

**Sierra Sands Unified School District**  
**Local Control Accountability Plan (LCAP) 2017-2020**  
**Midyear Progress Report for 2018-19 Term**  
**February 2019**

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**Goal 1: Provide a rigorous academic program which promises college and career readiness.**

2018-19 Actions/Services	Progress
1. Provide home to school transportation services	<ul style="list-style-type: none"> <li>• Ongoing/maintained</li> </ul>
2. Maintain class size averages below Education Code maximums principally directed towards unduplicated pupils.	<ul style="list-style-type: none"> <li>• Class size averages have been maintained at/below E.C. maximums.</li> </ul>
3. Sustain AVID in grades 7-12	<ul style="list-style-type: none"> <li>• Maintained</li> </ul>
4. Provide career readiness courses and pathways that can be articulated with community colleges	<ul style="list-style-type: none"> <li>• SSUSD and CCCC met to discuss CTE pathway opportunities.</li> <li>• CTE Incentive Grant continued implementation to support alignment to CTE Elements of a High-Quality CTE Program.</li> <li>• BHS CTE Dept. meets regularly to discuss career readiness courses</li> </ul>

**Goal 2: Maximize student engagement and achievement.**

2018-19 Actions/Services	Progress
1. Maintain TK-8 <sup>th</sup> grade counseling services	<ul style="list-style-type: none"> <li>• Maintained (Implemented beginning 2017-18.)</li> </ul>
2. Support Youth Advisory Committee (YAC)	<ul style="list-style-type: none"> <li>• Maintained</li> </ul>
3. Maintain software programs that support data analysis of student performance	<ul style="list-style-type: none"> <li>• Maintained</li> </ul>
4. Provide effective Before and After school interventions	<ul style="list-style-type: none"> <li>• Maintained</li> </ul>

5. Maintain the Academic Learning Lounge (ALL) as a 9-12 intervention	<ul style="list-style-type: none"> <li>• Maintained</li> </ul>
6. Provide transition course to at-risk Grade 9 students, METS (Math, English, Technology Skills)	<ul style="list-style-type: none"> <li>• Maintained</li> </ul>
7. Provide District EL coordinating services	<ul style="list-style-type: none"> <li>• Coordinated Accountability Progress/Dashboard Report with each principal focusing on EL performance. Shared with site ELACs.</li> <li>• Designated ELD Coaching/Modeling Lessons provided to K-5 teachers.</li> <li>• Offer ELD Level 3-5 9<sup>th</sup> grade support class.</li> <li>• Individual conferences held with 6th-12th ELs (D/F and grades analysis, review of RFEP criteria, and self-evaluation of progress).</li> <li>• RFEP Monitoring: individual conferences are provided to 6th-12th RFEPs with D's/F's. ELLevation software purchased with Title III funding to support efficient districtwide RFEP monitoring.</li> <li>• Coordination of Credit Recovery offered to 9<sup>th</sup>-12<sup>th</sup> ELs and RFEPs</li> <li>• Developing Tiers of Support for ELs at the 6-12 level.</li> </ul>
8. Offer ALAS-ELA/ELD intervention courses at the middle schools	<ul style="list-style-type: none"> <li>• ELPAC test prep provided to ELs in ALAS and ELD 3-5.</li> <li>• Provided additional instructional support to JMMS 7<sup>th</sup> &amp; 8<sup>th</sup> grade ELS due to identified need.</li> </ul>
9. Offer supplemental ELD 3-5 at the high school	<ul style="list-style-type: none"> <li>• Maintained</li> </ul>
10. Offer Summer School, priority registration for unduplicated students.	<ul style="list-style-type: none"> <li>• Maintained</li> </ul>

11. Provide an EL support teacher for Summer School	<ul style="list-style-type: none"> <li>• Maintained</li> </ul>
12. Provide computer paraprofessionals at elementary sites to support academic intervention model and digital literacy.	<ul style="list-style-type: none"> <li>• Maintained</li> </ul>

**Goal 3: Grow family and community partnerships that benefit students.**

<b>2018-19 Actions/Services</b>	<b>Progress</b>
1. Maintain media outlets	<ul style="list-style-type: none"> <li>• Facebook, school websites, and Parent Square maintained.</li> </ul>
2. Provide District Translation/Interpreter Services	<ul style="list-style-type: none"> <li>• District Translation/Interpreter services are ongoing</li> </ul>
3. Continue to provide childcare and translation services for ELAC/DELAC meetings	<ul style="list-style-type: none"> <li>• Maintained Monthly/Quarterly</li> </ul>

**Goal 4: Guarantee safe and well-maintained facilities.**

<b>2018-19 Actions/Services</b>	<b>Progress</b>
1. Continue to support School Resource Officer services	<ul style="list-style-type: none"> <li>• Maintained-SSUSD has two full-time SROs</li> </ul>

**Goal 5: Develop, value, and retain a high-quality diverse educational team.**

<b>2018-19 Actions/Services</b>	<b>Progress</b>
1. Provide instructional coaching and support for non-credentialed teachers through Extended Day (10 teachers)	<ul style="list-style-type: none"> <li>• Provided ongoing instructional coaching and support</li> </ul>

<p>2. Provide two full time instructional coaches for non-credentialed special education teachers.</p>	<ul style="list-style-type: none"> <li>• Hired two full time Teachers on Special Assignment (TOSAs)/instructional coaches for 14 non-credentialed special education teachers</li> <li>• Established caseloads for each TOSA</li> </ul>
<p>3. Provide three certificated professional development days to increase/improve services to unduplicated student groups.</p>	<ul style="list-style-type: none"> <li>• Provided Aug. 8, 9, and 10, 2018</li> <li>• Elementary Focus: NGSS, ELA/D Academic Conversations, ELA/D Small Group Instruction, Math Units of Instruction, Math Framework/Talk Moves</li> <li>• Middle School Focus: Restorative Practices, Project-Based Learning, Discipline in the Secondary Classroom</li> <li>• Burroughs High School Focus: Professional Learning Communities, Restorative Practices, Discipline in the Secondary Classroom</li> <li>• Mesquite High School Focus: PBIS Implementation/STAR Math &amp; Reading, Restorative Practices, Discipline in the Secondary Classroom</li> </ul>

4. PUBLIC HEARING

4.1 Public Hearing for Initial Sunshine Contract Proposal for 2019-20 from Chapter 188 of the California School Employees to the Board of Education

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BACKGROUND INFORMATION: Chapter 188 of the California School Employees (CSEA) submitted its initial sunshine contract proposal for the 2019-20 school year to the Board of Education at its regular meeting of January 21, 2019.

CURRENT CONSIDERATIONS: A public hearing provides time for comment on this proposal.

FINANCIAL IMPLICATIONS: None at this time.

SUPERINTENDENT'S RECOMMENDATION: Conduct a public hearing on the proposal for initial sunshine contract proposal for 2019-20 from Chapter 188 of the California School Employees to the Board of Education.

**Sierra Sands Unified School District**

**Month 5 Enrollment 2018-2019**

SCHOOL	2018-19 YTD%	2017-18 YTD%	K	1	2	3	4	5	6	7	8	9-12	SDC	2018-19 TOTAL	2017-18 TOTAL	CHANGE
FALLER	96.2%	96.1%	83	87	93	68	85	63					7	486	454	<b>32</b>
GATEWAY	95.2%	95.5%	65	63	61	81	58	64						392	411	<b>-19</b>
INYO KERN	94.8%	94.1%	29	26	30	31	28	41						185	194	<b>-9</b>
LAS FLORES	96.0%	96.0%	89	77	80	75	84	80						485	477	<b>8</b>
PIERCE	95.7%	95.8%	79	60	50	58	73	50					25	395	362	<b>33</b>
RICHMOND ANNEX	93.0%	91.6%											100	100	105	<b>-5</b>
RICHMOND	95.9%	95.8%	59	55	56	54	56	51						331	382	<b>-51</b>
TOTAL K - 5	95.6%	95.5%	404	368	370	367	384	349					132	2374	2385	<b>-11</b>
MONROE	95.3%	94.9%							160	147	145		36	488	479	<b>9</b>
MURRAY	96.0%	96.0%							194	215	214		28	651	669	<b>-18</b>
TOTAL 6 - 8	95.7%	95.5%							354	362	359		64	1139	1148	<b>-9</b>
BURROUGHS	94.0%	94.8%										1422	73	1495	1413	<b>82</b>
MESQUITE	93.8%	94.2%										62		62	80	<b>-18</b>
TOTAL 9 - 12												1484	73	1557	1493	<b>64</b>
18-19 TOTAL	95.7%		404	368	370	367	384	349	354	362	359	1484	269	5070	---	---
17-18 TOTAL		95.5%	421	375	378	378	355	353	363	335	378	1425	265	---	5026	---
<b>CHANGE</b>		<b>0.20%</b>	<b>-17</b>	<b>-7</b>	<b>-8</b>	<b>-11</b>	<b>29</b>	<b>-4</b>	<b>-9</b>	<b>27</b>	<b>-19</b>	<b>59</b>	<b>4</b>	<b>---</b>	<b>---</b>	<b>44</b>

**Elementary K - 5**

Regular	2018-19	2017-18
K	404	421
1 - 3	1105	1131
4 - 5	733	708
<b>Special Education</b>		
SDC	132	125
RSP	97	97

**Middle 6-8**

Regular	2018-19	2017-18
	1075	1076
<b>Special Education</b>		
SDC	64	72
RSP	82	88

**High School 9 - 12**

Regular	2018-19	2017-18
	1422	1345
Continuation	62	80
<b>Special Education</b>		
SDC	73	68
RSP	121	115

**Adult**                      257                      203

## 6. EDUCATIONAL ADMINISTRATION

### 6.1 Approval of the Low-Performing Students Block Grant (LPSBG) Plan

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**BACKGROUND INFORMATION:** Former Governor Brown signed Assembly Bill 1808 into law on June 27, 2018. AB 1808 authorized the allocation of a \$300 million Low-Performing Students Block Grant (LPSBG) in the 2018–19 fiscal year (FY) to provide California’s low-performing students with additional supports to increase their academic achievement as defined in California Education Code (EC) 41570(d). District allocations are based upon students identified as low-performing on the 2017 California Assessment of Student Performance and Progress (CAASPP) who were not otherwise identified for supplemental grant funding under the local control funding formula or eligible for special education services. The Sierra Sands LPSBG preliminary allocation is \$412,989. Funds are available for expenditure or encumbrance through the 2020–21 fiscal year.

As a condition of receiving LPSBG funds, EC 41570(d) requires eligible districts to develop a plan describing how the funds will increase or improve evidence-based services for pupils identified in EC 41570(d) to accelerate increases in academic achievement, and how the effectiveness of services will be measured.

- The plan shall include information regarding how the services align with and are described in the school district’s local control and accountability plan (LCAP).
- In order to ensure community and stakeholder input, the plan shall be discussed and adopted at a regularly scheduled meeting by the governing board of the school district.

As identified in EC Section 41570(e), eligible activities include, but are not limited to the following:

- Professional development activities for certificated staff
- Instructional materials or
- Additional supports for pupils

The Sierra Sands Unified School District’s proposed plan for the LPSBG focuses on secondary mathematic achievement and includes the following actions and services:

- Professional development to support robust content knowledge, development of inquiry-based instructional strategies, deepening of Common Core State Standards-aligned instruction, and an assessment system to inform interventions



- Instructional coaching to increase the capacity of math teachers
- Supplemental instructional materials and programs

CURRENT CONSIDERATIONS: The LPSBG plan is presented to ensure community and stakeholder input and consideration for board approval.

FINANCIAL IMPLICATIONS: Funding for the Low-Performing Students Block Grant is provided by the California Department of Education. The \$412,989 grant allocation is available for expenditure or encumbrance through the 2020–21 fiscal year.

SUPERINTENDENT’S RECOMMENDATION: It is recommended that the board approve the Low-Performing Students Block Grant plan as presented.

**Sierra Sands Unified School District**

**Low-Performing Students Block Grant**

**Required Report Number One: Plan Summary**

**Summarize how the funds will be used to increase or improve evidence-based services for pupils identified.**

LPSBG funding will be focused on secondary mathematic achievement and includes the following actions and services:

- Professional development to support robust content knowledge, development of inquiry-based instructional strategies, deepening of Common Core State Standards-aligned instruction, and an assessment system to inform interventions
- Instructional coaching to increase the capacity of math teachers
- Supplemental instructional materials and programs

**How will the effectiveness of the evidence-based services be measured?**

The effectiveness of the evidence-based services will be measured by an increase in students meeting or exceeding standards on the SBAC summative math assessments, decreased D/F rates in 6<sup>th</sup>-12<sup>th</sup> mathematics courses, and benchmarks including the Interim Assessment Blocks (IABs).

**How are services aligned with and described in the LEA's local control and accountability plan?**

The services are aligned with and described in the LCAP through Goals 1 and 2. Goal 1: Provide a rigorous academic program which promises college and career readiness. The district continues to identify the need to support full implementation of Common Core State Standards to support all students with the equal opportunity for education growth. Metrics for Goal 1 include increasing SBAC levels 3 and 4 (meeting or exceeding standards). Goal 2: Maximize student engagement and achievement. The district continues to identify the need to track local secondary D/F rates to improve A-G completion. Metrics for Goal 2 include decreasing or maintaining D/F rates at/below 15% in core courses by semester analysis. LPSBG services complement the LCAP goals, actions, and services and increase evidence-based services.

7. POLICY DEVELOPMENT AND REVIEW

7.1 Approval of Revisions to Board Policy/Administrative Regulation 0420, School Plans/Site Councils

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BACKGROUND INFORMATION: The Assistant Superintendent of Curriculum and Instruction has reviewed selected board policies and administrative regulations as a result of recommendations for revisions from the California School Boards 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: Board Policy and Administrative Regulation 0420 was last approved in June 2018. This policy has been updated and revised to reflect legal requirements and recent changes in laws. Procedures are clearly outlined and identified according to recommendations by CSBA. Most notably is that the school plan can serve as the school improvement plan required when a school is identified for targeted or comprehensive support pursuant to 20 USC 6303 (Education Code 64001). Before developing the school plan the SSC shall conduct a comprehensive needs assessment pursuant to 20 USC 6314, including the analysis of verifiable state data consistent with the state priorities specified in Education Code 52060 and the indicators in the state accountability system.

FINANCIAL IMPLICATIONS: None.

SUPERINTENDENT'S RECOMMENDATION: The superintendent's recommendation is to approve the revisions to Board Policy and Administrative Regulation 0420, School Plans/Site Councils as presented.

**School Plans/Site Councils**

The Governing Board believes that comprehensive planning ~~that is aligned with the district's local control and accountability plan (LCAP)~~ is necessary at each school in order to focus school improvement efforts on student academic achievement and facilitate the effective use of available resources. The Superintendent or designee shall ensure that school plans provide clear direction and identify cohesive strategies aligned with school and district goals.

- (cf. 0000-Vision)
- (cf. 0200- Goals for the School District)
- (cf. 0400- Comprehensive Plans)
- (cf. 0415 - Equity)**
- (cf. 0450 - Comprehensive Safety Plan)**
- (cf. 0460- Local Control and Accountability Plan)

Each district school *that participates in one or more federal and/or state categorical programs funded through the state's consolidated application process pursuant to Education Code 64000* shall establish a school site council in accordance with Education Code ~~52852 65000-65001~~ and the accompanying administrative regulation to develop, review, and approve school plans. *The school site council shall develop, approve, and annually review and update a school plan for student achievement (SPSA) which consolidates the plans required for those categorical programs into a single plan, unless otherwise prohibited by law.* (Education Code 64001)

~~For any school that participates in specified state and/or federal categorical programs, the school site council or other schoolwide advisory committee shall consolidate the plans required for those categorical plans into a single plan for student achievement (SPSA).~~

- ~~(cf. 0520.2- Title I Program Improvement Schools)~~
- (cf. 1220- Citizen Advisory Committee)
- (cf. 1431- Waivers)
- (cf. 6020- Parent Involvement)
- (cf. 6171- Title I Programs)
- (cf. 6174- Education for English Learners)
- (cf. 6190- Evaluation of the Instructional Program)

~~As appropriate, a school may incorporate any other school program into the SPSA. (Education Code 64001)~~

The Superintendent or designee shall review each school's SPSA to ensure that it meets the content requirements for all applicable programs, is based on an analysis of current practices and student academic performance, and reasonably links improvement strategies to identified needs

**School Plans/Site Councils**

of the school and its students. ~~He/she~~ ***The Superintendent or designee*** shall also ensure that ***consistency between the*** specific actions included in the district's ~~LCAP~~ ***local control and accountability plan*** ~~are consistent with~~ ***and*** the strategies identified in each school's SPSA.

The Board shall, at a regularly scheduled Board meeting, review and approve each school's SPSA ~~and any subsequent~~ ***whenever there are any*** material revisions affecting the academic programs for students participating in the categorical programs addressed in the SPSA. ~~The Board shall certify that, to the extent allowable under federal law, the SPSA is consistent with district local improvement plans required as a condition of receiving federal funding.~~ (Education Code 64001)

~~Whenever~~ ***If*** the Board does not approve a school's SPSA, it shall communicate its specific reasons for disapproval of the plan to the school site council ~~or committee~~. The school site council ~~or committee~~ shall then revise and resubmit the SPSA to the Board for its approval. (Education Code ~~52855~~ ***64001***)

The Superintendent or designee shall ensure that school administrators and school site council members receive training on the roles and responsibilities of the school site council.

***The SPSA may serve as the school improvement plan required when a school is identified for targeted or comprehensive support pursuant to 20 USC 6303. (Education Code 64001)***

***(cf. 0500 - Accountability)***

***Any complaint alleging noncompliance with requirements related to the establishment of school site councils or the development of the SPSA may be filed with the district in accordance with the district's uniform complaint procedures pursuant to 5 CCR 4600-4670 and BP/AR 1312.3 - Uniform Complaint Procedures. (Education Code 64001)***

***(cf. 1312.3 - Uniform Complaint Procedures)***

Legal Reference:

EDUCATION CODE

52-53 Designation of schools

33133 Information guide for school site councils

35147 Open meeting laws exceptions

41540-41544 Targeted instructional improvement block grants

52060-52077 Local control and accountability plan

52176 ***English learner*** Advisory committees

52852 School site councils

**School Plans/Site Councils**

~~54000-54028 Educationally Disadvantaged Youth Programs~~  
~~54425 Advisory committees (compensatory education)~~  
56000-56867 Special education  
64000 Categorical programs included in consolidated application  
64001 ~~Single s~~**School** plan for student achievement, consolidated application programs  
**65000-65001 School site councils**  
CODE OF REGULATIONS, TITLE 5  
3930-3937 Compliance plans  
**4600-4670 Uniform complaint procedures**  
**11308 English learner advisory committees**  
UNITED STATES CODE, TITLE 20  
**6303 School improvement**  
**6311 State plan**  
~~6312 Title local educational agency plans~~  
**6314 Schoolwide programs; schoolwide program plan**  
6421-6472 Programs for neglected, delinquent, and at-risk children and youth  
6601-6651 Teacher and Principal Training and Recruitment program  
6801-7014 Limited English proficient and immigrant students  
7101-7122 Student Support and Academic Enrichment Grants  
7341-7355c Rural Education Initiative

Management Resources:

CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS  
A Guide for Developing the Single Plan for Student Achievement: A Resource for School Site Council, February 2014  
WEST ED PUBLICATIONS  
California Healthy Kids Survey  
California School Climate Survey  
WEB SITES  
California Department of Education, ~~Single Plan for Student Achievement:~~  
~~http://www.cde.ca.gov/nclb/sr/le/singleplan.asp~~  
U.S. Department of Education: <http://www.ed.gov>  
WestEd: <http://www.wested.org>

**School Plans/Site Councils**

School Site Councils

Each school *that operates a program requiring the development of a school plan for student achievement (SPSA) pursuant to Education Code 64001* shall have a school site council composed of the following: (Education Code ~~52852~~ **65000**)

1. The principal *or designee*
2. *Classroom* ~~±~~ teachers *at the school*, selected by the school's *classroom* teachers *at the school*
3. Other school personnel *who are not teachers*, selected by the school's other personnel *at the school who are not teachers*
4. Parents/guardians ~~representatives, who may include parents/guardians~~ of students attending the school and/or *other members of the* community ~~members~~, selected by parents/guardians of students attending the school
5. If the school is a secondary schools, students attending the school selected by other ~~such~~ *secondary* students

*(cf. 0450 - Comprehensive Safety Plan)*

Half of the school site council membership shall consist of school staff *in the categories listed in items#1-3 above*, the majority of whom shall be classroom teachers. For an elementary school site council, the remaining half shall be parents/guardians *and/or community members* ~~representatives~~. For a secondary school site council, the remaining half shall be ~~equal numbers~~ of parents/guardians, *community members*, and/or students. (Education Code ~~52852~~ **65000**)

A district employee may serve as a parent/guardian representative on the school site council of the school his/her child attends, provided the employee does not work at that school. (Education Code ~~52852~~ **65000**)

The bylaws of each school site council shall include the method of selecting members and officers, terms of office, responsibilities of council members, time commitment, and a policy of nondiscrimination *and equity*.

*(cf. 0415 - Equity)*

~~School site councils may function on behalf of other committees in accordance with law.—~~  
(Education Code 52176, 54425; 5 CCR 3932)

**School Plans/Site Councils**

School site councils shall operate in accordance with procedural meeting requirements established in Education Code 35147.

(cf. 1220- Citizen Advisory Committees)

**Single *School* Plan for Student Achievement**

~~Any district school that shall participate in any state or federal categorical program specified in Education Code 64000 on an ongoing basis shall have a~~ **The** school site council which shall **develop** approve and annually review and update a **an** single plan for student achievement (SPSA) **that addresses all federal and/or state categorical programs in which the school participates pursuant to Education Code 64000.** ~~If the school does not have a school site council, these responsibilities shall be fulfilled by a schoolwide advisory group or school support group conforming to the composition requirements of the school site council listed in the section “School Site Councils” above.~~ (Education Code 64001)

(cf. 1431- Waivers)

(cf. 6020- Parent Involvement)

(cf. 6171- Title I Programs)

~~(cf. 6174- Education for English Learners)~~

~~(cf. 6184) Continuation Education)~~

The SPSA shall be developed with the review, advice, and certification of ~~any applicable~~ school **English learner** advisory committees, **if required.** (Education Code 64001)

**(cf. 6174 - Education for English Learners)**

~~Such groups may include~~ **Other school and district committees, including** but are not limited to, a parent advisory committee established to review and comment on the district’s local control and accountability plan (LCAP);, advisory committee established for ~~English learner and special education programs~~ , **and** Western Association of Schools and Colleges leadership teams; ~~, district or school liaison teams for schools identified for program improvement; and other committees established by school or district~~ **may also be consulted on the content of the plan.**

(cf. 0460-Local Control and Accountability Plan)

~~(cf. 0520.2- Title I Program Improvement Schools)~~

(cf. 6190- Evaluation of the Instructional Program)

~~The SPSA shall be aligned with the district’s LCAP and school goals for improving student~~



School Plans/Site Councils

~~achievement. School goals shall be based on an analysis of verifiable state data identified pursuant to law, and may consider any other data developed by the district to measure student achievement. (Education Code 52062, 64001)~~

***Before developing the content of the SPSA, the school site council shall conduct a comprehensive needs assessment pursuant to 20 USC 6314, including an analysis of verifiable state data consistent with the state priorities specified in Education Code 52060 and the indicators in the state accountability system. The school may consider any other data developed by the district to measure student outcomes. (Education Code 64001)***

(cf. 0500- Accountability)

(cf. 6162.5- Student Assessment)

(cf. 6162.51- State Academic Achievement Tests)

(cf. ~~6162.52 High School Exit Examination~~)

The SPSA shall, ~~at a minimum~~ ***include all of the following:*** (Education Code 64001)

- ~~1. Address how funds provided to the school through specified categorical programs will be used to improve the academic performance of all students to the level of the performance goals established by law~~ ***Goals to improve student outcomes, including goals that address the needs of student groups as identified through the needs assessment***
- ~~2. Identify the means of evaluating the school's progress toward accomplishing those goals~~ ***Evidence-based strategies, actions, or services***
- ~~3. Identify how state and federal law governing the categorical programs will be implemented~~ ***Proposed expenditures based on the projected resource allocation from the district to address the findings of the needs assessment, including identifying resource inequities, which may include a review of the district's budgeting, the LCAP, and school-level budgeting, if applicable***

In addition to meeting the requirements common to all applicable school plans, the SPSA shall address any content required by law for each individual categorical program in which the school participates.

~~In developing or revising the SPSA, the school site council or other schoolwide advisory group or school support group shall:~~

- ~~1. Analyze student achievement data. Using measures of student academic performance, the school shall identify significant patterns of low performance in particular content areas, student groups, and/or individual students and determine which data summaries to~~

School Plans/Site Councils

~~include in the plan as most informative and relevant to school goals.~~

- ~~2. Assess the effectiveness of the school's instructional program in relation to the analysis of student data.~~
- ~~3. Identify a limited number of achievement goals and key improvement strategies to achieve the goals. School goals shall reflect the needs identified at the school site while aligning with goals identified in federally required district plans. The school shall specify the student group(s) on which each goal is focused, the methods or practices that will be used to reach the goal, and the criteria that will be used to determine if the goal is achieved.~~
- ~~4. Define timelines, personnel responsible, proposed expenditures, and funding sources to implement the SPSA.~~

The school site council ~~or other schoolwide group~~ shall approve the proposed SPSA at a meeting for which public notice has been posted and then submit the SPSA to the ~~Governing Board for approval~~. *Whenever there are material revisions to the SPSA which affect the academic programs for students participating in applicable programs, the SPSA shall be submitted to the Governing Board for review and approval at a regularly scheduled Board meeting.* (Education Code 35147, 64001)

The school site council ~~or other schoolwide group~~ shall regularly monitor the implementation and effectiveness of the SPSA and modify any activities that prove ineffective. At least once per year, the principal or designee shall evaluate the results of improvement efforts and report to the Board, school site council, ~~advisory committees~~, and other interested parties regarding progress toward school goals.

The school site council ~~or other schoolwide group~~ may amend the SPSA at any time *through the same process required for the annual update of the plan*. ~~Any revisions that would substantively change the academic programs funded through the consolidated application shall be submitted to the Board for approval.~~

Regulation

approved: ~~February 2018~~ *February 21, 2019*

SIERRA SANDS UNIFIED SCHOOL DISTRICT

Ridgecrest, California

7. POLICY DEVELOPMENT AND REVIEW

7.2 Presentation of Administrative Regulation 6173.2, Education of Children of Military Families

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BACKGROUND INFORMATION: The Assistant Superintendent of Curriculum and Instruction has reviewed selected board policies and administrative regulations as a result of recommendations for revisions from the California School Boards Association (CSBA) policy service.

CURRENT CONSIDERATIONS: Administrative Regulation 6173.2 is optional and was developed in 2016 by the CSBA. Pursuant to Education Code 49701, districts are required to be flexible in applying local rules to children of military families in order to facilitate their enrollment, placement, advancement, eligibility for extracurricular activities, and on-time graduation. AR 6173.2 provides guidelines and practices that maximize the support for the unique needs of military families. This is the first reading.

FINANCIAL IMPLICATIONS: None.

SUPERINTENDENT'S RECOMMENDATION: This is the first presentation and reading of AR 6173.2, Education of Children of Military Families. The second reading will be at the March 14, 2019 board meeting.

*Education Of Children Of Military Families*

*Definitions*

*Children of military families are school-aged children in the household of: (Education Code 49701)*

- 1. Members who are in full-time duty status in the active uniformed service of the United States, including any member of the National Guard and Reserve on active duty order pursuant to 10 USC 1209 or 1211*
- 2. Members or veterans of the uniformed services who are severely injured and medically discharged or retired, for one year after their medical discharge or retirement*
- 3. Members of the uniformed services who have died while on active duty or as a result of injuries sustained on active duty, for one year after their death*

*Enrollment and Residency*

*The Superintendent or designee shall facilitate the enrollment of children of military families and ensure that they are not placed at a disadvantage due to difficulty in the transfer of their records from previous school districts and/or variations in entrance or age requirements. (Education Code 49701)*

*A child of a military family shall be deemed to meet district residency requirements if the parent/guardian, while on active military duty pursuant to an official military order, is transferred or is pending transfer to a military installation within the state. The Superintendent or designee shall accept electronic submission of such a student's application for enrollment, including enrollment in a specific school or program within the district, and for course registration. (Education Code 48204.3)*

*(cf. 5111.1 - District Residency)*

*When a child of a military family is transferring into the district, the Superintendent or designee shall enroll the student based on unofficial education records, if official records are not yet available. Upon enrollment, the Superintendent or designee shall immediately request the student's official records from the student's previous district. The Superintendent or designee shall allow the student 30 days from the date of enrollment to obtain all required immunizations. (Education Code 49701)*

*(cf. 5111 - Admission)*

*(cf. 5125 - Student Records)*

*(cf. 5141- Health Care and Emergencies)*

*(cf. 5141.31- Immunizations)*

*Education Of Children Of Military Families*

*A child of a military family shall be allowed to continue attending the school of origin, regardless of any change of residence of the family during that school year, for the duration of the student's status as a child of a military family. (Education Code 48204.6)*

*To provide a child of a military family the benefit of matriculating with peers in accordance with the established feeder patterns of the district, the following shall apply: (Education Code 48204.6)*

*1. If the student is transitioning between grade levels, the student shall be allowed to continue in the school district of origin in the same school attendance areas.*

*The principal or designee of the new school shall ensure that the student is immediately enrolled even if the student has outstanding fees, fines, textbooks, or other items or moneys due to the school last attended or is unable to produce clothing or records normally required for enrollment, such as previous academic records, medical records, including, but not limited to, records or other proof of immunization history pursuant to Health and Safety Code 120325-120480, proof of residency, other documentation, or school uniforms. (Education Code 48204.6)*

*If the student's status changes during a school year due to the end of military service of the student's parent/guardian, the following shall apply: (Education Code 48204.6)*

*1. If the student is in grades K-8, the student shall be allowed to continue attending the school of origin through the duration of that academic school year.*

*2. If the student is in high school, the student shall be allowed to continue attending the school of origin through graduation.*

*A child of an active military duty parent/guardian shall not be prohibited from transferring out of the district, if the school district of proposed enrollment approves the application for transfer. (Education Code 46600, 48307)*

*(cf. 5117 - Interdistrict Attendance)*

*When a child of a military family is transferring out of the district, the Superintendent or designee shall provide the student's parents/guardians with a complete set of the student's records or, if the official student record cannot be released, an unofficial or "hand-carried" record. Upon request from the new district, the Superintendent or designee shall provide a copy of the student's record to the new district within 10 days. (Education Code 49701)*

*Education Of Children Of Military Families*

*Transportation*

*The Superintendent or designee may, but is not required to, provide transportation to enable a child of a military family to attend the school of origin or to matriculate to a feeder school as described above, except when indicated in the individualized education program (IEP) of a student with a disability or otherwise required by federal law. (Education Code 48204.6)*

*Placement*

*Whenever a student's parent/guardian is serving on active duty or has been discharged from military service within the last year and the student transfers to a new school as the direct result of the military transfer or discharge, the Superintendent or designee may, prior to the receipt of official transcript(s) or the arrival of the student, review the student's coursework to date, including any unofficial transcript(s), to determine the appropriate placement of the student in classes. The evaluation shall also include communication with school counselors and teachers at the former school by videoconferencing, email, and/or telephone calls. (Education Code 51251)*

*The Superintendent or designee shall initially honor the placement of any child of a military family in educational courses and programs based on the student's enrollment and/or assessment in the previous school. The Superintendent or designee may, to the extent permitted by Board policy, waive course or program prerequisites, preconditions, and/or application deadlines when making decisions regarding placement of children of military families and their eligibility for extracurricular academic, athletic, and social activities. (Education Code 49701)*

*(cf. 6141.5 - Advanced Placement)*

*(cf. 6145 - Extracurricular and Cocurricular Activities)*

*(cf. 6145.2 - Athletic Competition)*

*(cf. 6172 - Gifted and Talented Student Program)*

*(cf. 6174 - Education for English Learners)*

*When a child of a military family transferring into the district has been identified as an individual with a disability pursuant to 20 USC 1400-1482, the Superintendent or designee shall provide comparable services based on the student's current IEP. In addition, when the child of a military family transferring into the district is eligible for services under Section 504 of the federal Rehabilitation Act, the Superintendent or designee shall make reasonable accommodations and modifications to address the needs of the student subject to the student's existing Section 504 plan. The district may authorize subsequent evaluations of the student to ensure appropriate placement. (Education Code 49701)*

*Education Of Children Of Military Families*

*(cf. 6159 - Individualized Education Program)*

*(cf. 6164.4 - Identification and Evaluation of Individuals for Special Education)*

*(cf. 6164.6 - Identification and Education Under Section 504)*

*Transfer of Coursework and Credits*

*When a child of a military family transfers into a district school, the district shall accept and issue full credit for any coursework that the student has satisfactorily completed while attending another public school, a nonpublic, nonsectarian school or agency, or a juvenile court school and shall not require the student to retake the course. (Education Code 51225.2)*

*(cf. 6146.3 - Reciprocity of Academic Credit)*

*(cf. 6159.2 - Nonpublic, Nonsectarian School and Agency Services for Special Education)*

*If the student did not complete the entire course, the student shall be issued partial credit for the coursework completed and shall be required to take only the portion of the course not completed at the previous school. However, the district may require the student to retake the portion of the course completed if, in consultation with the student's parent/guardian, the district finds that the student is reasonably able to complete the requirements in time to graduate from high school. Whenever partial credit is issued, the student shall be enrolled in the same or equivalent course, if applicable, so that the student may continue and complete the entire course. (Education Code 51225.2)*

*Partial credits shall be awarded on the basis of 0.5 credits for every seven class periods attended per subject. If the school is on a block schedule, each block schedule class period attended shall be equal to two regular class periods per subject.*

*In no event shall the district prevent a child of a military family from taking or retaking a course to meet the eligibility requirements for admission to the California State University or the University of California. (Education Code 51225.2)*

*(cf. 6143 - Courses of Study)*

*Absences*

*When a student's parent/guardian is an active duty member and is called to duty for, is on leave from, or is immediately returned from deployment to a combat zone or to combat support posting, the Superintendent or designee may grant additional excused absences to the student to visit with the parent/guardian. (Education Code 49701)*

*(cf. 5113 - Absences and Excuses)*

*Education Of Children Of Military Families*

*Graduation Requirements*

*To obtain a high school diploma, a child of a military family shall complete all courses required by Education Code 51225.3 and shall generally fulfill any additional graduation requirements prescribed by the Governing Board.*

*(cf. 6146.1 - High School Graduation Requirements)*

*However, when a child of a military family who has completed the second year of high school transfers into the district from another school district or transfers between high schools within the district, the student shall be exempted from all district-adopted coursework and other district-established graduation requirements that are in addition to the statewide coursework requirements specified in Education Code 51225.2, unless the district makes a finding that the student is reasonably able to complete the additional requirements in time to graduate from high school by the end of the fourth year of high school. Within 30 calendar days of the student's transfer, the Superintendent or designee shall notify the student and parent/guardian of the availability of the exemption and whether the student qualifies for it. If the Superintendent or designee fails to provide this notification, the student shall be eligible for the exemption once notified, even if the notification occurs after the student no longer meets the definition of a child of a military family pursuant to Education Code 49701. (Education Code 51225.1)*

*To determine whether a child of a military family is in the third or fourth year of high school, the district shall use either the number of credits earned as of the date of the transfer or the length of school enrollment, whichever qualifies the student for the exemption. (Education Code 51225.1)*

*The Superintendent or designee shall notify any child of a military family who is granted an exemption and the student's parent/guardian how any requirements that are waived will affect the student's ability to gain admission to a postsecondary educational institution and shall provide information about transfer opportunities available through the California Community Colleges. (Education Code 51225.1)*

*The district shall not require or request a child of a military family to transfer schools in order to qualify for an exemption, and no child of a military family or parent/guardian shall be permitted to request a transfer solely to qualify for an exemption. (Education Code 51225.1)*

*If a child of a military family is exempted from local graduation requirements, the exemption shall continue to apply after the student no longer meets the definition of a child of a military family while enrolled in school or upon transfer to another school or school district. (Education Code 51225.1)*



*Education Of Children Of Military Families*

*If the Superintendent or designee determines that a child of a military family is reasonably able to complete district graduation requirements within a fifth year of high school, the Superintendent or designee shall: (Education Code 51225.1)*

- 1. Inform the student and, if under 18 years of age, the student's parent/guardian of the option available to the student to remain in school for a fifth year to complete the district's graduation requirements and how that will affect the student's ability to gain admission to a postsecondary educational institution*
- 2. Provide information to the student about transfer opportunities available through the California Community Colleges*
- 3. Upon agreement with the student, or with the parent/guardian if the student is under 18 years of age, permit the student to stay in school for a fifth year to complete the district's graduation requirements*

*Notification and Complaints*

*Information regarding the educational rights of children of military families, as specified in Education Code 51225.1 and 51225.2, shall be included in the annual uniform complaint procedures notification distributed to students, parents/guardians, employees, and other interested parties pursuant to 5 CCR 4622. (Education Code 51225.1, 51225.2)*

*Any complaint alleging that the district has not complied with requirements regarding the education of children of military families, as specified in Education Code 51225.1 or 51225.2, may be filed in accordance with the district's procedures in AR 1312.3 - Uniform Complaint Procedures.*

*(cf. 1312.3 - Uniform Complaint Procedures)*

7. POLICY DEVELOPMENT AND REVIEW

7.3 Approval of Revisions to Board Policy 5146 Married/Pregnant/Parenting Students

BACKGROUND INFORMATION: The Assistant Superintendent of Curriculum and Instruction has reviewed selected board policies and administrative regulations as a result of recommendations for revisions from the California School Boards Association (CSBA) policy service.

CURRENT CONSIDERATIONS: Board Policy (BP) 5146, Married/Pregnant/Parenting Students was adopted in 1999; CSBA most recently updated the BP in December 2018 to reflect mandates in Education Code regarding discrimination, parental notification requirements, educational and related support services, absences, parental leave, accommodations for needs related to breastfeeding, and complaint procedures. The district's board policy has been updated to reflect the mandates.

FINANCIAL IMPLICATIONS: None.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the board approve the revisions to BP 5146, Married/Pregnant/Parenting Students as presented.

**Married/Pregnant/Parenting Students**

The Governing Board recognizes that ~~early~~ ***responsibilities related to*** marriage, pregnancy, or parenting ***and related responsibilities*** may disrupt ***a*** student's' education and increase the chance of a student dropping out of school. The Board therefore desires to ~~provide~~ ***support married, pregnant, and parenting students to continue their education,*** instruction and services designed to assist in pregnancy prevention. ~~The Board also desires to support pregnant and parenting students to attain strong academic and parenting skills, and to promote the healthy development of their children.~~

*(cf. 5113.1 - Chronic Absence and Truancy)*

*(cf. 5147 - Dropout Prevention)*

~~*(cf. 5149 - At Risk Students)*~~

*(cf. 6011 - Academic Standards)*

*(cf. 6164.5 - Student Success Teams)*

~~Married, pregnant and parenting students in the district shall have the same educational and extracurricular opportunities as all students. Participation in special programs or schools shall be voluntary.~~

***The district shall not exclude or deny any student from any educational program or activity, including any class or extracurricular activity, solely on the basis of the student's pregnancy, childbirth, false pregnancy, termination of pregnancy, or related recovery. In addition, the district shall not adopt any rule concerning a student's actual or potential parental, family, or marital status that treats students differently on the basis of sex. (Education Code 221.51, 230; 5 CCR 4950; 34 CFR 106.40)***

*(cf. 0410 - Nondiscrimination in District Programs and Activities)*

~~*(cf. 5127 - Graduation Ceremonies and Activities)*~~

~~*(cf. 6145 - Extracurricular and Co-curricular Activities)*~~

***The Superintendent or designee shall annually notify parents/guardians at the beginning of the school year of the rights and options available to pregnant and parenting students under the law. In addition, pregnant and parenting students shall be notified of the rights and options available to them under the law through annual school year welcome packets and through independent study packets. (Education Code 222.5, 48980)***

*(cf. 5145.6 - Parental Notifications)*

~~In addition, for school-related purposes, married ***a*** students under the age of 18 years ***who enters into a valid marriage*** ~~are emancipated minors and~~ ***shall*** have all the rights and privileges of a students who ***is*** ***are*** 18 years old, even if the marriage has been dissolved. (Family Code 7002)~~

**Married/Pregnant/Parenting Students**

*Education and Support Services for Pregnant and Parenting Students*

~~The goals for the district's program serving pregnant and parenting students shall be to provide continuity in education; increase attendance rates; enable achievement of district academic standards; increase graduation rates; develop positive parenting, decision-making and coping skills; develop economic self-sufficiency through job skills; and reduce the incidence of repeat pregnancies for minors.~~

~~(cf. 5113 - Absences and Excuses)~~

~~(cf. 6011 - Academic Standards)~~

~~(cf. 6146.1 - High School Graduation Requirements/Standards of Proficiency)~~

~~(cf. 6146.2 - Certificate of Proficiency/High School Equivalency)~~

*Pregnant and parenting students shall retain the right to participate in the regular education program or an alternative education program. The classroom setting shall be the preferred instructional strategy unless an alternative is necessary to meet the needs of the student and/or the student's child.*

~~(cf. 6158 - Independent Study)~~

~~(cf. 6181 - Alternative Schools/Programs of Choice)~~

~~(cf. 6184 - Continuation Education)~~

~~(cf. 6200 - Adult Education)~~

~~(cf. 6182 - Opportunity School/Class/Program)~~

~~(cf. 6183 - Home and Hospital Instruction)~~

~~(cf. 6184 - Continuation Education)~~

~~(cf. 6200 - Adult Education)~~

~~The Superintendent or designee shall provide a comprehensive program that supplements academic courses with practical instruction geared to pregnant and parenting students' specific needs.~~

~~(cf. 6030 - Integrated Academic and Vocational Instruction)~~

~~(cf. 6142.8 - Comprehensive Health Education)~~

~~(cf. 6143 - Courses of Study)~~

~~(cf. 6178 - Vocational Education)~~

~~The instructional program provided for pregnant or parenting students shall be determined on a case-by-case basis and shall be appropriate to the student's individual needs. The student may continue attending school in the regular classroom or continuation education setting, may attend a separate program established for pregnant students, may enroll in adult education with adult status regardless of age, or may pursue a home instruction, hospital instruction or independent-~~

**Married/Pregnant/Parenting Students**

study program.

~~(cf. 1621 - Home Based Schooling)~~

*Any alternative education program, activity, or course that is offered separately to pregnant or parenting students, including any class or extracurricular activity, shall be equal to that offered to other district students. A student's participation in such programs shall be voluntary. (Education Code 221.51; 5 CCR 4950)*

*If required for students with any other temporary disabling condition, the Superintendent or designee may require a student, based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or related recovery, to obtain certification from a physician or nurse practitioner indicating that the student is physically and emotionally able to continue participation in the regular education program or activity. (Education Code 221.51; 5 CCR 4950; 34 CFR 106.40)*

~~(cf. 6142.7 - Physical Education and Activity)~~

~~(cf. 6145 - Extracurricular and Cocurricular Activities)~~

~~(cf. 6182 - Opportunity School/Class/Program)~~

~~(cf. 6183 - Home and Hospital Instruction)~~

~~(cf. 6184 - Continuation Education)~~

~~(cf. 6200 - Adult Education)~~

*To the extent feasible, the district shall provide educational and related support services, either directly or in collaboration with community agencies and organizations, to meet the needs of pregnant and parenting students and their children. Such services may include, but are not limited to:*

**1. Tobacco, alcohol, and/or drug prevention and intervention services**

~~(cf. 5131.6 - Alcohol and Other Drugs)~~

~~(cf. 5131.62 - Tobacco)~~

**2. Academic and personal counseling**

~~(cf. 6164.2 - Guidance/Counseling Services)~~

**3. Supplemental instruction to assist students in achieving grade-level academic standards and progressing toward graduation**

~~(cf. 6179 - Supplemental Instruction)~~

## Students

BP 5146 (d)

### Married/Pregnant/Parenting Students

*As appropriate, teachers, administrators, and/or other personnel who work with pregnant and parenting students shall receive related professional development.*

*(cf. 4131 - Staff Development)*

*(cf. 4231 - Staff Development)*

*(cf. 4331 - Staff Development)*

### Absences

~~The Superintendent or designee may grant students a leave of absence due to pregnancy, childbirth, or abortion for as long as it is deemed medically necessary. At the conclusion of the leave, the student shall be reinstated to the status she held when the leave began. (34 CFR 106.40)~~

~~(cf. 5112.3 - Student Leave of Absence)~~

*Pregnant or parenting students may be excused for absences for medical appointments and other purposes specified in BP/AR 5113 - Absences and Excuses.*

~~Pregnant and parenting students also may request exemption from attendance because of a physical or mental condition or because of personal services that must be rendered to a dependent. (Education Code 48410)~~

~~(cf. 5112.1 - Exemptions from Attendance)~~

*A student shall be excused for absences to care for a sick child for whom the student is the custodial parent. A note from a physician shall not be required for such an absence. (Education Code 48205)*

*(cf. 5113 - Absences and Excuses)*

### Parental Leave

*A pregnant or parenting student shall be entitled to eight weeks of parental leave in order to protect the health of the student who gives or expects to give birth and the infant, and to allow the pregnant or parenting student to care for and bond with the infant. Such leave may be taken before the birth of the student's infant if there is a medical necessity and after childbirth during the school year in which the birth takes place, inclusive of any mandatory summer instruction. The Superintendent or designee may grant parental leave beyond eight weeks if deemed medically necessary by the student's physician. (Education Code 46015; 34 CFR 106.40)*

**Married/Pregnant/Parenting Students**

*The student, if age 18 years or older, or the student's parent/guardian shall notify the school of the student's intent to take parental leave. No student shall be required to take all or part of the parental leave. (Education Code 46015)*

*When a student takes parental leave, the attendance supervisor shall ensure that absences from the regular school program are excused until the student is able to return to the regular school program or an alternative education program. A pregnant or parenting student shall not be required to complete academic work or other school requirements during the period of the parental leave. (Education Code 46015)*

*(cf. 5113.11 - Attendance Supervision)*

*Following the leave, a pregnant or parenting student may elect to return to the school and the course of study in which the student was enrolled before taking parental leave or to an alternative education option provided by the district. Upon return to school, a pregnant or parenting student shall have opportunities to make up work missed during the leave, including, but not limited to, makeup work plans and reenrollment in courses. (Education Code 46015)*

*When necessary to complete high school graduation requirements, the student may remain enrolled in school for a fifth year of instruction, unless the Superintendent or designee makes a finding that the student is reasonably able to complete district graduation requirements in time to graduate by the end of the fourth year of high school. (Education Code 46015)*

*(cf. 6146.1 - High School Graduation Requirements)*

*(cf. 6146.11 - Alternative Credits Toward Graduation)*

*(cf. 6146.2 - Certificate of Proficiency/High School Equivalency)*

~~The Superintendent or designee shall collaborate with county welfare departments, other local health and social service agencies and community organizations to ensure that appropriate support services are provided by either the district or another agency in the community and to coordinate delivery of those services.~~

~~(cf. 1020 - Youth Services)~~

~~(cf. 1400 - Relations Between Other Governmental Agencies and the Schools)~~

~~The Superintendent or designee shall periodically collect and report to the Board data regarding the number of pregnant and parenting students in the district and the effectiveness of the district's programs in meeting the needs of these students.~~

~~(cf. 6190 - Evaluation of the Instructional Program)~~

**Married/Pregnant/Parenting Students**

~~(cf. 9000—Role of the Board)~~

**Pregnancy Prevention**

~~The Superintendent or designee shall ensure that age-appropriate, culturally and community sensitive instruction and services are available to assist in the prevention of pregnancy among minors. The district's program shall be based on strategies that have proven effective in delaying the onset of sexual activity and reducing the incidence of pregnancy among school-age youth.~~

~~Instruction shall include information regarding the consequences of pregnancy upon both the mother and father, including the effect upon future educational and employment opportunities; the meaning of parental responsibility and its effect upon one's personal life; strategies for resisting peer group pressure; and abstinence as a method of pregnancy prevention. Such instruction may be incorporated into health and social science classes or other appropriate courses.~~

~~(cf. 5141.25—Availability of Condoms)~~

~~(cf. 6142.1—Family Life/Sex Education)~~

**Accommodations**

*When necessary, the district shall provide accommodations to enable a pregnant or parenting student to access the educational program.*

*A pregnant student shall have access to any services available to other students with temporary disabilities or medical conditions. (34 CFR 106.40)*

*The school shall provide reasonable accommodations to any lactating student to express breast milk, breastfeed an infant child, or address other needs related to breastfeeding. A student shall not incur an academic penalty for using any of these reasonable accommodations, and shall be provided the opportunity to make up any work missed due to such use. Reasonable accommodations include, but are not limited to: (Education Code 222)*

- 1. Access to a private and secure room, other than a restroom, to express breast milk or breastfeed an infant child*
- 2. Permission to bring onto a school campus a breast pump and any other equipment used to express breast milk*
- 3. Access to a power source for a breast pump or any other equipment used to express*



**Married/Pregnant/Parenting Students**

*breast milk*

4. *Access to a place to store expressed breast milk safely*
5. *A reasonable amount of time to accommodate the student's need to express breast milk or breastfeed an infant child*

**Complaints**

*Any complaint alleging discrimination on the basis of pregnancy or marital or parental status, district noncompliance with the requirements of Education Code 46015, or district noncompliance with the requirement to provide reasonable accommodations for lactating students shall be addressed through the district's uniform complaint procedures in accordance with 5 CCR 4600-4670 and BP/AR 1312.3 - Uniform Complaint Procedures. A complainant who is not satisfied with the district's decision may appeal the decision to the California Department of Education (CDE). If the district or CDE finds merit in an appeal, the district shall provide a remedy to the affected student. (Education Code 222, 46015; 5 CCR 4600-4670)*

*(cf. 1312.3 - Uniform Complaint Procedures)*

**Program Evaluation**

~~The Superintendent or designee shall periodically collect and report to the Board data regarding the number of in the district and the effectiveness of the district's strategies to support married, pregnant and parenting students, which may include data on student participation in district programs and services, academic achievement, school attendance, graduation rate, and/or student feedback on district programs and services. programs in meeting the needs of these students.~~

*(cf. 0500 - Accountability)*

*(cf. 6162.5 - Student Assessment)*

*(cf. 6190 - Evaluation of the Instructional Program)*

~~*(cf. 9000 - Role of the Board)*~~

Legal Reference:

EDUCATION CODE

*221.51 Nondiscrimination; married, pregnant, and parenting students*

*222 Reasonable accommodations; lactating students*

*222.5 Pregnant and parenting students, notification of rights*

*230 Sex discrimination*

**Married/Pregnant/Parenting Students**

**8200-8498 *Child Care and Development Services Act***

**46015 *Parental leave***

**48205 *Excused absences***

**48206.3 *Temporary disability, definition***

**48220 *Compulsory education requirement***

~~2551.3 *Determination of state aid for pregnant minors program*~~

~~17293 *School facilities for pregnant/parenting teen programs*~~

~~48220 *Compulsory education requirement*~~

48410 *Persons exempted from continuation classes*

**48980 *Parental notifications***

49553 *Nutrition supplements for pregnant/lactating students*

~~49558 *Confidentiality of applications and records for free or reduced price meals*~~

51220.5 *Parenting skills and education*

51745 *Independent study*

52610.5 *Enrollment of pregnant and parenting students in adult education*

~~54740-54749.5 *California School Age Families Education Program (Cal-SAFE)*~~

**52610.5 *Enrollment of pregnant and parenting students in adult education***

***CIVIL CODE***

**51 *Unruh Civil Rights Act***

FAMILY CODE

7002 *Description of emancipated minor*

~~7050 *Purposes for which emancipated minor considered an adult*~~

HEALTH AND SAFETY CODE

104460 *Tobacco prevention services for pregnant and parenting students*

***CODE OF REGULATIONS, TITLE 5***

**4600-4670 *Uniform complaint procedures***

**4950 *Nondiscrimination, marital and parental status***

CODE OF REGULATIONS, TITLE 22

101151-101239.2 *General licensing requirements for child care centers*

101351-101439.1 *Infant care centers*

~~124175-124200 *Adolescent and Family Life Act*~~

UNITED STATES CODE, TITLE 20

1681-1688 *Title IX, Education Act Amendments*

***UNITED STATES CODE, TITLE 42***

**1786 *Special supplemental nutrition program for women, infants, and children***

***CODE OF FEDERAL REGULATIONS, TITLE 7***

**246.1-246.28 *Special supplemental nutrition program for women, infants, and children***

CODE OF FEDERAL REGULATIONS, TITLE 34

**106.40 *Marital or parental status***

***ATTORNEY GENERAL OPINIONS***

**87 *Ops.Cal.Atty.Gen. 168 (2004)***

Students

BP 5146 (i)

Married/Pregnant/Parenting Students

***COURT DECISIONS***

*American Academy of Pediatrics et al v. Lungren et al (1997) 16 Cal.4th 307*

Management Resources:

***CALIFORNIA WOMEN'S LAW CENTER PUBLICATIONS***

*Pregnant Students and Confidential Medical Services, 2013*

*Educational Rights of Pregnant and Parenting Teens: Title IX and California State Law Requirements, 2012*

*The Civil Rights of Pregnant and Parenting Teens in California Schools, 2002*

***U.S. DEPARTMENT OF EDUCATION PUBLICATIONS***

*Supporting the Academic Success of Pregnant and Parenting Students under Title IX of the Education Amendments of 1972, rev. June 2013*

***CDE PUBLICATIONS***

*Pregnant and Parenting Students: A Report to the Legislature, April 1996*

***SBE POLICIES***

*Policy statement on adolescent pregnancy and parenting, July 9, 1993*

***WEB SITES***

~~CDE~~*California Department of Education: <http://www.cde.ca.gov>*

~~California Department of Public Health: <http://www.cdph.ca.gov>~~

~~Department of Social Services: <http://www.dss.ca.gov>~~

*California Women's Law Center: <http://www.cwlc.org>*

*U.S. Department of Agriculture, Women, Infants, and Children Program: <http://www.fns.usda.gov/wic>*

*U.S. Department of Education: <http://www.ed.gov>*

Policy

SIERRA SANDS UNIFIED SCHOOL DISTRICT

adopted: ~~October 7, 1999~~ **February 21, 2019**

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\*\*\*

Cheryl Eldred  
1<sup>st</sup> Grade – Gateway  
Effective 3-15-19

Elizabeth Strother  
SDC - Richmond  
Effective 2-1-19

Lorraine Balek Beeson\*\*\*  
Mental Health Therapist– SELPA  
Effective 6-1-19

Gina Furbeyre  
4h Grade – Inyokern  
Effective 2-14-19

Rebecca Garcia\*\*\*  
Kindergarten – Pierce  
Effective 6-1-19

Alice Grainger  
Science – Monroe  
Effective – 6-1-19

Dorolyn Groshens\*\*\*  
Preschool SDC – Gateway  
Effective 6-1-19

Marilyn Hetherington\*\*\*  
Math – Murray  
Effective 6-1-19

8. PERSONNEL ADMINISTRATION

8.1 CERTIFICATED PERSONNEL

8.11 RESIGNATION, TERMINATION\*, SEPARATION\*\*, RETIREMENT\*\*\*  
(CONTINUED)

R. Byron Hetherington\*\*\*  
Math – Murray  
Effective 6-1-19

Terry McGuire\*\*\*  
4<sup>th</sup> Grade – Las Flores  
Effective 6-1-19

Catheleen Johnson Melendez\*\*\*  
Math – James Monroe  
Effective 6-1-19

Barbara Josey\*\*\*  
English – James Monroe  
Effective 6-1-19

Bruce Livingston\*\*\*  
Math – Burroughs  
Effective 6-1-19

Susan Marvin\*\*\*  
Principal – Las Flores  
Effective 6-30-19

Kathleen Pasztalaniec\*\*\*  
SDC – Richmond  
Effective 6-1-19

Pauline Starnes\*\*\*  
Counselor – Burroughs  
Effective 6-1-19

8. PERSONNEL ADMINISTRATION

8.1 CERTIFICATED PERSONNEL

8.11 RESIGNATION, TERMINATION\*, SEPARATION\*\*, RETIREMENT\*\*\*  
(CONTINUED)

Kirsti Smith\*\*\*  
Principal – Murray  
Effective 6-30-19

Desiree Trudy\*\*\*  
English – Murray  
Effective 6-1-19

Barbara Vijay\*\*\*  
2<sup>nd</sup> Grade – Gateway  
Effective 6-1-19

Release of one (1) temporary contracted employee  
Filled midyear vacancy  
Effective 5-31-19

8.12 LEAVE OF ABSENCE

8.13 EMPLOYMENT

Julia Miles  
4<sup>th</sup> Grade – Inyokern  
Effective 2-19-19

Substitute Teachers for 2018-19 year:  
Kimberly Batista  
Adam Rockwell

8.14 CHANGE OF STATUS

Bryan Auld  
From Principal – Burroughs High School  
To Assistant Superintendent of Human Resources  
Effective 7-1-19

8. PERSONNEL ADMINISTRATION

8.2 CLASSIFIED PERSONNEL

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

Tina Deal\*\*\*

5 ½ hr. Paraprofessional – Gateway  
Effective 6-4-19

Kimberly Green

5 ½ hr. Paraprofessional – Richmond  
Effective 2-18-19

Cindy Griffiths\*\*

1 ¾ hr. Noon Duty Supervisor – Las Flores  
And ¾ hr. Crossing Guard – Las Flores  
And ½ hr. Crossing Guard – Las Flores  
Effective 2-1-19

Aida Ignatowski

5 ½ hr. Paraprofessional – Richmond  
Effective 2-1-19

Toni Jones\*\*\*

8 hr. Food Service Manager – Pierce  
Effective 6-9-19

Bonnie Mann\*\*\*

8 hr. Registrar – Murray  
Effective 6-4-19

Maria Morales\*\*\*

5 ½ hr. Paraprofessional – Gateway  
Effective 6-4-19



8. PERSONNEL ADMINISTRATION

8.2 CLASSIFIED PERSONNEL

8.21 RESIGNATION, TERMINATION\*, SEPARATION\*\*, RETIREMENT\*\*\*  
(CONTINUED)

Melissa Naslund  
8 hr. Administrative Secretary II Confidential – Business Office  
Effective 2-1-19

Kristin Parkinson\*\*\*  
5 ½ hr. Paraprofessional II – Pierce  
And 2 ½ hr. Bef. / Aft. School Instructional Aide – Pierce  
Effective 6-4-19

Sarah Phillips  
5 ½ hr. Paraprofessional – Richmond  
And 1 ¾ hr. Monitor – Transportation  
Effective 1-31-19

Melissa Schleben  
6 hr. Paraprofessional – Burroughs  
Effective 2-8-19

Cindy Stone\*\*\*  
1 ¾ hr. Noon Duty Supervisor – Pierce  
And ½ hr. AM Noon Duty Supervisor – Pierce  
Effective 9-11-18

Cheryl Sturdy\*\*\*  
8 hr. Registrar I – James Monroe  
Effective 6-4-19

Robbie Tate  
5 ½ hr. Warehouse Worker  
Effective 2-7-19

8. PERSONNEL ADMINISTRATION

8.2 CLASSIFIED PERSONNEL

8.21 RESIGNATION, TERMINATION\*, SEPARATION\*\*, RETIREMENT\*\*\*  
(CONTINUED)

Cassi Witt  
¾ hr. Monitor – Transportation  
Effective 1-8-19

Michelle Williams\*\*\*  
8 hr. Research Assistant – Curriculum & Instruction  
Effective 6-30-19

8.22 LEAVE OF ABSENCE

8.23 EMPLOYMENT

Maisy Ball  
5 ½ hr. Paraprofessional – Richmond  
Effective 1-22-19

Amanda Carnahan  
5 ½ hr. Paraprofessional – Richmond  
Effective 1-22-19

Nancy Hernandez  
5 ½ hr. Paraprofessional – Richmond  
Effective 1-22-19

Kelly Jeske  
5 ½ hr. Paraprofessional – SELPA / Richmond  
Effective 1-22-19

8. PERSONNEL ADMINISTRATION

8.2 CLASSIFIED PERSONNEL

8.23 EMPLOYMENT (CONTINUED)

Belinda Nunez Marquez  
5 ½ hr. Paraprofessional – Inyokern  
Effective 1-22-19

Alyiah Washington  
5 ½ hr. Paraprofessional – Richmond  
Effective 2-1-19

Megan Washington  
5 ½ hr. Paraprofessional – Richmond  
Effective 1-23-19

Kristin Wheeler  
5 ½ hr. Paraprofessional – Murray  
Effective 1-23-19

Linda Verdugo  
1 ¾ hr. Noon Duty Supervisor – Pierce  
Effective 1-29-19

Student Workability Worker for the 2018-19 School Year:

Nathaniel Black  
James Dodson  
Kayla Hermoso  
Leslyn Relph

8. PERSONNEL ADMINISTRATION

8.2 CLASSIFIED PERSONNEL

8.23 EMPLOYMENT (CONTINUED)

Classified Substitutes for the 2018-19 School Year:

Blanca Ortiz  
Brenda Petroski  
Abageal Willis

8.24 CHANGE OF STATUS

Kerri Anderson  
From: 5 ½ hr. Paraprofessional – Richmond  
To: 5 hr. Paraprofessional – Richmond  
Effective 2-1-19

Marie Andrews  
From: 5 ½ hr. School Bus Driver I – Transportation  
To: 6 ¾ hr. School Bus Driver I – Transportation  
Effective 2-1-19

Wendy Baudhuin  
Added 1 ¾ hr. Food Service Assistant I – James Monroe  
Effective 2-7-19

Andrea Constable  
Added 2 hr. Food Service Assistant II – Burroughs  
Effective 2-11-19

Crystal Groves  
From: 3 ¾ hr. Food Service Asst. II – James Monroe  
To: 4 hr. Food Service Asst. II – James Monroe  
Effective 1-1-19

8. PERSONNEL ADMINISTRATION

8.2 CLASSIFIED PERSONNEL

8.24 CHANGE OF STATUS (CONTINUED)

Michelle Lopez

From: 2 hr. Noon Duty Supervisor – Faller

And: 2 hr. Food Service II – Burroughs

To: 4 ½ hr. Food Service II – James Monroe

Effective 2-1-19

Kristal Ontiveros

From: 8 hr. Account Clerk III – Business Office

To: 8 hr. Administrative Secretary II Confidential – Business Office

Effective 2-4-19

8. PERSONNEL ADMINISTRATION

8.3 Presentation of Initial Sunshine Contract Proposal for 2019-20 from the Board of Education to Chapter 188 of the California School Employees Association

BACKGROUND INFORMATION: The Collective Bargaining Agreement (“Agreement”) with the California School Employees Association remains in effect through June 30, 2021. Consistent with Article XXIII of the Agreement, the parties may reopen and seek to amend portions of the Agreement year-to-year, commencing with the 2019-20 school year. Accordingly, the Board of Education would like to submit its sunshine reopener proposal to the California School Employees Association for the 2019-20 school year.

CURRENT CONSIDERATIONS: The Board of Education will submit its initial sunshine contract proposal for 2019-20 to Chapter 188 of the California School Employees Association at the meeting.

FINANCIAL IMPLICATIONS: Unknown.

SUPERINTENDENT’S RECOMMENDATION: It is recommended that the board present the initial sunshine contract reopener proposal for 2019-20 to the California School Employees Association and set the next regular meeting date as the date for the public hearing on the proposal.

## 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 2006-07, as a result of the Fifth Appellate Court decision regarding the Bakersfield Elementary Teachers Association v. Bakersfield City School District, 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 forty eight certificated employees who are employed by the district for 2018-19 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, 2019. 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, 2019 as required by California Education Code. This allows the district to release these employees without cause, effective at the end of the 2018-19 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. 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 2019-20 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 forty eight certificated employees employed by the district for the 2018-19 school year on less than a preliminary credential, as presented.

8. PERSONNEL ADMINISTRATION

8.5 Adoption of Resolution #10 1819, Authorization to Reassign Certificated Administrators to Other Administrative Positions for the 2019-20 School Year

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 #10 1819, 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 2019-20 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 #10 1819, Reassignment of Certificated Administrators to Other Administrative Positions for the 2019-20 school year, as presented.



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

County of Kern, State of California

RESOLUTION #10 1819

***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>PRESENT POSITION</u>
Bryan Auld	Assistant Superintendent, Human Resources
Margaret Bergens	Principal, Gateway Elementary School
Melissa Christman	Principal, Faller Elementary School
Carrie Cope	Assistant Principal, Burroughs High School
John Cosner	Principal, Pierce Elementary School
Lisa Decker	Coordinator of Ed. Technology, Assessment & Categorical Programs
Beverly Ewbank	Principal, James Monroe Middle School
Elaine Littleton	Executive Director, SELPA
Michael Kennedy	Principal, Inyokern Elementary School
Jessica Kurtz	Assistant Principal, Murray Middle School
JoAnne McClelland	Principal, Alternative Education
Cody Pearce	Assistant Principal, Burroughs High School
Michelle Savko	Assistant Superintendent, Curriculum
Amy Self	Assistant Principal, James Monroe Middle School
Michael Yancey	Principal, Richmond Elementary School
Vacant	Principal, Burroughs High School
Vacant	Principal, Las Flores Elementary School
Vacant	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 Resolution #10 1819 was duly passed and adopted at the February 21, 2019 regular meeting of the Governing Board of the Sierra Sands Unified School District.

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

\_\_\_\_\_  
Kurt Rockwell, Board President

\_\_\_\_\_  
Michael Scott, Board Vice President/Clerk

9. GENERAL ADMINISTRATION

9.1 Gifts to District

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CURRENT CONSIDERATIONS: The following gifts were received: Lisa Waugh of the WACOM Boutique donated 28 formal dresses with an estimated cash value of \$1,500 to be used for prom and dances at Mesquite High School and Wendy Koeppel of the Inyokern Game Room donated a television with an estimated cash value of \$150 to be used by Inyokern Elementary School.

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 Authorization for Board Member Travel to the Annual Winter School Trustees Dinner Meeting on February 25, 2019

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BACKGROUND INFORMATION: At the May 7, 2009 board meeting, protocol requiring the board to authorize all board member travel was established. The 2018-19 travel budget for the board was approved for \$22,000.

CURRENT CONSIDERATIONS: The Annual Winter School Trustees Dinner Meeting/Workshop of the Kern County School Boards Association and the Kern County Superintendent of Schools office will be held on February 25, 2019 in Bakersfield. The following are the estimated costs associated with this meeting.

Dinner cost = \$42.00 (3 people)	\$ 126.00
Rental vehicle	\$ 50.00
Fuel for vehicle	\$ 20.00
One-way mileage for 2 vehicles	<u>\$ 124.00</u>
Total Expense	\$ 320.00

FINANCIAL IMPLICATIONS: The travel budget for the board for 2018-19 is \$22,000. To date, \$17,148 has been approved.

SUPERINTENDENT'S RECOMMENDATION: In accordance with the board's adopted protocol, it is recommended that the board review the proposed travel and determine if it wishes to authorize this travel activity.

## 9. GENERAL ADMINISTRATION

9.3 Approval for Board Member to Remain a Representative on Federal Lands Impacted Schools Association (FLISA) Executive Board

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BACKGROUND INFORMATION: On February 16, 2017, the board approved membership of Ms. Amy Castillo-Covert on the executive board of the Federal Lands Impacted School Association (FLISA). FLISA, formerly known as Section 8002, endeavors to secure federal funding which reimburses eligible districts for tax revenue lost due to the federal government's removal of this land from the local tax rolls. Sierra Sands Unified School District, as well as many school districts across the country, includes within its boundaries parcels of land that are owned by the federal government and are therefore exempt from local property taxes. FLISA is a subgroup of the National Association of Federally Impacted Schools or NAFIS. For more than ten years members of the board and district administration have attended both NAFIS and FLISA meetings to the benefit of the district. Advocacy on behalf of the district has contributed to maintaining Federal Impact Aid funding to the district at an average of approx. \$1.8M yearly.

CURRENT CONSIDERATIONS: On January 4, 2019, FLISA Executive Director Dr. Thomas Madden asked Sierra Sands board member Ms. Amy Castillo-Covert to remain a member of the FLISA Executive Board for a term of two years. The FLISA board will place Ms. Castillo-Covert's name into nomination for approval during the NAFIS Spring Conference in March 2019.

FINANCIAL IMPLICATIONS: FLISA Executive Board members are expected to attend four yearly meetings – two in Washington, DC and two in other locations to be determined annually. Additionally, it is recommended that a Federal Relations Outreach meeting be attended in the spring of each year. Up to this point Ms. Castillo-Covert has attended 2 to 3 meetings each year - two NAFIS meetings and 1 FLISA meeting. The additional expenses of attending a fourth FLISA meeting is ~\$1,600. As a FLISA Board member an additional night to attend the NAFIS Washington meetings is estimated at ~\$350 per night.

SUPERINTENDENT'S RECOMMENDATION: It is the recommendation of the superintendent that the board approve membership of Ms. Amy Castillo-Covert on the Executive Board of FLISA with approval to attend all necessary meetings.

## 9. GENERAL ADMINISTRATION

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

**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 Tim Johnson serves on the Delegate Assembly. Board member Bill Farris serves as CSBA Regional Director, Region 12.

**CURRENT CONSIDERATIONS:** There are four vacancies in Subregion 12-B of the CSBA Delegate Assembly for which there are four candidates. The candidates are Pam Baugher from Bakersfield City School District, Tim Johnson from Sierra Sands Unified School District, Geri Rivera from Arvin Unified School District, and Keith Wolaridge from Panama-Buena Vista 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 four candidates. No more than one vote can be cast for any one candidate.

## 2019 Delegate Assembly Candidate Biographical Sketch Form

**DUE: Monday, January 7, 2019 – no late submissions accepted**

Please complete, sign, and date this required ONE-page 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 do not re-type this form. It is the candidate's responsibility to confirm that all nomination materials have been received by the CSBA Executive Office.

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

Signature: *Pam Baugher*

Date: 11-13-18

Name: <u>Pam Baugher</u>	CSBA Region & subregion #: <u>12-B</u>
District or COE: <u>Bakersfield City School District</u>	Years on board: <u>8</u>
Profession: <u>Retired Teacher</u>	Contact Number (please v <input checked="" type="checkbox"/> Cell <input type="checkbox"/> Home <input type="checkbox"/> Bus.): <u>661-345-5034</u>
*Primary E-mail: <u>scrubby@aol.com</u>	
(*Communications from CSBA will be sent to primary email)	
Are you an incumbent Delegate? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No   If yes, year you became Delegate: <u>2014</u>	

**Why are you interested in becoming a Delegate? Please describe the skills and experiences you would bring to the Delegate Assembly.** (Character count limit: 700)

I believe it is important that my district has a voice at the Delegate Assembly. As an incumbent, I have a better understanding of how the DA works. I worked for the Bakersfield City S.D. for 40 years as a teacher. I've held leadership positions as a teacher on School Site Council, PTA Board, etc., served on District committees - African American Male Task Force, science adoption, etc. BETA (my local union) - site rep, Area rep., bargaining chair, president, etc. CTA - State council, Advisory Panel on Legal Services, etc. NEA - Delegate to the Annual Representative Assembly. I have lobbied in Sacramento for CTA and California Retired Teachers Assoc. I am a MIG graduate.

**Please describe your activities and involvement on your local board, community, and/or CSBA.** (Character count limit: 700)

I'm currently Board President, but have served in all 4 offices. I serve as the Board liaison to the BCSD Education Foundation, Closing the Achievement Gap and Health Benefits committees. I visit all 43 schools every year once at lunch to visit with staff. I attend as many functions as I can, i.e., Parent University, school concerts and performances, Now We're Cooking, graduations, etc. I serve on the boards of the League of Women voters of Kern County, Kern Retired Teachers Association, and CTA/NEA-R Sierra. I am currently a member of the CSBA Delegate Assembly and participate in the Professional Learning Network. I have attended the AEC almost every year since I was elected in 2010.

**What do you see as the biggest challenge facing governing boards and how can CSBA help address it?** (Character count limit: 700)

Consistent full and fair funding, which would include the elimination of under and unfunded mandates, is the biggest challenge. Each LEA can have an excellent plan for student achievement, but a consistent funding level is critical to sustain it. CSBA can help by taking a leadership role in monitoring and lobbying both state and federal levels, participating in lawsuits, and keeping the local boards informed.

## Pam Baugher



Pam Baugher was elected to the Bakersfield City School District Board of Education Nov. 2, 2010, ran unopposed in 2014 and 2018, and is currently serving as Board President.

Having graduated from Bakersfield College and Fresno State College (now CSUF), Pam started teaching for BCSD in 1969 at Potomac Elementary School. She was on the committee that renamed the school after Bessie Owens, well-loved retired teacher. Over her 40 year career with the District, Pam also taught at Horace Mann, as a traveling science teacher, and at Nichols. She retired in 2009.

Pam was involved in District committees (e.g., African-American Male Task Force, Budget, and Science Adoption), PTA, Nichols School Site Council, & Booster Club. She served on the Kern County School to Career and the Chamber of Commerce's Teacher of the Year committees. Pam was very active in Bakersfield Elementary Teachers Association (BETA) including serving as president. She was a CTA State Council Representative, Women's Leadership Cadre Trainer, National Education Association Representative Assembly delegate, and served in many other capacities.

Pam is currently serving: on the Board's Closing the Achievement Gap Committee, Health Benefits Advisory Committee, Liaison to the BCSD Education Foundation, Past-President of the local chapter of CTA/NEA-Retired, and on the boards of the Kern Retired Teachers Association and the League of Women Voters.



## 2019 Delegate Assembly Candidate Biographical Sketch Form

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

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

Date: 1/3/2019

Name: TIM JOHNSON

CSBA Region & subregion #: 12B

District or COE: SIERRA SANDS UNIFIED SCHOOL DISTRICT

Years on board: 9

Profession: ENGINEER Contact Number (please v  Cell  Home  Bus.): 760-977-1167

\*Primary E-mail: TJOHNSON@SSUSD.ORG

(\*Communications from CSBA will be sent to primary email)

Are you an incumbent Delegate?  Yes  No | If yes, year you became Delegate: 2015

**Why are you interested in becoming a Delegate? Please describe the skills and experiences you would bring to the Delegate Assembly.** (Character count limit: 700)

I would like to continue my service to CSBA. As a Captain (O-6) in the Navy Reserve, and with 37 years of military service, I bring a unique perspective to this organization. Taking care of ALL our children's educational needs is my passion, and I have focus on our military dependent children. My proven leadership, mentorship, and management skills are a great asset to be considered in your selection.

**Please describe your activities and involvement on your local board, community, and/or CSBA.** (Character count limit: 700)

I have been an advocate for our local district for many years:  
 School Board Member 2008-2012, 2014-present, past President and Vice President, President; Citizen's Oversight Committee for Measure A Construction Bond, Past President Superintendent's Council; Past President, Active Participant SSUSD Budget Committee, Past Parent Member; Western Association of Schools and Colleges (WASC) Accreditation Process; Board/Parent member; Pierce Elementary Site Council, Past President PTA  
 I have attended 9 CSBA Annual Education Conferences. 4 as Delegate Assembly member

**What do you see as the biggest challenge facing governing boards and how can CSBA help address it?** (Character count limit: 700)

Local Control of Funding -we are elected by our communities to be good stewards and need to retain local control - CSBA needs to continue to advocate for local control and work to increase state funding to ensure sound educational program for ALL children and ALL districts.

**E-mail: [nominations@csba.org](mailto:nominations@csba.org), or fax to (916) 371-3407, or US Mail to: CSBA | Attn: Executive Office | 3251 Beacon Blvd., West Sacramento, CA 95691. Please only submit biosketch form via one of these modes only; do not send multiple times. If you have any questions, please contact the Executive Office at (800) 266-3382.**



## 2019 Delegate Assembly Candidate Biographical Sketch Form

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

Signature: Geri N. Rivera

Digitally signed by Geri N. Rivera  
DN: postalCode=95691, o=Arvin Union School District, ou=Arvin School District  
email=Gerivera@arvin-do.com, cn=Geri N. Rivera

Date: 11/20/2018

Name: Geri N. Rivera

CSBA Region & subregion #: 12B

District or COE: Arvin Union School District

Years on board: 4

Profession: Stay At Home Parent

Contact Number (please v  Cell  Home  Bus.): (661) 302-7758

\*Primary E-mail: grivera@arvin-do.com

(\*Communications from CSBA will be sent to primary email)

Are you an incumbent Delegate?  Yes  No | If yes, year you became Delegate: 2017

**Why are you interested in becoming a Delegate? Please describe the skills and experiences you would bring to the Delegate Assembly.** (Character count limit: 700)

I want to continue my work on the Delegate Assembly because I have seen the impact made between my local district and CSBA. I have been able to advocate for the needs of my district; as well as being able to bring big picture information down to the local level. Aside from being a current delegate, I am the wife of a teacher, and parent to 4 young children, 2 adopted from foster care and have special needs. These unique experiences put me in the position to view issues from many different angles and grant me great perspective into what this is all really about, the students. +

**Please describe your activities and involvement on your local board, community, and/or CSBA.** (Character count limit: 700)

I have served on the Golden Bell Award winning Arvin Union School District Board of Trustees since 2014, and have served as board president for 2 years. I am proud to say I completed the Masters in Governance program and attend the Annual Education Conference each year to continue learning as much as possible. Prior business experience includes payroll and human resources for Bakersfield Memorial Hospital. I have been a member of Arvin Assembly of God church for over 11 years, as well as involved with our local foster care agency & an advocate for mental health services. +

**What do you see as the biggest challenge facing governing boards and how can CSBA help address it?** (Character count limit: 700)

I believe one of the largest challenges currently facing school boards is full and fair funding. CSBA is doing a good job of trying to get the message out to local boards & the capital, but there is always more work to be done. Costs are increasing for districts, yet at the same time we are all trying to offer more services to students and families than ever before. We as local trustees must continue the hard work of educating our communities about the needs we still have, while at the same time recognizing and praising the wonderful things that have already been accomplished.

E-mail: [nominations@csba.org](mailto:nominations@csba.org), or fax to (916) 371-3407, or US Mail to: CSBA | Attn: Executive Office | 3251 Beacon Blvd., West Sacramento, CA 95691. Please only submit biosketch form via one of these modes only; do not send multiple times. If you have any questions, please contact the Executive Office at (800) 266-3382.



## 2019 Delegate Assembly Candidate Biographical Sketch Form

**DUE: Monday, January 7, 2019 – no late submissions accepted**

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

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

Date: 12/27/18

Name: Keith C Wolaridge

CSBA Region & subregion #: 12-B Kern

District or COE: Panama Buena Vista Union School District

Years on board: 9

Profession: Adjunct Lecturer/Insurance Professional

Contact Number (please V  Cell  Home  Bus.): (661) 333-8300

\*Primary E-mail: keithwolaridge@gmail.com

(\*Communications from CSBA will be sent to primary email)

Are you an incumbent Delegate?  Yes  No | If yes, year you became Delegate: 2017

**Why are you interested in becoming a Delegate? Please describe the skills and experiences you would bring to the Delegate Assembly.** (Character count limit: 700)

I was appointed to PBVUSD in August of 2009. I have been re-elected to service in 2010, 2014, and 2018. Every year that I have served on the board I've grown as a member. Every year, I've been able to take complicated ideas and translate them so the average person is able to comprehend them. On my board, I've held every office including the first two term consecutive Board President (2016-2018). I've served on various subcommittees including Health Care; SELPA, Budget, and chaired the Superintendent search. In each of these positions I've held leadership positions and learned to listen, analyze and develop solutions to complex and complicated issues.

**Please describe your activities and involvement on your local board, community, and/or CSBA.** (Character count limit: 700)

I consider myself a team player. In 2016 I completed CSBA's Masters in Governance and the skills learned I consider paramount to successful career as a school board member. Last year I participated in CSBA's Legislative Day and asked to serve on CSBA's Legislative Committee. Currently, I serve on the Executive board Kern County School Boards Association. In addition to school board member activities I serve on the Bakersfield Symphony Orchestra and Kern County Gleaners Board of Directors.

**What do you see as the biggest challenge facing governing boards and how can CSBA help address it?** (Character count limit: 700)

The biggest challenge is school board advocacy to ensure schools receive "Full and Fair Funding". We must be diligent to ensure our voices are heard in Sacramento. It is our responsibility as school board trustees to the the voice of the thousands of students we represent in the valley and in California.

E-mail: [nominations@csba.org](mailto:nominations@csba.org), or fax to (916) 371-3407, or US Mail to: CSBA | Attn: Executive Office | 3251 Beacon Blvd., West Sacramento, CA 95691. Please only submit biosketch form via one of these modes only; do not send multiple times. If you have any questions, please contact the Executive Office at (800) 266-3382.



Keith C. Wolaridge  
6216 Manchester Lane  
Bakersfield, CA 93309  
Cell (661) 333-8300  
keithwolaridge@gmail.com

### **Personal Background**

- Resides in Bakersfield since 1999
- Married (20 Years) Four Beautiful Daughters & Three Dogs
- Community Involvement
  - *Panama Buena Vista Union School District, School Board Trustee*
  - *Bakersfield Symphony Orchestra, Board Member*
  - *Golden Empire Kern County Gleaners, Board Member*
  - *Blue Ribbon Committee Bakersfield College Yes on Measure J*
  - *Kern County Workforce Investment Committee, Board Member*
  - *CSU, Bakersfield Roadrunner Scholarship Fund, Board Member*
  - *Gideon's International*
  - *Involved with various Chambers of Commerce*

### **Professional**

- *Licensed Insurance Agent since 1996*
- *M.S. Leadership, Grand Canyon University*
- *B.S. Accounting, California State University, Fresno*
- *Pacific Coast Banking School, University of Washington*
- *Master's in governance California School Boards Association*
- *Adjunct Faculty, Santa Barbara Business College*

### **Personal business and educational philosophy**

My goal is to offer solutions that meet your needs today and for the future. I recognize that people's needs and priorities change over time, as a result, I hold myself to the highest level of personal and professional integrity and promise to only to recommend solutions that are in their best interest.

9. GENERAL ADMINISTRATION

9.5 Enter into a Memorandum of Agreement with CSEA and its Chapter 188

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BACKGROUND INFORMATION: The district desires to reorganize the business office staffing plan in order to provide enhanced services to employees, to improve training, and to benefit employee career pathway opportunities. Currently the Business Office employs two (2) Account Clerk III employees (Salary Range 24) and a vacant Account Clerk IV position (Salary Range 27).

CURRENT CONSIDERATIONS: The attached Memorandum of Agreement represents an agreement entered between the district, CSEA, and its Chapter 188. The recently vacated Account Clerk IV position will be advertised as an Account Clerk III position at a Salary Range 26 and the two (2) Account Clerk III employees will be adjusted to a Salary Range 26 with not retroactive pay. The district will now employ three (3) Account Clerk III employees in the Business Office.

FINANCIAL IMPLICATIONS: The estimated cost for this agreement is approximately \$3,194.88 a year.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the board approve the enclosed Memorandum of Agreement with CSEA and its Chapter 188 as presented.

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
AND ITS RIDGECREST CHAPTER #188  
AND  
SIERRA SANDS UNIFIED SCHOOL DISTRICT**

This Memorandum of Understanding and Agreement ("MOU") is entered into by and between the California School Employees Association and its Chapter #188 ("CSEA") and The Sierra Sands Unified School District collectively referred to as the "Parties" to this Agreement.

CSEA enters into this MOU as the Exclusive Representative for the classified bargaining unit employed by the Sierra Sands Unified School District.

The Sierra Sands Unified School District and the California School Employees Association and its Chapter 188, agree to the following:

1. The district desires to reorganize the business office staffing plan in order to provide enhanced services to employees, to improve training, and to benefit employee career pathway opportunities.
2. Currently, the business office is organized to employ two (2) Account Clerk III employees (Salary Range 24) and one (1) Account Clerk IV employee (Salary Range 27). However, currently, there is no member employed in the Account Clerk IV position, due to a recent resignation.
3. Upon execution of this memorandum of agreement, the district will employ three (3) Account Clerk III employees, with compensation of Salary Range 26. The two currently employed Account Clerk III members will be adjusted to Salary Range 26, effective the date upon which this MOU is executed (no retroactive pay). The recently vacated Account Clerk IV position will be advertised as an Account Clerk III position (Salary Range 26).
4. This agreement is not precedent setting and establishes no past practice.

FOR THE DISTRICT

  
Dave Ostash, Assistant Superintendent

Date: 1/28/19

FOR CSEA

  
Connie Williams, CSEA President

Date: 1/28/19

  
Andrea Steiber, CSEA Labor Relations Rep.

Date: 2-4-19

9. GENERAL ADMINISTRATION

9.6 Approval of School Safety Plans for 2018-19

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BACKGROUND INFORMATION: Every school in the district has a comprehensive school safety plan developed in accordance with Education Code requirements and that follows the guidelines set forth in the State Emergency Management System (SEMS) and the National Incident Management System (NIMS) as well as recommendations of *Safe Schools: A Planning Guide for Action* prepared jointly by the California Department of Education and the Office of the Attorney General.

CURRENT CONSIDERATIONS: In accordance with BP/AR 0450 and the Education Code, each school has reviewed and, as needed, revised and updated their school safety plans. Plans were reviewed by staff, school site councils, site safety committees and district SRO. The revisions were approved accordingly at the site level.

The school safety plans meet the requirements of Education Code and BP/AR 0450 and are being submitted to the Board of Education for approval. These are lengthy documents and, as such, are available for review in the Human Resources Office or individually at the school sites prior to the February 21, 2019 board meeting.

FINANCIAL IMPLICATIONS: None.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the board approve the 2018-19 School Safety Plans as presented.

12. CONSENT CALENDAR

12.1 Approval of “A” and “B” Warrants

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CURRENT CONSIDERATIONS: “A” and “B” warrants released in January 2019 are submitted for approval. “A” warrants totaled \$3,139,005.62. “B” warrants totaled \$1,757,124.62.

FINANCIAL IMPLICATIONS: Warrants were issued as stated.

SUPERINTENDENT’S RECOMMENDATION: Approve “A” and “B” warrants for January 2019 as presented.



This list represents the "A" and "B" warrants released during the month of JANUARY 2019  
 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	\$2,258,040.17
End of month classified	\$752,312.82
10th of month certificated	\$63,313.34
10th of month classified	\$65,339.29
15th of month certificated	\$0.00
15th of month classified	\$0.00
<b>Total "A" Warrants</b>	<b>\$3,139,005.62</b>

**"B" WARRANTS**

<u>Register Number</u>	<u>Amount</u>
Batch 150	\$ 41,190.66
Batch 151	\$ 173,872.65
Batch 152	\$ 57,107.35
Batch 153	\$ 8,995.69
Batch 154	\$ 56,238.71
Batch 155	\$ 15,910.44
Batch 156	\$ 162,177.47
Batch 157	\$ 160,985.01
Batch 158	\$ 1,145.11
Batch 159	\$ 501,203.71
Batch 161	\$ 49,735.09
Batch 162	\$ 26,936.13
Batch 163	\$ 71,548.21
Batch 164	\$ 67,109.20
Batch 165	\$ 93,741.46
Batch 166	\$ 1,584.12
Batch 167	\$ 58,967.53
Batch 168	\$ 42,830.54
Batch 169	\$ 41,343.75
Batch 170	\$ 19,745.29
Batch 171	\$ 30,618.75
Batch <b>172</b>	\$ 74,137.75
<b>Total "B" Warrants</b>	<b>\$ 1,757,124.62</b>