
I. The meeting was called to order by Board President Robert Vincelette at 6:05 p.m.

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

#047→II. Motion by Gutierrez, seconded by Hepburn to go into closed session at 6:05 p.m., 4 yeas, 1 absent (Rendon).

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

#048→III. Motion by Hepburn, seconded by Gutierrez to reconvene into open session at 7:13 p.m., 4 yeas, 1 absent (Rendon), student vote: aye.

IV. Action determined in closed session: None

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

A. Pledge of Allegiance led by: Kaycie Ament

B. Roll Call - Members Present: Vincelette, Hepburn, Wright, Gutierrez, 1 Absent (Rendon), Student Board Member Fuentes Present

#049→C. Motion by Hepburn, seconded by Gutierrez to approve the agenda, 4 yeas, 1 absent (Rendon), student vote: aye.

VI. Reports and Communications

A. RTA report: *Edward Shevlin*: As our RTA president, it is my responsibility to reframe the collective voice, experience, and concerns of the educators who serve the students of Southern Kern Unified School District every day. Recently, I sent a formal correspondence to all-site and district administration addressing a critical issue: the framing of contractual inquiries, board policies and personal complaints. In that email, I outlined how singling out members or characterizing the association enforcement of our collective bargaining agreement as far as complaining creates a diverse work environment and directly undermines the protections guaranteed under the Article Three in our contract of non-discrimination. Contract enforcement is about institutional compliance, clarity, and fairness, not individual dissatisfaction. I didn't expect the district administration to write back, but out of every site admin, not one person responded. The only response I got was from our Superintendent, Ms. Gaines, who just acknowledged the email, which is significant. I mean, just to say you at least are understanding of it, nobody replied. This was over a week ago. Well, I appreciate Superintendent Gaines taking the time to acknowledge the email. The complete silence from the rest of the site leadership speaks volumes. This absence of engagement and communication goes beyond demonstrating the deep divide between leadership and the frontline staff. It actively erodes the district as a whole. CSEA, and which I spoke with CSEA, and RTA contracts are mutually agreed upon by all parties. We spend a lot of time to empower our entire education system as one big unit. Ignorance or a lack of knowledge regarding how to enforce these binding agreements creates an unstable foundation. When administration ignores contractual standards, we do not know how to implement them. There is an inevitable trickle-down effect that ultimately harms our students and our broader school community and Rosamond as a whole. To be quite honest, it is everyone's responsibility to know these contracts, adhere to the contracts, and speak on them. I can speak to this personally as a

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former site administrator of how vital it is to understand proper contract enforcement. It makes life easier for everyone. It keeps decision making unbiased because it's black and white. It's in the contract or it's not in the contract. Because it simply comes down to following clear guidelines agreed upon for all staff by all stakeholders to help you understand the trickle-down effect, how it actually looks like. I have a few statements that I'm going to read to you. Before I read them, though, I want to make one thing explicitly clear: the teachers submitted these thoughts are doing so on the complete anonymity. They love their schools, care deeply about their students, but they have come to me, and now me to you, basically in secret, because they face a real and pervasive fear of administration retaliation. When contract issues are brought forward, whether it's a balance in class size, maintaining equitable student placements, ensuring basic workload compliance, the reaction from site administrations should be a hearing and a shared effort to create a stable learning environment. Instead, as these statements will illustrate, teachers who speak to union support or ask for contract compliance are met with resentment, pushback, and intense pressure. Even worse, site administrators are attempting to bypass enforcement contract by labeling necessary operational changes as RTA issues, or more insultingly, as Mr. Shevlin issues. So, in these statements, you hear firsthand teachers feeling forced to back down, which unfortunately I can't read that statement to you because that teacher actually just sent me a thing saying that she was afraid, so she doesn't want me to share it with you. So, it just goes a step further. I will share with Ms. Gaines tomorrow, though, just not in a public forum. Resisting proactive ballots, pushing back on class sizes, pushing back on schedule disruptions, and a culture of fear. Newer teachers are leaving meetings feeling as though they are in trouble or under harsh scrutiny simply because standard contract limits are being applied. In fact, teachers have explicitly stated that they would rather endure out of compliance class sizes than face the friction and tension created by local site administrators. So, I will read to you some of the concerns. I'm going to read to you two that I got permission to read. Now, again, no names are in here, just no sites. Good morning, Mr. Shevlin. My site administrator informed me this morning that you, meaning myself, will not allow my current class composition to remain as it is, as I previously requested, I strongly confer that my class structure and student placement not be disrupted by movement to other classes within our grade level. Can you please clarify the reasoning behind your decision and address why there is concern regarding my class size when I'd rather be out of compliance? That is about class balancing, and I'll explain that to you in a minute as well. All right, and then the second one is we have been informed that you, again, myself, are requiring ongoing schedule changes across campuses, particularly within our elective classes. These frequent adjustments are creating unnecessary chaos and preventing our students from settling into the system routine that you are mandating. Yet, I am not mandating anything. Many of us teachers do not want to make the administration even more mad at us because of your requirements. We will just deal with maintaining our current enrollment, even if it sits above standard class size limits. Now, this is, I had to change some of it, so I am trying to eliminate their names. The pressure to make these changes is creating noticeable tension with the admin, and just to let you know, some of our newer teachers are feeling as though they made the wrong decision. We ask that you please reconsider your mandate. Okay, so again, it is not my mandate. So, to give you a little background on that, if in the contract the sites, every site has up until we negotiated again, we negotiated two years ago, they have eight days to balance the classes, so they have to be balanced by last about two Fridays ago. The second Friday of school. Then, so basically, by Monday, we ask then for the class balancing. We ask for the class sizes and stuff. And what happens here is, let's just say it's me, Gary, and Larry. I have said 25 kids. Gary has 21. Larry has 22. Well, it has to be balanced, and the reasoning for that is, if I have 25, 21, 22. Now, in order for the next new student to come in, we actually have to go through a cycle of three, three to him, four to him. So, actually, I wouldn't get a new student in my class until we get about the eighth new student in our grade level. And I'm just using three teachers. Probably not going to happen. Probably not going to get eight to nine new students for the year at a grade level after this point. Now you might get eight or nine new ones

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for the whole year, you know, like as enrollment and stuff like that. I know I am set for the rest of the year. I know I am not going to get a new kid, and to be quite honest, when we see these transfers and transient students and stuff like that, it often comes after January, after say a progress report or report cards and stuff like that. Students are transferring to different sites. Now it creates more of a burden upon that teacher. If all of a sudden now I'm getting three students throughout the year. That's going to disrupt my class, and you are getting zeros. So, you are studying. You are getting to go for the whole year. It is, regardless of what I just said to you at all. It's the contract. I mean, black and white is the contract. Classes must be balanced by this date and time. That's well, not time, but this date. And I will tell you, some sites not a problem with it at all. There you go, you know. Hey, could you clarify this? Not a problem, you know. But the problem is, is I'm also not trying to publicly call out anybody for the fact that I don't think it's proper, and I've never done that. But I just want to give you guys some background on what's going on within the structure of communication, and so I could just finish my thing, and I know I'm taking up a lot of the time, but this is also what led me last week to ask you about a closed session. This way, it wouldn't have to be public. So, sorry. This missing union increase and relying on silence will not make contractual obligations disappear, nor will it move our district forward. Enforcing a contract is not an attack on administration; it's the baseline for fairness and stability across our schools. And again, RTA remains committed to working side by side with leadership to ensure clear, consistent, and respectful guidelines across all campuses. Matter of fact, I meet with Mrs. Gaines once a month to ensure that, and we go through our agenda. I know CSEA does the same thing. We urge the board and administration team to commit to real communication, addressing administrators who have knowledge gaps in contract enforcement, and engage with us to build a stronger, safer district for everyone, and that leads. That starts with knowing our contracts. I guess that's all I have. And I apologize for the long thing. Had I maybe got some response back from people, I could have engaged in a conversation, but I could also tell you I've included the board on a couple of those emails, and again I don't expect you guys to respond to me at all, but it got to that point where I have to start including you guys for the fact to see what's going on, and I let Mrs. Gaines see that, and I do tell them, hey, I'm going to have to let the board in, you know, on this and stuff, for the fact that if we're not getting any correspondence, I mean, I can tell you for a fact there's certain admins, I don't think I've gotten a response this year. I mean, that's an issue when we're trying to work together, or if I do get a response, it's basically my fault. That's not how we should be working together. That's all I have, and I appreciate your time and your thoughts. Unfortunately, I have to have another meeting with Mrs. Gaines tomorrow because it's actually gotten worse since I wrote this. CSEA report: Gary Jones: I'm actually going to take a lot more time than Ed just did. No, I think a lot of things are good on our end. We hit the ground running. Start of school has been pretty darn good. A lot of things to look forward to. Our negotiation committee on the CSEA side we have met twice now, so we are really trying to get up and running. Hopefully, we will have a sunshine proposal, you know, to the board very soon, if not September, early October is what I'm aiming for, and then October-November, our e-board will be doing elections. Looks like there might be quite a few changes on our e-board, so some new leadership coming and talking to you guys and everything, so yeah, looking forward to that. Different perspective is good sometimes, you know. So aside from that, things have been pretty quiet. Which I like. I'm sorry, Ed. There's a lot on his plate right now, but yeah. There's one thing that I do agree with is like definitely that contract is something that we all agree on. The board looks at it. You guys vote and approve. It's something that we open up to the public. Stakeholders could come in and voice their opinions on the contract changes. So, it is something that we all agree upon, and we all need to follow. There're things in the contract that I don't like, but I follow it. It's something that we have all agreed on, and I have seen also where sometimes it feels like when I have to enforce the contract, that hurts some of our classified people. I don't want to do this part, you know, but it is there. The district wants you to do that part. It helps other employees. It might not help you completely, but it is there, and we need to follow it. So, if any of the

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RTA members that are struggling with this are listening, just know that it is an agreed upon wording, and if you don't like it, go to your negotiation team members, talk about it, get that language updated and adjusted, because it is not set in stone. It is a living document, and we look at it every year. So, go to your meetings, talk to your leadership, because we don't want animosity in our districts. We are not here to fight against each other. We are all on the same team. We are here to serve the students. We have different roles as we serve our students, but it doesn't make any one of us lesser or greater. We are all here to make sure that our students have the best education that they can. So, if you can come and have a discussion and work together, then please let's do that. *Mr. Shevlin:* I apologize. One more thing. Nothing to do with this at all, and that's why I got sidetracked. I'm sure everyone knows. I was in a horrible car accident, so we can all just keep her in our thoughts. I know it's very serious. So, I failed to put it in my report. I felt more focused on trying to read that through, but again just keep the board updated as well, which I am sure Mrs. Gaines does. But that you know, unfortunately, again, this is the time where there is probably stuff in the contract that some people are going to have to fill in, maybe some stuff like that, but it's for the greater good of our campus. While somebody is honestly not going to be coming to work. So again, just to keep her in your thoughts.

- B. Student Board Member: *Valeria Fuentes:* Good evening. So, for our school Rosamond High Early College Campus, we had our first site team meeting for AVID, and our school passed it, which is a pretty big acknowledgement. It was for AVID schoolwide site. We also have a college night on September 14th in Bakersfield. There will be transportation provided for the students, which is I think Mr. Notterman is going with them. It will be from 5 p.m. to 8 p.m. As for our counselors, Mr. Hansen and our new counselor, Ms. Koehler, they are doing very well. Good news is that over, if I recall, 250 students did dual enrollment classes over the summer, which is very good. But the only bad part is the schedule changes, trying to get them like out of the classes they already took. But I am pretty sure they are doing well, trying to recover from that. The sports are doing well. Tennis started their season; their score is like 17 to one, which is pretty good. Girls volleyball, their preseason, they are five to one right now, which is very good. Their league is coming up in September, cross country is preparing for their season in mid-September. Our varsity football team won their game, their home game from West Bakersfield. It was 36 to 14, and there was a lot of support from our community, which is very appreciated. Our flag football team, the girls are bringing them to work as well. I heard that they had a pretty competitive game against Palmdale Academy, and there's also a football game this Friday. It's at 7:00 p.m., so if you guys show up, I think the boys will appreciate it, and that's all I have.
- C. CBO Report: *Robert Irving:* Welcome back. It's been a busy couple of weeks of starting school. The last interim period between the board meetings. I went to Bakersfield for payroll user meetings. I had a follow up meeting again with Perry Weather about the installation of the weather station at the high school. I met with food service and Sodexo to make sure that everybody is on the same page as we start the school year. There are a lot of meetings, a number of the actuals have been worked on. It will be presented at the next board meeting. For the high school water consolidation project is slated to begin on the 14th and 15th. I do not have the day off the top of my head. But in the coming weeks, after the last about eight years or so, Barbara, that you have been hearing about water consolidation, has it been the entire time you have been here? You know, after more than eight years of discussion and planning and back and forth between our RCSD and the State Water Board and all that, we are finally having those big moments of disconnecting most of the high school off of the well that served just there for however many years that has been. Irrigation will still do that, but in terms of the rest of the water on that campus, it will be all with the community service district. That's it for me.
- D. Assistant Superintendent, Instruction and Curriculum: *Dr. Larry Mendez:* Good evening, everyone that joins us here in person and also online. Just some updates. Dr. Fisher visited elementary schools on

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August 31, 2026. We went over to Westpark Elementary as well as Rosamond Elementary, and then on September 1st we visited secondary school sites, so including Rosamond High, Alternative Education, and Tropico Middle School. Thank you, administrators, site admin, for your time, and also receiving us and you know helping work on the schedule of classes so that we can visit classes and see what students are learning and so forth, and technology being utilized. Dr. Fisher will continue to collaborate with the administrators and teachers throughout the year. He will be back towards the end of September again, and he will be working, for example, at secondary. His focus next time is going to be focusing on the collaboration with the history department at the high school and the middle school. Okay, so then he did get a chance to see the Paxton Patterson lab at Rare High School. We are very excited about the lab. We had a chance to connect with some of the students. Ms. Calzada joined us as well there in the lab, and they were discussing all the different modules available. They were very excited with the Paxton Patterson lab. We continue to cover it also with Dr. Wetzel. We will be having some days where she is going to be focusing on the elementary, for example, on the common formative assessments for English language arts. We continue to build those out in collaboration with the subcommittee, and then math alignment of the existing math high priority standards, but just kind of modifying or adapting to the new curriculum in terms of alignment. Okay, we have also had right from the beginning and beyond narrative writing, professional development. That was this past Saturday, August 29th, at Rosamond Elementary Cafeteria. Thank you, Gary, for setting up as in terms of the tech and also our custodial staff, and Dr. Tolliver as well. Sometimes Dr. Tolliver or I, or admin will attend or will speak in the trainings there. So, last Saturday it was Dr. Tolliver and Gary. Thank you again for setting up the tech and the support at the trainings as well. I attended an instructional leadership network training today. It was online with KCSOS. They go over updates in terms of differentiated assistance, CSI, anything dealing with English learners. So, kindergarten as well. We will continue to have Eureka Math Squared training for teachers. So, at the elementary sites, we did have some teachers attend. We are going to continue to expand that and have our teachers participating in the trainings of Eureka Math Squared at both Rosamond Elementary and Westpark Elementary School. Those are all the updates that I have.

- E. Assistant Superintendent, Special Education, Pupil Personnel: *Sheryl Taylor*: Hello, everybody. I want to piggyback on Mr. Shevlin and thank you for acknowledging our teacher who was involved in the accident. Well wishes to her and her family, and thank you to her colleagues who are all stepping up and helping to pick up her caseload and cover everything, so that when and if she can get back to work, she will not have any worries about what she needs to catch up on. We are working on getting some special equipment for some of our new students who have started in Southern Kern who have needs, and our department has set a couple goals for this year. One of them being building capacity in all of our staff. So, we have been having a lot of independent meetings with different groups. Like for example, we have met with our secondary teachers talking about what our goals are for this year and how we can help support them to meet those goals, we have a meeting with our elementary teachers tomorrow to do the same thing. We are also meeting with all of our service providers so that we can have everybody in our department on the same page with the goals we are working towards for state goals, as well as just our goals for Southern Kern and our students' success. That's about it for me right now.
- F. Associate Superintendent, Human Resources: *Leanne Hargus*: Good evening, everyone. We definitely have been busy over in HR. All insurance for the new school year was due the end of August, so Becky

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and Paul are busy adjusting all those for anybody that made changes for the 26-27 school year, and that is quite an undertaking. The last couple of days, I have had to kind of shoo Becky out of the office. I certainly do appreciate how hard Becky and Paul do work. They do a great job keeping us floating, keeping us moving, so I do appreciate that. You will see on the agenda for HR, we have lots of teachers that have signed up to do after school academy, Saturday school, and then we also have a number of mentor teachers on there. And I just want to kind of give a shout out to our mentor teachers, we have about 24 teachers that are participating in the induction program between year one and year two, and so we have teachers at all school sites that step up to support these teachers, and so I just want to say how much I appreciate all the extra work, you know, because there's a few of them that I have to say, oh gosh, would you mind taking on another person? And you know, it's always yeah, yeah, I'll do it. So, I do appreciate all our mentor teachers and all the work they do in supporting our new teachers and supporting teachers through the induction program to help them create those credentials. Again, you will see on the agenda we continue to have additional substitute teachers, folks that are gravitating towards Southern Kern have a teacher who he generally subs in a couple of other districts, but he has called me a couple times this year. Hey, why can't I see any jobs? I said, well, right now it's supplies and demand. I said teachers aren't necessarily taking off a lot of time, and you got to grab those when you can. So, I have checked a couple times for him. Yeah, yeah, you should have access. So, you just have to be quick. So, that really is a good problem to have, and I think that speaks a lot for our school sites. That substitute teachers, they really want to come and work here in Southern Kern. I have had others, you know, said, "Hey, you know what? I'm going to be working on my credential, and I really want to be able to stay in Southern Kern. So, I really think that speaks volumes for Southern Kern, and that is it for me.

- G. Superintendent Report: *Barbara Gaines*: Okay. Good evening, everyone. Thank you so much for joining us this evening. I want to talk a little bit about our expanded learning opportunity program after school. First of all, I want to thank Dr. Tolliver because she's really been overseeing both that program, which there are several programs, including ASES and Reading and Math Academy, drama and band and so on and so forth, that fall under that umbrella of the after-school program. We are about to, in the near future, very near future, add Paxton Patterson Labs to our elementary ELOP, along with robotics, and we already have band there. We actually have purchased the Paxton Patterson Elementary Labs for our ELOP programs, and I believe we have robotics. We just have to put our finger on where we put that, but we know we do. I have a gentleman coming next week who is just dying to work with us in that after-school robotics program. He's like a robotics guru, and so I'm very excited about that. I don't often do this, and shame on me for not doing it. I want to take this opportunity this evening, as you listen to my cabinet members, there are seven of them, eight counting me, but the seven of them. I think the perfect way to really see what all they do is if you could sort of follow them for a day. There's professional development going on. They are in and out of schools, classrooms. Dan is providing PD. Robert, I wouldn't even want to follow Robert for one day. He's in the ditches. He's counting money. I don't know what all Robert does, but it's a little scary. Leanne, this is the first year in a long time we've only had one opening. We started the school year with only one opening. Paul, he's been interviewing and putting classified people in jobs. Sheryl, I mean, professional development, and you know, as she said, building capacity in her teachers, her service providers, so on and so forth, and Larry, you know,

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professional development, he's out there with whether it's Dr. Fisher, Dr. Wetzel, right from the beginning, training on Saturdays, and I just want to give a shout out. Dr. Tolliver, we know that she's excited because there is a new assembly bill. I heard a little bit more about it today, and I did take notes, that could increase it. It sorts of diminishes the requirements to be reclassified. I hope I'm on the right page. (*Dr. Tolliver:* Yes, ma'am. And it will.) It could automatically increase the number of students that we have currently who would qualify to be reclassified as English fluent. So, I am very excited about that. But where I'm getting with this, I really need to say thank you to all of them because it's not easy serving on cabinet, and they have a lot on their plates, literally a lot on their plate. I just want to say thank you to all of them, and keep up the good work. I think our growth in the district is the result of the hard work. Not only do we see it from our site administrators, but definitely what cabinet is doing as well. And I thank you. I thank you all for that. Bob, if you allow me, I have some attendance awards. I got them. I always love the month of August because August we usually have really high attendance percentages. Here's something interesting. If I were to give the top two attendance percentages an award for the month of August, well, no secondary school would be the recipient. So anyway, but unfortunately, the award is best elementary, best secondary and most improved. Well, in August we don't give a most improved because we don't have a month yet to compare it to. So, September we will have a most improved, but best elementary with 96.26%, good job, Westpark Elementary. But Gary, I do want you to understand, RES came in second. Best secondary with 94.58% Tropic. You got this. Next one. This one. Okay. And Gary, just to tell you, do you know how much Rosamond Elementary was? (*Gary Jones:* I don't.) His was 94.58%. Yours was 94.92%. Really good. Thank you.

- H. Board Member Communications: *Mario Gutierrez:* Thanks everybody for coming. It is nice to see people in the audience. I do not get to see the people that are not in our audience, but they are still with us. Ed and Gary, I am really glad you guys brought up some of the contract stuff, which you are 100% right. We go through it a lot to find them. I agree with you, and it should be equal for everybody because it is in the contract. So, other than that, I am glad everybody is doing good with the beginning of the school year. Our sports teams that are going at it, I would like to see a JV football team. We have enough kids, but that's just my opinion. That's it for me. *Justin Wright:* Thanks all for coming. I agree with what Mario said about the contract between RTA and CSEA. We adhere to it, absolutely. So, thank you for bringing that up. You are more than welcome to do. I am looking forward to hopefully next meeting coming in with the digital agenda. We look forward to it. Like hopefully next week, two weeks. Okay, just watch a PowerPoint and call it a day. I am excited about Paxton Patterson. The high school band has been at the football games the last two weeks. They have been very impressive versus prior years that we have seen. So, it has been great. I went to back to school night at Westpark last week. My nephew's going to be over there with his classroom and checked that out. It was a real exciting night. Other than that, that's all. *Sunni Hepburn:* Hi guys! Thank you, guys, for being here. Everyone that's watching. Wow, it's just flying by. It's already September, right? Tomorrow is going to be 2027. Thank you, guys, for explaining CSEA and RTA. Maybe more people get involved with the decision making and the negotiating, so there's no confusion and everyone is on the same page. I would like to say I was at Back to school night. I was there, met my teacher. I met her before, of course, but I was there with the PTA because PTA is currently having a membership drive at Westpark. So, parents, family members,

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the class with the most sign-ups in the month of September, the class will win a pizza party put on by the PTA, which is great. I also believe that we are having a dance on September 18th, a fall dance, back to school dance at Westpark. I've seen a lot of signups for the PTA, which is great. So, get involved, become a volunteer as well, and who knows what can happen? Also, this is the community garden. Barbara has a little bit of cilantro growing out there. They are quite beautiful. We had a nice little harvest of radishes. I was out there this week. I grabbed some radishes. Jeromy has proof that I was there. I love going to the garden. Honestly, I'm there at least once a week, and it's really awesome because I'll go, I'll do things, I'll come back in a week, and I'm like, look what's growing! I see Gary's bad, water it. I'm just like, Gary, tell me what to do. Tell me what's out here, don't you worry, I'm taking care of you. So, his broccoli came in. He had a bunch of broccolis, and I was like, "Oh my gosh, broccoli needs a lot of space to grow. So, what I did for you, Mr. B, is I separated your broccolis. I spread them out so they have room, so we could actually have a nice production of broccoli coming up. I got you. Don't you worry. I am the shepherd of the garden. Okay, no problem. Not surprised. Other than that, there's still some beds, so anyone can come, join, grab a bed, and I will take care of your babies for you. Don't you worry. Other than that, I think that's all I have. *Robert Vincelette*: Okay. Ed wanted to let you know, along with anybody else, I do read all the emails that everybody sends. Ed is just that we have to refer those to Barbara, so I cannot answer them, but that's her job. Okay, that's our sole employee, but I do look at them and I do understand. And if I have a concern, I do bring it up. Okay, but I only have one person bringing it up to. Here you are going to get your wish. Next month, I'm going to come over and attend a couple of the math classes to see how well that's going, and it's not going to be limited to RES. I will give both the vice principals and the principals a notice when I'm going to go. I've had some couple folks. What's that? September. Okay, I want to make sure that gets out because we are getting, believe it or not, quite a few folks that are looking in on our meetings now. So just wanted to get that going. Yeah, I agree with Mario. We shall probably need to look at expanding the football to JV. I mean, even the referees are dragging out there the last couple weeks. Hopefully, it won't be this week, but it was really tough. And you can't, I mean, every team that I had, just about every kid play, and we went. Understand during the heat, there's a lot of stuff going on. We have to keep up. It puts a lot of stress also on the officials. That's our job, you know. But as you go on the team, whatever. So, we're constantly watching sports. Yes, I have been in one of the flag football games, and the attitude of the girls is just fantastic. They wish they had this three years ago. They know they got a lot to learn, but they are getting there, and that's coming from my fellow officials who actually officiate the games they go. They see improvement every game that they're there, and that's what we are there for. So eventually, we will probably see some, not just improvement, but maybe we can start winning a lot of these games. It's tough when you're just starting. We understand that. The other thing is that this is my compliment to the district, to all the administrators, the cabinet, everybody. We have been doing a lot of positive things for our students. We start to see. Am I correct? Our scores are going up. A lot of things are. My point is, the district is going this way. It really is. I want to see the end. We're going to keep continuing that. My last thing that I want to bring up is I do not, and I just dislike bullying. I want to start seeing administrators start getting out there to the students. You hear something, you see something, you tell somebody. We are seeing some youngsters that are coming in front of us for expulsions, that they are afraid. We got to get rid of that, and hopefully we do that. Then we can get rid of a lot of that stress of our students. So please, let's start instituting that. Let's start emphasizing, please.

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- I. Sub-Committee Communications/Updates: *Sunni Hepburn*: We are meeting tomorrow to review board policies. *Justin Wright*: We are hoping CTE goes to DSA this week.

Comments from the Public: None

#050→VII. Motion by Fuentes, seconded by Hepburn to approve consent items A-N, 4 yeas, 1 absent (Rendon), student vote: aye.

- A. Approved Minutes August 19, 2026
- B. Ratified August EOM \$3,353,597.74
- C. Approved Purchase Orders 270268-270337, Pay Vouchers 270118-270179
- D. Approved KCSOS SELPA Agreement Contract 27361678 July 1, 2026 – June 30, 2027
- E. Approved Donation of \$1,804.76 to District Office Administrative Retreat 7/31/2026 – *HPLE*
- F. Approved Asset Disposition of WES English 3D Curriculum – Replaced with Updated Versions
- G. Approved AV Fair Agreement SV26-26 RHECC Girls' Volleyball Parking Attendants October 4, 2026
- H. Approved Ro Health, LLC Client Staffing Agreement July 1, 2026 – June 30, 2028
- I. Approved Donation of 2nd Grade Books Valued at \$500 to RES – *Richard Smith*
- J. Approved Void of Contract KCSOS ELD PD Board Approved 8/5/2026 Incorrect Days on Contract
- K. Approved Professional Services Agreement with Anna Orellana 9/3/26 – 6/11/27 – NTE \$12,000
- L. Approved Agreement with Pictures with Class for 2026-2027 School Portraits for RES
- M. Approved Agreement with Pictures with Class for 2026-2027 School Portraits for WES
- N. Approved All It Takes Professional Development Service Agreement for 2026-2027 – \$34,500

VIII. General

- A. Khushroo Gheyara, from CFW, presented a PowerPoint regarding Future Bond Issuance.

IX. Curriculum and Instruction

- A. Williams Settlement requires each school in the district to have sufficient textbooks, eBooks, or Instructional materials, or both, that are aligned to the content standards adopted pursuant to Section 60605 for I, II, III, IV

#051→Motion by Hepburn, seconded by Wright to Recess the Business Meeting and **Open** the Public Hearing at 8:12 p.m., 4 yeas, 1 absent (Rendon), student vote: aye.

Public Hearing Comments: None

#052→Motion by Gutierrez, seconded by Wright to **Close** the Public Hearing and **Reconvene** into Regular Session at 8:12 p.m., 4 yeas, 1 absent (Rendon), student vote: aye.

#053→B. Motion by Hepburn, seconded by Gutierrez to approve Resolution #26-27-05 Regarding Sufficiency of Instructional Materials for the 2026-2027 School Year, 4 yeas, 1 absent (Rendon), student vote: aye.

Sufficient textbooks or instructional materials means, “each pupil, including English Learners, has a standard aligned textbook or instructional materials, or both, to use in class and to take home.” This specifically applies to four subject areas: reading/language arts, mathematics, science, and history/social science. *EC* Section 60119(c)(1)

IX. Curriculum and Instruction (Continued)

#054→C. Motion by Gutierrez, seconded by Wright to approve the Expanded Learning Opportunities Program (ELOP) Plan Guide, 4 yeas, 1 absent (Rendon), student vote: aye.

#055→D. Motion by Hepburn, seconded by Fuentes to approve the After-School Education and Safety (ASES) Program Plan Guide, 4 yeas, 1 absent (Rendon), student vote: aye.

X. Business and Operations

#056→A. Motion by Wright, seconded by Hepburn to approve the CEQA Categorical Exemption for the Rosamond High Early College Campus Career Technical Education Building, 4 yeas, 1 absent (Rendon), student vote: aye.

The Southern Kern Unified School District proposes to construct a new approximately 17,747-square-foot Career Technical Education building at Rosamond High Early College Campus, located at 2925 West Rosamond Boulevard in Rosamond. The purpose of the project is to create modern Career Technical Education facilities for students of the District. The project will contain fewer than ten classrooms and will not increase the school's student enrollment capacity.

The project qualifies for a Class 14 categorical exemption under the California Environmental Quality Act ("CEQA"), pursuant to CEQA Guidelines Section 15314, which applies to minor additions to existing schools within existing school grounds when the addition does not increase original student capacity by more than 25 percent or ten classrooms, whichever is less. The project is located entirely within the existing school campus, contains fewer than ten classrooms, and will not increase the school's student capacity.

District staff has reviewed the project and determined that none of the exceptions to the use of a categorical exemption identified in CEQA Guidelines Section 15300.2 applies. The project will not result in a significant cumulative environmental impact; there are no unusual circumstances that would result in a significant environmental effect; and the project will not adversely affect scenic, historical, or hazardous-waste resources.

#057→B. Motion by Hepburn, seconded by Wright to approve the Change in Contract with Prime Painting Contractors Order No. 01 for SKUSD Westpark Elementary Paint Project (SKUSD-WES-PT01) Total Change of \$5,556.48, 4 yeas, 1 absent (Rendon), student vote: aye.

XI. Personnel Items

#058→A. Motion by Gutierrez, seconded by Wright to approve the following listed personnel items, 4 yeas, 1 absent (Rendon).

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>
Amderson-Lude, Cherokee	9/3/2026	S1 \$18.25	Campus Safety Officer	TMS	Hire
Vidrio-Ramirez, Yesenia	9/3/2026	S1 \$26.59	ELOP Coordinator	RES	Hire
Levesque, Veronica	9/3/2026	S1 \$18.25	Campus Safety Officer	TMS	Hire
Wong, Nicole	9/3/2026	S1 \$19.03	Paraeducator, SPED 1:1	WES	Hire
Chaidez, Adrian	9/3/2026	S1 \$18.25	Campus Safety Officer	RHECC	Hire
Ramirez, Brenda	9/3/2026	S3 \$19.74	Food Service Worker/Campus Safety Officer	RES/TMS	Promotion
Jordan, Amber	8/31/2026	---	Paraeducator, Classroom	RES	Resign
Hicks, Maeyll	8/31/2026	---	Paraeducator, Special Education 1:1	RES	Resign

XI. 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>
New, Thomas	9/3/2026	\$4,737.76	Varsity Head Coach – Wrestling	RHECC	Hire
Seay, Karen	9/3/2026	\$5,000	Community Schools Site Representative	RES	Hire
Tilton, Ethan	9/3/2026	4% \$2,368.88	Dance Force (Ballroom)	TMS	Hire
Tilton, Ethan	9/3/2026	4% \$2,368.88	Dance Force (Ballroom)	RHECC	Hire

<u>CLASSIFIED SUBSTITUTES EMPLOYMENT/RESIGNATIONS</u>		
<u>EMPLOYEE</u>	<u>DATE</u>	<u>STATUS</u>
Gil Haro, Elizabeth	8/17/2026	Resign
Mendez, Selena	9/3/2026	Hire
Placencio, Elizabeth	9/3/2026	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>
Adams, Dane	8/12/2026	---	Administrator/Teacher	RHECC/REHS	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>
Najera, Ruth	8/12/2026	\$70/HR	Home Hospital Teacher	DO	Hire
Borne, Esmeralda	8/12/2026	\$70/HR	Home Hospital Teacher	DO	Hire
Varela, Sarah	8/12/2026	\$70/HR	Saturday School Teacher	RES	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>
Rico, Sophia	8/12/2026	\$70/HR	Saturday School Teacher	RES	Hire
Irvine, Kayla	8/12/2026	\$70/HR	Saturday School Teacher	RES	Hire
Thomson, Pauline	8/12/2026	\$70/HR	Saturday School Teacher	WES	Hire
Warfield, John	8/12/2026	\$70/HR	Saturday School Teacher	WES	Hire
Denton, Kayleigh	8/12/2026	\$70/HR	Saturday School Teacher	WES	Hire
Manzano, Tanya	8/12/2026	\$70/HR	Saturday School Teacher	WES	Hire
Ament, Cody	8/12/2026	\$70/HR	Saturday School Teacher	WES	Hire
Buetow, Bobbie	8/12/2026	\$70/HR	Saturday School Teacher	WES	Hire
Junker, Cristy	8/12/2026	\$70/HR	Saturday School Teacher	WES	Hire
Loper, Maria	8/12/2026	\$70/HR	Saturday School Teacher	WES	Hire
Bidinger, Melissa	8/12/2026	\$70/HR	Saturday School Teacher	WES	Hire
Najera, Ruth	8/12/2026	\$70/HR	Saturday School Teacher	WES	Hire
Clint, Morgan	8/12/2026	\$70/HR	Saturday School Teacher	TMS	Hire
Walker, Robyn	8/12/2026	\$70/HR	Saturday School Teacher	TMS	Hire
Lucker, Phoebe	8/12/2026	\$70/HR	Saturday School Teacher	TMS	Hire
Bonganciso, Ma. Josephine	8/12/2026	\$70/HR	Saturday School Teacher	TMS	Hire

XI. 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>
Johnson, Basilisa	8/12/2026	\$70/HR	Saturday School Teacher	RHECC	Hire
Mellon Powers, Karina	8/12/2026	\$70/HR	Saturday School Teacher	RHECC	Hire
Alitagtag, Jovan	8/12/2026	\$70/HR	Saturday School Teacher	RHECC	Hire
Boltron, Walter	8/12/2026	\$70/HR	Saturday School Teacher	RHECC	Hire
Snyder, Caroline	8/12/2026	\$70/HR	Saturday School Teacher	RHECC	Hire
Bidinger, Melissa	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Ament, Cody	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Buetow, Bobbie	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Junker, Cristy	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Loper, Maria	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Montoya, Melissa	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Landolt, Kimberly	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Manzano, Tanya	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Jones, Dody	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Warfield, John	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Thompson, Katie	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Ponce, Jareny	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Escobar, Sheleas	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Damian, Victoria	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Najera, Ruth	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Chaney, Christina	8/12/2026	\$70/HR	Afterschool Academy Teacher	WES	Hire
Norman, Heather	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	Hire
Rico, Sophia	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	Hire
Crandall, John	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	Hire
Varela, Sarah	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	Hire
Borne, Esmeralda	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	Hire
Ortiz, Aida	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	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>
Ortiz, Cynthia	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	Hire
Ortiz, Jessica	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	Hire
Dresser, Natalie	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	Hire
Eslick, Christina	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	Hire
Lopez, James	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	Hire
Williams, Lindsay	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	Hire
Neely, Tai	8/12/2026	\$70/HR	Afterschool Academy Teacher	RES	Hire
Avergonzando, Roselle	8/12/2026	\$70/HR	Afterschool Academy Teacher	TMS	Hire
Salazar, Ramon	8/12/2026	\$70/HR	Afterschool Academy Teacher	TMS	Hire
Walker, Robyn	8/12/2026	\$70/HR	Afterschool Academy Teacher	TMS	Hire
Junio, Nerissa	8/12/2026	\$70/HR	Afterschool Academy Teacher	TMS	Hire
Bonganciso, Ma. Josephine	8/12/2026	\$70/HR	Afterschool Academy Teacher	TMS	Hire
Boltron, Walter	8/12/2026	\$70/HR	Afterschool Academy Teacher	RHECC	Hire

XI. 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>
Basilio, Marilou	8/12/2026	\$70/HR	Afterschool Academy Teacher	RHECC	Hire
Mellon Powers, Karina	8/12/2026	\$70/HR	Afterschool Academy Teacher	RHECC	Hire
Trejo, Alma	8/12/2026	\$70/HR	Afterschool Academy Teacher	RHECC	Hire
Ward, Laramie	8/12/2026	7% \$4,145.54	Grade level Chairperson- 5 th Grade	WES	Hire
Rong, You	8/12/2026	3% \$1,776.67	Mathlete Advisor	RHECC	Hire
Junio, Nerissa	8/12/2026	2% \$1,184.44	Science Fair Coordinator	TMS	Hire
Alitagtag, Jovan	8/12/2026	2% \$1,184.44	Mentor Teacher	RHECC	Hire
Pasubillo, Mark Anthony	8/12/2026	2% \$1,184.44	Mentor Teacher	RHECC	Hire
Ferrandini, John	8/12/2026	2% \$1,184.44	Mentor Teacher	TMS	Hire
Walker, Paul	8/12/2026	2% \$1,184.44	Mentor Teacher	RHECC	Hire
Walker, Robyn	8/12/2026	2% \$1,184.44	Mentor Teacher	TMS	Hire
Collins, Genevieve	8/12/2026	2% \$1,184.44	Mentor Teacher	WES	Hire
Liwag, Sandra	8/12/2026	4% \$2,368.88	Mentor Teacher	WES	Hire
Torres, Kelly	8/12/2026	2% \$1,184.44	Mentor Teacher	RES	Hire
Ament, Cody	8/12/2026	4% \$2,368.88	Induction Support Provider	WES	Hire
Morris, Rebecca	8/12/2026	4% \$2,368.88	Induction Support Provider	WES	Hire
Hubkey, Michelle	8/12/2026	4% \$2,368.88	Induction Support Provider	RES	Hire
Borne, Esmeralda	8/12/2026	8% \$4,737.76	Induction Support Provider	RES	Hire
Vogenthaler, Janessa	8/12/2026	8% \$4,737.76	Induction Support Provider	TMS	Hire
Del Riego, Brenda	8/12/2026	8% \$4,737.76	Induction Support Provider	TMS	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>
Atkinson, Carmen	8/12/2026	4% \$2,368.88	Induction Support Provider	TMS	Hire
Lyons, Ellie	8/12/2026	8% \$4737.76	Induction Support Provider	TMS	Hire
Oesterle, Andria	8/12/2026	10% \$5,922.20	Induction Support Provider	RES	Hire
Deal, Rhonda	8/12/2026	6% \$3,553.32	Induction Support Provider	RHECC	Hire
Jones, Andrea	8/12/2026	4% \$2,368.88	Induction Support Provider	RHECC	Hire
Varela, Sarah	8/12/2026	8% \$4,737.76	Induction Support Provider	RES	Hire
Walker, Paul	8/12/2026	6% \$3,553.32	Induction Support Provider	RHECC	Hire
Burgess, Heather	8/12/2026	4% \$2,368.88	Induction Support Provider	RHECC	Hire

XI. 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>
Johnson, Basilisa	8/12/2026	4% \$2,368.88	Induction Support Provider	RHECC	Hire
Blackburn, Matthew	8/12/2026	4% \$2,368.88	Induction Support Provider	RHECC	Hire
Vigil, Sandra	8/12/2026	4% \$2,368.88	Induction Support Provider	WES	Hire
Salazar, Ramon	8/12/2026	4% \$2,368.88	Induction Support Provider	TMS	Hire
Kurfess, Jennifer	8/12/2026	12% \$7,106.64	SST Coordinator	Alt. Ed	Hire
Rogers, Chelsea	8/12/2026	12% \$7,106.64	SST Coordinator	WES	Hire
McMahon, Desiree	8/12/2026	12% \$7,106.64	SST Coordinator	WES	Hire
Walker, Robyn	8/12/2026	12% \$7,106.64	SST Coordinator	TMS	Hire
Cambaliza, Alicia	8/12/2026	12% \$7,106.64	SST Coordinator	RHECC	Hire
Saucedo, Ruth	8/12/2026	12% \$7,106.64	SST Coordinator	RHECC	Hire
Vogenthaler, Janessa	8/12/2026	12% \$7,106.64	SST Coordinator	TMS	Hire
Aguilar, Joseph	8/12/2026	8% \$4,737.76	Band Director	RHECC	Hire
Djoko, Simeon	8/12/2026	3% \$1,776.66	Junior Class Advisor	RHECC	Hire
Collins, Genevieve	9/3/2026	4% \$2,368.88	Dance Force (Ballroom)	WES	Hire
Torres, Jennifer	9/3/2026	4% \$2,368.88	Dance Force (Ballroom)	WES	Hire

<u>CERTIFICATED SUBSTITUTES EMPLOYMENT/RESIGNATIONS</u>		
<u>EMPLOYEE</u>	<u>DATE</u>	<u>STATUS</u>
Jordan, Cailie	9/3/2026	Hire
Waterford Maldonado, Christie	9/3/2026	Hire
Herrera Gallardo, Samantha	9/3/2026	Hire
Omar, Firoza	9/3/2026	Hire
Faer, Scott	9/3/2026	Hire
Frank, Samuel	9/3/2026	Hire

The following certificated employees are presented for Board approval to be hired for the 2026/2027 school year utilizing a Provisional Intern Permit (PIP) or Waiver:

<u>EMPLOYEE</u>	<u>DATE</u>	<u>POSITION</u>	<u>CREDENTIAL TYPE</u>
Gonzalez, Dianna	9/2/2026	Moderate/Severe PK	Short Term Staff Permit-STSP
Taylor, Cody	9/2/2026	Arts and Entertainment-CTE Teacher	Certificate of Completion of Staff Development
Payne, Yolanda	9/2/2026	Medical Technology- CTE Teacher	Certificate of Completion of Staff Development
Galdamez, Cinthia	9/2/2026	Cadet Corps Teacher-CTE Teacher	Certificate of Completion of Staff Development

XI. Personnel Items (Continued)

<u>VOLUNTEERS FOR 2025-2026 SCHOOL YEAR</u>			
Brittany Dunbar	Stephen King	Kimberly Arellano	Annette Arentzoff
Laura Castro	Leticia Reyes	Megan Pearl	Elda Contreras Angulo
Kristina Swartzentruber	Jessica Delgado	Desarae Carvalho	Christina Verde
Crystal Castanon	Daniela Gray	Fallon Irving	Nicole Silverburg
Hilda Rivera	Jonna Whitfield	Mariana Pina	Caralena Zack
Alexis Botello	Matthew Neild	Kristi Defabiis	Jennifer Adams
Ashley Kinney	Katherine Breitbeck	Kristina Hillman	

#059→XII. Motion by Fuentes, seconded by Hepburn to adjourn the meeting at 8:19 p.m., 4 yeas, 1 absent (Rendon), student vote: aye.

Approved: _____
Barbara Gaines, Superintendent

Approved: _____
Justin Wright, Clerk of the Board