

PAUL MILLER
District Superintendent
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BOARD OF TRUSTEES
Ken Berckes, President
Teri Andersen, Clerk
Charlene Battles, Trustee
Jason Crossley, Trustee
Monte Gardner, Trustee

BOARD OF TRUSTEES
REGULAR BOARD MEETING

OCTOBER 18, 2016
6:00 P.M.
DISTRICT CONFERENCE ROOM

MINUTES

I. PRELIMINARY SECTION

ITEMS 1-2

The meeting of the Beardsley School District Board of Trustees was called to order at 6:00 p.m. by Board President, Ken Berckes.

Members Present

Ken Berckes, President
Teri Andersen, Clerk
Charlene Battles, Member
Monte Gardner, Member

Staff Present

Paul Miller, Superintendent
Kevin Williams, Assistant Superintendent
Jennifer Woessner, Program Coordinator

Members Absent

Jason Crossley

Visitors Present

Refer to sign-in sheet

ITEM 3

Flag Salute

Charlene Battles led the flag salute.

ITEM 4

Questions and/or Statements from the Community.

Madeleine Cleveland, a student in Mrs. Robinson's class at Beardsley Elementary, gave a presentation on Mesopotamia.

ITEM 5

Approval of the Minutes from the Regular Board meeting held September 20, 2016.

Motion: Charlene Battles
Second: Monte Gardner
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None

The motion carried.

ITEM 6

Approval of the Agenda.

Motion: Monte Gardner
Second: Teri Andersen
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None

The motion carried.

ITEM 7

Welcome

Ken Berckes welcomed everyone to the meeting.

II. CONSENT SECTION

ITEM 8

Ratification of Warrants

ITEM 9

Consideration to approve recommendations for Certificated and Classified Employment: Change in Assignment, Resignations, Retirements, Leaves, and New Positions.

ITEM 10

Consideration to approve an Agreement for Services with Kayla Shadden to provide services as a Volleyball Coach.

ITEM 11

Consideration to approve an Out of County Field Trip Request to Dave and Busters in Hollywood as an Academic Incentive Field Trip on November 11, 2016.

ITEM 12

Consideration to approve an Out of County Field Trip Request to UCLA as a Principal's List Incentive Field Trip on May 8, 2017.

ITEM 13

Consideration to approve the resignation of Jason Crossley from the Beardsley Board of Trustees effective October 5, 2016.

Motion: Teri Andersen
Second: Charlene Battles
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None
The motion carried.

III. ACTION SECTION

ITEM 14

Consideration to approve Resolution #6 Adopting an updated Conflict of Interest Code.

Paul Miller said that the list of people who must report any financial conflict of interest was updated.

Motion: Monte Gardner
Second: Charlene Battles
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None
The motion carried.

ITEM 15

Consideration to approve the California Multiple Awards Schedule (CMAS) for Information Technology Goods and Services

Paul Miller stated that this agreement would allow the district to purchase some preapproved items without going to bid. Mr. Miller said it would be used in an emergency situation where the district does not have time to go to bid.

Motion: Teri Andersen
Second: Monte Gardner
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None
The motion carried.

ITEM 16

Consideration to approve a Notice to Employees and Form pertaining to the Donation of Equipment and Technology.

Paul Miller explained that some teachers receive donations from Donors' Choose and the district wanted to formalize the process. A form has been created to have donation requests approved and will help the district better track what is being donated.

Motion: Monte Gardner
Second: Charlene Battles
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None
The motion carried.

ITEM 17

Consideration to approve a Contractor Service Agreement for the Tobacco Use Prevention Education Program (TUPE) Tier II Program with KCSOS effective July 26, 2016 to June 30, 2018.

Kevin Williams said that this agreement will allow the district to be reimbursed for costs related the drug or alcohol prevention activities at the junior high such as Red Ribbon Week and the Great American Smoke Out.

Motion: Teri Andersen
Second: Charlene Battles
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None
The motion carried.

ITEM 18

Consideration to approve the Program Improvement Year 3 LEA Plan Evidence of Progress (2015-16) End-of-the-Year Report.

Kevin Williams said the district reports progress made toward meeting the goals set in the LEA Plan and what has been done to meet the goals even though Program Improvement has been eliminated.

Motion: Monte Gardner
Second: Charlene Battles
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None
The motion was carried.

ITEM 19

Consideration to approve declaring Bus #11 surplus and to authorize the Superintendent or his designee to have it sold for scrap to comply with SJVUAPCD new bus grant terms.

Paul Miller explained that bus #11 is environmentally obsolete and will be sold for scrap.

Motion: Charlene Battles
Second: Teri Andersen
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None
The motion carried.

ITEM 20

Consideration to approve an Agreement with Terrio Physical Therapy-Fitness, Inc. to provide Physical Therapy Services to designated students.

Paul Miller said an agreement with another physical therapist was approved recently and this agreement will allow the district to have a backup therapist available for students who require the service.

Motion: Charlene Battles
Second: Monte Gardner
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None
The motion carried.

ITEM 21

Consideration to approve Ordiz-Melby Architects, Klassen Corp., and John Leach to the district's list of architects for the bond project list, Bond Measure A.

Paul Miller said that the district did a Request for Qualifications of Architects interested in working with the district on the bond projects and after interviews, created this list of three that the district will use for some its measure A bond project list projects.

Motion: Charlene Battles
Second: Monte Gardner
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None
The motion carried.

ITEM 22

Ratification of amendment to contract of employment (Job Title: Superintendent)

The Board discussed a proposed amendment to the Superintendent's employment contract and enhancement of the salary schedule for the position of Superintendent. Board President Berckes stated that the Board had met with its designated labor negotiators for this contract and they proposed that an increase was in order. Mr. Berckes noted that the Superintendent's salary schedule is based on a schedule that has been in effect since 2008, and which was significantly reduced in 2015. The annual salary currently ranges from \$119,601 to \$130,999.

Mr. Berckes noted that unlike other management staff, the Superintendent does not receive automatic increases based on increases granted to certificated staff. Classified and certificated staff received a 3% minimum increase on salary schedules each year for the 2013-14, 2014-15, and 2015-16 school years, in addition to other salary schedule enhancements and off-schedule payments for certificated employees. The Board reviewed current data concerning salaries for similar duties in 17 Kern County districts of similar size or smaller, as well as 2014-15 statewide data from the California Department of Education regarding superintendent salaries. It was noted that superintendent salaries in similarly sized and even in significantly smaller districts exceed the District's schedule. For example, the salary range for Buttonwillow School District (approximately 338 students) is \$122,000 to \$138,032; at Edison School District (approximately 1,100 students) is \$126,700 to \$142,517; for Rio Bravo-Greeley Union School District (approximately 1,050 students, the salary range is from \$120,761 to \$146,259. The average statewide salary for elementary school districts with student enrollment between 1,100 and 2,300 for 2014-15 was \$159,097.

The Board further noted that the Superintendent is currently under contract for 210 work days per fiscal year, although the Superintendent frequently ends up working more days than that, while districts surveyed in Kern County often required 220 or 225 work days. The proposed contract amendment would increase the salary range effective July 1, 2016, to \$131,864 to \$143,995, and would require a 7% increase in work days to 225 days. Mr. Berckes stated that the increase was in the best interest of the District to attract and retain a qualified Superintendent. He further proposed increases are roughly equivalent to the percentage increases provided to the majority of staff over the past three fiscal years and establishes pay parity as demonstrated by "commensurate compensation earnable" for superintendents performing similar duties for other school district employers. In addition, it reflects an increase in duties and/or responsibilities as reflected in the increase in work days. He proposed that the Board adopt these findings and approve the contract amendment.

Mr. Monte Gardner made a motion and moved that the Board determine that the Second Amendment to Contract of Employment, including the attached revised salary schedule, is in the best interests of the District to attract and retain a qualified superintendent, includes proposed increases which are roughly equivalent to the percentage increases provided to the majority of staff over the past three fiscal years, establishes pay parity as demonstrated by "commensurate compensation earnable" for superintendents performing similar duties for other school district employers, reflects an increase in duties and/or responsibilities as reflected in the increase in work days, and that the Second Amendment as presented is approved effective July 1, 2016.

Motion: Monte Gardner
Second: Teri Andersen
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None
The motion carried.

ITEM 23

Ratification of new contract of employment (Job Title: Superintendent)

The Board considered a replacement contract for Superintendent Miller to take effect July 1, 2017. Mr. Berckes explained that when the Board wishes to reappoint its superintendent, the Education Code permits that to happen by adopting a contract to replace the current contract, to take effect on the following July 1. The replacement contract would be for a term from July 1, 2017 through June 30, 2021, at the same salary just approved by the Board, based on a 225-day work year. Mr. Berckes called for a motion to approve the 2017-2021 contract.

Motion: Monte Gardner
Second: Charlene Battles
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None

The motion carried.

ITEM 24

Consideration to approve the Establishment and Appointment of Measure “A” Citizens’ Oversight Committee.

Paul Miller explained that since the bond was passed by a 55% majority as opposed to 65%, a bond committee is required. Mr. Miller said that most spots have been filled but a member of a tax association is still needed.

Motion: Monte Gardner
Second: Charlene Battles
Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner
Nays: None
Abstain: None

The motion carried.

IV. INFORMATION SECTION

ITEM 25

Williams Settlement Legislation Fourth Quarter Report.

Kevin Williams showed that there were no findings for the textbook/instructional materials, and the school facilities were rated exemplary. Mr. Williams said that there was one misassignment each at North Beardsley and Beardsley Elementary that were each corrected within thirty days.

ITEM 26

Bond Sale Information as required by Education Code 15146.

Paul Miller said that there were seven bidders for the district’s bonds on October 4, 2016. Sun Trust won the bid.

ITEM 27

2016 CAASPP Science results.

Kevin Williams showed that 5th grade science scores for Beardsley students went up 1% from 2015 to 2016, but 8th grade scores declined. Mr. Williams showed that even though the 8th grade scores went down, they still scored higher when compared with Kern County and State scores of 8th grade students. Both 5th and 8th grade science scores compare favorably with neighboring districts.

The board said to express their appreciation for the science teachers.

ITEM 28

Enrollment

Paul Miller said that enrollment and ADA is up slightly this year compared to last year and enrollment seems to be up at all campuses.

ITEM 29

Certificated/Classified Personnel Comments.

Tammy Barrera, Beardsley Elementary Principal, told the board about preparing her staff for a statewide emergency drill. Ms. Barrera said that some good questions were asked that will help them be ready for the drill and in case of a real emergency.

ITEM 30

Board Comments/Informal Discussion

The carnival was discussed and the board felt it was a great success and said the Foundation did a good job.

ITEM 31

Next Regular Board Meeting: Tuesday, November 15, 2016 at 6:00 p.m.

ITEM 32

Adjournment of Open Session

Ken Berckes adjourned the meeting at 6:49 p.m.

Board Clerk

Board Member

Board Member

Board Member

Board Member