



**BEARDSLEY SCHOOL DISTRICT  
BOARD OF TRUSTEES  
REGULAR BOARD MEETING  
November 18, 2019  
5:30 p.m.  
Conference Room A**

**Superintendent:** Paul Miller

**Board of Trustees:**  
Monte Gardner, President  
Ken Berckes, Clerk  
Teri Andersen, Trustee  
Charlene Battles, Trustee  
Gina Rasmussen, Trustee

**MINUTES**

**I. PRELIMINARY SECTION**

**ITEMS 1-2**

Board President, Monte Gardner, called the meeting of the Beardsley School District Board of Trustees to order at 5:30 p.m.

Members Present

Monte Gardner, President  
Ken Berckes, Clerk  
Superintendent  
Charlene Battles, Member  
Teri Andersen, Member  
Assistant  
Gina Rasmussen, Member

Staff Present

Paul Miller, Superintendent  
Kevin Williams, Assistant

Olivia Esquivel, Chief Business Official  
Jennifer Woessner, Administrative

Members Absent

None

Visitors Present

Refer to sign-in sheet

**ITEM 3**

**Flag Salute**

Beardsley Jr High Principal, Dave Hilton, led the flag salute.

**ITEM 4**

**Questions and/or Statements from the Community.**

None

**ITEM 5**

**Approval of the Minutes from the Regular Board meeting held October 14, 2019.**

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

**ITEM 6**

**Approval of the Agenda.**

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

**ITEM 7**

**Welcome**

Board President, Mr. Gardner, 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 donations from Donors Choose to Morgan Gauthier's class at Beardsley Elementary.**

**ITEM 11**

**Consideration to approve donations from Donors Choose to Lea Speer's class at Beardsley Elementary.**

**ITEM 12**

**Consideration to approve donations from Donors Choose to Lacy Robinson's class at Beardsley Elementary.**

**ITEM 13**

**Consideration to approve donations from Donors Choose to Tracy Battistoni's class at Beardsley Elementary.**

**ITEM 14**

**Consideration to approve donations from Donors Choose to Shelly Frey's class at Beardsley Elementary.**

**ITEM 15**

**Consideration to approve donations from Donors Choose to Pam Bowman's class at Beardsley Elementary.**

Ms. Battles, Board Member, asked how the Donors Choose program works. Mr. Williams explained that the teachers will post the items they are wanting for their classrooms and different people or corporations, etc can fund it.

**ITEM 16**

**Consideration to approve an agreement for services for Kimberly Thompson to provide services for Annual Vision screening.**

**ITEM 17**

**Consideration to approve an agreement for services for Ian Whitman to provide services as a Percussion Instructor for Beardsley Jr High students screening.**

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

The motion carried.

### III. ACTION SECTION

#### **ITEM 18**

##### **Approval of amendment to the 2017-21 contract of (Superintendent).**

Labor negotiator/Trustee Gardner indicated that the Board would consider a proposed amendment to the current 2017-21 employment contract for the Superintendent. He stated that the Board met with its designated labor negotiators, and the negotiators recommended that an increase was in order. He reported that the current salary schedule for the Superintendent has been in effect since 2016 and currently ranges from \$131,864 to \$143,995, with the Superintendent on Step 8 at \$142,995.

Mr. Gardner stated that, unlike other management staff, the Superintendent does not receive routine increases based on increases granted to certificated staff. The following percentage increases were applied to the certificated salary schedule in recent years: 3 percent for fiscal year 2016-17, 4.6 percent for 2017-18, and a one-time increase (off schedule) of 2 percent for 2018-19, with 2019-20 negotiations in progress.

Mr. Gardner reported that the Board reviewed current data concerning salaries for similar duties for superintendents in 14 Kern County districts of similar size or smaller, as well as statewide data from the California Department of Education. He indicated that the Board found that superintendent salaries in similarly sized districts and significantly smaller districts exceeded the District's schedule. He reported the following sample salaries/salary schedules for elementary school districts in Kern County of similar size: Edison School District (1,074 students): \$142,528 - \$160,321, Fairfax Elementary School District (2,540 students): \$175,991, Lakeside Elementary School District (1,318 students): \$149,138-\$171,306; Rio Bravo-Greeley Union School District (1,040 students): \$126,873-153,659. 2018-19 statewide data revealed average salaries of \$187,918 for elementary school districts with between 1,200 and 2,300 students, with an average of \$179,004 for school districts with student attendance between 1,700 and 1,899. He mentioned that the salary figures for Fairfax and Rio-Bravo Greeley, and the CDE data, reflected more current information than was initially reviewed by the Board.

Mr. Gardner stated that the proposed contract amendment would modify the salary schedule to achieve a salary range which the labor negotiators believed will better serve the District to attract and retain qualified superintendents. It would increase the salary schedule so that the nine steps would range from \$151,054 to 165,000. He indicated it was proposed that the Superintendent be placed on Step 4 on the new schedule at \$156,140, and that this would establish pay parity as demonstrated by "commensurate compensation earnable" for superintendents performing similar duties for other school district employers. He stated it was the recommendation of the Board's labor negotiators that the Board adopt these findings and approve the contract amendment.

Mr. Gardner called for a motion to determine that the amendment to the 2017-21 contract of employment, including the attached revised salary schedule effective July 1, 2019, is (1) in the best interests of the District to attract and retain a qualified superintendent, (2) establishes "pay parity" as demonstrated by "commensurate compensation earnable" for superintendents performing similar duties for other school district employers, and (3) is approved. Trustee Teri Andersen made the motion, seconded by Trustee Charlene Battles, and the motion was approved by unanimous vote of the Board.

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

**ITEM 19**

**Public employee appointment and approval of 2019-24 contract of employment (Superintendent).**

Mr. Gardner indicated the next item to consider was a replacement contract for Superintendent Miller to take effect July 1, 2020. He stated 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. He reported that the replacement contract would be for a term beginning July 1, 2020, through June 30, 2024, using the same salary schedule just approved by the Board (Step 5), based on a 225 day work year, with a \$1,000 annual stipend for a Master's Degree, and that the proposed contract also provides for the same health and welfare benefits as provided to management personnel.

Trustee Ken Berckes moved to approve the replacement contract as presented, effective July 1, 2020, seconded by Trustee Gina Rasmussen, and the motion was approved by unanimous vote of the Board.

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

The motion carried.

**ITEM 20**

**Consideration to approve Resolution #6 Authorizing the County-Auditor to impound local tax revenues to anticipate pending claims and/or litigation.**

Mr. Miller, Superintendent, said the county auditor will impound local tax revenue in case there is litigation with the school district. The auditor will release the revenue back to the district if there is no litigation.

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

The motion carried.

**ITEM 21**

**Consideration to approve Resolution # 7 to change the date of the December board meeting from Monday, December 9, 2019 to Monday, December 16, 2019.**

Mr. Miller said the meeting will be moved to December 16, 2019 due to a new requirements with the annual rotation of the board of trustees. Mr. Herndon, Schools Legal Attorney, reported that the trustees will now take office on the second Friday of December instead of the first Friday, so in order to be within the window and complete the first interim budget report, the meeting will need to be changed.

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

The motion carried.

**ITEM 22**

**Consideration to approve an amended contract between Powerschool Group LLC and Beardsley School District due to increased student enrollment.**

Mr. Miller said the Powerschool Group charges by the student for the information system and this agreement is an amended contract to deal with the increase in student enrollment.

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

The motion carried.

### **ITEM 23**

#### **Consideration to change the certificated substitute pay from \$100.00 per day to \$115.00 per day.**

Mr. Miller said this item is to change the certificated substitute pay from \$100 per day to \$115.00. He explained that the district has not increased the sub pay for several years, and there is a very short supply of substitute teachers.

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

The motion carried.

### **ITEM 24**

#### **Consideration to ratify/approve the following change orders related to the Beardsley Jr High Track Project: PCO# 12 \$19,836.70 Central Cal Const. and Merjil Steel for new stair case; POC# 13 \$968.79 Central Cal Const. for labor to move long jump toe kicks; PCO# 14 \$6057.39 Triple Crown Fence and DCS to install double gates and new access ramp; PCO# 15 \$7,724.70 Central Cal Const. and Superior Construction for walkway to basketball court; PCO# 16 \$7,591.50 Superior Construction for construction management cost.**

Ms. Battles asked about the change order for the walkway to the basketball court. Mr. Woods, MOT Director, said the walkway was not called out in the original bid. The decision was made to use concrete for long term durability. Mr. Woods to explain the resetting of the toe kicks because the PE teacher had concerns about them not being the correct distance for the students. Mr. Woods also explained the need for the staircase leading to the field is due to the student traffic.

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

The motion carried.

### **ITEM 25**

#### **Consideration to ratify/approve the following change orders related to the Beardsley Jr High Administration Office: DMS-BKL, \$2,260.00; Dorfmeier, \$4,575.00; Dorfmeier, \$1,166.00; JTS Construction, \$1,768.44; JTS Construction, (\$826.43); Dorfmeier, \$1,066.00. These change orders relate to the Jr High Office Remodel Project.**

Mr. Gardner asked Mr. Woods if he foresees any more change orders on these projects. Mr. Woods said there will be few next month but he is hopeful that majority of the changes have been made.

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

The motion carried.

### **ITEM 26**

#### **Consideration to ratify an agreement with Sierra School Equipment Co. for furniture for the new PE Field House at Beardsley Jr High.**

Mr. Miller said this is for furniture for the new Junior High PE Field House that the district purchased using the piggyback bid through Arvin School District.

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

The motion carried.

**ITEM 27**

**Consideration to approve an agreement with Woodwind Brasswind Co. for the purchase of band equipment.**

Mr. Miller said this item is to replace the older drums for the music program.

Motion: Gina Rasmussen

Second: Teri Andersen

Ayes: Teri Andersen, Charlene Battles, Ken Berckes, Monte Gardner, Gina Rasmussen

Nays: None

Abstain: None

The motion carried.

**IV. INFORMATION SECTION**

**ITEM 28**

**Dash Board update: Kevin Williams**

Mr. Williams explained that the state gives the district a score on academics, suspension rates, chronic absenteeism, the progress of our English learner students and school climate. It focuses on equity, uses multiple measures and gives us local control to combat those areas. The state has had our data since last summer but they haven't released the information for our schools to work with in creating their school plans. The Dashboard is expected to be release in December. We have received our chronic absenteeism results and we reduced our numbers by 8% last year thanks to the work of our school deputy, principals, teachers, along with Christine Bradbury and Cecilia Provensal in the District Instructional Services office.

**ITEM 29**

**Enrollment**

Mr. Miller said the enrollment is holding steady since the beginning of school. The district is funded by the average attendance through P2 in April, so hopefully the numbers will stay up and we will continue to capture the enrollment just as we have been doing.

**ITEM 30**

**Certificated/Classified Personnel Comments**

Mr. Hilton, Jr. High Principal, said this will be a busy week with the PE Field House dedication on Wednesday at 3:30 and the student vs staff volleyball game on Friday. December 6<sup>th</sup> is the county wide "Kid Giving." Schools raise money to donate to the charity of their choice. The Jr High has decided to give to Toys for Tots. December 16<sup>th</sup> is the Winter Music Festival and January 9<sup>th</sup> will be the school science fair and they always need judges.

Lisa Auger, BTA President, said they are looking forward to negotiations with the district in December. Christy Dawson, Teacher, gave a presentation on the salary ranges for teachers in Kern County and compared the Beardsley District with the other schools and their rankings.

**ITEM 31**

**Board Comments**

Ms. Rasmussen said she is looking forward to Wednesday for the PE Field House dedication ceremony. Mr. Miller invited everyone to attend the dedication ceremony on Wednesday at 3:30 p.m. and asked them to please RSVP to the District Office

**ITEM 32**

**Next Regular Board Meeting: Monday, December 16, 2019 at 5:30 p.m.**

**ITEM 33**

**Adjournment of Meeting**

Mr. Gardner adjourned the meeting at 6:25 p.m.

\_\_\_\_\_  
Board Clerk

\_\_\_\_\_  
Board Member

\_\_\_\_\_  
Board Member

\_\_\_\_\_  
Board Member

\_\_\_\_\_  
Board Member