student learning in the classroom as demonstrated by ratings at or above effective (or equivalent) when a state, district, or school provides such ratings.
4. Has positively impacted and mentored student teachers, colleagues, and/or other adults.
5. Competently uses technology for communicating via email and completing online evaluation forms.
6. Demonstrates and models WGU's Professional Dispositions and Responsibilities.
7. Completes University training to understand policies, processes, procedures, and how to mentor adult learners, and completes any required State training.
8. *For California Districts Only:* As required by the California Commission on Teacher Credentialing ("CTC") Program Sponsor Alert ("PSA") 19-05, Mentor Teacher has documented completion of training/professional development equivalent to ten (10) hours that includes: a two (2)-hour orientation to program curriculum, and eight (8) hours training in effective supervision approaches such as cognitive coaching, adult learning theory, and current content-specific pedagogy and instructional practices.
 - *As part of programmatic requirements, Candidates must take and pass an approved literacy assessment.* Mentor teacher, WGU faculty, and WGU staff advise Candidates of the expectation to take and pass a Commission approved literacy performance assessment that includes foundational literacy skills and additional cross cutting themes in literacy. Mentor teacher, WGU faculty, and WGU staff advise on available options to work with students at risk for literacy-related disabilities, provide opportunities to learn about screening and diagnostic techniques, provide opportunities to observe and practice concepts in the California Dyslexia Guidelines, inform of the expected timeline for completion, and ensure that Candidates have opportunity to practice the instruction of oral and written language including meaning making, language development, and effective expression.

H. Clinical Supervisor Standards. The University, in collaboration with District, shall select a Clinical Supervisor who provides guidance, support, on-site and/or virtual assistance, assessment, and feedback to a Candidate throughout Advanced Clinical, Student Teaching One and Student Teaching Two of the Clinical Experience. To act in this role, a Clinical Supervisor must have:

1. A minimum of three (3) years teaching experience in K-12.
2. A master's degree in education or related field.
3. A current teaching license in the content area of supervision.
4. Experience teaching in the content area of supervision.
5. Successfully completed a background clearance.
6. Ability to consistently demonstrate and model Professional Dispositions and Responsibilities.

I. Advanced Programs Practicum.

1. Candidates are licensed teachers who are in most cases completing the Practicum in their own school using a qualified individual as a Clinical Supervisor who meets the applicable qualifications and requirements.
2. Each Candidate shall:
 - identify a school with which he/she has (i) an established relationship with and (ii) obtained district approval for placement. All identified placements are subject to University approval.
 - identify preferred Clinical Supervisor, subject to approval of University's Clinical Experience team to ensure the Clinical Supervisor meets program requirements.
 - complete a valid background clearance, provide proof of liability insurance, and a valid teaching license.
 - comply with all other applicable District requirements.
3. Evaluations of Candidates are as follows:
 - Educational Leadership – a minimum of four (4) evaluations
 - English Language Learning – a minimum of three (3) observations or evaluations.
 - Early Childhood Education – a minimum of one (1) observation

J. Confidentiality & Education Records

1. District acknowledges that the education records of assigned Candidates are protected by the Family Educational Rights and Privacy Act ("FERPA") and agrees to comply with FERPA and limit access to those employees or agents with a need to know. Pursuant to FERPA, and for the purposes of this Agreement, University designates District as a "school official" with a legitimate educational interest in such records.
2. University shall instruct Candidates of the necessity of maintaining the confidentiality of all District student records. District shall not grant Candidates or University employees access to individually identifiable student information unless the affected student's parent or guardian has first given written consent using a form approved by District that complies with FERPA and other applicable law.

K. Additional Terms

1. Term. This Agreement shall commence on the Effective Date and shall continue for three (3) years from the Effective Date, or until such time as either Party gives the other Party thirty (30) days advance written notice of its intent to terminate the Agreement. In the event of termination, any Candidates at District as of the date of such notice shall be permitted to complete their Student Teaching or Practicum.
2. Points of Contact. Each Party shall designate a point of contact for communication and coordination of Student Teaching or Practicum. Contact information is set forth following the signature block.
3. Right to Accept or Terminate a Placement. District may refuse to accept placement, or may terminate the placement, of any Candidate based upon its good faith determination that the Candidate is not meeting performance standards or is otherwise deemed unacceptable to District. In such cases, District shall notify University Point of Contact (listed at the bottom of this Agreement) in writing immediately and state the reasons for such decision.
4. Insurance.
 - University Insurance. University represents and warrants that it provides and maintains general liability insurance with limits of at least \$1,000,000 per occurrence and \$2,000,000 annual aggregate and, upon District's request, shall provide a certificate of insurance as evidence of coverage. University shall maintain, at its sole expense, workers' compensation insurance as required by law.
 - Professional Liability Insurance. Candidates will be responsible for procuring and maintaining, at their own expense, professional liability insurance for the duration of the Clinical Experience with minimum limits of either: (i) \$1,000,000 per occurrence and \$3,000,000 annual aggregate, or (ii) \$2,000,000 per occurrence and \$2,000,000 annual aggregate.
5. Status of Parties. Nothing in this Agreement is intended to or shall be construed to constitute an agency, employer/employee, partnership, or fiduciary relationship between the Parties. Neither Party will have the authority to, and will not, act as agent for or on behalf of the other Party or represent or bind the other Party in any manner. No Candidate or other third Party shall be a beneficiary of or have any right to enforce the terms of this Agreement.
6. Non-Discrimination. Each Party agrees to comply with all applicable non-discrimination laws, and will accept, assign, supervise, and evaluate qualified Candidates regardless of race, sex, sexual orientation, religion, creed, national origin, age, disability, veteran status, or any other basis protected by law.
7. Entire Agreement. This Agreement represents the entire understanding between the Parties relating to the subject matter and supersedes all prior oral or written agreements. This Agreement may be modified only in writing, signed by both Parties.

The Parties have executed this Agreement as of the Effective Date.

UNIVERSITY

By: Kim DeMent

Title: Senior Associate Dean & Senior Director, School of Education

Point of Contact:

District and Funded Partnerships

Email: tc_outreach@wgu.edu

For notice purposes:

Attn: Contracts Manager

Western Governors University

4001 South 700 East, Suite 700

Salt Lake City, UT 84107-2533

Email: contracts@wgu.edu

DISTRICT

By: Barbara Gaines

Title: Superintendent

Date: 5/20/26

Point of Contact:

Email: bgaines@skusd.k12.ca.us

Phone: 661-256-5000

For notice purposes:

Email: lhargus@skusd.k12.ca.us

Exhibit A

Video Recording

1. Teacher Performance Assessment. District acknowledges that Candidates must complete a teacher performance assessment, which includes the submission of real artifacts (such as lesson plans and student work samples). District also recognizes that in states where the edTPA is required, video recordings of the Candidate teaching in the classroom will be utilized and included in the submission.
2. Clinical Observation / Evaluation. University utilizes a secure, interactive, online, cloud-based platform to accommodate for the changing classroom environment and protect the health and safety of participants. Candidates upload recorded video submissions or participate in livestreams for feedback, scoring, and critiquing of video assignments, and Clinical Supervisors leave time-stamped feedback.
3. Guidelines. The following guidelines are provided to Candidates. District understands that Candidates are not employees or agents of University and that any further precautions regarding the privacy of District students should be agreed directly between the District and Candidates.

Teacher Candidate Guidelines for Video Recordings

- Secure appropriate permission from the parents/guardians of your students and from adults who appear in the video recording.
- To protect confidentiality, remove your name and use pseudonyms or general references (e.g., "the district") for your state, school, district, and Mentor Teacher. Mask or remove all names on any typed or written material (e.g., commentaries, lesson plans, student work samples) that could identify individuals or educator preparation programs. During video recording, use only the first names of students.
- You must follow appropriate protocol to submit recordings to University.
- You may not display the video publicly (i.e., personal websites, YouTube, Facebook).
- You may not use any part of the recordings for any personal or professional purposes outside of performance evaluation.
- You must destroy all video recordings once the evaluation is complete.



Southern Kern Unified School District

2601 Rosamond Blvd.
Rosamond, CA 93560

Agreement/Contract Coversheet

Vendor/Contractor Name	Date Contract Received	Board Date
Impact Canine Solutions	5/11/2026	5/20/2026
Contract Title/Name	Contract Effective Dates	Final Contract to Superintendent's Secretary By:
District Agreement	From 7/1/2026 Until 6/30/2027	
Description of Agreement		
This Agreement allows for Impact Canine Solutions to provide substance awareness and detection services to SKUSD.		
Renewal Clause	Automatic Renewal	
	No	
Payment Terms:	Termination Clause	Budgeted Item
Net 30	N/A	Yes
Fixed/Startup Costs	Total Cost (NTE) Per Year	
N/A	\$4,800.00	
Budget String/Comments		
Business Services		

Overview

- ☐ Agreement is for more than one School Fiscal Year
- ☒ Clearly States Fees and Hourly Rates
- ☐ Allows Early Termination
- ☐ Mutual Indemnity Clause
- ☒ Governed in Accordance with Laws of California and Department of Education
- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

☒ Initial Review Complete	Signature Robert Irving	Date 5/14/2026
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☐ Purchase Order Prepared	Signature	Date
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☒ Ready for Board Agenda	Signature Camie Davies	Date 5/14/2026
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Southern Kern Unified School District
(the District)

This shall serve as an agreement by and between AKA Enterprise, LLC DBA: Impact Canine Solutions (hereinafter "Impact Canine Solutions") and Southern Kern Unified School District (hereinafter "the District") for substance awareness and detection services for the period of July 1, 2026 through June 30, 2027.

It is understood that the District has established and communicated a policy clearly defining contraband as all drugs of abuse (in the broadest terms), alcoholic beverages, firearms, ammunition, and prescription medications and that this policy has been disseminated to all campus locations. Violations are considered inimical to the welfare of students and contrary to the District's desire to foster an atmosphere conducive to safety and education.

Impact Canine Solutions shall provide contraband inspection services utilizing non-aggressive contraband detection canines. Such inspections may be conducted on unannounced basis under the auspices and direction of the District administration with Impact Canine Solutions acting as contractors of the District while conducting such inspections. Communal areas, lockers, gym areas, parking lots (automobiles), grounds, and other select areas as directed by District officials, shall be subject to inspection. Contraband detected on District property is the responsibility of the District.

Impact Canine Solutions policy precludes the use of detection canines to "sniff" individuals under any circumstance.

Impact Canine Solutions agrees to provide 10 Visits for the duration of the contract. The District may increase the total number of visits by notifying Impact Canine Solutions in writing. Each visit will be \$480.00. Multiple canine teams will be charged on a per team basis. Impact Canine Solutions will invoice for service monthly at the conclusion of the service month. The District agrees to pay for services within thirty (30) days of receipt of such invoice.

CANCELLATION POLICY

Please note that upon the District reserving a contraband inspection visit by Impact Canine Solutions, Impact Canine Solutions reserves that time in its schedule exclusively for the District to the exclusion of other clients. If the District cancels its contraband inspection visit less than 1 week before it is scheduled to occur, the District will remain obligated for the full charge of said scheduled visit at the rate stated in the contract agreement. To avoid this, please provide written notice of cancellation of inspection via email to Team@ImpactCanine.com at least 1 week before



AKA Enterprise LLC

your scheduled visit. Further, if Impact Canine Solutions is turned away or otherwise denied access to the District's facilities on the day of the scheduled contraband inspection, this same charge will apply.

INDEPENDENT CONTRACTOR STATUS

While performing its obligations under this agreement, Impact Canine Solutions will be acting in the capacity of an independent contractor and not an officer, employee or agent of the District. Impact Canine Solutions shall not at any time or in any manner represent that it or any of its officers, employees, or agents are employees of the District.

EMPLOYEE SCREENING

It is Impact Canine Solutions' policy to screen its employees for the type of criminal background that would preclude said employees from working on a school campus under the California Education Code.

CONFIDENTIALITY

Impact Canine Solutions hereby warrants that it has instructed its present employees to refrain from discussing with anyone outside of the District administration contraband-related information learned during contraband inspections, except where legally obligated to do so.

INDEMNITY

Impact Canine Solutions agrees to indemnify, defend, and hold harmless the District, its officers, agents, and employees from and against any and all liability, loss, damage, or expenses for claims for damages including but not limited to, bodily injury, death, or property damage, to the extent that such liability, loss damage or expense is directly and proximately caused by the negligence or wrongful acts of the Impact Canine Solutions operations, or its services hereunder, including any workers' compensation suits, liability or expense, arising from or connected with services performed by or on behalf of Impact Canine Solutions by any person pursuant to this agreement. Impact Canine Solutions further agrees to pay on behalf of the District any and all claims, damages, judgments, defense costs, adjuster fees and attorney fees arising directly there from.

INSURANCE

Without limiting Impact Canine Solutions' indemnification of the District, Impact Canine Solutions shall provide and maintain at its own expense during the term of this agreement the following program(s) of insurance covering its operations hereunder. Such insurance shall be provided by insurer(s) satisfactory to the District, and evidence of such programs satisfactory to the District shall be delivered to the District on or before the effective date of this agreement. Such evidence shall specifically identify this agreement and shall contain express conditions that the



AKA Enterprise LLC

District is to be given written notice at least thirty (30) days in advance of any modifications or termination of any program of insurance.

- **GENERAL LIABILITY-** A program including but not limited to, comprehensive general endorsed for contractual liability coverages, with a combined single limit of not less than \$1,000,000 per occurrence. Such insurance shall be primary to and not contributing with any other insurance maintained by the District and shall name the District, its officers, agents and employees as an Additional Insured.
- **AUTOMOBILE LIABILITY-** A program including, but not limited to, comprehensive automobile liability with a combined single limit of not less than \$1,000,000 per occurrence. Such insurance shall be primary to and not contributing with any other insurance maintained by the DISTRICT and shall name the DISTRICT, its officers, agents, and employees as Additional Insured.
- **WORKERS' COMPENSATION-** A program of workers' compensation insurance shall be in force and form to meet all applicable requirements of the Labor Code of the State of California and which specifically covers all persons providing services by or on behalf of Impact Canine Solutions and all risks to such persons under this agreement.

Satisfactory evidence of the above required insurance program shall be in the form of a Certificate of Insurance along with the appropriate policy endorsements affording Additional Insured Coverage.

Impact Canine Solutions

Southern Kern Unified School District

Sign: Al Hradecky

Sign: _____

Print: Al Hradecky

Print: _____

Title: President

Title: _____

Date: May 13, 2026

Date: _____

Please return one (1) copy of this Agreement and retain other copy for school files.

Southern Kern Unified School District

Position Description

Position Title: **Certified Occupational Therapy Assistant (COTA)**

Department: Special Education

Reports To: Coordinator, Special Education

SUMMARY: A Certified Occupational Therapy Assistant (COTA) works under the supervision of a licensed Occupational Therapist (OT) to help students develop, recover, and improve the skills needed for daily living and working. The COTA assists in implementing treatment plans, guiding therapeutic activities, and monitoring student progress.

ESSENTIAL DUTIES AND RESPONSIBILITIES: *Other duties may be assigned.*

- Implement treatment plans developed by the Occupational Therapist
- Lead students through therapeutic exercises and activities to improve mobility, coordination, and daily living skills.
- Monitor and document student progress and report updates to the supervising occupational therapist.
- Assist students with adaptive techniques and use of assistive equipment
- Educate students and families on treatment strategies and home exercises
- Maintain accurate records in compliance with legal and facility standards
- Modify activities based on patient needs and progress (under OT supervision)
- Ensure a safe and supportive therapy environment

SUPERVISORY RESPONSIBILITIES:

- Supervises students

QUALIFICATION REQUIREMENTS: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

EDUCATION and/or EXPERIENCE:

- Associate's degree (AA/AS) from an ACOTE-accredited Occupational Therapy Assistant program
- Completion of supervised fieldwork
- Passing the National Board for Certification in Occupational Therapy certification exam

CERTIFICATES, LICENSES, REGISTRATIONS:

- Certification as a Certified Occupational Therapy Assistant

LANGUAGE SKILLS:

- Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations.
- Ability to write reports, business correspondence, and procedure manuals.
- Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

MATHEMATICAL SKILLS:

- Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane and solid geometry and trigonometry.
- Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

REASONING ABILITY:

- Ability to define problems, collect data, establish facts, and draw valid conclusions.
- Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

OTHER SKILLS and ABILITIES:

- Ability to apply knowledge of current research and theory to instructional program.
- Ability to follow detailed treatment plans
- Physical stamina and ability to assist students with movement
- Ability to establish and maintain effective working relationships with students, peers, parents and community.
- Strong communication and interpersonal skills.
 - Demonstrates strong observation and documentation skills by accurately monitoring patient performance, recording progress, and reporting changes to the supervising Occupational Therapist in a timely and compliant manner.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is will regularly sit, and occasionally walk and stand. Specific vision abilities required by this job include close vision. While performing the duties of this job the employee will continuously hear conversation in a quiet and/or noisy environment. The employee will continuously need the ability to tell where a sound is coming from and tell the difference among bells, buzzers, beeps, horns etc.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually quiet to moderate. The employee is directly responsible for the safety, well-being and work output of students.

The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed for this position. The individuals currently holding this position perform additional duties and additional duties may be assigned.



Southern Kern Unified School District

2601 Rosamond Blvd.
Rosamond, CA 93560

Proposal/Quote Coversheet

Vendor/Contractor Name	Date Proposal Received	Board Date
Hope Squad Inc	5/14/2026	5/20/2026
Contract Title/Name	Quote Effective Dates	Final Proposal to Superintendent's Secretary By:
Hope Squad	From 7/1/2026 Until 6/30/2027	
		5/15/2026

Description of Quote
Renewal of Hope Squad licenses throughout district

Renewal Clause	Automatic Renewal
N/A	No

Payment Terms:	Termination Clause	Budgeted Item
Net 30	N/A	Yes

Fixed/Startup Costs	N/A	Total Cost (NTE Annually)	\$2,300.00
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Budget String/Comments
Business Services
01-0000-0-5800.00-1110-1000-003-00-000-0000

Overview

- ☐ Agreement is for more than one School Fiscal Year
- ☒ Clearly States Fees and Hourly Rates
- ☐ Allows Early Termination
- ☐ Mutual Indemnity Clause
- ☒ Governed in Accordance with Laws of California and Department of Education
- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

☒ Initial Review Complete	Signature	Date
	Robert Irving	5/15/2026

☐ Purchase Order Prepared	Signature	Date

☒ Ready for Board Agenda	Signature	Date
	Robert Irving	5/15/2026



Hope Squad, Inc.

5455 N River Run Dr

Provo Utah 84604

U.S.A

Statement

To:

Southern Kern Unified School District

2601 Rosamond Blvd

Rosamond CA 93560

United States

Subject :

Hope Squad ID: 10000149

For School Year: 2026 - 2027

#	Item & Description	Qty	Rate	Amount
1	Elementary Annual Program License Squad Name: Westpark Elementary School Squad	1.00 Each	550.00	550.00
2	Standard Junior High Annual Program License Squad Name: Tropico Middle School Squad	1.00	600.00	600.00
3	Elementary Annual Program License Squad Name: Rosamond Elementary School Squad	1.00 Each	550.00	550.00
4	Standard High School Annual Program License Squad Name: Rosamond High School Squad	1.00	600.00	600.00
			Sub Total	2,300.00
			Total	\$2,300.00



Southern Kern Unified School District

2601 Rosamond Blvd.
Rosamond, CA 93560

Proposal/Quote Coversheet

Vendor/Contractor Name	Date Proposal Received	Board Date
Character Strong LLC	4/2/2026	5/20/2026
Contract Title/Name	Quote Effective Dates	Final Proposal to Superintendent's Secretary By:
Character Strong	From 7/1/2026 Until 7/31/2027	5/15/2026

Description of Quote
Renewal of Character Strong licenses for district-wide SEL curriculum.

Renewal Clause	Automatic Renewal
N/A	No

Payment Terms:	Termination Clause	Budgeted Item
Net 30	N/A	Yes

Fixed/Startup Costs	N/A	Total Cost (NTE Annually)	\$29,980.00
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Budget String/Comments
Business Services
01-6332-0-5800.00-1110-1000-003-00-000-0000

Overview

- ☐ Agreement is for more than one School Fiscal Year
- ☒ Clearly States Fees and Hourly Rates
- ☐ Allows Early Termination
- ☐ Mutual Indemnity Clause
- ☒ Governed in Accordance with Laws of California and Department of Education
- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

☒ Initial Review Complete	Signature Robert Irving	Date 5/15/2026
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☐ Purchase Order Prepared	Signature	Date
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☒ Ready for Board Agenda	Signature Robert Irving	Date 5/15/2026
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CharacterStrong, LLC
150 Rouse Blvd, Suite 210
Philadelphia, PA 19112
billing@characterstrong.com
characterstrong.com

Estimate # EST1740

Date: 4/2/2026

Expiration Date: 7/31/2026

Bill To

Attn: Sheryl Taylor
Southern Kern USD
2601 W Rosamond Blvd
Rosamond CA 93560-6434
United States

Ship To

Attn: Sheryl Taylor
Southern Kern USD
2601 W Rosamond Blvd
Rosamond CA 93560-6434
United States

TOTAL

\$29,980.00

Item	Quantity	Service Start - End	Gross Amount	Discount	Net Amount
Foundation Leadership Curriculum MS License 90 60-minute servant-leadership and character development lessons for 6-8th grade.	1	7/1/2026 - 6/30/2027	\$99.00	\$99.00	\$0.00
ODPD Curriculum License Bite sized asynchronous Professional Development on a variety of topics related to student and adult Learning, school culture and climate improvement, and staff and student leadership.	4	7/1/2026 - 6/30/2027	\$1,996.00	\$0.00	\$1,996.00
Tier 1 Curriculum PFP License School-wide License for the Elementary Curriculum, PurposeFull People Pre-K through 5th - A Social, Emotional, and Character Development Curriculum	2	7/1/2026 - 6/30/2027	\$7,998.00	\$3,000.00	\$4,998.00
LoHi Curriculum License Building-wide license for the LoHi Toolkit (formerly CharacterStrong Gym). A library of social & emotional and character development resources for educators, administrators, students, and families	4	7/1/2026 - 6/30/2027	\$1,996.00	\$0.00	\$1,996.00
Tier 1 Curriculum HS License School-wide License for CharacterStrong Tier 1 lessons - 9th-12th grade	1	7/1/2026 - 6/30/2027	\$3,999.00	\$1,500.00	\$2,499.00
Tier 1 Curriculum MS License School-wide License for CharacterStrong Tier 1 lessons - 6th-8th grade	1	7/1/2026 - 6/30/2027	\$3,999.00	\$1,500.00	\$2,499.00
Tier 2 Curriculum MS License School-wide Tier 2 License for CharacterStrong Character Development lessons for Secondary Grades - 6-8	1	7/1/2026 - 6/30/2027	\$1,999.00	\$0.00	\$1,999.00

If payment requires board approval or you have other unique circumstances that might prevent you from processing payment before the due date, please reach out to billing@characterstrong.com and we'd be happy to discuss options.

Contracts, purchase orders, and payments can be mailed to CharacterStrong, LLC at the address above, or emailed to billing@characterstrong.com.

EIN: 81-4174372 UBI: 604-043-554

CharacterStrong's Cancellation Policies can be found at:
<https://characterstrong.com/resources/cancellation-policies>



CharacterStrong, LLC
150 Rouse Blvd, Suite 210
Philadelphia, PA 19112
billing@characterstrong.com
characterstrong.com

Estimate # EST1740

Date: 4/2/2026

Expiration Date: 7/31/2026

Item	Quantity	Service Start - End	Gross Amount	Discount	Net Amount
Tier 2 Curriculum HS License School-wide Tier 2 License for CharacterStrong Character Development lessons for Secondary Grades - 9-12	1	7/1/2026 - 6/30/2027	\$1,999.00	\$0.00	\$1,999.00
Tier 2 Curriculum Elem License School-wide Tier 2 License for CharacterStrong Character Development lessons for Elementary	2	7/1/2026 - 6/30/2027	\$3,998.00	\$0.00	\$3,998.00
Tier 3 Curriculum MS License School-wide Tier 3 License for CharacterStrong Character Development lessons for Secondary Grades - 6-8	1	7/1/2026 - 6/30/2027	\$1,999.00	\$0.00	\$1,999.00
Tier 3 Curriculum Elem License School-wide Tier 3 License for CharacterStrong Character Development lessons for Elementary	2	7/1/2026 - 6/30/2027	\$3,998.00	\$0.00	\$3,998.00
Tier 3 Curriculum HS License School-wide Tier 3 License for CharacterStrong Character Development lessons for Secondary Grades - 9-12	1	7/1/2026 - 6/30/2027	\$1,999.00	\$0.00	\$1,999.00
Service Leadership Curriculum HS License Leadership curriculum for 9th - 12th grades; 90 - 60-minute servant-leadership and character development lessons	1	7/1/2026 - 6/30/2027	\$99.00	\$99.00	\$0.00

Pay Online or Send Remittance to:
CharacterStrong
PO Box 12415
Newark, NJ 07101-3515

Subtotal	\$29,980.00
Sales Tax	\$0.00
Total	\$29,980.00

If payment requires board approval or you have other unique circumstances that might prevent you from processing payment before the due date, please reach out to billing@characterstrong.com and we'd be happy to discuss options.

Contracts, purchase orders, and payments can be mailed to CharacterStrong, LLC at the address above, or emailed to billing@characterstrong.com.

EIN: 81-4174372 UBI: 604-043-554

CharacterStrong's Cancellation Policies can be found at:
<https://characterstrong.com/resources/cancellation-policies>



Southern Kern Unified School District

2601 Rosamond Blvd.
Rosamond, CA 93560

Agreement/Contract Coversheet

Vendor/Contractor Name	Date Contract Received	Board Date
Foster and Foster Actuaries and Consultants	3/30/2026	5/20/2026
Contract Title/Name	Contract Effective Dates	Final Proposal to Superintendent's Secretary By:
GASB 74/75 Actuarial Valuation	From 3/30/2026 Until 6/30/2027	

Description of Quote

This two year agreement is for Foster and Foster to perform actuarial services in accordance with GASB 74 and GASB 75. The district is required to report liabilities for OPEB in its financial statements. Year 1 of the agreement is a full valuation for the district. Year 2 of the agreement is a roll-forward valuation.

Renewal Clause	Automatic Renewal
N/A	No

Payment Terms:	Termination Clause	Budgeted Item
N/A	Yes	Yes

Fixed/Startup Costs	N/A	Total Cost (NTE Annually)	\$13,160.00
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Budget String/Comments
Business Services
01-0000-0-5800.00-0000-7200-001-00-000-0000

Overview

- ☒ Agreement is for more than one School Fiscal Year
- ☒ Clearly States Fees and Hourly Rates
- ☒ Allows Early Termination
- ☐ Mutual Indemnity Clause
- ☒ Governed in Accordance with Laws of California and Department of Education
- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

☒ Initial Review Complete	Signature	Date
	Robert Irving	5/15/2026

☐ Purchase Order Prepared	Signature	Date

☒ Ready for Board Agenda	Signature	Date
	Robert Irving	5/15/2026



FOSTER & FOSTER

ACTUARIES AND CONSULTANTS

March 30, 2026

Robert Irving
Chief Business Officer
Southern Kern Unified School District
2601 Rosamond Boulevard
Rosamond, CA 93560-0640

Dear Robert,

This letter is our proposal for continued GASB 74/75 actuarial valuation services. The proposal includes a full actuarial valuation as of June 30, 2026 as well as an anticipated roll-forward valuation as of June 30, 2027.

Fees and Our 10% Discount

To confidently schedule existing clients, we provide an incentive for clients who make a commitment in advance of the valuation process. To reserve a place in our schedule, please send the signed contract and non-refundable deposit of one-half of the full valuation fee by June 1, 2026. By reserving a spot, Southern Kern Unified School District is guaranteed a valuation slot and is prioritized over our other clients that didn't reserve one.

We apply a 10% discount to the full valuation fee for those who reserve a spot by June 1, 2026. This means that, to reserve a spot, we must receive the signed contract and a check for \$4,230 (one half of the \$8,460 shown below) by June 1, 2026. The following table shows our fees for the GASB 74/75 valuations:

	<u>GASB 74/75 without Discount</u>	<u>GASB 74/75 with 10% Discount</u>
Full Valuation Fee	\$9,400	\$8,460
Roll-Forward Valuation Fee for 2 nd Year	\$4,700	\$4,700

Our fees are generally all-inclusive without additional charges for phone calls, re-work, or additional information. Because the vast majority of our clients do not require an in-person meeting or a separate funding valuation, we prefer not to bake those costs into our standard fees. We do not charge to present valuation results via telephone or a video call or to provide an annual contribution target. In the rare cases where an in-person meeting is necessary, we charge based on travel time (to a maximum of \$5,000). Fees for substantial additional funding work are determined based on the scope of the project.

Even if you aren't able to respond until after the discount deadline, we would still be happy to work with you on your GASB 74/75 valuation. It's never too late for us to get started on the valuation.

Second Year Roll-Forward Valuation

As you know, GASB 75 requires a full actuarial valuation at least every two years. Because your last full valuation was performed as of June 30, 2024, you are due for this full valuation as of June 30, 2026. While this proposal does include the subsequent roll-forward valuation that we anticipate performing as of June 30, 2027, we will confirm with you prior to performing that work to ensure circumstances have not changed, and that you would still like for us to proceed with the roll-forward valuation.

Timing and Data Requirements

Our records indicate that you will use the results of this June 30, 2026 valuation in your financials for the fiscal year ending June 30, 2026. This means that the valuation will be on a compressed timetable with little room for deviation.

The following timeline shows when the primary items are expected to be provided.

Item	Anticipated Delivery	Responsible Party
Census Data	June-August	Southern Kern Unified School District
Asset Information	July-August	Southern Kern Unified School District
Audit Report/ACFR	June-August	Southern Kern Unified School District
Draft Report	July-October	Foster & Foster

Please keep in mind that even for an unfunded plan with no asset information, the valuation relies on interest rate information that cannot be obtained prior to June 30, 2026. Therefore, the valuation cannot be completed until after June 30, 2026.

Please let us know if you have any questions about the above or general questions about retiree health or pension benefits. We would very much appreciate having the opportunity to work with Southern Kern Unified School District again this year.

Sincerely,



Will Kane, FSA, EA, MAAA
Senior Consulting Actuary
will.kane@foster-foster.com



Luis Murillo, ASA, MAAA, FCA
Senior Consulting Actuary
luis.murillo@foster-foster.com

We request the following information in order to complete your retiree health actuarial valuation:

- **Census Data.** Demographic information as of June 30, 2026 for active employees eligible for future retiree health benefits and retirees currently receiving health benefits. See below for specific data items needed.
- **Medical Premium Rate Summary.** A summary exhibit that shows the full premium rates (even if the employer only pays up to a certain amount) for medical plans available to active employees and pre-Medicare retirees. Not necessary if you participate in CalPERS Medical as those rates are published and applicable broadly.
- **Audit Report / ACFR.** Your audit report for the fiscal year ending June 30, 2025.
- **Description of Benefit Arrangement.** Either your most recent collective bargaining agreements or a summary of the retiree health benefits and eligibility. If the benefit structure has changed since the last actuarial valuation, a brief description of the change is helpful.
- **Asset Statement.** If retiree health benefits are being funded through an irrevocable trust, please provide the annual trust statement for the full fiscal year ending on June 30, 2026.
- **Formal Funding Policy.** If your plan has a Board-approved funding policy to serve as a basis for an Actuarially Determined Contribution under GASB 75, please let us know (this is relatively rare).
- **Other Useful Information.** Every retiree health plan is unique! If there is information not listed above or below that you believe would be helpful, please feel free to provide it.

For Each Active Employee (any active employee who may become eligible for future retiree health benefits)

- Required Information
 - Date of Birth
 - Sex
 - Date of Hire
 - Employee Group (e.g. Police, Fire, Management, Classified, Certificated, Miscellaneous)
 - Full-Time Equivalent Fraction OR Hours Per Week OR Full-Time / Part-Time Indicator
- Other Information (not required but helpful to have)
 - Name
 - Identifier (e.g. Employee ID, SSN, Last 4 SSN)
 - Active Medical Plan Name, Premium Amount, and Coverage Tier (Single, 2-Party, Family)
 - Salary or Rate of Pay (only needed if you will ask us to calculate the plan's covered payroll)

For Each Retiree (any retiree receiving health coverage (even if self-pay) or health payments through employer)

- Required Information
 - Date of Birth
 - Sex
 - Date of Retirement (to the extent available)
 - Date/Age Benefit Ends (needed if differs amongst retirees – e.g. Lifetime for some / Age 65 for others)
 - Employee Group (e.g. Police, Fire, Management, Classified, Certificated, Miscellaneous)
 - Medical Plan Name and Coverage Tier (Single, 2-Party, Family)
 - Medical Premium – Total Amount (even if employer only pays up to a capped amount)
 - Medical Premium – Employer Portion (including employer reimbursement of Retiree Portion, if any)
 - Medical Premium – Retiree Portion
 - Employer Paid Amount for any Non-Medical Health Benefits (Dental, Vision, Life Insurance, Medicare Part B, HRA Contributions, Cash-In-Lieu, etc.)
- Other Information (not required but helpful to have)
 - Name
 - Identifier (e.g. Employee ID, SSN, Last 4 SSN)

CONSULTING SERVICES AGREEMENT

This Agreement is entered into effective the 30th day of March, 2026 by and between Foster & Foster Consulting Actuaries, Inc. ("Consultant"), a corporation with principal offices located at 13420 Parker Commons Boulevard, Suite 104, Fort Myers, Florida 33912 and Southern Kern Unified School District ("Customer").

The following shall govern the provision of consulting services by Consultant to Customer.

1. Consulting Services. Consultant shall provide the consulting services described on Schedule 1 attached hereto.
2. Compensation to Consultant. Customer shall pay Consultant for the consulting services described on Schedule 1 attached hereto the compensation set forth on Schedule 2 attached hereto.
3. Term and Termination. (a) Term. This Agreement shall commence on the date first written above and shall continue in effect until December 31, 2027, or until all consulting services described on Schedule 1 have been performed, whichever occurs first, unless sooner terminated in accordance with the provisions of this Agreement. (b) Termination Without Cause. This agreement may be terminated at any time by either party upon sixty (60) days prior written notice to the other party. (c) Termination With Cause. Either party shall have the right to terminate this Agreement upon the failure of either party to observe any of the covenants and agreements required to be observed by it under this Agreement, and such failure continues for a period of thirty (30) days after written notice thereof. (d) Rights and Obligations after Termination. Termination of this agreement shall not relieve either party of any rights or obligations arising out of the Agreement prior to termination, with the exception that the amount of the final payment that shall be made by Customer shall be based solely upon the percentage of work that was completed by Consultant.
4. Customer Will Provide Information. Customer shall provide Consultant with the information necessary for Consultant to provide the consulting services described on Schedule 1 attached hereto.
5. Authorization to Acquire Information. Customer hereby authorizes Consultant to acquire the necessary information reasonably required by Consultant to provide the consulting services described on Schedule 1 attached hereto from any agency, agencies, source or sources.
6. Customer's Right to Provide Information. Customer represents and warrants to Consultant that it has the right to provide the information that will be given by Customer to Consultant, or which will be acquired by Consultant pursuant to paragraphs 4 and 5 above.
7. Limitation on Services. Customer understands that Customer retains sole authority and responsibility for the operation and design of all Customer's employee benefit plans.
8. Ownership of Systems and Materials. All systems, programs, operating instructions, forms and other documentation prepared by or for Consultant shall be and remain the property of Consultant. All data source documents provided by Customer shall remain the property of Customer.
9. Indemnification. (a) By Customer. Customer hereby agrees to defend and indemnify Consultant and hold Consultant harmless against any claims, injury, costs or damages (including actual attorneys' fees incurred) resulting from Customer's gross negligence or willful misconduct. (b) By Consultant. Consultant hereby agrees to defend and indemnify Customer and hold Customer harmless against any claims, injury, costs or damages (including actual attorneys' fees incurred) resulting from Consultant's gross negligence or willful misconduct.

10. General.

- a. Relationship of the Parties. The relationship between Consultant and Customer established by this Agreement is that of independent contractors. Consultant and Customer shall each conduct its respective business at its own initiative, responsibility, and expense, and shall have no authority to incur any obligations on behalf of the other.
- b. Force Majeure. No party shall have liability for damages or non-performance under this Agreement due to fire, explosion, strikes or labor disputes, water, acts of God, war, civil disturbances, acts of civil or military authorities or the public enemy, transportation, facilities, labor, fuel or energy shortages, or other causes beyond that party's control.
- c. Entire Agreement. This Agreement and the Schedules attached hereto contain the entire agreement between the parties and supersedes all previous agreements and proposals, oral or written, and all negotiations, conversations, or discussions between the parties related to the subject matter of this Agreement. This Agreement shall not be deemed or construed to be modified, amended, rescinded, canceled or waived in whole or in part, except by written amendment signed by both of the parties hereto.

11. Confidentiality. Consultant recognizes that its work will bring it into close contact with confidential information of Customer, including personal information about employees of Customer. Consultant agrees not to disclose anything that is the confidential information of Customer, or that is proprietary to Customer, including its software, its legacy applications, and its databases, to any third party.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as set forth below.

"CONSULTANT"
FOSTER & FOSTER CONSULTING
ACTUARIES, INC.

"CUSTOMER"
SOUTHERN KERN UNIFIED SCHOOL DISTRICT

Signed: Will Kane

Signed: _____

By: Will Kane

By: _____

Title: Senior Consulting Actuary

Title: _____

Date: March 30, 2026

Date: _____

SCHEDULE 1

For the purposes of this Agreement, "consulting services" shall include the following services provided by Consultant to Customer:

Consulting reports including all actuarial information necessary for Customer to comply with the requirements of current GASB accounting standards 74/75 related to retiree health benefits for two years, including one full valuation and one "roll-forward" valuation. Study results can be split by up to four employee classifications.

Services do not include Consultant's in-person attendance at any meetings. Services also do not include a separate funding valuation unless requested by Customer.

SCHEDULE 2

Customer shall pay Consultant for the retiree health valuation report based on the full valuation a total of \$9,400. One-half, or \$4,700 shall be due within 30 days of the commencement of work by Consultant. One-half, or \$4,700 shall be due within 30 days of the delivery by Consultant to Customer of the draft consulting report for the full valuation (or within 30 days of contract termination, if earlier). Customer shall also pay Consultant for the retiree valuation report based on the "roll-forward" valuation a total of \$4,700 within 30 days of the delivery by Consultant to Customer of the draft consulting report for the "roll-forward" valuation (or within 30 days of contract termination, if earlier)

If Consultant receives a non-refundable deposit from Customer of \$4,230 by June 1, 2026, the full valuation fee shown above shall be reduced by 10%.



Southern Kern Unified School District

2601 Rosamond Blvd.
Rosamond, CA 93560

Proposal/Estimate Cover Sheet

Vendor/Contractor Name or Event Name	Date Received	Board Date
Great Minds	5/14/2026	5/20/2026
Proposal Title/Name	Effective Dates	Final Contract to Superintendent's Secretary By:
Quote # 00552597	From 5/21/2026 Until	
Description		
This quote is for new math curriculum for grades K-5. The quote includes the curriculum and professional development. This curriculum will be on a five (5) year cycle.		
Renewal Clause	Automatic Renewal	
No	NO	
Payment Terms:	Termination Clause	Budgeted Item
	7 day written notice	N/A
Fixed/Startup Costs	Total Cost (not to exceed)	
N/A	\$425,355.88	
Budget String/Comments		
Business Services		

Overview

- ☒ Agreement is for more than one School Fiscal Year
- ☒ Clearly States Fees and Hourly Rates
- ☒ Allows Early Termination
- ☒ Mutual Indemnity Clause
- ☒ Governed in Accordance with Laws of California and Department of Education
- ☐ Arbitration Clause
- ☐ Two copies already signed by vendor

☒ Initial Review Complete	Signature Robert Irving	Date 5/14/2026
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☐ Purchase Order Prepared	Signature	Date
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☒ Ready for Board Agenda	Signature Camie Davies	Date 5/14/2026
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every child
is capable of
greatness

Great Minds Quote

Date May 14, 2026
Expiration Date August 2, 2026
Prepared By Leonardo Islas
Email leonardo.islas@greatminds.org

Quote Number 00552597

Contact Name Larry Mendez
Phone 661-256-5000 x 1118
Email lmendez@skusd.k12.ca.us

Bill to Name Larry Mendez
Bill To 2601 W Rosamond Blvd.
Rosamond, CA 93560

Ship to Name Larry Mendez
Ship To 2601 W Rosamond Blvd.
Rosamond, CA 93560

End User Southern Kern Unified School
District

Make Payment to:
Great Minds PBC Tax ID: 84-3785772
Mail payment to:
Great Minds PBC
P.O. Box 200283
Pittsburgh, PA 15251-0283

Phone: 202.223.1854
Email: ordertracking@greatminds.org

Wire/ACH Silicon Valley Bank Beneficiary: Great Minds PBC
ABA #121140399 – Account #3303446795 Intl: SWIFT SVBKUS6S
Please email all remittance information to payments@greatminds.org.

Eureka Math 2 - Kit	ISBN	Quantity	List Price	Discounts	Total Price
Grade K					
Eureka Math Squared California, Grade K, Comprehensive Bundle, 5 Yr (Student)	GM-04606	175.00	\$160.00	0.00%	\$28,000.00
Eureka Math Squared California, Grade K, Comprehensive Bundle, 5 Yr (Teacher)	GM-04594	3.00	\$425.00	0.00%	\$1,275.00
Eureka Math Squared California, Grade K, Comprehensive Bundle, 5 Yr (Teacher)	GM-04594	7.00	\$425.00	100.00%	\$0.00

Eureka Math 2 - Kit	ISBN	Quantity	List Price	Discounts	Total Price
Grade 1					
Eureka Math Squared California, Grade 1, Comprehensive Bundle, 5 Yr (Student)	GM-04607	243.00	\$180.00	0.00%	\$43,740.00
Eureka Math Squared California, Grade 1, Comprehensive Bundle, 5 Yr (Teacher)	GM-04595	10.00	\$425.00	100.00%	\$0.00
Eureka Math Squared California, Spanish, Grade 1, Comprehensive Bundle, 5 Yr (Student)	GM-04723	36.00	\$180.00	0.00%	\$6,480.00
Eureka Math Squared California, Spanish, Grade 1, Comprehensive Bundle, 5 Yr (Teacher)	GM-04711	1.00	\$425.00	100.00%	\$0.00
Eureka Math Squared California, Spanish, Grade 1, Comprehensive Bundle, 5 Yr (Teacher)	GM-04711	1.00	\$425.00	0.00%	\$425.00
Grade 2					
Eureka Math Squared California, Grade 2, Comprehensive Bundle, 5 Yr (Student)	GM-04608	271.00	\$180.00	0.00%	\$48,780.00
Eureka Math Squared California, Grade 2, Comprehensive Bundle, 5 Yr (Teacher)	GM-04596	4.00	\$425.00	0.00%	\$1,700.00
Eureka Math Squared California, Grade 2, Comprehensive Bundle, 5 Yr (Teacher)	GM-04596	11.00	\$425.00	100.00%	\$0.00
Eureka Math Squared California, Spanish, Grade 2, Comprehensive Bundle, 5 Yr (Student)	GM-04724	3.00	\$180.00	0.00%	\$540.00
Eureka Math Squared California, Spanish, Grade 2, Comprehensive Bundle, 5 Yr (Teacher)	GM-04712	1.00	\$425.00	0.00%	\$425.00
Grade 3					
Eureka Math Squared California, Grade 3, Comprehensive Bundle, 5 Yr (Student)	GM-04609	279.00	\$180.00	0.00%	\$50,220.00
Eureka Math Squared California, Grade 3, Comprehensive Bundle, 5 Yr (Teacher)	GM-04597	3.00	\$425.00	0.00%	\$1,275.00

Eureka Math 2 - Kit	ISBN	Quantity	List Price	Discounts	Total Price
Eureka Math Squared California, Grade 3, Comprehensive Bundle, 5 Yr (Teacher)	GM-04597	11.00	\$425.00	100.00%	\$0.00
Eureka Math Squared California, Spanish, Grade 3, Comprehensive Bundle, 5 Yr (Student)	GM-04725	2.00	\$180.00	0.00%	\$360.00
Eureka Math Squared California, Spanish, Grade 3, Comprehensive Bundle, 5 Yr (Teacher)	GM-04713	1.00	\$425.00	0.00%	\$425.00
Grade 4					
Eureka Math Squared California, Grade 4, Comprehensive Bundle, 5 Yr (Student)	GM-04610	297.00	\$180.00	0.00%	\$53,460.00
Eureka Math Squared California, Grade 4, Comprehensive Bundle, 5 Yr (Teacher)	GM-04598	12.00	\$425.00	100.00%	\$0.00
Eureka Math Squared California, Grade 4, Comprehensive Bundle, 5 Yr (Teacher)	GM-04598	2.00	\$425.00	0.00%	\$850.00
Eureka Math Squared California, Spanish, Grade 4, Comprehensive Bundle, 5 Yr (Student)	GM-04726	2.00	\$180.00	0.00%	\$360.00
Eureka Math Squared California, Spanish, Grade 4, Comprehensive Bundle, 5 Yr (Teacher)	GM-04714	1.00	\$425.00	0.00%	\$425.00
Grade 5					
Eureka Math Squared California, Grade 5, Comprehensive Bundle, 5 Yr (Student)	GM-04611	350.00	\$180.00	0.00%	\$63,000.00
Eureka Math Squared California, Grade 5, Comprehensive Bundle, 5 Yr (Teacher)	GM-04599	14.00	\$425.00	100.00%	\$0.00
Eureka Math Squared California, Grade 5, Comprehensive Bundle, 5 Yr (Teacher)	GM-04599	2.00	\$425.00	0.00%	\$850.00
Eureka Math Squared California, Spanish, Grade 5, Comprehensive Bundle, 5 Yr (Student)	GM-04727	2.00	\$180.00	0.00%	\$360.00
Eureka Math Squared California, Spanish, Grade 5,	GM-04715	1.00	\$425.00	0.00%	\$425.00

Eureka Math 2 - Kit	ISBN	Quantity	List Price	Discounts	Total Price
Comprehensive Bundle, 5 Yr (Teacher)					

Eureka Math Kits - Manipulative	ISBN	Quantity	List Price	Discounts	Total Price
Grade K					
Eureka Math Squared - Complete Manipulative Kit, Grade K	GM-602210	10.00	\$568.00	0.00%	\$5,680.00
Grade 1					
Eureka Math Squared - Complete Manipulative Kit, Grade 1	GM-602211	10.00	\$544.00	0.00%	\$5,440.00
Grade 2					
Eureka Math Squared - Complete Manipulative Kit, Grade 2	GM-602212	15.00	\$424.00	0.00%	\$6,360.00
Grade 3					
Eureka Math Squared - Complete Manipulative Kit, Grade 3	GM-602213	14.00	\$540.00	0.00%	\$7,560.00
Grade 4					
Eureka Math Squared - Complete Manipulative Kit, Grade 4	GM-602214	14.00	\$256.00	0.00%	\$3,584.00
Grade 5					
Eureka Math Squared - Complete Manipulative Kit, Grade 5	GM-602215	16.00	\$252.00	0.00%	\$4,032.00

PD - Services	ISBN	Quantity	List Price	Discounts	Total Price
Grade Multiple					
Eureka Math Squared - On-Site PD Support Services - Full Day	GM-03574	15.00	\$3,900.00	0.00%	\$58,500.00

Kit	\$331,425.00
Manipulative	\$32,656.00
Services	\$58,500.00
Solution Subtotal	\$422,581.00
Discount	(\$28,050.00)
Shipping and Handling	\$3,102.32
*Pre-Tax Solution Total	\$397,633.32
Estimated Sales Tax	\$27,722.56
Estimated S&H Tax	\$0.00
Total Solution:	\$425,355.88

This Quote is governed by the Terms and Conditions at <https://greatminds.org/customer-quote-terms> which are hereby incorporated by reference as if fully set forth herein.

**The estimated tax amounts provided in this quote are based on the state and local tax rates applicable at the time of quotation. These rates are subject to change by relevant tax authorities. The final tax amount on the invoice will reflect the applicable rates at the time of invoicing. If Customer is tax-exempt, valid exemption documentation must be provided prior to invoicing in order for the exemption to be applied.*

Sample School District
DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and G.C. 3547.5
Association - Classified School Employees Association Chapter 587

The proposed agreement covers the period beginning July 1, 2025 and ending June 30, 2026 and will be acted upon by the Governing Board at its meeting on May 20, 2026.

Note:

1% salary increase = \$ 113,024
1% statutory benefit increase = \$ 41,302
1% salary and statutory benefit increase = \$ 154,326

\$621,631 \$621,631
\$227,161 \$227,161
\$158,956 \$158,956

Compensation		Fiscal Impact of Proposed Agreement			Comments
		Current Year 2025-2026	Year 2 2026-2027	Year 3 2027-2028	
1.	Step & Column - Increase/(Decrease) due to longevity and units plus any changes due to settlement	Cost (+/-) Percent	\$ - 0.00%	\$ - 0.00%	
2.	Salary Schedule - Increase/(Decrease)	Cost (+/-) Percent	\$ 282,559 2.50%	\$ 292,449 0.47%	2.50% on schedule increase for 2025-26
3.	Other Compensation - Increase/(Decrease):	Cost (+/-) Percent	\$ - 0.00%	\$ - 0.00%	None
4.	Statutory Benefits - Increase/(Decrease) in STRS, PERS, FICA, Medicare, Unemployment, Workers' Comp, etc.	Cost (+/-) Percent	\$ 103,255 2.50%	\$ 104,288 0.46%	Change in statutory benefits with on-going (2.5%).
5.	Health & Welfare Plans - Increase/(Decrease)	Cost (+/-) Percent	\$ - 0.00%	\$ - 0.00%	No increase/decrease to H/W cap.
6.	Total Compensation - Increase/(Decrease) Total of Lines 1-3 + 5.	Cost (+/-) Percent	\$ 282,559 1.83%	\$ 292,449 1.84%	
7.	Total Number of Represented Employees		215	215	
8.	Total Compensation Cost for Average Employee - Increase/(Decrease)	Cost (+/-) Percent	\$ 1,314 1.83%	\$ 1,360 1.84%	

B. Proposed Negotiated Changes in Non-Compensation Items (class size adjustments, staff development days, teacher prep time, etc.)	
None	

C. What are the specific impacts on instructional and support programs to accommodate the settlement? Include the impact of non-negotiated change such as staff reductions and program reductions/eliminations.
None

D. What contingency language is included in the proposed agreement? (reopeners, etc.)
None

E. Source of Funding for Proposed Agreement
On schedule increase: 2025-26 increase in LCFF revenue; Restricted funds where applicable; District reserves

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard			
a. Total Expenditures, Transfer Out, and Uses (including Cost of Proposed agreement)	\$		76,160,068
b. State Standard Minimum Reserve Percentage for this District			3%
c. State Standard Minimum Reserve Amount for this District (Line 1 times line 2)	\$		2,284,802
2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)			
a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$		-
b. General Fund Budgeted Unrestricted Reserved Amounts	\$		-
c. General Fund Budgeted Unrestricted Board Designated Amounts	\$		-
d. General Fund Budgeted Unappropriated Amount	\$		9,419,135
e. Special Reserve Fund (J-207) - Budgeted Designated for Economic Uncertainties	\$		-
f. Special Reserve Fund (J-207) - Budgeted Unappropriated Amount	\$		-
g. Article XIII-B Fund (J0241) - Budgeted Designated for Economic Uncertainties	\$		-
h. Article XIII-B Fund (J0241) - Budgeted Unappropriated Amount	\$		-
i. Total District Budgeted Unrestricted Reserves	\$		9,419,135

3. Do unrestricted reserves meet the state standard minimum reserve amounts?

Impact Of Proposed Agreement On Current Year Operating Budget **Fund 01 - General Fund**

Description	Column 1 Latest Board Approved Budget	Column 2 Adjustments for Second Interim	Column 3 Adjustments Result of Settlement	Column 4 Total Impact On Budget
Revenues				
Revenue Limit Sources (8010-8099)	\$ 53,027,570	\$ (565,735)	\$ -	\$ 52,461,835
Remaining Revenues (8100-8799)	\$ 17,528,884	\$ 523,384	\$ -	\$ 18,052,268
Total Revenues	\$ 70,556,454	\$ (42,351)	\$ -	\$ 70,514,103
Expenditures				
1000 Certificated Salaries	\$ 27,968,359	\$ (2,399,387)	\$ -	\$ 25,568,972
2000 Classified Salaries	\$ 12,002,372	\$ 1,165,149	\$ 282,559	\$ 13,450,080
3000 Employees' Benefits	\$ 17,208,785	\$ (260,557)	\$ 103,225	\$ 17,051,454
4000 Books & Supplies	\$ 4,134,233	\$ 769,734	\$ -	\$ 4,903,967
5000 Services & Operating Expenses	\$ 11,591,548	\$ 852,179	\$ -	\$ 12,443,727
6000 Capital Outlay	\$ 2,489,315	\$ 618,488	\$ -	\$ 3,107,803
7000 Other	\$ 19,850	\$ -	\$ -	\$ 19,850
Total Expenditures	\$ 75,414,462	\$ 745,607	\$ 385,784	\$ 76,545,853
Operating Surplus (Deficit)	\$ (4,858,008)	\$ (787,958)	\$ (385,784)	\$ (6,031,750)
Other Sources and Transfers In	\$ -		\$ -	\$ -
Other Uses and Transfers Out			\$ -	\$ -
Current Yr Incr/(Decr) In Fund Balance	\$ (4,858,008)	\$ (787,958)	\$ (385,784)	\$ (6,031,750)
Beginning Balance	\$ 35,048,159			\$ 35,048,159
Current-Year Ending Balance	\$ 30,190,151			\$ 29,016,409
Components of Ending Balance				
Reserved Amounts	\$ -			\$ -
Reserved for Economic Uncertainties				
Board Designated Amounts	\$ 21,892,411	\$ (1,909,351)		\$ 19,983,060
Legally Restricted	\$ 8,297,742	\$ 1,121,393		\$ 9,419,135
Undesignated Amounts				

* If the total amount of the Adjustment in Column 3 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 (i.e., increase was partially budgeted, there were revenue revisions as reflected in Col. 3., etc.), explain the variance below.

Please include comments and explanations as necessary:

> Column 3 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 because the step and column increases and relative statutory benefits were in the approved budget before the settlement.

G. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of the Southern Kern Unified School District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the California School Employees Association Bargaining Unit, during the term of the agreement from July 1, 2025 to June 30, 2026.

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:

	Budget Adjustment Increase (Decrease)
Budget Adjustment Categories:	
Revenues/Other financing Sources	\$ -
Expenditures/Other Financing Uses	\$ 385,784
Ending Balance Increase (Decrease)	\$ (385,784)

____ (no budget revisions necessary)

Barbara Gaines
District Superintendent

5/14/26
Date

[Signature]
Chief Business Officer

5-14-26
Date

CERTIFICATION NO. 2:

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Disclosure of Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent
(Signature)

Date

Chief Financial Officer
(Signature)

Date

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on **May 20, 2026** took action to approve the proposed Agreement with the California School Employees Association Bargaining Unit.

President (or Clerk) of the Governing Board
(Signature)

Date

TENTATIVE AGREEMENT

BETWEEN THE

SOUTHERN KERN UNIFIED SCHOOL DISTRICT

AND THE

CALIFORNIA SCHOOL EMPLOYEES
ASSOCIATION
AND ITS ROSAMOND CHAPTER 587

JULY 1, 2023 – JUNE 30, 2026

(May 6, 2026)

The following delineates a Tentative Agreement between the Southern Kern Unified School District and the California School Employees Association and its Chapter #587 for the 2025-2026 school year as follows:

ARTICLE 1 INTRODUCTION

[Not Reopened]

ARTICLE 2 RECOGNITION

[Not Reopened]

ARTICLE 3 SALARIES

A. Effective July 1, ~~2025~~ 2024, the ~~2023-2024~~ 2024-2025 classified salary schedule shall **be increased by two and one-half percent (2.5%)** ~~For the 2024-2025 school year, the District will provide unit members with a one-time three percent (3%) off-schedule salary bonus based on the 2024-2025 classified salary schedule.~~

B. The salary of each employee shall be as provided in the salary schedule, a copy is attached to this Agreement as Appendix A.

C – D: No Changes.

Longevity Pay:

E. Regardless of their work hours, employees will receive longevity pay on the following basis:

On Completion of:	An Additional:
5 Consecutive Years of Service	\$1.60 1.00 Per Hour
10 Consecutive Years of Service:	\$.60 .75 Per Hour for a Total of \$2.20 1.75
15 Consecutive Years of Service	\$.60 .50 Per Hour for a Total of \$2.80 2.25
20 Consecutive Years of Service	\$.60 .75 Per Hour for a Total of \$3.40 3.00
25 Consecutive Years of Service	\$.60 .50 Per Hour for a Total of \$4.00 3.50
30 Consecutive Years of Service	\$.60 1.00 Per Hour for a Total of \$4.60 4.50
Longevity shall be determined by the employee's date of hire.	

F - J: No Changes.

Payroll Calculation Error:

K. If it is determined that an error has been made in calculation or reporting of any classified employee's payroll, or in payment of any classified employee's salary, the District shall, within five (5) workdays following the determination provide the employee with a statement of the correction and a supplemental payment.

1. In the event an employee has submitted their Supplemental Time Sheet at the required time and it is waiting to be processed, this will be determined as an error in reporting.

Bilingual Pay:

L. It is understood that the District has a need for employees who have bilingual skills. It is further understood that, should an employee utilize these skills to provide service to students, parents, teachers and staff, the employee should be compensated for the additional duties. An employee receiving a bilingual stipend shall receive \$100 per month for each month spent providing bilingual assistance.

1. The District shall select bargaining unit members to determine who will receive the Bilingual Assistance Stipend. Those who are selected shall be tested for the skills, abilities and knowledge needed to perform the service.

~~2. This stipend shall not replace the Translation Compensation MOU for translating specialized activities.~~

2. The District will provide additional compensation at the rate of \$40 per hour to unit members who are asked by the District to provide translation services (written and/oral) for the following specialized activities:

- a. Parent Meetings
- b. Individualized Education Plans (IEPs)
- c. Student Expulsion Hearings
- d. 504 Meetings

3. The translation services must be authorized in advance by the Site Administrator or District Office.

4. Unit members who provide these specialized translation services must take and pass the District test to show proficiency in the language they are translating.

M. Personal Protective Equipment

1. The District will make available Personal Protective Equipment ("PPE"), including sleeve and shin guards, to be used for student behaviors.
2. PPE can be obtained from the school nurse at each school site.
3. Employees are required to file a Behavior Emergency Report and/or Employee Incident Report concerning student behaviors.
4. If the employee is injured, the employee is required to follow the District's reporting procedures for work-related injuries.

N. Expanded Learning Opportunities Program ("ELOP")

If there is an overage in an ELOP instructor's class, the instructor will receive \$5 per day for each excess student.

**ARTICLE 4
HEALTH AND WELFARE PROGRAMS**

A – D: No Changes.

Benefit Cap:

E. For the ~~2024-2025~~ **2025-2026** benefit plan year, the District's maximum annual contribution for health and welfare benefits will be \$19,000. Any premium increase(s) above the District's annual dollar amount contribution shall be paid by the employee through payroll deduction to continue the insurance coverage. The benefits currently in effect are as follows:

1. Medical Insurance
 - a. Blue Cross Prudent Buyer (SISC)
 - i. 100-C \$20 (Rx \$7-25)
 - ii. 80-E \$20 (Rx \$7-25)
 - iii. **80-M \$40 (Rx \$7-25)**
 - b. Kaiser

- i. \$10 OV, \$10 Rx; Via \$150
- ii. **\$30 OV, \$10 – 30 Rx**
- 2. Delta Dental Service DD 1500 (A 100/2000)
- 3. Vision Service Plan Signature C (\$0 Copay)
- 4. Basic Life Insurance (\$50,000)

Bargaining unit employees with an FTE of .90 or greater who have other health and welfare coverage and elect not to take health and welfare benefits can complete an opt-in to the Waiver Active Benefit Enrollment (“WABE”) Plan

Premium Notification:

F. Prior to making health insurance premium deductions from pay warrants, the District shall notify the employee in writing specifying the dollar amount and the health plan(s) in which the employee is enrolled.

**ARTICLE 5
VACATIONS AND HOLIDAYS**

[Not Reopened]

**ARTICLE 6
HOURS**

Length of the Workday:

- A. The length of the workday shall be designated by the District for each classified assignment. Employees shall be on duty as assigned by the District.
- 1. Each employee shall be assigned a fixed, regular ascertainable minimum number of hours per day, days per week, and months per year.
 - 2. For full-time employees, the workweek shall consist of five (5) consecutive days for a total of forty (40) hours.
 - 3. For part-time employees, the workday and workweek shall consist of less than eight (8) hours per day and/or forty (40) hours per week.

4. For employees who serve other than full-time in their job classification, leaves, vacation days, and holidays which occur within the employee's work year shall be earned at the ratio of the employee's assigned hours to a full-time classified workday or workweek.

5. For the purpose of allocating leaves, vacation days, or other benefits earned by employees on a monthly basis, employees whose job duties are assigned for 180 days during the school year shall be considered to be 10-month employees.

6. The District has the flexibility to modify the start/end times of an employee's work schedule to meet program and/or student needs in a fiscal year. The District shall not adjust an employee's work schedule more than two times per school year and beyond thirty (30) minutes each time. The District shall provide the affected employee with at least ~~ten (10)~~ **five (5) business**-calendar days' advance notice, and the reason for said work schedule adjustment.

7. It is understood that special circumstances exist and that the District may need to modify an employee's start/end times beyond thirty (30) minutes to meet program and/or student needs. Such changes shall not take effect until written notice has been provided to CSEA, and the effects have been negotiated between the District and CSEA when necessary to meet the requirements of an IEP. In all other situations the decision and effects will be negotiated. In the event there is an immediate need for the District to adjust a SPED paraeducator's start/end time due to fulfilling the legal requirements of an IEP and if a one-on-one is needed, the District may modify a SPED paraeducators' start/end time. If a Paraeducator is unable to accept the position and change in start/end time the District will post the vacant position. Paraeducators who are not able to accept the position and change in start/end time will not be subject to discipline. The Paraeducator who could not accept the change in hours will be offered a transfer. The District will provide written notice to CSEA including the previous work schedule, new work schedule, and reason for said work schedule adjustment.

8. Before the beginning of the paraeducators work year, school site administration will schedule individual rest breaks for paraeducators in an effort to provide coverage and to ensure that rest breaks are taken. A paraeducator should notify school site administration if they are having difficulties taking a rest break.

B – E: No Changes.

Employee Called Back to Work:

F. An employee called back to work after completion of the regular work schedule shall be compensated for at least two (2) hours of work at the appropriate rate of pay.

G. An employee called in to work on a day when the employee was not scheduled to work shall be compensated for at least two (2) hours of work at the appropriate rate of pay.

H. Employees who are contacted (either by phone or text) by an administrator or supervisor and answers questions, confirms scheduling, accepts or denies field trips; or requested to perform school business will receive fifteen (15) minutes of pay for each instance within fifteen (15) minute windows.

Standby Time:

I. Standby time shall be compensated on a straight-time basis unless it occurs during overtime, in which event it will be compensated on an overtime basis.

Extra-duty Scheduled Above Five Days:

J. If an employee reports for work for an extra-duty activity scheduled on the sixth or seventh workday, the employee shall be compensated for at least two (2) hours of work at the appropriate rate of pay if the activity is canceled and the employee is not notified prior to the activity

Inclement Weather:

K. Monthly employees shall be required to report for duty on those days when school is not in session because of inclement weather as declared by the District. Employees are instructed to listen to local radio stations for District announcements regarding school closures.

Pay for days lost due to inclement weather shall be calculated as follows:

1. Employees on 11 or 12-month work schedules shall be allowed to use (1) compensatory time, (2) earned vacation time, or (3) accumulated sick leave, whichever is available, so their compensation for the pay period is not reduced.
2. Employees on student school year or shorter work schedules shall have their schedules extended to reflect any makeup days in the student school year.
3. In the event schools are open but unit members in outlying areas are not able to report to work due to adverse road conditions caused by inclement weather, those unit members must notify the District of their situation and may

elect to use a vacation or personal necessity day or have their pay docked. Employees out of sick leave will be allowed to make up the day on the weekend at regular pay. Makeup must be completed within thirty (30) days.

4. Any unit member called to work during the period of time when all unit members have been excused from work shall be compensated at time and a half pay for hours worked.

5. In the event of unusually bad weather, the District Superintendent or a designee may notify individual sites of an early closing to enable unit members to return home while road conditions remain safe. As long as Average Daily Attendance (ADA) is earned for the day, any shift can be dismissed by the site administrator because of inclement weather. For purposes of this Article, the District Office and the Maintenance and Grounds Department shall be considered as individual sites. Should any unit member at a site be released because of inclement weather, all unit members at that site are to be released with no loss of pay and/or vacation or sick leave. Maintenance and Grounds personnel assigned to that site that day shall be released or reassigned to another site. If employees continue to work at the site, they shall be compensated at time and a half pay for each hour worked.

These provisions apply only to school closures and not to District-declared minimum days for students.

Additional Hours:

L. When additional hours for part-time positions within a specific classification or specialized area of employment are established by the District, the increased number of hours shall be offered to qualified current employees in the specific classification or specialized area on the basis of seniority in descending order.

Early Release Days:

M. ~~Eight-hour and six-hour~~ Employees who work above six hours on duty the day before Thanksgiving or the day before winter or spring recess shall be released early, or receive two (2) additional hours of supplemental pay compensation if they are required to work a full shift day.

Required Work Out of Classification:

N. When any classified employee is required to work in a higher classification, the employee will be paid at their same step in the out of classification assignment, or the employee's current salary, if working in a lower classification. Requiring an employee to work out of classification shall not result in an employee suffering a loss of pay.

Decisions regarding who is requested or required to work out of classification shall be made solely at the discretion of the District.

O. Effective July 1, 2025 the District will schedule four (4) mandatory Professional Development days for bargaining unit employees. The four days will become part of the work calendar for bargaining unit employees. The mandatory Professional Development days will be scheduled on non-institutional days before, during or after the student calendar. Bargaining unit employees who currently receive Professional Development days as part of their work calendar will receive additional Professional Development up to a total of four (4) per fiscal year. (For example, a food service worker who currently receives three (3) Professional Development days as part of their work calendar would receive one (1) additional Professional Development day.)

Professional Development Days:

N P. Effective July 1, 2025 the District will schedule four (4) mandatory Professional Development days for bargaining unit employees. The four days will become part of the work calendar for bargaining unit employees. The mandatory Professional Development days will be scheduled on non-institutional days before, during or after the student calendar. Bargaining unit employees who currently receive Professional Development days as part of their work calendar will receive additional Professional Development up to a total of four (4) per fiscal year. (For example, a food service worker who currently receives three (3) Professional Development days as part of their work calendar would receive one (1) additional Professional Development day.)

1. Bargaining unit employees will normally be provided with five (5) ~~working~~— business days' written notice of Professional Development training. The written notice will include dates, times, and locations of training. It is understood that there may be circumstances where five (5) ~~working~~— business days' notice is not feasible.

2. The District will provide Professional Development to new employees prior to their first day of work. If Professional Development is not provided prior to their first day of work, new hires will be provided one day of Observation Placement with a permanent employee in the same job classification.

3. A Professional Development Committee will be established in order to collaborate on professional development for bargaining unit members. The Association may select up to six (6) unit members to collaborate on professional development. The Professional Development Committee will meet twice during the school year on mutually agreed upon dates. [TA]

Q. Work Calendars:

The District and Association will review Work Calendars prior to finalization and release to unit members. The Work Calendars will be distributed prior to the last day of the school year.

R. Attendance Incentive. The District agrees to an attendance incentive to improve consistency and quality of the delivery of services and reward employees who are at work every day. The incentive is not intended to encourage ill employees to be at work. A unit member who works the entire semester with no time missed (excluding school business, jury duty and Association release time) will receive \$250 (to be paid within 30 days of the end of the semester).

**ARTICLE 7
LEAVES**

A – K: No Changes.

Bereavement Leave:

L. Every employee shall be entitled to five (5) days of paid leave of absence in the case of the death of any member of the employee's immediate family, as that term is defined in this Article. This leave shall not be deducted from sick leave and shall not be cumulative.

1. Bereavement Leave must be taken within 120 days of the death of the immediate family member.

2. Documentation: An employee requesting bereavement leave must provide the decedent's name, relationship and date of death on the District's Bereavement Leave Form which can be located in the online informed K-12 system.

M – R: No Changes.

**ARTICLE 8
VACANCIES AND TRANSFERS**

[Status Quo]

**ARTICLE 9
EVALUATION PROCEDURES**

[Not Reopened]

ARTICLE 10 SAFETY CONDITIONS OF EMPLOYMENT

A: No Changes.

Employee Uniforms:

B. The District shall provide uniform shirts to employees required to wear them. The District will reimburse employees required to wear protective footwear up to \$125 annually and up to \$175 annually for maintenance and groundskeepers. The uniform and footwear reimbursement applies to employees in each of the following classifications: maintenance, groundskeeper, bus driver, food service, campus safety officer and custodian. Employees shall wear uniform shirts Monday through Friday of each workweek. The District will replace required uniforms annually for employees required to wear them. Employees may request an earlier replacement where the uniform has been destroyed.

1. Foodservice workers are required to wear non-skid footwear.
2. Maintenance, **custodians** and groundskeepers are required to wear OSHA-compliant composite safety footwear.
3. Bus drivers, ~~custodians~~, and campus safety officers are required to wear **athletic non-skid footwear** ~~safety toe footwear~~.

C – D: No Changes.

Specialized Medical Procedures:

E. If an employee is assigned to assist a child by performing specialized medical procedures on a regular or occasional basis, the employee shall receive a five (5) percent stipend for the days that he/she is assigned to assist the student. The District shall provide training appropriate to the service required. Specialized medical procedures shall be performed by the employee in the presence of a witness.

1. Employees who are trained in specialized procedures and receive a stipend shall be classified as health aides for the period of time they provide the service. The District shall ask for volunteers before assigning employees without mutual agreement. The Association agrees that it may be necessary for the District to administratively transfer an employee pursuant to Paragraphs 8. D.2. and D.3. of Article 8 in order to provide a volunteer health aide for a child at a particular site.
2. The District shall comply with Education Code and Title V provisions so employees may provide specialized health care in a safe, appropriate manner.

~~3. Effective with the 2026-2027 school year, employees who are required to perform diapering and/or toileting support with students will be trained on the on the proper techniques and safety precautions prior to performing the responsibilities.~~

BE 5/7/2026
CSE GT

F. Centegix:

1. The District **has implemented** ~~may implement~~ the Centegix badging system (Centegix). ~~upon training of Centegix. Training shall begin October 8, 2025.~~ Training shall be provided to new employees as they are hired ~~through the year.~~ Lanyards, clips, or other equipment shall be issued to employees in order to keep Centegix badges on their person and to provide a safe way for employees to wear them on their person.

~~2. CSEA recognizes the District's right to implement the use of Centegix with the primary intent of to identify staff and provide safety measures.~~

~~3. The District recognizes CSEA's right to negotiate the effects which could impact and change the working conditions of its membership.~~

2. The District will not use Centegix to replace, supplant, or circumvent its responsibility to supervise and manage employees. The District will not use Centegix to monitor employees' day-to-day work activities. The District may, however, use Centegix for workplace investigations and/or to prove that an employee engaged in conduct in violation of State or Federal law or District Board Policy. Employees shall not be disciplined for the loss, damage, or mishandling/mishaps **[of the Centegix hardware/software]** by someone other than the employee (students or other staff). The District will not engage in tracking of Bargaining Unit **employees** ~~Members~~ that is disparate, arbitrary, or targeted.

5. ~~The~~ Centegix will not be the sole and exclusive source of discipline, unless the employee's conduct is also illegal pursuant to California or Federal law.

6. In the event the District determines that disciplinary action may be warranted based on Centegix information, upon written request, the District will provide a copy of that information to the employee subject to disciplinary action and CSEA. The employee shall have an opportunity to respond to the information if the District uses it as a basis for disciplinary action.

7. In the event the District seeks to expand, enhance, and/or modify Centegix or related technologies, the Parties agree to meet and negotiate the effects of ~~the~~ this decision.

**ARTICLE 11
LAYOFF AND LAYOFF PROCEDURES**

[Not Reopened]

**ARTICLE 12
EXCLUSIVE REPRESENTATIVE'S RIGHTS**

[Not Reopened]

**ARTICLE 13
INTERNAL GRIEVANCE PROCEDURE**

[Not Reopened]

**ARTICLE 14
TRANSPORTATION**

A – D: No Changes.

Bidding:

E. The parties recognize that numerous adjustments to regular education routes, bus assignments, and work schedules may be necessary during the first weeks of the school year and are necessary throughout the school year for special education routes. Daily bus routes shall be assigned by bargaining unit seniority, using the bidding process, by date of hire as a school bus driver within the transportation department. The drivers/transportation aides with the greatest seniority shall select their route first and the process shall be repeated in descending order until all routes are taken. A seniority list shall be created on the first and last day of each traditional school year for Field Trip assignments and Additional Transportation Work. The bidding process shall begin ten (10) calendar days prior to the fall semester with the bid sheet posting in the transportation office. Bidding will take place at 8 a.m. in the transportation office, six (6) calendar days prior to the beginning of the fall semester. Drivers/transportation aides shall begin their assignment one (1) day prior to the fall semester.

1. The District shall notify all active bus drivers/transportation aides at least seven (7) calendar days prior to the day of the bid.
2. The bid sheet shall be made available for review not later than 9 AM of the workday prior to the bid day. The bid sheet shall contain all pertinent information on the route, route number, and bus and also include bid time, bid closeout date

and time, and the effective date of implementing the assignment. It is understood that changes may be made to the bid sheet after it has been made available for review; however, the District shall make an educated and good faith effort to assure the accuracy of the routes prior to sending the bid packets. Bidding shall not occur prior to 8 a.m. on the bid day.

3. An active driver/transportation aide unable to attend the general bid shall authorize another regular bus driver/transportation aide to bid on their behalf. The proxy statement given to the supervisor prior to the bid shall be in writing, specifying the name of the proxy, and give consent to accept any route awarded due to the proxy bid. After the annual bidding process has been completed, no bus driver will have their hours reduced during the year bid for unless the employee so requests, elects to rebid, or via the layoff process. Absent bus drivers/transportation aides who fail to bid or submit a proxy must select from remaining routes.

4. Bus drivers/transportation aides on long-term leave shall not be permitted to participate in the bidding process. Upon return to work, the bus drivers/transportation aides may bid on existing vacancies. While on protected medical leave, an employee may bid on existing vacancies that are comparable in hours to the employee's assignment prior to the medical leave. Thereafter, employees returning from long-term leave will be eligible to participate in the next general bidding process.

5. Any regular run not on the bid board on the day of the bid shall be offered to the senior bus drivers/transportation aides and then in descending order of seniority until accepted, not to exceed a total assignment of eight (8) hours.

6. If regular route vacancies occur during the year the District will determine what vacant routes are available within ten (10) working days. A bid process will be offered to bus drivers/transportation aides, on a voluntary basis, to select a vacant assignment. Vacant routes will be posted for five (5) working days. The notification will contain all pertinent information on the route including bid time and effective date of implementing the assignment. Implementation shall be no later than two (2) working days after the bid. Vacancies occurring after March 1 are bid during the following August.

7. If the District has approved an authorized leave of absence for sixty (60) days or more during the school year, and the annual bid process has been completed, the District shall put the route up for temporary bid by seniority for bus drivers whose current annual assignment is fewer hours than the temporarily vacant assignment. On return of the absent employee during the same school year, bus drivers impacted by the temporary bid shall return to their regular hours and assignments for the year. Temporary bids shall not increase the annual minimum guaranteed hours except for the duration of the temporary assignment.

8. The Transportation Supervisor may adjust the length of routes within 30 days of the start of school due to late changes in student needs as the school year begins.

- a. Adjustments upwards in route times shall immediately become the driver's regular permanent hours with additional fringe and health benefits, as appropriate.
- b. Adjustments downwards in route times will not lower the driver's regular permanent hours, and additional Transportation department and/or District work shall be assigned to maintain the driver's total permanent hours so long as the employee is qualified to perform the assigned work.

9. The Transportation Supervisor shall make all efforts to not adjust any routes by more than 15 minutes. If one route is increased by more than 15 minutes, then a rebidding process shall take place. Adjustments decreased in route times will not lower the bus driver's regular permanent hours, and additional transportation department and/or District work shall be assigned to maintain the bus driver's total permanent hours so long as the employee is qualified to perform the assigned work.

10. All refusals and turndowns must be verified in writing and must be signed and dated by the bus driver refusing the extra assignment. This document must be kept on file and maintained by the Transportation Supervisor. The bus driver shall also receive a copy of the document upon signing and turning it in.

- a. Field Trips-Refusals will be charged to the roster, unless the posting requirements were not met.
- b. Additional Transportation Department Work assignments -Refusals will be charged to the roster.

11. Recess/Vacated Assignments:

- a. Recess and Vacated assignments will be open for bid following the procedure for regular route assignment. All Recess and Vacated route assignments will be posted as soon as the route becomes available for a minimum of three (3) working days prior to the bid.
- b. Recess and Vacated routes will be open for bidding by rotational seniority after the three (3) day posting period.

12. Covers and Additional Driving Hours:

- a. Bus drivers may be required to drive additional students on their morning or afternoon assigned route to fill their assigned working hours.
- b. **Transportation Aides and Student Transport Drivers may be utilized at the District's discretion for coverage routes, field trips, ELOP, and additional transportation work, as operationally needed, provided they meet the qualifications and are assigned based on the applicable seniority rotation list.**
- c. **When no bargaining unit employees are available, the District may assign qualified non-bargaining unit employees to meet the transportation needs of the District.**

13. A bus driver's daily route will include the route, driving time, pre-trip and post-trip inspections, required paperwork, and, cleaning their assigned transport vehicle.

Field Trips:

F. The rotation list will consist of seniority listing of all permanent, Type B licensed bus drivers only. Two (2) separate rotation lists will be available for trips: one (1) for weekday trips and one (1) for weekend trips. Bus drivers may choose, by seniority (where the rotation list left off), any trip available on the weekday list. Weekend trips shall be taken or declined in the order of date and time of the trip by seniority.

- 1. Field trip assignments and student activity trips shall be offered to available bus drivers when it does not impact home to school routes. The District will ensure compliance with Senate Bill 88.
- 2. If accepting an extra trip would cause a driver to exceed the maximum of sixteen (16) hours in one (1) day, or make impossible the minimum of eight (8) hours of off-duty time before the beginning of the next regular shift as required by law, the driver's assigned work schedule shall be adjusted to ensure that the driver stays within legal limits on the day of the trip and adjusted the day following the trip to ensure not less than an eight (8) hour workday. Any adjustment may include other assigned duties in addition to the regular bus route.
- 3. A bus driver shall have until the end of the daily shift to accept or decline a trip. Bus drivers shall be charged for a trip, when the trip is rejected, unless the driver is given less than 24 hours notice. In unexpected situations, the District may require a shorter period of time for acceptance/declination in order to meet the needs of student transportation.

4. A trip sheet listing with all known approved trips and student activities shall be posted no later than 12:00 PM on by the 24th day of each month, or the preceding workday if the 24th falls on a non-workday. Any trip that becomes known after the trip sheet is posted shall be added at the bottom in the order received.

5. When any trip falls within a regular day and has not been accepted by any driver, an employee's immediate supervisor may assign the trip to any qualified school bus driver in reverse seniority rotation, at their discretion. Such assignment shall not occur less than 24 hours prior to the start time, except in the cases of emergency coverage.

6. The pay period for extra duties shall be from the 21st of each month through the 20th of the following month. Drivers may sign a waiver to remove themselves from the current rotation list which shall be updated monthly. Reinstatement may be made only following completion of the existing pay period.

7. Hours Allotted – Trip Cancellation: Every effort will be made to notify the employee of a trip cancellation as far in advance as possible. If a field trip is canceled and rescheduled within the same email the bus driver will keep the rescheduled trip. If a field trip is canceled on site (exclusive of Saturday or Sunday), the bus driver will be entitled to two (2) hours of pay at regular hourly rate. If the trip is canceled at the site on a Saturday or Sunday, then the bus driver will be paid a minimum of two (2) hours at the time and one-half the regular hourly rate. In the event the Saturday trip is cancelled prior to arriving for duty it will be replaced as another one is available.

8. Illness – Any bus driver absent due to illness the day prior to a scheduled weekday field trip or the workday preceding a scheduled weekend field trip will be removed, and the trip will be assigned to the next eligible bus driver based on seniority. Bus drivers assigned as a replacement for an absent bus driver may turn down the assignment with no refusal being charged. Approved school business or vacation will not constitute an absence.

9. The trip sheet shall include the trip date, destination, departure, expected return time, and, estimated hours.

Renewal Certificate and Training:

G. The District shall reimburse the unit member the renewal fee for their California Special Drivers Certificate. The District will cover the cost of a unit member's Department of Transportation medical examiner's certificate report.

H. Paid training shall be offered to regular District drivers in a timely manner to meet the California Highway Patrol and other state requirements for license renewal, not to exceed twelve (12) hours of paid training.

License Restriction:

I. The District shall only employ bus drivers with a valid California Special Drivers Certificate.

Summer School/**ELOP** Assignments:

J. Summer School/Extended School Year/**ELOP**:

1. Bus drivers/transportation aides must apply for summer school/**ELOP** assignments per the established procedures of the Human Resources Department. The Human Resources Department will have a list of driver volunteers working summer school/**ELOP**. Bus drivers/transportation aides must submit a detailed letter of interest with all summer work applications. **Applicants will be placed on a rotation list starting with the most senior.**

2. Bus drivers/transportation aides selected for summer school/**ELOP** will be placed on a **rotating** list according to seniority.

3. Bus drivers/transportation aides will be offered summer school/**ELOP** driving routes based on seniority **rotation** per the year's list of summer drivers/transportation aides. **Sessions will be chosen where the rotation list left off.**

4. Bus drivers/transportation aides selected to work the summer school/**ELOP** program shall be paid their daily rate of pay.

Extra Hours Outside Summer School / Extended School Year/**ELOP**:

K. Any extra hours available during the summer recess, above and beyond the summer school/**ELOP** program, will be assigned by seniority.

Distribution of Additional Transportation Department Work

L. Additional Transportation Department Work assignments will be offered to the employees in seniority order where the rotation list left off.

1. Assignment offers shall be made as the assignments become known and in chronological order should multiple assignments be approved at the same time.

2. If a bus driver is assigned both additional Transportation Department Work and a Field Trip Assignment which conflict in time, the employee will be offered the next available assignment, **excluding ELOP**.

Expanded Learning Opportunities Program and After School Education and Safety Program Intercession

M. ELOP/ASES: Intercessions are scheduled outside of the regular school calendar including: fall, winter, spring and summer.

1. **Transportation services during intercessions will be considered extra work.**
2. **Intercession transportation needs exceeding five (5) workdays will rotate weekly.**
3. **Employees who decline or forfeit an ELOP/ASES intercession assignment will remain eligible at their next rotation.**
4. **ELOP intercession opportunities shall be posted and filled by seniority rotation and continue where the rotation list left off.**
5. **When the assigned driver is absent during intercession, ELOP coverage will be offered by seniority.**

ARTICLE 15 CATASTROPHIC LEAVE PROGRAM

[Not Reopened]

ARTICLE 16 DISCIPLINE

[Not Reopened]

ARTICLE 17 CONCLUSION

[Not Reopened]

OTHER MATTERS

1. All other terms and conditions of the 2023-2026 Collective Bargaining Agreement not changed by this Tentative Agreement shall remain in effect.

2. The Parties agree to cooperate in preparing a final agreement that will contain the agreements set forth in this Tentative Agreement. The Parties acknowledge and agree that there may be certain language clean-up of a non-substantive nature that will be corrected in the final agreement. The Parties must mutually agree to any clean-up requests or the change shall not be made.

3. Retroactive increases will be applied to longevity, college units and differential pay. To be eligible for a retroactive increase and the off-schedule payment, the unit member must be employed by the District on the date of ratification of this Tentative Agreement by the Association.

4. This Tentative Agreement is entered into pursuant to the provisions of Sections 3540-3549 of the California Government Code.

5. This Tentative Agreement is subject to ratification by the Association membership and the Southern Kern Unified School District Board of Trustees.

RECOMMENDED FOR RATIFICATION/APPROVAL

FOR THE DISTRICT:

May 6, 2026



Barbara Gaines
District Superintendent

FOR THE ASSOCIATION:

May 6, 2026



Gary Jones
President



Chris Fujioka
CSEA LRR

APPENDIX "A"

Classified Salary Schedule

(Effective July 1, 2025 – June 30, 2026)

2025-2026 CLASSIFIED SALARY SCHEDULE

	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
B	Lead Safety Officer - 184 days	24.54	25.52	26.47	27.40	28.34	29.26	30.14	31.04	31.97	32.93	33.92	34.94
C	Campus Safety Officer - 184 days	18.25	18.98	19.74	20.53	21.35	22.21	22.88	23.55	24.27	25.00	25.75	26.52
D	Bus Driver - 184 days	23.51	24.41	25.36	26.33	27.27	28.21	29.06	29.91	30.82	31.74	32.70	33.68
L	School Site Student Transport Driver - 11 month	21.19	22.09	23.12	24.02	25.05	26.07	26.86	27.66	28.49	29.35	30.23	31.13
D	Transportation Clerk/Bus Driver - 12 month	23.50	24.41	25.36	26.33	27.27	28.21	29.06	29.91	30.82	31.74	32.70	33.68
NN	Bus Driver/Mechanic Asst - 11 month	24.53	25.52	26.43	27.46	28.41	29.39	30.27	31.18	32.12	33.08	34.07	35.10
E	Asst School Bus Mechanic - 12 month	28.45	29.03	29.71	30.33	30.94	32.14	33.11	34.10	35.12	36.20	37.26	38.38
F	School Bus Mechanic - 12 month	32.68	34.45	36.27	38.07	39.82	41.58	42.83	44.11	45.44	46.80	48.20	49.65
G	Custodian - 12 month	18.47	19.37	20.36	21.33	22.26	23.19	23.77	24.67	25.63	26.59	27.53	28.47
H	Groundskeeper - 12 month	18.49	19.41	20.39	21.36	22.28	23.22	23.80	24.70	25.65	26.62	27.56	28.50
I	Head Custodian - 12 month	26.98	28.43	29.79	31.56	33.28	35.06	36.11	37.20	38.31	39.46	40.65	41.87
J	Head Groundskeeper - 12 month	27.00	28.66	30.37	32.16	33.87	35.65	36.73	37.83	38.96	40.13	41.34	42.58
J	Maintenance - 12 month	27.00	28.66	30.37	32.16	33.87	35.65	36.73	37.83	38.96	40.13	41.34	42.58
S	HVAC Maintenance - 12 month	36.67	38.18	39.70	41.28	42.93	44.65	45.99	47.37	48.79	50.25	51.76	53.31
K	Food Service Worker - 184 days	18.07	18.80	19.55	20.33	21.14	21.99	22.65	23.33	24.03	24.75	25.49	26.26
PP	Food Service Delivery - 184 days	18.22	18.99	19.74	20.50	21.34	22.15	22.82	23.50	24.21	24.93	25.68	26.45
RR	Food Service Cook - 184 days	20.78	21.61	22.47	23.37	24.31	25.28	26.03	26.81	27.61	28.45	29.30	30.18
M	Food Service Manager - 184 days	23.48	24.41	25.36	26.30	27.25	28.20	29.05	29.91	30.82	31.74	32.69	33.67
C	Transportation Bus Aide - 184 days	18.25	18.98	19.74	20.53	21.35	22.21	22.88	23.55	24.27	25.00	25.75	26.52
N	Paraeducator, Classroom - 184 days	18.51	19.29	20.02	20.76	21.50	22.28	22.95	23.63	24.34	25.07	25.83	26.60
O	Paraeducator, Special Education 1:1 - 184 days	19.03	19.81	20.54	21.34	22.09	22.86	23.54	24.25	24.98	25.72	26.50	27.29
O	Paraeducator, Special Education - 184 days	19.03	19.81	20.54	21.34	22.09	22.86	23.54	24.25	24.98	25.72	26.50	27.29
P	Paraeducator, Speech Path - 184 days	19.41	20.18	21.00	21.85	22.59	23.39	24.10	24.82	25.56	26.32	27.12	27.93
Q	Paraeducator, Deaf/Sign - 184 days	26.97	28.29	30.08	31.77	33.57	35.15	36.21	37.29	38.41	39.56	40.75	41.97
R	Speech Language Pathology Assistant - 184 days	27.77	28.89	30.04	31.25	32.49	33.79	34.80	35.86	36.92	38.03	39.18	40.35
R	Licensed Vocational Nurse - 184 days	27.77	28.89	30.04	31.25	32.49	33.79	34.80	35.86	36.92	38.03	39.18	40.35
T	After School Program Instructor - 184 days	19.27	20.24	21.04	21.99	22.98	24.02	24.74	25.48	26.25	27.03	27.84	28.68
TT	Expanded Learning Instructor - 225 days	22.09	23.09	24.13	25.22	25.97	26.75	27.56	28.38	29.23	30.11	31.31	32.57
U	After School Program Coordinator - 184 days	24.40	25.40	26.47	27.55	28.62	29.76	30.66	31.58	32.52	33.50	34.50	35.54
UU	Expanded Learning Coordinator - 225 days	26.59	27.69	28.85	30.02	31.19	32.44	33.42	34.42	35.45	36.51	37.61	38.73
X	Tutor, AVID & Intervention - 184 days	18.61	19.36	20.13	20.94	21.78	22.65	23.55	24.50	25.48	26.49	27.55	28.66

Longevity - Beginning of Service Year

Educational Increment Pay

6th year	11th year	16th year	21st year	26th year	31st year	Units	31 - 59	Voc	60-90	91-124	125-154	155+
Per Hour	2.20	2.80	3.40	4.00	4.60	per hour	0.40	Trng/Cert	0.60	0.80	1.00	1.20
12 mos/8 hrs	4,593.60	5,846.40	7,099.20	8,352.00	9,604.80	12 mos/8 hrs	835.20	1,044.00	1,252.80	1,670.40	2,088.00	2,505.60

2025-2026 CLASSIFIED SALARY SCHEDULE

	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Y	Receptionist - 12 month	18.07	18.80	19.55	20.33	21.14	21.99	22.65	23.33	24.03	24.75	25.49	26.26
Z	Clerk, Office - 194 days	18.37	19.11	19.87	20.67	21.49	22.35	23.25	24.18	25.15	26.15	27.19	28.01
AA	Clerk, ASB - 194 days	18.49	19.23	20.00	20.80	21.64	22.50	23.40	24.34	25.31	26.32	27.38	28.20
BB	Clerk, Human Resources - 12 month	18.61	19.36	20.13	20.94	21.77	22.65	23.55	24.50	25.48	26.49	27.55	28.38
CC	Clerk, Attendance - 194 days	20.71	21.47	22.32	23.17	24.01	24.85	25.60	26.37	27.16	27.97	28.81	29.68
DD	Secretary, Alternative Education - 12 month	21.42	22.28	23.11	23.99	24.85	25.65	26.43	27.22	28.04	28.88	29.74	30.64
DD	Secretary, Maintenance - 12 month	21.42	22.28	23.11	23.99	24.85	25.65	26.43	27.22	28.04	28.88	29.74	30.64
DD	Human Resources Technician	21.42	22.28	23.11	23.99	24.85	25.65	26.43	27.22	28.04	28.88	29.74	30.64
EE	Coord of Adult & College Education - 11 month	22.27	23.14	24.03	24.92	25.81	26.69	27.49	28.32	29.17	30.04	30.95	31.87
FF	District Attendance Coordinator - 11 month	24.27	25.36	26.49	27.62	28.75	29.87	30.98	32.10	33.22	34.21	35.24	36.30
FF	Secretary, Principal - 11 month	24.27	25.36	26.49	27.62	28.75	29.87	30.98	32.10	33.22	34.21	35.24	36.30
OO	Secretary, High School Principal - 12 month	33.01	34.03	35.08	36.17	37.30	38.46	39.61	40.80	42.03	43.28	44.58	45.93
QQ	College & Career Coordinator - 12 month	35.56	36.81	38.09	39.42	40.80	42.22	43.48	44.79	46.14	47.52	48.95	50.41
GG	Secretary, Alt Ed Principal - 12 month	24.64	25.73	26.86	27.99	29.12	30.24	31.46	32.71	33.69	34.70	35.74	36.82
GG	Administrative Assist, Ed Services - 12 month	24.64	25.73	26.86	27.99	29.12	30.24	31.46	32.71	33.69	34.70	35.74	36.82
GG	Community Engagement Specialist, CCSP - 12 mth	24.64	25.73	26.86	27.99	29.12	30.24	31.46	32.71	33.69	34.70	35.74	36.82
HH	Administrative Assist, Sp Ed - 11 month	24.27	25.36	26.49	27.62	28.75	29.87	30.98	32.10	33.22	34.21	35.24	36.30
II	Disaster & Emergency Services Coord - 12 month	27.62	28.24	28.85	29.43	30.04	31.20	32.14	33.10	34.09	35.12	36.17	37.26
CC	District Enrollment Coordinator - 12 month	20.71	21.47	22.32	23.17	24.01	24.85	25.60	26.37	27.16	27.97	28.81	29.68
JJ	Coordinator Categorical Programs - 195 days	29.87	30.51	31.18	31.83	32.50	33.34	34.34	35.36	36.43	37.52	38.63	39.80
KK	Food Service Supervisor - 11 month	30.44	31.69	32.91	34.12	35.34	36.57	37.66	38.79	39.96	41.15	42.39	43.66
LL	Media/Library Technician - 194 days	20.71	21.47	22.32	23.17	24.01	24.85	25.60	26.37	27.16	27.97	28.81	29.68
MM	Computer Technician - 11 month	21.15	22.08	23.02	23.97	24.91	25.85	26.63	27.42	28.25	29.09	29.97	30.87
NN	Information Systems Technician - 11 month	24.53	25.52	26.43	27.46	28.41	29.39	30.27	31.18	32.12	33.08	34.07	35.10
OO	Systems Administrator - 12 month	33.01	34.03	35.08	36.17	37.30	38.46	39.61	40.80	42.03	43.28	44.58	45.93
SS	Technology Coordinator - 12 month	36.31	37.76	39.27	40.84	42.48	44.18	45.94	47.78	49.69	51.68	53.75	55.90

Longevity - Beginning of Service Year

	6th year	11th year	16th year	21st year	26th year	31st year
Per Hour	1.60	2.20	2.80	3.40	4.00	4.60
12 mos/8 hrs	3,340.80	4,593.60	5,846.40	7,099.20	8,352.00	9,604.80

Educational Increment Pay

	Units	31 - 59	60-90	91-124	125-154	155+
Voc						
Trng/Cert	per hour	0.40	0.60	0.80	1.00	1.20
	12 mos/8 hrs	835.20	1,252.80	1,670.40	2,088.00	2,505.60

(2025-2026 2.50% Increase)

As Of: 7/1/2025
Board Approved:

APPENDIX “B”
CATASTROPHIC LEAVE FORM

APPENDIX B

CATASTROPHIC LEAVE FORM

CSEA CHAPTER 587 Catastrophic Leave Enrollment/Cancellation Request Form

CSEA represented Classified employees who wish to participate in the Catastrophic leave Program must submit this form to the District Payroll Office upon employment to be eligible in the forthcoming school year. Employees returning from an extended leave will be able to participate within 30 days of returning to work.

A. Authorization. I hereby authorize the Southern Kern Unified School District to automatically deduct 1 day (hours equal to employees normal work day) of leave each from my annual sick/vacation leave allocation for distribution per the conditions specified in Article 15 of the Collective Bargaining Agreement between SKUSO and CSEA Chapter 587. **I understand that all donations are irrevocable.**

Please take _____ day(s) from my _____ sick or _____ vacation days.

Employee Name _____ Employee ID# _____

Signature _____ Date _____

B. Decline. I do not wish to participate in the Catastrophic leave Program at this time.

Employee Name _____ Employee ID# _____

Signature _____ Date _____

C. Cancellation. I hereby cancel all further contributions and no longer wish to participate in the Catastrophic leave Program

Employee Name _____ Employee ID# _____

Signature _____ Date _____

CSEA CHAPTER 587 Catastrophic Leave Program Withdrawal Request Form

Name _____ Phone _____

Employee ID # _____ Number of days requested _____

Brief description of illness or injury _____

I declare that I meet all of the required conditions and I am a CSEA represented Classified employee on active duty with the Southern Kern Unified School District and have voluntarily contributed to the Catastrophic Leave Program. I have exhausted all of my sick and vacation leave and am unable to return to work at this time. I have attached a doctor's statement regarding my illness/injury (or family members' illness/injury) and the approximate date I am able to return to work. I understand that the leave may not be used for any illness/injury that I have filed a Workers Compensation claim for or that I am receiving any other type of protection income for (American Fidelity, etc) and any additional time requested must be supported by a current doctors statement.

Employee Signature _____ Date _____

CSEA/Committee Action:

Is employee a current contributor to the bank? _____ Yes _____ No

_____ Request approved for _____ days. **Or** _____ Request Denied

CSEA/Committee Signature _____ Date _____

Payroll/Personnel Action:

Employee is regularly scheduled to work _____ Hours per day.

Total number of hours deducted from the Bank and given to the employee _____.

Payroll/Personnel Signature _____ Date _____

APPENDIX “C”
CLASSIFIED EVALUATION FORM

PURPOSE OF THE EVALUATION

The performance evaluation is of prime importance to the school District, the supervisor, and the employee. Its importance is demonstrated by it serving the following purposes:

- To let the employee know the expected standards of job performance.
- To let the employee know how well his/her work performance meets the expected job standards.
- To provide the employee an opportunity to express his attitude and approach regarding his job assignment.
- To provide the employee with specific job areas which require improvement.
- To assist the school District in determining training needs.
- To assist the school District in measuring the efficiency of its human resources.

INSTRUCTIONS FOR COMPLETING THE EVALUATION

1. FACTOR RATINGS (Required, please refer to Classified Evaluation Guidelines, CSEA CBA ARTICLE 9)

This section includes four categories of factors which must be observed and rated, as Below District Standards, Needs Improvement, Meets District Standards, or Demonstrates Exceptional Performance. Under each factor are items, which contribute to successful job performance in that category.

1. Below District Standards in inadequate and below the level expected of a qualified employee for the established work standards. Factual evidence must be presented in writing to substantiate this rating.
2. Needs Improvement evidences some effort to achieve standards but growth is still needed. Employee and evaluator will work on a plan to reach these standards.
3. Meets District Standards – work performance, which consistently coincides with established standards for the position. This is the performance level expected of a trained/qualified employee.
4. Demonstrates Exceptional Performance – work performance consistently demonstrated exceptional performance in the specific tasks assigned. Factual evidence must be presented in writing to substantiate this rating. This rating is reserved for those worthy of special commendation and is not to be used in place of #3 above.

2. GOALS AND OBJECTIVES (Narrative)

Goals and objectives are to be viewed as a developmental tool rather than an evaluative tool. It is based on the concepts that (1) The clearer the idea one has of what it is one is to accomplish, the greater the chances of accomplishing it and (2) Progress can only be measured in terms of what one is trying to accomplish.

Goals and objectives may be set by the supervisor with the employee. Additional goals and objectives may be proposed by the employee with approval of the supervisor.



SUPERVISOR _____ EMPLOYEE _____

DATE _____

APPENDIX “D”

ARCHIVED LANGUAGE FOR ARTICLE VI - HOURS

APPENDIX D

(Archived Language from Article 6 - Hours)

Compensatory Time:

F. Upon request, an employee may be granted compensatory time off in lieu of cash compensation for overtime or extra-duty hours at the appropriate rate in effect at the time earned. The site administrator, designee, or District official who has the authority for supervision granted by the Board of Trustees must agree or authorize that compensatory time off will be offered for the overtime hours worked.

1. Compensatory time shall be taken at a time mutually acceptable to the employee and the District, without impairing the services rendered by the District, within twelve (12) calendar months following the month in which the overtime was worked. If the employee is not able to use the compensatory time within the time limit, the District shall pay the employee for the time worked at the appropriate rate of pay in effect at the time it was earned.

2. If the District must cancel previously agreed to compensatory time because of work scheduling or emergency need, the affected employee shall be compensated at the employee's rate of pay in effect when the compensatory time was canceled.

3. Any employee with accrued compensatory time may elect to use that compensatory time in lieu of sick leave or vacation time at their own discretion.

4. An employee shall be provided with his/her current balance of compensatory time upon request.

O. Compensatory time referred to in this Article shall be granted to employees on duty that day or on vacation approved by the employee's supervisor. Employees on vacation will be granted the time off on a day approved by their supervisor. A full day of leave will be deducted for employees on sick leave or personal necessity leave.

The time off (or compensatory time) shall be two and one-half (2½) hours for eight-hour employees and two (2) hours for six-hour employees. At the discretion of the employee's supervisor in non-precedential situations, an employee whose regular workday is less than six (6) hours may be released without loss of pay on any of the above-specified days if that release does not interfere with the employee's duties.

APPENDIX “E”

ARCHIVED LANGUAGE FOR ARTICLE III – WAGES

Absence of Regular Classroom Teacher:

L. In the absence of a regular classroom teacher, if a substitute teacher is not available and an instructional aide volunteers to work under the direction of a certificated person, the aide shall be paid one and a half times their regular hourly salary. The District always intends to employ substitute teachers and this paragraph applies only in an emergency situation when a substitute is not available. Aides will be compensated only if a teacher is absent at least thirty (30) continuous minutes or more. This paragraph does not apply to the After School Program.

Ascend Academy Site Differential

M. Bargaining unit members in paraeducator and campus security classifications assigned to the Ascend Academy will receive a site differential of \$130 per month while working at least 50 percent of workdays (in a month) at that location. This stipend does not constitute a change in classification that would require posting the positions.