

**SIERRA SANDS UNIFIED SCHOOL DISTRICT**

**Board of Education  
Regular Meeting**

**February 16, 2012  
Ridgecrest City Council Chambers  
100 West California Avenue  
[www.ssusd.org](http://www.ssusd.org)**

*We, the members of the Board of Education of the Sierra Sands Unified School District, are committed to providing the highest quality education in a safe environment to all K-12 students. We believe the school shares with the family, church, and community the responsibility for developing life-long learners who are responsible, productive citizens.*

**A G E N D A**

**CALL TO ORDER AND PLEDGE TO THE FLAG**

**7:00 P.M.**

Amy Covert  
Judy Dietrichson  
Bill Farris, Vice President/Clerk  
Tim Johnson, President  
Tom Pearl  
Kurt Rockwell  
Michael Scott  
Student Member, Leah Ostermann

Joanna Rummer, Superintendent

**MOMENT OF SILENCE**

**1. ADOPTION OF AGENDA**

*Welcome to a meeting of the Board of Education. Because we believe you share our concern for the education of the youth of our community, we appreciate and welcome your participation. Copies of the agenda, along with a procedural handout, are available on the wall at the back of the room to assist with your participation in the meeting.*

**2. APPROVAL OF MINUTES of the regular meeting of January 12, 2012 and the special meetings of January 23, 2012 and February 6, 2012.**

**3. PROGRAMS AND PRESENTATIONS**

- Caldwell Flores Winters, Inc. Scholarship Presentation to Ala Tiatia
- James Monroe: A True Professional Learning Community

#### 4. PUBLIC HEARING

- Request for Waiver From the State Board of Education of Electoral Requirements of Education Code sections 5020, 5021 and 5030 to Abolish Trustee Residence Areas for School Board Elections Pursuant to the Board of Trustees' Resolution #21 1112, Approved on January 23, 2012.
- Request for Waiver From the State Board of Education of Electoral Requirements of Education Code Section 5020 to Decrease the Number of Board Members From Seven to Five, Pursuant to the Board of Trustees' Resolution #22 1112, Approved on February 6, 2012.

#### 5. REPORTS AND COMMUNICATIONS

##### 5.1 Student Member's Report

##### 5.2 Reports from Members of the Board

##### 5.3 Superintendent's Report

- Enrollment Report
- District Spelling Bee Winner: Savannah Holland
- Superintendent's Symposium
- Governor's Budget Meeting & Advocacy
- Mesquite High School Receives Model School Award

##### 5.4 Communications from the public

*The board will provide time during the discussion of each agenda item for members of the public to comment. At this time, members of the public may address the board on an item not on the agenda. Comments should relate to items of public interest within the board's jurisdiction. The law prohibits the board from taking action on items not on the agenda. If appropriate, your comments will be referred to staff for response. When addressing the board, please state your name and address at the podium and limit your remarks to three minutes. In accordance with the board bylaws, the board will limit the total time for public input to 30 minutes. Those wishing to address the board beyond the 30-minute time limit may do so at the end of the scheduled meeting agenda.*

#### 6. EDUCATIONAL ADMINISTRATION

- 6.1 Approval of Sierra Sands Unified School District 2010-11 School Accountability Report Cards (SARCs)
- 6.2 Approval of Appointment of Members for the Sierra Sands SELPA Community Advisory Council for 2011-12.

#### 7. POLICY DEVELOPMENT AND REVIEW

- 7.1 Approval of Revisions to Board Policy/Administrative Regulations AR 4117.11 4317.11, Personnel

8. PERSONNEL ADMINISTRATION

8.1 Certificated

Employment, resignation, retirement, leave of absence, change of status, termination

8.2 Classified

Employment, resignation, retirement, leave of absence, change of status, termination

8.3 Adoption of Resolution #23 1112, Authorization to Reassign Certificated Administrators to Other Administrative Positions for the 2012-13 School Year

8.4 Approval of Non-reelection of Certificated Personnel with Less than a Preliminary Credential as a Result of a Decision of the California Fifth District Court of Appeals

8.5 Approval of Early Retirement Notification Incentive for 2012-13

8.6 Adoption of Resolution #24 1112, Elimination of Classified Service

8.7 Presentation of Initial Contract Proposal for Reopeners for 2012-13 from the Desert Area Teachers Association to the Board of Education

8.8 Presentation of Initial Contract Proposal for Reopeners for 2012-13 from the Board of Education to Desert Area Teachers Association.

8.9 Adoption of Resolution #25 1112, Week of the School Administrator

9. GENERAL ADMINISTRATION

9.1 Gifts to the District

9.2 Delegate Assembly

9.3 Consideration and Possible Action to Adopt Resolution # 26 1112 Requesting a Waiver of the Requirement that Abolishment of Trustee Areas Be Submitted to Electors

9.4 Consideration and Possible Action to Adopt Resolution # 27 1112 Requesting a Waiver of the Requirement that the Reduction in the Number of Governing Board Members from Seven to Five be Submitted to the Electors

10. CONSTRUCTION ADMINISTRATION

10.1 Report to the Board: Measure “A” and Other Construction Activities and Issues

11. BUSINESS ADMINISTRATION

12. CONSENT CALENDAR

12.1 Approval of “A” and “B” Warrant

12.2 Report to the Board on Solid Waste Hauling Services

12.3 Approval of Recommendation for Expulsion, Expulsion Case #06 1112

13. FUTURE AGENDA

#### 14. ADJOURNMENT

The next regular meeting of the Board of Education will be March 15, 2012.

*Any materials required by law to be made available to the public prior to a meeting of the Board of Education of the Sierra Sands Unified School District can be inspected during normal business hours at the district office located at 113 Felspar, Ridgecrest, CA. These materials can also be viewed on the district's internet website at [www.ssusd.org](http://www.ssusd.org).*

*Note: Individuals who require special accommodation, including but not limited to an American sign language interpreter, accessible seating or documentation in accessible formats, should contact the Superintendent's Office at least two days before the meeting date.*

SIERRA SANDS UNIFIED SCHOOL DISTRICT

Minutes of the Regular Meeting of the Board of Education

DATE OF MEETING: January 12, 2012

TIME OF MEETING: 7:00 p.m.

PLACE OF MEETING: Ridgecrest City Council Chambers

MEMBERS PRESENT: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott  
Substitute Student Member Gabe Gutierrez

MEMBERS ABSENT: Pearl

STAFF PRESENT: Joanna Rummer, Superintendent

PLEDGE OF ALLEGIANCE was recited in unison, led by student member Gutierrez.

MOMENT OF SILENCE was observed.

1. ADOPTION OF AGENDA

The agenda was adopted by consensus noting the following changes in the order of the meeting. Item 9.5, Review Updated Demographics, will be heard following Item 2, Approval of Minutes, followed by item 4, Public Hearing, followed by Item 9.6, Consideration of Possible Action to Maintain At-Large Election System, Followed by Item 11.4, Approval of Audit. At this point the meeting will return to Item 3, Programs and Presentations, and continue to follow the agenda as presented. Additionally, Item 6.2 will be deleted from the agenda and be presented at a later meeting.

2. APPROVAL OF MINUTES

Hearing no comments, the minutes of the regular and special meetings of December 15, 2011 and the special meeting of January 3, 2012 were adopted by consensus as written.

9. GENERAL ADMINISTRATION

9.5 Review Updated Demographics From 2010 Census

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William Hornback of Schools Legal Service reviewed updated demographics for the district presented at the December 15, 2011 meeting, including information from the 2010 Census. Copies of information sheets containing data from the 2010 Census, as well as sources for voter registration and participation data, were distributed to the board and made available to the public.

Mr. Hornback noted that the Board of Trustees adopted Resolution #8 1011 on September 16, 2010, calling for the review of 2010 Census data and the evaluation of possible alternative election systems.

#### 9.5 Review Updated Demographics From 2010 Census (continued)

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Mr. Hornback noted that the total population in the district increased from 32,202 in 2000 to 35,267 in 2010. Hispanic residents were the largest minority group within the district, accounting for 10.9 percent of the total population in 2000 and 16.2 percent in 2010. Asian residents accounted for 4.7 percent of the total population and Black/African-American residents accounted for 3.9 percent of the total population. Hispanic voting age population stood at 12.9 percent in 2010. Hispanic citizen voting age population registered at between 10.8 percent and 10.7 percent according to the Census Special Tabulation and American Community Survey. According to the California Statewide Database, residents with Spanish surnames accounted for 6.6 percent of registered voters in 2010 and 5.1 percent of voter turnout.

Mr. Hornback noted that the district currently has a “from trustee area system” in which one trustee must reside within a defined trustee area in the Rand/Johannesburg area and the remaining six must live in the remainder of the district, with all trustees elected at-large by all of the voters of the district. He noted that none of the 1,071 census blocks in the district exceeded 30 percent in Hispanic citizen voting age population and that it would not be possible to create a majority Hispanic citizen voting age population trustee area if the district were to adopt a “by-trustee area” election system.

As a separate issue, Mr. Hornback noted that given the 2010 Census data, the Rand/Johannesburg trustee residence area should contain 1/7 of the total population of the district, or 5,038 residents, but currently contains only 377 residents. The rebalancing of that trustee area in light of population changes should be considered, and will result in redrawing the trustee area in such a way that its territory will need to move up into Ridgecrest to capture sufficient population. This will likely result in the trustee area containing only a small fraction of residents from Rand/Johannesburg.

Mr. Hornback summarized the discussion from the December 15, 2011, board meeting concerning the advantages and disadvantages of moving to a “by-trustee area” election system.

- ▶ Board members indicated that no public concerns have been expressed in the recent past alleging that the at-large election system is in any way unfair. Superintendent Rummer indicated that no demand letter has been filed with her office seeking a change in the district electoral system.

- ▶ Board members discussed the concern that a by-trustee area election system could result in a kind of territorialism, with trustees focusing on the constituents in their election areas at the expense of a more global view of the district. One trustee commented that in a district of reasonable size such as Sierra Sands, the at-large system promotes a focus on all of the students in the district and that, in a by-trustee area system, trustees elected from a single area of the district are motivated to serve those schools and constituents in order to continue on the board. He went on to say that if there is no clear benefit to minority candidates in changing election systems, the district is best served with the existing at-large system.

- ▶ Board members commented that they did not believe the small size of the district presents an obstacle in running for board seats. One trustee commented on the ease of meeting constituents throughout the district, another discussed the availability of public forums and media, and another commented that candidate budgets for school board seats in the district have historically been fairly low.

9.5 Review Updated Demographics From 2010 Census (continued)

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► In contrast to a by-trustee area system, the at-large system permits voters in the district the opportunity to affect the makeup of the board every two years, rather than every four years. One trustee commented that having the opportunity to vote only once every four years limits voters' ability to effect change in the district. Another trustee agreed that constituents are better off being able to participate in the election of all trustees in elections every two years.

► Board members commented that, based on the information presented, it does not appear that dividing into election areas will help minority candidates better elect their candidates of choice. On the contrary, one trustee commented that the change may deprive candidates of the opportunity to take advantage of support throughout the district.

► By consensus, the board at the December 15, 2011, meeting expressed that its preferred approach would be to maintain the current at-large election system for now, while continuing to watch for changes in district demographics and other factors which might make a by-trustee area election system more beneficial for the district and its students.

Mr. Hornback reviewed with the board a proposed resolution calling for the board to maintain its at-large election system at this time while monitoring developments which might indicate the need for a change at some time in the future.

4. PUBLIC HEARING

• Maintain Current At-Large Election System for School Board Seats

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President Johnson opened the Public Hearing at 7:11 p.m., hearing no comments the public hearing was closed at 7:12 p.m.

9. GENERAL ADMINISTRATION

9.6 Consideration and Possible Action to Adopt Resolution #17 1112 to Maintain At-Large Election System

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Mr. Hornback asked whether there was any interest in further exploring the impact of population changes on the Rand/Johannesburg trustee areas and whether the trustee residence areas continue to serve the needs of the district in light of population changes. Trustee Farris requested that, given the population changes, staff prepare a report providing further background on that issue and making a recommendation on whether it would be in the best interest of the district to consider abolishing the trustee residence areas. He also indicated it would be a good time to look at the size of the board in terms of costs and staff should include in the report the cost savings that may be associated with decreasing the board to five members.

It was stated that a public hearing could be noticed on these issues for an upcoming meeting and a proposed resolution to abolish trustee areas and decrease board size prepared for consideration at that meeting.

9.6 Consideration and Possible Action to Adopt Resolution #17 1112 to Maintain At-Large Election System (continued)

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Motion passed to adopt Resolution # 17 1112 to Maintain an At-Large Election System.  
DIETRICHSON/ROCKWELL

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott  
ABSENT: Pearl

11. BUSINESS ADMINISTRATION

11.4 Approval of Audit

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Motion passed to approve the acceptance of the 2010-11 audit reports for the Sierra Sands Unified School District and the Inyo-Kern Schools Financing Authority.  
COVERT/DIETRICHSON

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott  
ABSENT: Pearl

3. PROGRAMS AND PRESENTATIONS

Mrs. Barnes and Mrs. Williams presented an overview of the Latino Family Literacy Project at Pierce. Pierce has 73 English language learners and 41% are Hispanic. The project is used to encourage parents to become actively involved in their child's education. Scrapbook albums were created, books in dual languages were available, and staff worked towards communicating successfully with English language learner parents. Pierce will be offering this program again due to positive feedback they received.

4. PUBLIC HEARING

The public hearing was held earlier in the meeting.

5. REPORTS AND COMMUNICATIONS

5.1 Student Member's Report

Substitute student board member Gabe Gutierrez gave the follow school reports:

James Monroe ended their first semester and grades are posted on line. Web leaders have reconnected with their 6<sup>th</sup> grade partners to see how they are doing now that school is halfway over. Basketball is in full swing and January 24<sup>th</sup> begins the No Name Calling Week. Murray held a Candy Land dance as well as the annual variety show. Basketball is underway, volleyball has just finished and the Rachel's Challenge Kindness Chain continues to grow longer!

Mesquite has sixteen students enrolled in the virtual high school program and ten students enrolled at Cerro Coso Community College. The High Desert Women's Center is teaching a thirteen week class on violence and several students have signed up to attend.

Burroughs students are in finals this week. Winter sports have ended at Burroughs and a sports rally is planned for February 3<sup>rd</sup>.



5.2 Reports from Members of the Board

Board Member Covert thanked the board for electing her as the NAFIS representative. She also reported on attending the 8002 meeting and noted they accomplished a lot of work on the reauthorization language.

5.3 Superintendent's Report

Superintendent Rummer updated the board on the status of student enrollment counts which continues to decline. We are already half way through the school year with the end of the first semester tomorrow. The 2012-13 academic calendar is posted on the web site and Mrs. Rummer encouraged all parents to look at the calendar as there are a lot of changes including, an earlier start date.

5.4 Comments from the public on items not on the agenda

6. EDUCATIONAL ADMINISTRATION

6.1 Approval of Single Plans for Student Achievement (SPSA)

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Motion passed to approve the Single Plans for Student Achievement (SPSA)  
DEITRICHSON/SCOTT

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott  
ABSENT: Pearl

6.2 Approval of LEA Program Improvement Year 1 Plan Addendum

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Item 6.2 was deleted from the agenda.

7. POLICY DEVELOPMENT AND REVIEW

7.1 Approval of Revisions to BP 6330, Independent Educational Evaluation

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Motion passed to approve the revisions to BP 6330, Independent Educational Evaluation. SCOTT/ROCKWELL

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott  
ABSENT: Pearl

8. PERSONNEL ADMINISTRATION

8.1 Certificated

Employment, resignation, retirement, leave of absence, change of status, termination

8.2 Classified

Employment, resignation, retirement, leave of absence, change of status, termination

8. PERSONNEL ADMINISTRATION (continued)

Motion passed to adopt the personnel actions as presented. DIETRICHSON/COVERT

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott

ABSENT: Pearl

These actions are made a part of the minutes by reference and are filed in the Board Record Book.

8.3 Adoption of Resolution #16 1112, Elimination of Classified Service

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Motion passed to adopt Resolution #16 1112, Elimination of Classified Service.  
COVERT/DIETRICHSON

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott

ABSENT: Pearl

9. GENERAL ADMINISTRATION

9.1 Gifts to the District

Motion passed to accept the following donations: From ACE Cogeneration Company, \$1500 designating \$1000 to Mr. Prusa's welding class for supplies to repair music stands from Mrs. Austin's Band Class at Monroe and an additional \$500 for supplies for Mrs. Austin's Concert Band Class at Monroe. Farris/Covert

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott

ABSENT: Pearl

9.2 Authorization for Board Member Travel – NAFIS

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Motion passed to authorize Board Member Covert to attend the NAFIS spring conference.  
DIETRICHSON/SCOTT

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott

ABSENT: Pearl

9.3 Authorization for Board Member Travel to the Annual School Trustees Spring Dinner Meeting on February 23, 2012

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Motion passed to authorize board travel to the Annual School Trustees Spring Dinner Meeting on February 23, 2012. COVERT/DIETRICHSON

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott

ABSENT: Pearl

9. GENERAL ADMINISTRATION (continued)

- 9.4 Report to the Board: Nature and Resolution of Complaints with Regard to Deficiencies Related to Instructional Materials, Emergency or Urgent Facilities Conditions that Pose a Threat to the Health and Safety of Pupils or Staff, Teacher Vacancy or Misassignment, and Provision of Intensive Instruction and Services to Students Who Did Not Pass the California High School Exit Examination (CAHSEE) by the End of Grade 12, as Required by the Williams Act
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In compliance with California Education Code Section 35186 that requires all school districts to report summarized data quarterly on the nature and resolution of all complaints related to instructional materials, teacher vacancy and misassignment, condition of facilities, and service to students who did not pass the CAHSEE prior to the end of grade 12, no complaints were filed in any of the designated areas for the period of time covering October 1, 2011 to December 31, 2011.

- 9.5 Review Updated Demographics From 2010 Census
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Item 9.5, Review Updated Demographics from 2010 Census was heard previously on the agenda.

- 9.6 Consideration and Possible Action to Adopt Resolution #17 1112 to Maintain At-Large Election System
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Item 9.6, Consideration and Possible Action to Adopt Resolution #17 1112 to Maintain an At-Large Election System was heard previously on the agenda.

10. CONSTRUCTION ADMINISTRATION

- 10.1 Report to the Board: Measure “A” and Other Construction Activities and Issues

Mr. Auld updated the board on the status of the construction projects in the district.

- 10.2 Authorization to Ratify Demolition of Two (2) Relocatable Classrooms and Authorization to Demolish and Contract for the Demolition of Three (3) Relocatable Classrooms at Las Flores Elementary School
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Motion passed to ratify demolition of two relocatable classrooms and approved authorization to demolish and contract for the demolition of three relocatable classrooms at Las Flores Elementary School at a cost not to exceed \$30,000. DIETRICHSON/SCOTT

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott  
ABSENT: Pearl

11. BUSINESS ADMINISTRATION

- 11.1 Adoption of Resolution #18 1112, Regarding the Annual Accounting of Developer Fees for the 2010-2011 Fiscal Year (Capital Facilities Fund-Fund 25)
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Motion passed to adopt Resolution #18 1112, Regarding the Annual Accounting of Developer Fees for the 2010-2011 Fiscal Year. COVERT/DIETRICHSON

11. BUSINESS ADMINISTRATION (continued)

11.1 Adoption of Resolution #18 1112, Regarding the Annual Accounting of Developer Fees for the 2010-2011 Fiscal Year (Capital Facilities Fund-Fund 25) (continued)

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AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott  
ABSENT: Pearl

11.2 Adoption of Resolution #19 1112 Regarding Impoundment of Local Tax Revenues to Anticipate Pending Claims and/or Litigation. (Impounds – Fund 77)

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Motion passed to adopt Resolution #19 1112, Regarding Impoundment of Local Tax Revenues to Anticipate Pending Claims and/or Litigation. DIETRICHSON/ROCKWELL

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott  
ABSENT: Pearl

11.3 Authorization to Allow the Sale of Salvage Wood

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Motion passed to allow the sale of salvage wood. COVERT/ROCKWELL

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott  
ABSENT: Pearl

11.4 Approval of Audit

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Item 11.4, Approval of Audit was heard previously on the agenda.

12. CONSENT CALENDAR

12.1 Approval of “A” and “B” Warrant

12.2 Adoption of Resolution #20 1112, Board Member Compensation for Absence Due to Hardship According to Subdivision (c) of Education Code section 35120 (Covert)

12.3 Report to the Board on Solid Waste Hauling Services

12.4 Approval of Recommendation for Expulsion, Expulsion Case #03 1112

Motion passed to adopt the consent calendar as presented. ROCKWELL/COVERT

AYES: Covert, Dietrichson, Farris, Johnson, Rockwell, Scott  
ABSENT: Pearl

13. FUTURE AGENDA: Reducing the number of board members from seven to five.

14. ADJOURNMENT was at 8:25 p.m.

THE BOARD OF EDUCATION

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Vice President/Clerk

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Joanna Rummer, Secretary to Board

recorder: Alison Burson

SIERRA SANDS UNIFIED SCHOOL DISTRICT

Minutes of the Special Meeting of the Board of Education

DATE OF MEETING: January 23, 2012  
TIME OF MEETING: 6:30 p.m.  
PLACE OF MEETING: District Office Conference Room "A"  
MEMBERS PRESENT: Covert, Dietrichson, Farris, Johnson, Pearl, Rockwell, Scott  
MEMBERS ABSENT: None  
STAFF PRESENT: Joanna Rummer, Superintendent

PLEDGE OF ALLEGIANCE was recited in unison, led by Mr. Farris.

MOMENT OF SILENCE was observed.

1. ADOPTION OF AGENDA

The agenda was adopted by consensus as posted.

2. EDUCATIONAL ADMINISTRATION

2.1 Approval of LEA Program Improvement Year 1 Plan Addendum

Motion passed to approve the LEA Program Improvement Year 1 Plan Addendum.  
COVERT/DIETRICHSON

AYES: Covert, Dietrichson, Farris, Johnson, Pearl, Rockwell, Scott

2.2 Approval of Title III Improvement Plan Year 4

Motion passed to approve the Title III Improvement Plan Year 4. COVERT/DIETRICHSON

AYES: Covert, Dietrichson, Farris, Johnson, Pearl, Rockwell, Scott

3. GENERAL ADMINISTRATION

3.1 Review Staff Report Regarding Trustee Residence Areas

Mr. Grant Herndon, legal counsel, presented a report to the board regarding the need for rebalancing trustee residence areas in light of population changes reflected in data from the 2010 Census, and the process involved in abolishing trustee residence areas.

3. GENERAL ADMINISTRATION (continued)

3.2. Public Hearing Regarding Possible Change in Election System to Eliminate Trustee Residence Areas in Light of Population Changes for 2012 and Subsequent Elections

President Johnson opened the public hearing at 6:55 p.m. and closed the public hearing at 7:03 p.m. Mr. Burdick spoke in favor of the change and urged the board to pass the resolution.

3.3. Consideration and Possible Action to Adopt Resolution to Change Election Systems and Abolish Trustee Residence Areas, for Use at the November 2012 and Subsequent Governing Board Elections

Mrs. Dietrichson commented that after posting the hearing notice at the post office in Randsburg, she received calls from more than twenty Randsburg residents, and once they understood the nature of the issue, none expressed opposition to the change. After discussion from the board and from members of the public, motion passed to approve Resolution #21 1112, To Change Election Systems and Abolish Trustee Residence Areas for November 2012 and Subsequent Governing Board Elections. ROCKWELL/DIETRICHSON

AYES: Covert, Dietrichson, Farris, Johnson, Pearl, Rockwell, Scott

3.4. Discussion Regarding Possible Reduction in Number of School Board Trustees from Seven to Five

Mr. Grant Herndon, legal counsel, presented information to the board of the history, cost savings, and process involved in reducing the board from a seven person board to a five person board. Discussion among the board members involved the process of how this change would take place. Mr. Herndon explained if a waiver was pursued and approved, the three seats open for election in 2012 would become two seats and the four seats open for election in 2014 would become three seats. If a waiver was not pursued then in 2014 the four seats would become three seats open for election and in 2016 the three seats would then become two seats. For a period of time under either scenario, the board would consist of six members.

Much discussion followed regarding whether a waiver, which removes the option of the public voting on this change, would be the appropriate way to proceed. Mr. Herndon shared that to pursue a waiver bargaining units, site councils, and advisory committees would need to hold a special meeting in order for staff to present the information to them. This is a critical component of the waiver application.

Mr. Farris commented that there is community support for this action to take place and wanted to see the district move forward with a waiver to make this change stating that it had been discussed several times in the past. Mrs. Dietrichson was in agreement on the reduction from 7 members to 5 members but did not agree with the plan to seek a waiver, and was concerned that the process may be too rushed and that the community should have the ability to vote on this change. Mrs. Covert stated that she was on the fence about the reduction, but disagreed, that cost savings should be the basis for the change, stating there are other ways to reduce money rather than reducing the number of board members and would like to see that pursued since the seven person board had worked so well for the district. Mr. Farris commented that in addition to cost savings, the change would result in increased efficiency at the board and district administration levels. Mr. Rockwell commented that there is no reason to delay the process and that it is likely not a matter of great public concern. He asked legal counsel if the waiver

request could be withdrawn if all of a sudden the community came forward with concerns which have not been expressed so far. Mr. Herndon responded that the waiver request could be withdrawn prior to the May State Board of Education meeting. Mr. Scott indicated that the community and unions had all spoken to this subject numerous times so we needed to move forward with the waiver. Mr. Farris commented that the board meeting to consider the waiver could serve as another opportunity for public comment, in addition to an upcoming separate meeting to consider the reduction itself. Mrs. Rummer expressed concern about the possibility of overlooking unintended consequences from not following the process of submitting the matter to the voters. Board members expressed a preference for having the proceedings televised.

Two members of the public commented in favor of the reduction in size of the board, Mr. Dave Burdick, and Mr. Bob McDiarmid.

After hearing the majority consensus, a public hearing and special board meeting will take place on February 6, 2012 at the City Council Chambers and will be televised to hear any comments on reducing the board from seven members to five members and whether to pursue a waiver on both issues of abolishing trustee residence areas and reducing the number of board members from seven to five.

4. ADJOURNMENT was at 8:25 p.m.

#### THE BOARD OF EDUCATION

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Vice President/Clerk

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Joanna Rummer, Secretary to Board

recorder: Alison Burson



SIERRA SANDS UNIFIED SCHOOL DISTRICT

Minutes of the Special Meeting of the Board of Education

DATE OF MEETING: February 6, 2012

TIME OF MEETING: 7:00 p.m.

PLACE OF MEETING: Ridgecrest City Council Chambers  
Sherriff Substation, Lake Isabella (remote location)

MEMBERS PRESENT: Covert, Dietrichson, Farris, Johnson, Pearl, Rockwell, Scott  
(Mr. Scott attended from a remote location)

MEMBERS ABSENT: None

STAFF PRESENT: Joanna Rummer, Superintendent

PLEDGE OF ALLEGIANCE was recited in unison, led by Mr. Farris.

MOMENT OF SILENCE was observed.

1. ADOPTION OF AGENDA

The agenda was adopted by consensus as posted.

2. PUBLIC HEARING

2.1 Public Hearing on Proposed Resolution to Decrease the Number of Members of the Governing Board from Seven to Five

Prior to opening the public hearing Mr. Grant Herndon, legal counsel, presented an overview of the background, estimated cost savings, and the procedure to accomplish this change if approved.

Public Hearing opened at 7:12 p.m. with Mr. Robert Rockwell expressing his opinion that the district should make the change from a seven member board to a five member board. Hearing no other comments the public hearing was closed at 7:15 p.m.

3. GENERAL ADMINISTRATION

3.1 Consideration and Possible Action to Adopt Resolution #22 1112 to Decrease the Number of Governing Board Members From Seven to Five for Use at the November 2012 and Subsequent Governing Board Elections

Motion was made by Mr. Tom Pearl; second by Mr. Kurt Rockwell to adopt Resolution #22 1112 to decrease the number of governing board members from seven to five or use at the November 2012 and subsequent governing board elections.

3.1 Consideration and Possible Action to Adopt Resolution #22 1112 to Decrease the Number of Governing Board Members From Seven to Five for Use at the November 2012 and Subsequent Governing Board Elections (continued)

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Mrs. Dietrichson expressed that the community would be losing representatives with this action and should have a right to vote on this matter. She questioned legal counsel if the district could proceed by keeping the three members up for election in 2012 and then eliminate two seats in the 2014 election if a waiver request is not pursued or not granted. Mr. Herndon responded that he believed this could be done, but would need to do further research.

Mr. Rockwell stated that we needed to reduce the size of the board tonight and proceed with the waiver at the next meeting.

Mr. Farris commented that reducing the board to a five person board is where he stands on the subject, however if it takes two years to accomplish this but it actually gets accomplished then he is OK with it taking the two years. He would support a change to the motion as needed. He stated that though this is probably not an issue with the community he would be ok with waiting until the election to make the change.

Mr. Pearl stated he did not wish to change his motion. He felt that the issue had been studied extensively and that the district was not at risk in proceeding.

Mrs. Covert shared her concern that the board held two public meetings discussing this item and both were on special board meetings and that voters should have the right to vote on this issue. The board works well together as a group of seven and she would like it to remain as a seven member board. We could see more of a cost savings to the district if we didn't offer benefits at all to the board. She stated the district could see more of a cost savings by reducing or eliminating board benefits. Mrs. Covert expressed her concern at having a six member board for two years.

Mr. Scott stated that the board was on the right course. The motion is fine as worded and it was time to move forward with this action.

Mr. Rockwell stated that it is the right thing to do and it is the right time to do it. This subject has come up many times in the community from the unions and at the public forums, and the proposal was published and discussed extensively in the newspaper and no one has come forward seeking to preserve a seven member board. The community has another opportunity to express the opinion at the next regular meeting and urged anyone in the community to please come forward if they wanted to express their opinion because currently no one has expressed any opposition to this action.

PEARL/ROCKWELL

Vote was taken by roll call as Mr. Scott was attending the meeting remotely.

AYES: Farris, Johnson, Pearl, Rockwell, Scott

NOES: Covert, Dietrichson

4. ADJOURNMENT at 7:50 p.m.

THE BOARD OF EDUCATION

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Vice President/Clerk

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Joanna Rummer, Secretary to Board

recorder: Alison Burson

**Sierra Sands Unified School District  
Fifth Month Enrollment 2011-2012**

SCHOOL	11-12 %	10-11 %	K	1	2	3	4	5	6	7	8	9-12	SDC	11-12 TOTAL	10-11 TOTAL	CHANGE
FALLER	96.0%	95.1%	90	89	86	79	75	77						496	463	<b>33</b>
GATEWAY	95.0%	94.3%	79	79	79	66	61	64						428	460	<b>-32</b>
INYOKERN	94.8%	93.5%	35	36	28	32	26	34						191	206	<b>-15</b>
LAS FLORES	94.7%	95.9%	71	74	62	61	66	57						391	421	<b>-30</b>
PIERCE	94.7%	95.9%	50	61	59	57	57	57						341	341	<b>0</b>
RAND	92.6%	93.1%	0	2	2	2	0							6	8	<b>-2</b>
RICHMOND ANNEX	90.3%	93.1%											105	105	92	<b>13</b>
RICHMOND	95.1%	95.3%	73	70	75	64	69	69						420	415	<b>5</b>
TOTAL K -5	94.2%		398	411	391	361	354	358					105	2378	2406	<b>-28</b>
MONROE	94.6%	95.0%							154	165	149		24	492	533	<b>-41</b>
MURRAY	95.7%	95.4%							201	155	204		33	593	607	<b>-14</b>
TOTAL 6 -8	95.2%								355	320	353		57	1085	1140	<b>-55</b>
BURROUGHS	95.4%	95.1%										1360	71	1431	1466	<b>-35</b>
MESQUITE	93											118	1	118	130	<b>-12</b>
														0		<b>0</b>
TOTAL 9 - 12	94.2%	95.1%										1478	72	1549	1596	<b>-47</b>
11-12 TOTAL	94.5%	%	398	411	391	361	354	358	355	320	353	1478	234	5013	---	---
10-11 TOTAL		95.2%	387	446	382	371	364	363	334	373	378	1536	208		5142	---
CHANGE		<b>-0.70%</b>	<b>11</b>	<b>-35</b>	<b>9</b>	<b>-10</b>	<b>-10</b>	<b>-5</b>	<b>21</b>	<b>-53</b>	<b>-25</b>	<b>-58</b>	<b>26</b>	<b>---</b>	<b>---</b>	<b>-129</b>

Elementary K - 5

Regular -

K 398 387

1 - 3 1163 1199

4 - 5 712 727

Special Education -

SDC 105 93

RSP 101 106

Middle 6-8

Regular 1028 1085

Special Education -

SDC 57 55

RSP 74 75

High School 9 - 12

Regular 1360 1406

Continuation 118 130

ROP 0 0

Special Education -

SDC 71 60

RSP 87 99

## 6. EDUCATIONAL ADMINISTRATION

### 6.1 Approval of Sierra Sands Unified School District 2010-11 School Accountability Report Cards (SARCs)

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BACKGROUND INFORMATION: Since November 1988, state law has required all public schools receiving state funding to prepare and distribute a School Accountability Report Card (SARC). A similar requirement is also contained in the federal No Child Left Behind Act. The purpose of the report card is to provide parents and the community with important information about each public school.

CURRENT CONSIDERATIONS: Education Code 35256 requires the governing board to approve all district SARC's and evaluate the data contained in the SARC's as part of the board's regular review of the effectiveness of the district's programs, personnel, and fiscal operations.

Sierra Sands School Accountability Report Cards for 2010-11 are currently available to parents and the community on the district's website and in paper copy upon request. A link to these reports is also posted with this board packet on the website. <http://sierrasands.schoolwisepress.com/home/>

FINANCIAL IMPLICATIONS: With this information posted on the district website, the cost of wide distribution of these reports has been eliminated. The cost of having a small number of hard copies printed and available is minimal.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the board approve all district School Accountability Report Cards for the 2010-11 school year as presented.

## 6. EDUCATIONAL ADMINISTRATION

### 6.2 Approval of Appointment of Members for the Sierra Sands SELPA Community Advisory Council for 2011-12.

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BACKGROUND INFORMATION: California Education Code Sections 56190-56194 and 56205 (a)(12)(c) and the SELPA Local Plan set the requirements for the LEA's Special Education Local Plan Agency (SELPA) in the establishment of a Community Advisory Council (CAC). The council advises the district and the SELPA regarding the development, amendment, and review of the local plan and it recommends annual priorities to be addressed by the plan. The council also assists in parent education, assists in plan implementation, encourages community involvement in development of the local plan, and supports legislation and other activities on behalf of individuals with exceptional needs.

Members of the CAC are to be appointed by and be responsible to the Board of Education. The Executive Director of the SELPA submits the names of the nominees to the superintendent for appointment by the Board of Education. A maximum of fifteen members are appointed by the Board of Education as voting members on an annual basis. At least a majority of the appointed members are parents of individuals with exceptional needs.

CURRENT CONSIDERATIONS: Attached is a list of people who have agreed to serve on the Sierra Sands SELPA Community Advisory Council for 2011-12.

FINANCIAL IMPLICATIONS: None

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the Board of Education approve the appointment of the attached list of names as members of the SELPA Community Advisory Committee for 2011-12 as presented.

The superintendent submits the following names to the board of education for approval as voting members of the SELPA Community Advisory Council per Education Code 56191. Members will serve in this capacity until February, 2013.

Amanda Brannon-Parent  
Derrick Hu-Parent  
Stanley Webb-Parent  
Cherish Rindt-Parent  
Dorie Cornell-SELPA staff  
Pat Walters-H.E.A.R.T.S. Connection  
Mike Wetzal-Parent  
Leisha Wetzal-Parent  
Brenda Abernathy-Parent

7. POLICY DEVELOPMENT AND REVIEW

7.1 Revisions to Administrative Regulations AR 4117.11 4317.11, Personnel

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BACKGROUND INFORMATION: The Assistant Superintendent of Human Resources reviews selected board policies and administrative regulations as a result of recommendations for revisions from the California School Board Association (CSBA) policy service. All proposed policy and administrative regulation revisions reflect recent changes in applicable state and/or federal laws and regulations.

CURRENT CONSIDERATIONS: The proposed Administrative Regulation updates language changes in order to allow certificated employees on a case by case basis to reduce his/her workload from full time to part time as long as the change does not disrupt the educational program and is in the best interests of the district. Specific guidelines are identified for procedural purposes.

FINANCIAL IMPLICATIONS: None

SUPERINTENDENT'S RECOMMENDATION: Please note that the revised administrative regulations are presented for informational purposes only.



## Personnel

### Pre-Retirement Part-Time Employment

*On a case by case basis, the Superintendent or designee may allow a certificated employee to reduce his/her workload from full time to part time when doing so does not disrupt the educational program and is in the best interests of the district.*

A certificated employee *who is a member of the defined benefit program of the California State Teachers' Retirement System (STRS) and who reduces his/her workload to part time may maintain the retirement and health and welfare benefits that he/she would have received if employed on a full-time basis* ~~may be allowed to work on a part-time basis without losing retirement benefits under the following conditions:~~ (Education Code 22713, 44922)

*(cf. 4154/4254/4354 - Health and Welfare Benefits)*

~~1. The employee shall have his or her retirement allowance, as well as other benefits to which the employee is entitled, based upon the compensation that the employee would have received if he or she had been employed on a full time basis.~~

~~2.1.~~ The option to reduce the employee's workload shall be exercised at the request of the employee and can be revoked only with the mutual consent of the Superintendent or designee and the employee. *The agreement to reduce the workload shall be in effect at the beginning of the school year.*

~~3. 2.~~ *Prior to the reduction in workload,* ~~The employee shall have been employed full time to performed creditable service on a full-time basis for at least minimum of 10 years, of which the immediately preceding five years were full-time employment. including five years immediately preceding the reduction in workload.~~

~~4. 3.~~ The employee shall not have had a break in service during the five years immediately preceding the reduction in workload. Sabbaticals, ~~and~~ other approved leaves of absence, *and unpaid absences for personal reasons from full-time employment* shall not constitute a break in service. However, *the period of time on a sabbatical or other approved leave of absence shall not be used in computing the five-year full-time requirement. during which a member is retired shall constitute a break in service and an employee who reinstates from retirement shall be required to be employed in creditable service on a full-time basis for at least five school years preceding the workload reduction.*

*(cf. 4161.1/4361.1 – Personal Illness/Injury Leave)*

~~5. 4.~~ The employee shall have reached the age of 55 years prior to the reduction in workload.

~~6. 5.~~ *The employee shall not hold a position with a salary above that of a school principal.*

6. The period of the reduced workload shall not exceed 10 years.

7. The reduced workload shall be equal to *at least* one-half of the full-time equivalent required by the employee's contract of employment *in accordance with Education Code 22138.5* during his or her final year of full-time employment.

8. The employee shall be paid a compensation that is the pro rata share of the compensation the employee would have earned had ~~the employee~~ *he/she* not opted to reduce his or her workload.

*Prior to the reduction of an employee's workload, the Superintendent or designee shall verify the employee's eligibility in conjunction with the administrative staff of STRS and/or the Public Employees' Retirement System (Education Code 22713)*

~~The Superintendent or designee shall verify the employee's eligibility prior to the reduction of an employee's workload. This shall be done in conjunction with the administrative staff of STRS and PERS, in accordance with law.~~ *maintain the necessary records to separately identify each employee who participates in the reduced workload program.* (Education Code 22713)

***Legal Reference:***

***EDUCATION CODE***

*22119.5 Creditable service, definition*

*22138.5 Full-time, definition*

*44922 regulations; reduction to part-time employment*

***GOVERNMENT CODE***

*21110-21120 reduced workload, partial service retirement under PERS*

***Management Resources:***

*California Public Employees' Retirement System: <http://www.calpers.ca.gov>*

*California State Teachers' Retirement System: <http://www.calstrs.com>*

Regulation

approved: ~~January 21, 1999~~ *February 16, 2012*

SIERRA SANDS UNIFIED SCHOOL DISTRICT

Ridgecrest, California

8. PERSONNEL ADMINISTRATION

8.1 CERTIFICATED PERSONNEL

8.11 RESIGNATION, TERMINATION\*, SEPARATION\*\*, RETIREMENT\*\*\*

8.12 LEAVE OF ABSENCE

8.13 EMPLOYMENT

8.14 CHANGE OF STATUS

RECOMMENDED ACTION: To approve certificated personnel actions as presented.

8.2 CLASSIFIED PERSONNEL

8.21 RESIGNATION, TERMINATION\*, SEPARATION\*\*, RETIREMENT\*\*\*

8.22 LEAVE OF ABSENCE

8.23 EMPLOYMENT

8.24 CHANGE OF STATUS

RECOMMENDED ACTION: To approve classified personnel actions as presented.

8. PERSONNEL ADMINISTRATION

8.1 CERTIFICATED PERSONNEL

8.11 RESIGNATION, TERMINATION\*, SEPARATION\*\*, RETIREMENT\*\*\*

Release Nine (9) Temporary Contracted Employees\*  
Filled Leave of Absence Positions  
Effective 6-8-12

8.12 LEAVE OF ABSENCE

8.13 EMPLOYMENT

Substitute Teachers for 2011-12 school year  
Sarah Kowalski

8.14 CHANGE OF STATUS

8. PERSONNEL ADMINISTRATION

8.2 CLASSIFIED PERSONNEL

8.21 RESIGNATION, TERMINATION\*, SEPARATION\*\*, RETIREMENT\*\*\*

Peter Ghilardi  
5 ½ Paraprofessional – Burroughs  
And  
1 ¼ Transportation Monitor – Transportation  
Effective 01-31-2012

Martha Harkey\*\*\*  
5 ½ hr. Paraprofessional – Burroughs  
Effective 02-14-12

Danielle Mouw  
2 hr. Noon Duty Supervisor – Burroughs  
Effective 01-11-12

8.22 LEAVE OF ABSENCE

8.23 EMPLOYMENT

Ambrose Browning  
2 hr. Noon Duty Supervisor – Burroughs  
Effective 01-25-12

Dawn Farrell  
5 ½ hr. Paraprofessional – Burroughs  
Effective 02-15-12

Jared Parker  
8 hr. Software Support Technician – Technology  
Effective 01-17-12

Danielle Mouw  
2 hr. Noon Duty Supervisor – Burroughs  
Effective 01-06-12

8. PERSONNEL ADMINISTRATION

8.2 CLASSIFIED PERSONNEL

8.23 EMPLOYMENT (Continued)

Student Workability Workers for the 2011-2012 School Year  
Justice Lowe  
Robert Martin

8.24 CHANGE OF STATUS

Rachel Babbitt  
From: 3 ½ hr. Food Service Assistant I – Richmond  
To: 4 hr. Clerk II – James Monroe  
Effective: 01-23-12

Janette Field  
From: 2 ½ hr. Food Service Assistant I – Murray  
To: 3 ½ hr. Food Service Assistant I – Richmond  
Effective: 02-01-12

8. PERSONNEL ADMINISTRATION

8.3 Adoption of Resolution #23 1112, Authorization to Reassign Certificated Administrators to Other Administrative Positions for the 2012-13 School Year

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BACKGROUND INFORMATION: California Education Code Section 44951 sets forth the process by which a certificated administrator can be reassigned to a different administrative position.

CURRENT CONSIDERATIONS: Resolution #23 1112, Reassignment of Certificated Administrators to Other Administrative Positions, gives the superintendent some flexibility, when and if it is necessary, to assign administrators to other administrative positions for the 2012-13 school year. The process set forth in Education Code 44951 would be followed if the superintendent determines that certificated administrative reassignments are necessary.

FINANCIAL IMPLICATIONS: The financial impact will be dependent upon where reassignments are made. If reassignments are made, the financial impact is expected to be minimal.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the board adopt Resolution #23 1112, Reassignment of Certificated Administrators to Other Administrative Positions for the 2012-13 school year, as presented.

BEFORE THE BOARD OF EDUCATION OF THE  
SIERRA SANDS UNIFIED SCHOOL DISTRICT  
County of Kern, State of California

RESOLUTION #23 1112

RE: REASSIGNMENT OF CERTIFICATED ADMINISTRATORS TO OTHER  
ADMINISTRATIVE POSITIONS

**BE IT RESOLVED** by the Governing Board of the Sierra Sands Unified School District, that the below listed certificated administrators may be reassigned from their current administrative positions to other administrative positions to be determined by the District Superintendent.

<u>NAME</u>	<u>POSITION</u>
Michelle Acosta	Coordinator Pupil Services, Pupil Support Services
Michelle Acosta	Principal, Las Flores Elementary School
Bryan Auld	Assistant Principal, Burroughs High School
Pamela Barnes	Principal, Pierce Elementary School
Ernest Bell	Assistant Superintendent, Human Resources
Ernest Bell	Assistant Principal, Murray Middle School
Melissa Christman	Principal, Faller Elementary School
Virginia Cornell	Principal, Inyokern Elementary School
Virginia Cornell	Principal, Rand Elementary School
Lisa Decker	Principal, Gateway Elementary School
Clara Finneran	Principal, James Monroe Middle School
Laura Hickie	Coordinator, Special Projects & Technology
Chad Houck	Assistant Principal, Burroughs High School
Bonnie Kaufman	Assistant Principal, James Monroe Middle School
Shirley Kennedy	Assistant Superintendent, Curriculum & Instruction
Shirley Kennedy	Principal, Mesquite High School
Elaine Littleton	Executive Director, SELPA
David Ostash	Principal, Burroughs High School
Joan Paine	Principal, Richmond Elementary School
Kirsti Smith	Principal, Murray Middle School

**BE IT FURTHER RESOLVED** that the Superintendent of Sierra Sands Unified School District shall forthwith give said employees the required legal notice.

**IT IS HEREBY CERTIFIED** that the foregoing resolution was duly passed and adopted at the February 16, 2012 regular meeting of the Governing Board of the Sierra Sands Unified School District.

AYES: \_\_\_\_\_

NOES: \_\_\_\_\_

ABSENT: \_\_\_\_\_

\_\_\_\_\_  
Tim Johnson, Board President

\_\_\_\_\_  
Bill Farris, Vice President/Clerk



## 8. PERSONNEL ADMINISTRATION

### 8.4 Approval of Non-reelection of Certificated Personnel with Less than a Preliminary Credential as a Result of a Decision of the California Fifth District Court of Appeals

**BACKGROUND INFORMATION:** In 2006 the Fifth Appellate Court decision regarding the Bakersfield Elementary Teachers Association v. Bakersfield City School District changed the manner in which teachers with less than preliminary teaching credentials are reemployed for the following year. In the above referenced case, the school district categorized certificated employees holding anything less than a preliminary credential (e.g., intern credential, short-term staff permit, emergency permit, credential waiver) as temporary employees. The California Fifth District Court of Appeal has held that the district's policy of classifying teachers and counselors as temporary employees on the basis of holding something less than a preliminary or professional (clear) credential was not valid. The court noted in its decision that probationary employees, even those with less than a regular credential, were entitled to accrue seniority. Therefore, without a break in service to restart the seniority clock, these newly classified probationary employees could end up having more seniority than someone who is fully credentialed, a situation that would not be acceptable, specifically in times of layoff. As they could not be temporary employees on the basis of their credential, then they had to be probationary employees. As a probationary employee, the proper method to release them is the non-reelection process.

In 2006-07, as a result of this decision, the Sierra Sands Unified School District modified procedures in compliance with the Fifth Appellate Court and non-reelected all certificated employees working on the basis of less than a preliminary credential.

**CURRENT CONSIDERATIONS:** In compliance with this court decision and to preserve the integrity of the layoff seniority list, counsel has advised the district to seek board authorization to non-reelect seven certificated employees who are employed by the district for 2011-12 on the basis of less than preliminary credentials issued by the California Commission on Teacher Credentialing. The district will not be able to offer reemployment to any of the impacted employees until after July 1, 2012. Please note that the district has communicated with the Desert Area Teachers Association (DATA) as well as with all the affected employees during this process prior to the Board of Education meeting. Following board approval, the affected employees will all receive a non-reelection letter from the district prior to March 15, 2012 as required by California Education Code. This allows the district to release these employees without cause, effective at the end of the 2011-12 school year and eliminates the issue of accruing seniority without being fully credentialed. It also allows the district to recruit, as it has previously done, for fully credentialed teachers for these positions before rehiring those not fully credentialed.

Non-reelection of Certificated Personnel (continued)

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If the district is unable to employ fully credentialed teachers in any of these positions, it may reemploy any or all of these impacted employees for the 2012-13 school year.

FINANCIAL IMPLICATIONS: Unknown. There is potential for additional unemployment insurance costs to the district as a result of this action.

SUPERINTENDENT'S RECOMMENDATION: Approve the non-reelection of seven certificated employees employed by the district for the 2011-12 school year on less than a preliminary credential, as presented.

## 8. PERSONNEL ADMINISTRATION

### 8.5 Approval of Early Retirement Notification Incentive for 2012-13

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**BACKGROUND INFORMATION:** For several years, the district has offered an early retirement notification incentive. In 2006, the board approved an increase in the incentive amount for 2006-07 to \$1,000 for each retiring certificated employee and \$532 for each retiring classified employee who declared in writing prior to a specific date in January his/her intent to retire. Five certificated employees and five classified employees took advantage of this offer in 2006-07 and twelve certificated and four classified employees took advantage of the offer in 2007-08. During the 2008-09 school year the incentive was increased to \$3,000 for certificated and \$1,600 for classified staff and seven certificated employees and fourteen classified employees took advantage of this offer.

Because of the fiscal crisis in 2009-10, and the fact that Sierra Sands was facing significant staffing reductions, the board agreed and approved an increase to \$25,000 for certificated staff and \$12,500 for classified employees for one year only. This resulted in fourteen certificated employees and twenty two classified employees taking advantage of the offer. This incentive offer also included a \$1,500 for certificated staff and \$750 for classified staff for an early resignation notification of which four certificated employees and four classified employees participated. Because so many employees took advantage of this one time incentive, the district was able to minimize the number of staffing reductions.

The early retirement notification for 2010-11 was approved by the board in the amount of \$1,000 for certificated and \$532 for Classified. Five classified employees and five certificated employees took advantage of this offer.

**CURRENT CONSIDERATIONS:** The district would like to offer the early retirement notification incentive program to assist with identification of staffing needs for the 2012-13 school year. In light of the current budget situation, the district is proposing to offer an increased early retirement notification incentive, for this year only, in the amount of \$3,000 for certificated employees and \$1,600 for classified employees to those employees who submit their written retirement notification on or before April 5, 2012. The retirement window (i.e., effective date of retirement) for this incentive is as follows: (1) certificated employees between June 8, 2012 and August 1, 2012; and (2) classified employees between February 1, 2012 and August 1, 2012. Employees must be eligible to retire under STRS or PERS in order to receive this incentive. If approved by the board, all employees eligible to retire will receive a letter during the week of February 21, 2012 describing the 2012-13 early retirement notification incentive program.

FINANCIAL IMPLICATIONS: The exact fiscal impact is unknown, but the cost of the program is certain to be offset by the reduced cost in salary and statutory benefits. Most important for the district are the benefits associated with management of staffing in the current fiscal climate.

SUPERINTENDENT'S RECOMMENDATION: Approve the early retirement notification incentive program for 2011-12 in the amount of \$3,000 for each certificated employee and \$1,600 for each classified employee who declares his/her intent to retire in writing within the applicable retirement window, on or before April 5, 2012.

## 8. PERSONNEL ADMINISTRATION

### 8.6 Adoption of Resolution #24 1112, Elimination of Classified Service

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BACKGROUND INFORMATION: The ongoing fiscal crisis faced by the State of California is a major concern for school districts and as a result, districts are continuing to look for and find ways to manage and maintain fiscal solvency. Staff continues to look at all options available to them in addressing the needs of the district considering the ongoing budget crisis.

CURRENT CONSIDERATIONS: The proposed reduction will shift three hours from a Clerk III position at Burroughs High School to a Counseling Center Career Technician position at Burroughs High School to better meet the needs of the district. This action, if approved by the board, is step one of the process. If the reduction in hours to the Clerk III position is approved, then the addition of three hours to the Counseling Center Career Technician position will be presented to the board for approval at the next regular meeting as part of the Personnel Actions.

California Education Code sections 45101, 45114, 45117, and 45308 authorize a school district to layoff classified employees due to a lack of work and/or lack of funds upon forty-five (45) days prior notice. Adoption of Resolution #24 1112 will allow staff to proceed with the determination of which employees' services may not be required during the 2011-12 school year and authorize the district to layoff classified employees due to a lack of work and/or a lack of funds.

FINANCIAL IMPLICATIONS: There are no financial implications.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the Board of Education adopt Resolution #24 1112 reducing the Clerk III position at BHS from 8 hours per day to 5 hours per day as presented.

BEFORE THE BOARD OF EDUCATION  
OF THE SIERRA SANDS UNIFIED SCHOOL DISTRICT

RESOLUTION #24 1112  
Reduction of Classified Service

WHEREAS, Education Code sections 45101, 45114, 45117 and 45308 authorize the district to layoff classified employees for lack of work and/or lack of funds upon forty-five (45) days prior notice; and

WHEREAS due to lack of work and/or funding, certain classified services now being provided by the district must be reduced or eliminated;

NOW, THEREFORE, BE IT RESOLVED that as of the 5<sup>th</sup> day of April, 2012, the following position be reduced:

Clerk III      One 8 hour, reduced to 5 hours (Burroughs) *Added 3 hours to Counseling Center Career Technician.*

BE IT FURTHER RESOLVED that the District Superintendent be authorized and directed to give notice of reduction and termination of employment to the affected employees of this district pursuant to district rules and regulations and applicable provisions of the Education Code not later than forty-five (45) days prior to the effective date of such reduction or discontinuance as set forth above.

BE IT FURTHER RESOLVED that the District Superintendent be authorized and directed to take any other actions necessary to effectuate the intent of this resolution.

The foregoing Resolution was adopted at the regularly called meeting of the governing board of the Sierra Sands Unified School District on the 16th of February, 2012 by the following vote:

AYES:\_\_\_\_\_

NOES:\_\_\_\_\_

ABSENT:\_\_\_\_\_

\_\_\_\_\_  
Joanna Rummer,  
Secretary to the Board of Education

8. PERSONNEL ADMINISTRATION

8.7 Presentation of Initial Contract Proposal for Reopeners for 2012-13 from the Desert Area Teachers Association to the Board of Education

---

BACKGROUND INFORMATION: The current contract between the Desert Area Teachers Association (DATA) and the Board of Education provides that both parties may reopen up to three agreement articles for 2012-13.

CURRENT CONSIDERATIONS: The Desert Area Teachers Association will submit its initial contract proposal for reopeners for 2012-13 to the Board of Education at the meeting.

FINANCIAL IMPLICATIONS: Unknown.

SUPERINTENDENT'S RECOMMENDATION: Receive the initial contract proposal for reopeners from the Desert Area Teachers Association (DATA) and set the next regular meeting date as the date for the public hearing on the proposal.

8. PERSONNEL ADMINISTRATION

8.8 Presentation of Initial Contract Proposal for Reopeners for 2012-13 from the Board of Education to the Desert Area Teachers Association

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BACKGROUND INFORMATION: The current contract between the Desert Area Teachers Association (DATA) and the Board of Education provides that both parties may reopen up to three agreement articles for 2012-13.

CURRENT CONSIDERATIONS: The Board of Education will submit its initial contract proposal for reopeners for 2012-13 to the Desert Area Teachers Association at the meeting.

FINANCIAL IMPLICATIONS: Unknown.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the board present the initial contract proposal for reopeners for 2012-13 to Desert Area Teachers Association and set the next regular meeting date as the date for the public hearing on the proposal.



## 8. PERSONNEL ADMINISTRATION

8.9 Adoption of Resolution #25 1112, Week of the School Administrator

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BACKGROUND INFORMATION: Education Code 44015.1 designates the first full week of March as the Week of the School Administrator in California. California has approximately 15,000 certificated and classified administrators who provide leadership and support to the educational programs of California's public schools.

CURRENT CONSIDERATIONS: Resolution #25 1112 declares the week of March 4 through March 10, 2012 as the Week of the School Administrator in the Sierra Sands Unified School District. The resolution also declares that in Sierra Sands Unified School District, certificated and classified administrators provide support to our schools, programs, and students in many ways. They develop and implement curriculum by selecting textbooks and instructional materials. Site administrative teams ensure that effective and innovative classroom instruction is promoted on a daily basis. Certificated and classified administrators manage departmental and site budgets, and maintain school and district facilities. District administrators provide student transportation and nutrition programs to our students and their families, as well as guidance and staff development that improve teacher effectiveness in the classroom.

The board's adoption of Resolution #25 1112, declaring March 4 through March 10, 2012, as Week of the School Administrator will allow the district to formally recognize the outstanding dedication and professionalism of its administrative staff, both certificated and classified. A copy of Resolution #25 1112 will be displayed at all district schools and sites.

FINANCIAL IMPLICATIONS: None.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the board adopt Resolution #25 1112 as presented and approve March 4 through March 10, 2012, as the Week of the School Administrator in Sierra Sands Unified School District.

BEFORE THE BOARD OF EDUCATION OF THE  
SIERRA SANDS UNIFIED SCHOOL DISTRICT  
County of Kern, State of California

IN THE MATTER REGARDING \_\_\_\_\_ )  
WEEK OF THE SCHOOL ADMINISTRATOR) )

RESOLUTION #25 1112

WHEREAS, leadership matters for California's public education system and the more than six million students it serves; and

WHEREAS, school administrators are passionate, lifelong learners who believe in the value of quality public education; and

WHEREAS, the title "school administrator" is a broad term used to define many education leadership posts; Superintendents, assistant superintendents, principals, assistant principals, special education and adult education leaders, curriculum and assessment leaders, school business officials, classified educational leaders, and other school district employees are considered administrators; and

WHEREAS, providing quality service for student success is paramount for the profession; and

WHEREAS, public schools operate with lean management systems; and across the nation, public schools employ fewer managers and supervisors than most public and private sector industries including transportation, food service, manufacturing, utilities, construction, publishing and public administration; and

WHEREAS, school leaders depend on a network of support from school communities – fellow administrators, teachers, parents, students, businesses, universities, community and faith-based organizations, elected officials and district and county staff and resources – to promote ongoing student achievement and school success; and

WHEREAS, research shows great schools are led by great principals, and great districts are led by great superintendents. These site leaders are supported by extensive administrative networks throughout the state; and

WHEREAS, the State of California has declared March 4-10, 2012, as the "Week of the School Administrator" in Education Code 44015.1; and

WHEREAS, the future of California's public education system depends upon the quality of its leadership;

NOW THEREFORE, BE IT RESOLVED by the governing board of the Sierra Sands Unified School District that all school leaders in the Sierra Sands Unified School District be commended for the contributions they make to successful student achievement.

\*\*\*\*\*

I, \_\_\_\_\_, Vice President/Clerk of the Governing Board, certify that the above resolution, proposed by \_\_\_\_\_ and seconded by \_\_\_\_\_, was duly passed and adopted by the Governing Board of the Sierra Sands Unified School District of Kern County, California, at an official and public meeting thereof held on February 16, 2012.

AYES: \_\_\_\_\_ NOES: \_\_\_\_\_ ABSTENTIONS: \_\_\_\_\_ ABSENT: \_\_\_\_\_

DATED: \_\_\_\_\_

GOVERNING BOARD OF THE  
SIERRA SANDS UNIFIED SCHOOL DISTRICT

BY: \_\_\_\_\_

TITLE: Vice President/Clerk of the Board

9. GENERAL ADMINISTRATION

9.1 Gifts to the District

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CURRENT CONSIDERATIONS: The following gifts have been received: The Randsburg Opera House donated \$336 to Rand School for field trips or equipment, the Ridgecrest Musical Enrichment Society donated \$250 for the music program at Mesquite High School, Ann Lusher donated four computers valued at \$400 to Gateway School, and the Police Employee Association of Ridgecrest donated \$500 for Burroughs students to travel to the Museum of Tolerance.

FINANCIAL IMPLICATIONS: Donations provide support to the district and have a positive financial impact.

SUPERINTENDENT'S RECOMMENDATION: Accept the gifts as described and send appropriate letters of appreciation.

## 9. GENERAL ADMINISTRATION

### 9.2 California School Boards Association (CSBA) Delegate Assembly Election

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**BACKGROUND INFORMATION:** The CSBA Delegate Assembly is the primary policy-making body of the California School Boards Association. It sets the general policy direction for the association that represents California's school districts and county offices of education. Delegates fulfill a critical governance role by communicating the interest of local boards to CSBA's Board of Directors, Executive Committee, and staff. Delegates give policy and legislative direction through the adoption of the policy platform every two years and the adoption of other policy statements of the association. They also speak on issues and provide direct advocacy on behalf of the association. Delegates play an important communication and support role within their regions, and they also elect the association's officers and board of directors.

Elections are conducted annually to fill vacancies on the CSBA Delegate Assembly. Elections are conducted by region. Sierra Sands is a part of Subregion 12-B. Currently Sierra Sands board member Bill Farris serves on the Delegate Assembly.

**CURRENT CONSIDERATIONS:** There are two vacancies in Subregion 12-B of the CSBA Delegate Assembly for which there are four candidates. The candidates are incumbent, William Farris, Sierra Sands Unified School District, Michael Ferguson, Fruitvale School District, Jim Hooper, Mojave Unified School District, and incumbent, Scott Starkey, Southern Kern Unified School District. Brief biographical sketches from the candidates are included for review.

**FINANCIAL IMPLICATIONS:** None.

**SUPERINTENDENT'S RECOMMENDATION:** The board may vote for up to two candidates. No more than one vote can be cast for any one candidate.

This complete, **ORIGINAL** Ballot must be **SIGNED** by the Superintendent or Board Clerk and returned in the enclosed envelope postmarked by the post office No Later Than **THURSDAY, MARCH 15, 2012**. Only ONE Ballot per Board. Be sure to mark your vote "X" in the box.  
*A PARTIAL, UNSIGNED, PHOTOCOPIED, OR LATE BALLOT WILL NOT BE VALID.*

OFFICIAL 2012 DELEGATE ASSEMBLY BALLOT  
SUBREGION 12-B  
(Kern County)

Number of vacancies: 2 (Vote for no more than 2 candidates)

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*Delegates will serve two-year terms beginning April 1, 2012 – March 31, 2014*

*\*denotes incumbent*

☐ William H. Farris (Sierra Sands USD)\*

☐ Michael Ferguson (Fruitvale SD)

☐ Jim Hooper (Mojave USD)

☐ Scott Starkey (Southern Kern USD)\*

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*Provision for Write-in Candidate Name*

---

*School District*

---

*Provision for Write-in Candidate Name*

---

*School District*

---

*Signature of Superintendent or Board Clerk*

---

*Title*

---

*School District/COE Name*

---

*Date of Board Action*

*See reverse side for a current list of all Delegates in your Region.*

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**Region 12 – Linda Pavletich, Director (Rio Bravo-Greeley Union ESD)**  
**12 Delegates (11 elected/1 appointed)**

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**Below is a list of all the current Delegates from this Region.**

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**Subregion A**

Teresa Garcia (Tulare City SD), term expires 2013  
Donna S. Martin (Visalia USD), term expires 2012  
Richard Morris (Porterville USD), term expires 2012  
Dean Sutton (Exeter Union ESD), term expires 2013

**Subregion B**

Linda Brenner (Panama-Buena Vista Union SD), term expires 2013  
William H. Farris (Sierra Sands USD), term expires 2012  
Blaine Geissel (Rosedale Union ESD), term expires 2013  
Martha Miller (Kern Union HSD), appointed term expires 2013  
Deanna Rodriguez-Root (Richland SD), term expires 2013  
Scott Starkey (Southern Kern USD), term expires 2012  
Lillian Tafoya (Bakersfield City ESD), term expires 2013

**County Delegate**

Donald P. Cowan (Kern COE), term expires 2012

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**Counties**

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Tulare (Subregion A)  
Kern (Subregion B)

**CSBA**

## 2012 Delegate Assembly Candidate Biographical Sketch Form

**Due: Monday, January 9, 2012** (U.S. Postmark or fax – 916.669.3305 or 916.371.3407)

Please complete, sign and date this **required** candidate biographical sketch form. An optional, one-page, single-sided, résumé may also be submitted; both will be copied exactly as received. Please do not state “see résumé” and please do not re-type this form. Any additional page(s) exceeding this candidate form will **not** be accepted.

Name: <u>William H Farris</u>	CSBA Region/Subregion: <u>12</u> / <u>B</u>
District or COE: <u>Sierra Sands Unified</u>	Years on board: <u>25</u> ADA: <u>5000</u>
Contact Number: <u>760 375 4800</u>	E-mail: <u>farrisplayers@yahoo.com</u>
Are you a continuing Delegate? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	If yes, how long have you served as a Delegate? <u>3 yrs</u>

**CSBA's Delegate Assembly sets the general education policy direction for the Association. As a member of the Delegate Assembly, please describe what your top three educational priorities would be, and why they are important to the Association.**

A stable adequate funding source for k-12 public education.

The return of authority to local school boards.

The education of board members in the understanding of their duties and strengthening of their effectiveness.

**Another responsibility of Delegates is to communicate the interests of local boards to CSBA's Board of Directors, Executive Committee and staff. Please describe your activities/involvement or interests in your local district or county office.**

I have served on the KCSBA board, county wide workshops, forums, district forums, local press conferences and community presentations.

**Why are you interested in becoming a Delegate and what contribution do you feel you would make as a member of the Delegate Assembly?**

I would like to continue to serve as a delegate as I believe I have a solid understanding of the CSBA organization as well as a strong grasp on the challenges facing local districts.

**Your signature indicates your consent to have your name placed on the ballot and to serve as a Delegate, if elected.**

Signature: William H Farris Date: 1/4/12

## William H. Farris

309 E. Ridgecrest Blvd. • Ridgecrest, CA 93555

Phone (760) 375-4800 • FAX (760) 375-4866 • farrisplayers@yahoo.com

### Personal Information

Born: Aug. 29, 1953

Married: May 5, 1974 to Cherie A. Ahlwardt

Children:	William H. II	36	Donald S.	24
	Jeffery S.	35	Steven R.	23
	Christine M.	33	Sherry K.	21
	April L.	32	Teresa A.	19
	Amber D.	30	Kimberly S.	18
	Melanie D.	28	Katherine N	14
	Kenneth D.	Deceased		

Grandchildren: 9 living, 1 deceased

### Occupation: Businessman

Ashley Furniture Homestore Ridgecrest	General Manager/Partner	2006-Present
Farris' Diner – Farris' Italian Gardens restaurants	Owner	2003-Present
Farris Family Players	Founder/Producer	2003-Present
Sierra Media Inc. (News Review newspaper)	Secretary/Treasurer	1992-Present
Farris' at the Heritage restaurant	Owner	1988-2003
Farris' Italian Gardens restaurant	Owner	1985-1991
News Review Editorial Board	Advisor	1985-Present
Farris' Restaurant	Owner	1976-1985
Hamel's Furniture	Manager	1974-1976

### Educational Service

Sierra Sands Unified School District Board of Education	Trustee	1984-2006 2008-present
SSUSD	Board President	1989, 1992, 1998
California School Board Association Board of Directors	Regional Director	2002-2006
Kern County Committee on School District Organization	Representative	2002-present
CSBA Delegate Assembly	Delegate	1997-98, 2001-02, 2008-present
Kern County School Board Association Board of Directors	Director	1995-2000
KCSBA	President	1998-1999
KCSBA	Treasurer	1996, 1997

### Task Forces and Committees

- CSBA Professional Governance Standards Task Force
- CSBA Legislative Committee
- CSBA Policy Platform Committee
- CSBA Budget Committee
- CSBA Audit Committee
- Consultant on Boardmanship, Borego Springs Unified Elementary School District
- Consultant on Boardmanship, Rosedale Elementary School District
- Consultant on Boardmanship, Taft Elementary School District
- Consultant on Boardmanship, Lamont Elementary School District
- Cerro Coso Community College Special Services Community Advisory Committee
- CCCC Masterworker Project Board Member
- SSUSD Regional Occupational Program Community Advisory Committee

### Panels and Presentations

- KCSBA Budget Workshop (2002)
- KCSBA Boardmanship Workshop (2000)
- Assemblyman Dean Florez School Safety Forum (1999)
- Presenter, League for Innovation in Education Conference (1997)
- Presenter, CSBA Annual Conference Mock Board Meeting (2006)
- KCSBA New board member workshop presenter (2010)

### Community Service

Ridgecrest Chamber of Commerce	Board of Directors	1983-1986, 2006-2010
Ridgecrest Chamber of Commerce	Treasurer	1984-1986
Community Light Opera & Theatre Association	Board Member	1985-1987
Community Light Opera & Theatre Association	President	1988
American Cancer Society Relay for Life	Entertainment Chair	
Ridgecrest Star Pollies	Chair	1986-1988
Cerro Coso Community College Master Worker	Board Member	



**CSBA****2012 Delegate Assembly  
Candidate Biographical Sketch Form****Due: Monday, January 9, 2012** (U.S. Postmark or fax - 916.669.3305 or 916.371.3407)

Please complete, sign and date this **required** candidate biographical sketch form. An optional, one-page, single-sided, résumé may also be submitted; both will be copied exactly as received. Please do not state "see résumé" and please do not re-type this form. Any additional page(s) exceeding this candidate form will **not** be accepted.

Name: <u>Michael Ferguson</u>	CSBA Region/Subregion: <u>12</u> / <u>B</u>
District or COE: <u>Fruitvale School District</u>	Years on board: <u>1</u> ADA: <u>3,325</u>
Contact Number: <u>661-444-9285</u>	E-mail: <u>mferguson@poolelectrical.com</u>
Are you a continuing Delegate? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
If yes, how long have you served as a Delegate? <u>n/a</u>	

**CSBA's Delegate Assembly sets the general education policy direction for the Association. As a member of the Delegate Assembly, please describe what your top three educational priorities would be, and why they are important to the Association.**

1) California's drastic cuts to education must cease! We're sacrificing our future and CSBA must continue to be at the forefront. Continuing proper advocacy by addressing the fact that we are one of the lowest per pupil spending states in the entire United States of America is absolutely the single most important issue we must focus on. 2) California's educators and support staff must be a priority. We must continue to train and insure we retain the best for each and every students' success. 3) "Program Improvement?" – Public School Accountability Act (PSAA) and No Child Left Behind (NCLB) conflict because "Proficient" is defined differently in the two Acts. If schools are not producing at above grade level, then they could possibly be labeled as needing improvement with intervention and sanction. CSBA must continue to advocate for more sensible and efficient accountability on this issue.

**Another responsibility of Delegates is to communicate the interests of local boards to CSBA's Board of Directors, Executive Committee and staff. Please describe your activities/involvement or interests in your local district or county office.**

Born and raised in beautiful Bakersfield, CA. First elected to School Site Council in 2008, I have actively served as a member of the Board of Trustees for Fruitvale School District for the past year and was recently elected as Board Clerk. In November, 2011, I was voted to serve on the Kern County Superintendent of Schools Committee on School District Organization Board. Serving as a Delegate would enable me to communicate important information while staying visible and active to the school board members and students of Kern County, hearing and relaying their voices to the CSBA.

**Why are you interested in becoming a Delegate and what contribution do you feel you would make as a member of the Delegate Assembly?**

I have become very active as a Board member with public education issues. I attend all Board meetings and have also attended the annual CSBA trade show conferences. While continuing professional development is an essential part of any contribution to serve effectively, my experience at the local level is a clear indication of my dedication to serving. I believe I have the ability to listen and combine the interests of others to develop a positive vision for the most precious resources of our future, our children.

I would appreciate your vote!

**Your signature indicates your consent to have your name placed on the ballot and to serve as a Delegate, if elected.**

Signature: Michael A. Ferguson Date: 1-9-12

**CSBA****2012 Delegate Assembly  
Candidate Biographical Sketch Form****Due: Monday, January 9, 2012** (U.S. Postmark or fax - 916.669.3305 or 916.371.3407)

Please complete, sign and date this **required** candidate biographical sketch form. An optional, one-page, single-sided, résumé may also be submitted; both will be copied exactly as received. Please do not state "see résumé" and please do not re-type this form. Any additional page(s) exceeding this candidate form will **not** be accepted.

Name: <u>Jim Hooper</u>	CSBA Region/Subregion: <u>12</u> / _____
District or COE: <u>Mojave Unified School District</u>	Years on board: <u>9</u> ADA: <u>\$2500</u>
Contact Number: <u>760-373-4071</u>	E-mail: <u>jimmy_hoop@msn.com</u>
Are you a continuing Delegate? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                      If yes, how long have you served as a Delegate? _____	

**CSBA's Delegate Assembly sets the general education policy direction for the Association. As a member of the Delegate Assembly, please describe what your top three educational priorities would be, and why they are important to the Association.**

- 1 ) Adjust the two-thirds rule to raise revenues by the state legislature. Although this is not under direct control of CSBA, it nevertheless is the # 1 impediment to coping effectively with our shrinking educational funding.
- 2) Institute a Teacher Evaluation system that consists of more than mere seat time (seniority.) At least half of an evaluation should be an account of student progress, peer, parent and student input.
- 3) Promote Critical Thinking in the form of media literacy, where students practice the on-line skills essential to being informed citizens.

**Another responsibility of Delegates is to communicate the interests of local boards to CSBA's Board of Directors, Executive Committee and staff. Please describe your activities/involvement or interests in your local district or county office.**

I meet with Don Cowan, a member of our county board, and share with him our concerns and glean his insights as to the immediate goals of the county board. Locally, I continually work with my peers on such issues as: growing character, K Crop options, nutrition and gardening, R.T.I., energy and water conservation, and all other matters of compelling impact.

**Why are you interested in becoming a Delegate and what contribution do you feel you would make as a member of the Delegate Assembly?**

Our nation needs fair-minded leadership. We need to move away from mere labeling and name-calling and actually come to grips with the tough choices that confront us as citizens of a free society. I refer back to the two-thirds roadblock to legislative problem solving.

I hear folks protest the budget situation, finger-pointing and inferring bad intent ("These bums don't like education" etc.) I believe that legislators do care, but are hamstrung by the two thirds roadblock. Our efforts should first focus on vigorously informing all concerned that "Two thirds is for the birds."

**Your signature indicates your consent to have your name placed on the ballot and to serve as a Delegate, if elected.**

Signature:  Date: 12/10/11



## 2012 Delegate Assembly Candidate Biographical Sketch Form

**Due: Monday, January 9, 2012** (U.S. Postmark or fax - 916.669.3305 or 916.371.3407)

Please complete, sign and date this **required** candidate biographical sketch form. An optional, one-page, single-sided, résumé may also be submitted; both will be copied exactly as received. Please do not state "see résumé" and please do not re-type this form. Any additional page(s) exceeding this candidate form will **not** be accepted.

Name: <u>Scott Starkey</u>	CSBA Region/Subregion: <u>12</u> / <u>B</u>
District or COE: <u>Southern Kern Unified School</u>	Years on board: <u>5</u> ADA: <u>3,000</u>
Contact Number: <u>661-406-1210</u>	E-mail: <u>sstarkey@skusd.k12.ca.us</u>
Are you a continuing Delegate? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	If yes, how long have you served as a Delegate? <u>1 1/2 years</u>

**CSBA's Delegate Assembly sets the general education policy direction for the Association. As a member of the Delegate Assembly, please describe what your top three educational priorities would be, and why they are important to the Association.**

My top three educational priorities would be to ensure that the education of all students is achieved. I believe that it is the success of today's student that will ultimately help change our future for the better. Next, that educational funding is increased so that students in all districts have equal opportunities for success, and lastly allow more use of the finding to be given at local levels, thus allowing local boards more control to utilize the funds they need to help in the success of their students and not a cookie cutter approach.

**Another responsibility of Delegates is to communicate the interests of local boards to CSBA's Board of Directors, Executive Committee and staff. Please describe your activities/involvement or interests in your local district or county office.**

In my local district, my primary interest is in the education of our students. Currently, I am the proud father of 3 daughters and 1 son who attend the local elementary, middle and high schools within the district I serve. My wife is also a teacher for the local district as well. I feel that it is my duty as a parent, husband, teacher, and community member to be involved in the successful education of all students. Prior to board election, I served as Vice-Chair for one term and Chairperson for two terms of the local elementary School Site Council. For many years, I was also an active P.T.A. member and officer. I also worked as a Para-educator for 3 years at the middle school and then as a substitute teacher for our district. I have been involved with the Boy Scouts of America for 10 years serving as Cubmaster, Assistant Cubmaster, Den Leader for Webelos, Bears, Wolves, and Tigers, as well as, a Committee Member for our local Pack. I have also been an Assistant Scout Master and a Committee Member for our local Boy Scout Troop and acted as the liaison between the Troop and Wayside Community Chapel Church where I am an active member.

**Why are you interested in becoming a Delegate and what contribution do you feel you would make as a member of the Delegate Assembly?**

Currently, I serve my local district as president of the board of trustees. During my term, I have also served as vice-president and clerk. For the last three years, I have served on both the Board Policy and Curriculum Sub-Committees for my district. I have also attended the last five San Diego CSBA Annual Education Conferences to gain a better understanding of my role as a board member and receive the necessary training that is needed to be an effective leader for the community in which I serve. Because I am both a parent and a teacher, I feel that I bring a valuable perspective to the board regarding the current educational issues we are now facing in our state. It is my desire to help create effective schools where the education of every student is a priority. I believe that it is the success of today's student that will ultimately help change our future for the better. I would consider it both a privilege and honor to work even more closely with our state legislators and other district delegates.

**Your signature indicates your consent to have your name placed on the ballot and to serve as a Delegate, if elected.**

Signature: \_\_\_\_\_

Date: 1/6/12

## 9. GENERAL ADMINISTRATION

### 9.3 Consideration and Possible Action to Adopt Resolution #26 1112 Requesting a Waiver of the Requirement that Abolishment of Trustee Areas Be Submitted to Electors

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**BACKGROUND INFORMATION:** On January 23, 2012, after a review of 2010 Census data and population changes within the district, the board approved Resolution # 21 1112 to abolish the district's two "trustee residence areas," and modify its election system to one in which each member of the governing board is elected by the registered voters of the entire school district, without consideration of where a candidate lives. The change must be approved by the Kern County Committee on School District Organization.

A staff report cited savings which will flow from this change, because legal and demographics costs required to "rebalance" trustee residence areas in light of population changes would be eliminated. In addition, residents of the Rand/Johannesburg area who are currently restricted to running for a single board seat corresponding to a Rand trustee residence area will be able to run for any seat on the board.

**CURRENT CONSIDERATIONS:** The abolishment of the trustee residence areas and corresponding change in the election system must normally be approved by the voters. Implementation of these changes for the 2012 governing board election would require a waiver from the State Board of Education of the requirement that the change be approved by the voters.

Implementing these changes with the 2012 school board elections will allow the district to begin to take advantage of these changes and efficiencies as soon as possible. A waiver application requires that the district consult stakeholder groups in the process, including unions, school site councils and district advisory committees. Staff will meet with these groups, seek their position on the matter and communicate that to the State Board of Education with the waiver application if approved by the board. The waiver application must be transmitted to the State Board of Education by February 27, 2012.

**FINANCIAL IMPLICATIONS:** If the waiver is approved, the district can begin realizing savings immediately by avoiding the demographics, legal and other costs required to rebalance the trustee residence areas in light of 2010 Census information.

**SUPERINTENDENT'S RECOMMENDATION:** The superintendent's recommendation is that the board consider and possibly take action to adopt Resolution #26 1112, requesting a waiver of the requirement that abolishment of trustee areas be submitted to electors.

## 9. GENERAL ADMINISTRATION

### 9.4 Consideration and Possible Action to Adopt Resolution #27 1112 Requesting a Waiver of the Requirement that the Reduction in the Number of Governing Board Members from Seven to Five be Submitted to the Electors

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**BACKGROUND INFORMATION:** Sierra Sands is one of only two of the 47 K-12 school districts in Kern County with a seven-member board of trustees. On February 6, 2012, the board of trustee adopted Resolution #22 1112, calling for a reduction in the number of members of its governing board from seven to five. This change must be approved by the Kern County Committee on School District Organization.

A staff report on the issue cited the belief by several board members that the change will result in increased efficiencies at the board and district administration levels, and could result in significant costs savings in the form of decreased expenditures for board health and welfare benefits, meeting stipends and travel and conference.

**CURRENT CONSIDERATIONS:** A reduction in the number of governing board members must normally be approved by the voters. Implementation of the reduction for the 2012 governing board election would require a waiver of the election requirement from the State Board of Education.

Implementing these changes with the 2012 school board elections will allow the district to begin taking advantage of the expected efficiencies and cost savings right away.

A waiver application requires that the district consult stakeholder groups in the process, including unions, school site councils, and district advisory committees. Staff will meet with these groups, seek their position on the matter, and communicate that to the State Board of Education with the waiver application if approved by the board. The waiver application must be transmitted to the State Board of Education by February 27, 2012.

**FINANCIAL IMPLICATIONS:** It is estimated the district would save \$139,134 – \$368.688 over a ten year period by decreasing the number of trustees from seven to five. If the waiver is approved, the district can begin realizing these savings immediately.

**SUPERINTENDENT’S RECOMMENDATION:** The superintendent’s recommendation is that the board consider and possibly take action to adopt Resolution #27 1112 requesting a waiver of the requirement that the reduction in the number of governing board members from seven to five be submitted to the electors.

10. CONSTRUCTION ADMINISTRATION

10.1 Report to the Board: Measure “A” and Other Construction Activities and Issues

BACKGROUND INFORMATION: The purpose of this item is to keep the board, administration, and especially the community informed as to the progress of the district’s Measure “A” and other construction efforts.

CURRENT CONSIDERATIONS: Construction activity and planning continue at several sites. Mr. Auld will update the board and community on these activities.

FINANCIAL IMPLICATIONS: None

SUPERINTENDENT’S RECOMMENDATION: This item is presented for informational purposes and no action is required.

12. CONSENT CALENDAR

12.1 Approval of “A” and “B” Warrants

---

CURRENT CONSIDERATIONS: “A” and “B” warrants released in January, 2012 are submitted for approval. “A” warrants totaled \$2,154,706.62. “B” warrants totaled \$2,120,748.70.

FINANCIAL IMPLICATIONS: Warrants were issued as stated.

SUPERINTENDENT’S RECOMMENDATION: Approve “A” and “B” warrants for January, 2012 as presented.

This list represents the "A" and "B" warrants released during the month of **JANUARY 2012**  
The "A" and "B" warrant registers are available in the business office for your review.

**RECOMMENDED ACTION: Approve "A" and "B" warrants as presented.**

### **"A" WARRANTS**

<u>Type of Payroll</u>	<u>Amount</u>
End of month certificated	\$1,539,846.82
End of month classified	\$498,102.66
10th of month certificated	\$61,412.24
10th of month classified	\$55,344.90
<b>Total "A" Warrants</b>	<b>\$2,154,706.62</b>

### **"B" WARRANTS**

<u>Register Number</u>	<u>Amount</u>
Batch 90	\$43,450.43
Batch 93	\$129,325.61
Batch 96	\$64,349.30
Batch 97	\$394,301.12
Batch 98	\$65,486.29
Batch 99	\$97,504.75
Batch 100	\$57,005.52
Batch 101	\$102,057.62
Batch 102	\$15,677.66
Batch 103	\$891,448.00
Batch 105	\$125,910.63
Batch 106	\$21,487.05
Batch 108	\$53,785.41
Batch 109	\$58,959.31
Batch 110	February
Batch 111	Food Service
Batch 112	February
Batch 113	February
Batch 114	February
Batch 115	February
<b>Total "B" Warrants</b>	<b>\$2,120,748.70</b>



## 12. CONSENT CALENDAR

12.2. Report to the Board on Solid Waste Hauling Services

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BACKGROUND INFORMATION: In accordance with Public Resource Code 40059, at the August 18, 2011 board meeting, the district utilized Resolution #4 1112 to authorize a short-term contract for solid waste services while it reevaluated the district needs and went for bid for a solid waste hauling contract. This action was precipitated by the fact that the solid waste hauling service arrangement that was in place was due to expire on September 2, 2011 and the outcome of service provision was uncertain at the time and likely to remain so by the expiration date. This necessitated a short-term contract for service while the district pursued the bid process.

CURRENT CONSIDERATIONS: The district has concluded a short-term contract with Benz Sanitation, Inc. The district has been pleased with the service provided.

FINANCIAL IMPLICATIONS: The district is in the process of evaluating its solid waste hauling service requirements and is also developing specifications so that it can publically request formal proposals for these services from all qualified providers.

SUPERINTENDENT'S RECOMMENDATION: There is no action required at this time. This item is provided for information only.

12. CONSENT CALENDAR

12.3 Approval of Recommendations for Expulsion, Expulsion Case #6 1112

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BACKGROUND INFORMATION: Education code requires the board to take final action on recommendations for expulsion.

CURRENT CONSIDERATIONS: Board approval is requested for the following expulsion cases:

Expulsion Case #06 1112: As stated in a stipulated expulsion agreement, student is expelled for the remainder of the 2011-12 fall semester and the 2011-12 spring semester, allowing the student to reapply for admission in August, 2012. During the period of expulsion, the student is referred to the Ridgecrest Learning Center.

FINANCIAL CONSIDERATIONS: None.

SUPERINTENDENT'S RECOMMENDATION: Approve the recommendation for expulsion, Expulsion Case #6 1112 as presented.