

ORCUTT UNION SCHOOL DISTRICT
Regular Meeting of the Board of Trustees
Wednesday, April 10, 2019
Closed Session – 6:00 P.M.
Public Session – 6:30 P.M.
District Office Board Room
500 Dyer Street, Orcutt, CA 93455

CALL TO ORDER 6:00 P.M.

A. Pledge of Allegiance

CLOSED SESSION PUBLIC COMMENTS

This section of the agenda is intended for members of the public to address the Board of Trustees on items that are being considered in Closed Session.

ADJOURN TO CLOSED SESSION

Adjourn to Closed Session for the purpose of discussing matters expressly authorized by Government Code Section 3549.1, 54956.95, 54957, and 54957.6.

1. Public Employment per Personnel Report.
2. Public Employee Employment/Discipline/Dismissal/Release.
3. Conference with labor negotiator Dr. Deborah Blow, Superintendent and/or Susan Salucci
 - a. OEA
 - b. CSEA
4. Conference with labor negotiators for unrepresented employees:
 - a. Certificated and Classified Management, and Confidential. Agency representative – Superintendent.
 - b. Superintendent. Agency representative – Board of Trustees
5. Student disciplinary/expulsion matters.
6. Conference with Legal Counsel: Anticipated Litigation Pursuant to California Government Code section 54956.9(d) (2).

RECONVENE TO PUBLIC SESSION 6:30 P.M.

B. Public Report on Action Taken in Closed Session

C. Adoption of April 10, 2019, Agenda

Moved _____ Second _____ Vote _____

PUBLIC COMMENT ANNOUNCEMENT

The Board of Trustees wishes to afford an opportunity for the public to provide input. Those wishing to speak about a specific agenda item may do so during the Public Comment segment coming up later in the agenda or when the item is being considered. Any request to speak must be submitted on a *Request for Public Comment Form* which can be obtained from the Superintendent's Administrative Assistant and must be submitted prior to the time the presiding officer calls for public comment. If you choose to speak when an item is before the Board, your name will be called before Board consideration. An item not on the agenda must be addressed during the Public Comment segment of the agenda.

D. Superintendent's Report

An opportunity for the Superintendent to share matters of special interest or importance which are not on the board agenda and/or special presentations of district programs or activities such as curriculum/instructional updates, timely events/information, and district activities.

1. OAHS ASB Report
2. OCAF Report
3. OAHS Robotics
4. Allan Hancock, College & Career Readiness – Thomas Lamica
5. Schneider Electric Energy Savings Plan – Elliott Feldman

E. Public Comment

The Board of Trustees welcomes comments about items appearing or not appearing on tonight’s agenda. The audience members wishing to address the Board during the Public Comment segment of the agenda are reminded to fill out a *Public Comment Form* from the Superintendent’s Administrative Assistant and submit it prior to the time the presiding officer calls for Public Comment. A maximum of thirty (30) minutes is set aside for Public Comment; speakers are allowed a maximum of three (3) minutes to address the Board on any items within the Board’s jurisdiction in accordance with the Brown Act. The Board will limit any response to public comments to brief statements, referral to staff, or referral to a future board meeting. In accordance with the Ralph M. Brown Act, the Board is limited in its ability to, or may not be able to respond to comments during this time.

F. Written Communication

Documents addressed to or by board members as communications during a Board of Education meeting are defined as letters from parents or community members regarding issues within the jurisdiction of authority of the Board of Education; information or reports from professional organizations, i.e., CSBA, SBCSBA, etc.; letters or reports from other public agencies; letters or reports from legislators; or letters or reports from district schools or staff.

CONSENT AGENDA ITEMS

Actions proposed for Consent Agenda (block vote) items are consistent with approved practices of the district and are deemed routine in nature. Since trustees receive board agenda backup information in advance of scheduled meetings, they are prepared to vote with knowledge on the block vote items.

Consent Agenda items are voted on at one time, although any such item can be considered separately at a board member’s request.

- A. Classified Personnel Action Report
- B. Certificated Personnel Action Report
- C. Hiring of Additional Charter School Coaches for 2018-2019 School Year
- D. Hiring of Additional OUSD Coaches for 2018-2019 School Year
- E. OAHS Charter Notice to Board Certification of Coaches for 2018-2019
- F. OUSD Notice to Board Certification of Coaches for 2018-2019
- G. Approval of Warrants
- H. Minutes, Regular Board Meeting, March 13, 2019
- I. Memorandum of Understanding between the Imperial County Office of Education
- J. California Association of Directors of Activities (CADA), overnight trip
- K. Board Bylaw 9100, Organization, for second reading
- L. Board Bylaw 9110, Terms of Office, for second reading
- M. Board Bylaw 9121, President, for second reading
- N. Board Bylaw 9322, Agenda Content, for second reading
- O. Board Bylaw 9324, Minutes and Recordings, for second reading

It is recommended that the Board of Trustees approve Consent Agenda Items A through O as submitted.

Moved _____ Second _____ Vote _____

ITEMS SCHEDULED FOR ACTION

A. GENERAL

1. Gift Acceptance

Olga Reed: Received a \$1,000 cash donation to assist with the cost of the 8th grade graduation ceremonies from Ms. Nancy Helgeland, an \$850 cash donation to purchase boys’ basketball uniforms and \$3,000 donation to offset the cost of Science Camp tuition and transportation during the 2019-20 school year from the Los Alamos Valley Men’s Club, and a \$360 cash donation to offset the cost of the PCPA Outreach performance of “Oliver Button is a Sissy”, from the Santa Ynez Valley Foundation C/O Anne Christensen.

Alice Shaw: Received two cash donations from Altrusa Club of the Central Coast, \$1,200 dollars to be used for Outdoor Scholarships for low income students, and \$1,000 for garden supplies for the Alice Shaw Friendship Garden. (*continued on next page*)

OAHS: received a cash donation of \$480 from Thesa Atwood, for the purchase of basketballs for the Orcutt Academy Boys Basketball team.

It is recommended that the Board of trustees accept these gifts and request that a letter of acceptance and appreciation be forwarded to Ms. Nancy Helgeland, Los Alamos Valley Men’s Club, Santa Ynez Valley Foundation C/O Anne Christensen, the Altursa Club of the Central Coast Foundation, and Thesa Atwood.

Moved _____ Second _____ Vote _____

2. Board Policy 1114, District-Sponsored Social Media

It is recommended that the Board of Trustees adopt the revisions to Board Policy 1114, District-Sponsored Social Media, for the first reading and that it is placed on the next Consent Agenda for the second reading.

Moved _____ Second _____ Vote _____

3. Strategic Plan Targets – 2019-2020

It is recommended that the Board of Trustees adopt the Orcutt Union School District Strategic Plan Targets for the 2019-2020 school year, as submitted.

Moved _____ Second _____ Vote _____

B. BUSINESS SERVICES

1. Award of Bid for Patterson Road and Ralph Dunlap Site Safety and Security Project

It is recommended that the Board of Trustees award the bid for Patterson Road and Ralph Dunlap Site Safety and Security Project, bid package 2, Fencing, Gates and Stone Veneer, to Big Wakoo, Inc., for \$260,000, as they were the lowest, responsive, and responsible bidder.

Moved _____ Second _____ Vote _____

2. Patterson Rd. and Ralph Dunlap Estimated Budget for the Measure G Bond

It is recommended that the Board of Trustees approve the revised Estimated Budget for the Patterson Rd. and Ralph Dunlap Site Safety Project for the Measure G Bond, as submitted.

Moved _____ Second _____ Vote _____

3. Child Nutrition: Adult Meal Price Increase

It is recommended that the Board of Trustees approve the Adult Meal Price Increase from \$2.50 to \$3.00 for breakfast, and from \$3.50 to \$4.25 for lunch, as submitted.

Moved _____ Second _____ Vote _____

4. Campus Connection Fee Increase

It is recommended that the Board of Trustees approve the increase to the Campus Connection fees, as submitted.

Moved _____ Second _____ Vote _____

5. Surplus Items

It is recommended that the Board of Trustees approve the list of surplus items, as submitted.

Moved _____ Second _____ Vote _____

6. Notice of Completion for the Sand Removal Project

It is recommended that the Board of Trustees approves the Sand Removal Project as complete, as submitted.

Moved _____ Second _____ Vote _____

C. EDUCATIONAL SERVICES

1. Approval of Staff to Attend Acadience Super Institute (Out of State Travel)

It is recommended that the Board of Trustees approve the travel request for Karen Cornwell, Elaine Furst, Tammy Hart, Cathy Lake and Cher Manich to attend the Acadience Super Institute in Las Vegas, July 15-18, 2019

Moved _____ Second _____ Vote _____

2. Approval of Staff to attend STEMersion (Out of State Travel)

It is recommended that the Board of Trustees approve the travel request for Cher Manich and Tanya Lee to attend the STEMersion Experience in Ogden, Utah, June 25-29, 2019

Moved _____ Second _____ Vote _____

D. HUMAN RESOURCES

Public Hearing

Initial Collective Bargaining Proposal from Orcutt Educators Association (OEA) for 2019/2020

1. Accept 2019/2020 Initial Collective Bargaining Proposal from Orcutt Educators Association (OEA)

It is recommended that the Board of Trustees accept the initial proposal for negotiations for the 2019/2020 year from the Orcutt Educators Association (OEA)

Moved _____ Second _____ Vote _____

2. 2018/2019 Resolution No. 9 Classified Lay-offs as a Result of Lack of Work and/or Lack of Funds

It is recommended that the Board of Trustees approve the 2018/2019 Resolution No. 9. Classified Lay-offs as a Result of Lack of Work and/or Lack of Funds, as submitted.

Moved _____ Second _____ Vote _____

3. 2018/2019 Resolution No. 10, Classified Employees Week

It is recommended that the Board of Trustees approve the 2018/2019 Resolution No. 10, Classified Employees Week, as submitted.

Moved _____ Second _____ Vote _____

4. 2018/2019 Resolution No. 11, Day of the Teacher

It is recommended that the Board of Trustees approve the 2018/2019 Resolution No. 11, Day of the Teacher, as submitted.

Moved _____ Second _____ Vote _____

5. Salary Schedule for Cabinet Level Positions

It is recommended that the Board of Trustees approve the Salary Schedule for Cabinet Level Positions, as submitted.

Moved _____ Second _____ Vote _____

ITEMS SCHEDULED FOR INFORMATION/DISCUSSION

1. Items from the Board

GENERAL ANNOUNCEMENTS

Unless otherwise noticed, the next regular board meeting is scheduled for Wednesday, May 8, 2019, beginning with Closed Session at 6:00 p.m., Public Session at 6:30 p.m. in the District Office Board Room, 500 Dyer Street, Orcutt, CA.

RECOVENE TO CLOSED SESSION (IF NEEDED)

A. Public Report on Action Taken in Closed Session

ADJOURN

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Superintendent's Office at (805) 938-8907. Notification 48 hours prior to the meeting will enable the district to make reasonable arrangements to ensure accessibility to this meeting.

All documents related to the open session agenda are available for review 72 hours prior to the meeting at the Orcutt Union School District Office, 500 Dyer Street, Orcutt, CA.

Classified Personnel Action Report
Orcutt Union School District
April 10, 2019

TO: Deborah Blow, Ed.D.

SUBMITTED BY: Susan Salucci, Assistant Superintendent/Human Resources



SUBJECT: Recommendations for Board Approval

Name	Site/Dept.	Classification	Step/ Range	Hours	Rate of Pay	Effective	Action/Information
Alexander, Kathryn	Health Services	Licensed Vocational Nurse	27/6	6.0	\$27.42 per hour	3/1/19	Move to appropriate step placement
Andersen, Darci	Orcutt	Instructional Assistant II	12/2	3.5	\$15.59 per hour	3/20/19	Resignation
Ando, Ivy	Orcutt Academy High School	Instructional Assistant I	11/1	3.5	2.5% additional pay	3/19/19	Special Needs Stipend
Bower, Sheila	Transportation	Driver, Substitute	15/6		\$20.39 per hour	3/19/19	Out of class rate
Galvez-Dana, Angelina	Orcutt Academy High School	Instructional Assistant I	11/6	3.5	2.5% additional pay	3/22/19	Special Needs Stipend
Gelotti, Lindsay	Orcutt	Instructional Assistant II	12/2	3.5	\$15.59 per hour	3/19/19	Permanent/Probationary
Gitchell, Dylan	Technology	Computer Technician, I	21/2	8.0	\$3,385 per month	5/3/19	Resignation
Klippness, Jolene	Nightingale	Instructional Assistant I	11/6	3.5	\$200 per month	5/1/19	Longevity – 25 years
Menezes, Joanna	Transportation	Bus Attendant, Substitute	11/6		\$18.48 per hour	3/5/19	Out of class rate
Metzler, Megan	Dunlap Campus Connection	Child Care Assistant	6/2	1.25	\$13.44 per hour	3/25/19	Permanent/Probationary
Samuel, Shannon	Orcutt	Instructional Assistant I	11/2	3.5	\$15.20 per hour	3/19/19	Permanent/Probationary
Sutton, Carol	Technology	Data Specialist	31/5	8.0	\$125.00 per month	4/1/19	Longevity – 10 years
Torres, Christopher	Pupil Services	Instructional Assistant I & II, substitute	11 & 12		\$13.76 & \$14.10 per hour	4/2/19	Substitute
Urquhart, Kerry	Patterson	Office Manager	21/6	8.0	\$175.00 per month	4/1/19	Longevity – 20 years
Wright, Terry	Patterson	Office Assistant	14/5	6.0	\$175.00 per month	5/1/19	Longevity – 20 years
Yolar-Groppetti, Madison	Transportation	Driver, Substitute	15/2		\$16.78 per hour	3/19/19	Out of class rate

ORCUTT UNION SCHOOL DISTRICT

Certificated Personnel Action Report

TO: Dr. Deborah Blow
District Superintendent

FROM: Susan Salucci
Assistant Superintendent of Human Resources

DATE: Board Meeting of April 10, 2019

RE: **RECOMMENDATIONS FOR APPROVAL AND RATIFICATION**

<i>NAME</i>	<i>SCHOOL</i>	<i>CLASS/STEP</i>	<i>SALARY</i>	<i>EFFECTIVE DATE</i>	<i>ACTION INFORMATION</i>
Ahler, Laura	Nightingale	Extra Duty	\$40/hr	2/19/19	IEP Meeting, 1 hr
Alberry, Benjamin	Charter HS	Extra Duty	\$40/hr	2/4-2/28/19 2/8-2/13/19 2/21-2/25/19	Intervention, 9 hrs IEP Meeting, 4 hrs Worked Prep, 2.5 hr
Anadon, Alyssa	Nightingale	Extra Duty	\$47.10/hr	2/12-2/21/19	IEP Meetings, 2 hr
Ayers, Kelly	Charter K8 Olga Reed	Extra Duty	\$47.10/hr	2/14-2/26/19	IEP Meetings, 2.75 hrs
Barbour, Katherine	Patterson Undetermined	Extra Duty IV-2	\$40/hr \$52,310	2/5-2/28/19 2019-20	Intervention, 7 hrs Temporary, 100%
Barnewolt, Janene	Nightingale	Extra Duty	\$47.10/hr	2/5-2/7/19	IEP Meetings, 2 hrs
Barr, Tiffany	Charter I/S	III-2	\$49,946	2019-20	Temporary, 100%
Belanger, Rebecca	Pine Grove	Extra Duty	\$40/hr	2/4/19	IEP Meeting, 1 hr
Benedict, Patricia	Patterson	Hourly	\$25	2/1-2/28/19	SIPPS, 85 hrs
Bertoldi, Janet	District	VI	\$117,145 \$600/yr \$2,200/yr \$7,400/yr \$14,250/yr	7/1/2019	Student Intervention Support Cell Phone Allowance Mileage Allowance Longevity Child Care Director
Blanchard, Kimberly	Nightingale	Hourly	\$25	2/15-2/28/19 2/1-2/28/19	Art Enrichment, 18 hrs SIPPS, 86 hrs
Bormes, Lori	Dunlap	Hourly	\$25	2/4-2/21/19	Art Enrichment, 42 hrs
Bornhoft, Kristin	Charter HS	Extra Duty V-16	\$40/hr \$85,189*	2/7-2/28/19 2019-20	Long Term Sub Support, 8 hrs 80% Contract

*To be prorated

<i>NAME</i>	<i>SCHOOL</i>	<i>CLASS/STEP</i>	<i>SALARY</i>	<i>EFFECTIVE DATE</i>	<i>ACTION INFORMATION</i>
Brandt, Micaela	Patterson	V-20	\$88,847*	2019-20	Job Share, 50%
Brickey, Patrick	Lakeview	Extra Duty	\$40/hr	2/5-2/27/19	After School Computer, 4 hrs
Brown, Lindsay	Nightingale	III-8	\$60,883*	2019-20	Job Share, 50%
Buchanan, Sarah	Pine Grove	Hourly	\$25	2/1-2/28/19	Intervention, 92 hrs
Bucquoy, Frank	Lakeview	Hourly	\$25	2/28/19	Long Term Sub/Conferences, 2 hrs
Bucquoy, Peggy	Charter HS	Daily	\$110	2/1/19	Shadowed for Long Term Sub Assignment, 1 day
Callis, Wendy	Patterson	IV-2 Extra Duty	\$52,310* \$40/hr	2019-20 2/5/19	Temporary, 50% After School Computer, .75 hr
Camacho, Diane	Nightingale	Hourly	\$25	2/1-2/28/19	SIPPS, 102 hrs
Campbell, Kaitlin	District	Hourly	\$25	2/8-2/28/19	ELPAC, 49.75 hrs
Cantrell, Andrea	Dunlap	Hourly	\$25	2/1-2/28/19	Intervention, 102 hrs
Carter, Krista	Orcutt	Extra Duty	\$40/hr	2/12-2/26/19 2/20-2/28/19	Worked Prep, 4 hrs IEP Meetings, 1.25 hrs
Cedillo, Monica	Charter HS	Extra Duty	\$40/hr	2/13/19	IEP Meeting, 1 hr
Chamberlain, John	Nightingale	Extra Duty	\$40/hr	2/12/19	IEP Meeting, .5 hr
Chambless, Amy	Shaw	Extra Duty	\$47.10/hr	2/5-2/28/19	IEP Meetings, 6.7 hrs
Chvala, Nancy	District	Hourly	\$25	2/20-2/27/19	NWEA, 12 hrs
Ciervo, Andrew	Charter HS	Extra Duty	\$40/hr	2/6-2/26/19	Long Term Sub Support, 8 hrs
Clayton, Michelle	Charter K-8	Extra Duty	\$40/hr	2/14/19	IEP Meeting, .75 hr
Cleveland, Paul	Lakeview	Extra Duty	\$40/hr	2/4-2/15/19	SysOp, 5 hrs
Coburn, Josie	Nightingale Patterson	Extra Duty	\$40/hr	2/4-2/28/19	Before/After School Band, 13 hrs
Coffey, Jody	Shaw	Extra Duty	\$40/hr	2/12/19	IEP Meeting, 1.17 hrs
Cole, Cristy	Charter K-8	Extra Duty	\$50/ea	2/28/19	JH Sport Supervisor, 2 games

*To be prorated

<i>NAME</i>	<i>SCHOOL</i>	<i>CLASS/STEP</i>	<i>SALARY</i>	<i>EFFECTIVE DATE</i>	<i>ACTION INFORMATION</i>
Crawford, Cory-Brooke	Pine Grove	Daily Hourly	\$272.11 \$25/hr	6/12/19 2/21/19 2/6/19	Released, Long Term Sub Assign IEP Meeting, .5 hr State Test Meeting, 1 hr
Cremeans, Emily	Patterson	Extra Duty	\$40/hr	2/5-2/28/19	After School Computer, 6 hrs
Cunningham, Tiffany	Orcutt	Extra Duty	\$40/hr	2/8/19	Worked Prep, 1 hr
Cutler, Elizabeth	Lakeview	Extra Duty VI-8	\$40/hr \$50/ea \$69,972*	2/20/19 2/7-2/25/19 2019-20	After School Computer, 1 hr JH Sports Supervisor, 3 games Temporary, 60%
Dacus, Cody	Patterson	Hourly	\$25	2/5-2/28/19 2/1-2/28/19	After School Computer, 6 hrs SIPPS, 63 hrs
DelCarmen, Maria	Lakeview	Extra Duty	\$40/hr	2/25/19	Worked Prep, 1 hr
DeValle, Abel	Patterson	Daily	\$300	2/13-2/15/19	Sub Administrator, 3 days
Dell'Armo, John	Charter HS	Extra Duty	\$40/hr	1/15-1/30/19	Worked Prep, 10.5 hrs
Dell'Armo, Rosie	Orcutt	Extra Duty	\$40/hr	2/1-2/25/19	Worked Prep, 4 hrs
Doerksen, Allie	Pine Grove	I-2	\$45,536	2019-20	Temporary, 100%
Dollahite, Jonathan	Lakeview	VI	\$114,874 \$360/yr \$1,100/yr	7/1/2019	JHS Principal Cell Phone Allowance Mileage Allowance
Ebner, Karen	Lakeview	Extra Duty	\$40/hr	2/26/19 2/6/19	Worked Prep, 1 hr Articulation, 2 hrs
Elwell, Renee	Dunlap	Hourly	\$25	2/25/19	Art Enrichment, 6 hrs
Eubanks, Lauren	Charter HS	Extra Duty VI-7	\$40/hr \$67,696*	3/6/19 2019-20	IEP Meeting, .75 hr 80% Contract
Fanshier, Rebecca	Pine Grove	Extra Duty	\$25/hr	2/1-2/28/19 2/4-2/28/19	SIPPS, 68 hrs Intervention, 8.25 hrs
Felix, Danielle	Patterson	V-10	\$71,372*	2019-20	Job Share, 50%
Feliz, Jessica	Patterson Undetermined	Extra Duty III-3	\$40/hr \$51,620	9/6/18- 2/28/19 2/5-2/26/19 2019-20	IEP Meetings, 9.5 hr After School Computer, 7 hrs Temporary, 100%
Fenske, Christina	Charter K-8 Olga Reed	Hourly	\$25	2/1-2/22/19 2/5-2/26/19	Garden Education, 18.5 hrs Garden Education, 4 hrs
Ferrari, Ted	Orcutt	Extra Duty	\$40/hr	2/1-2/7/19	Worked Prep, 6 hrs
Fichter, Megan	Lakeview	Extra Duty	\$40/hr	2/5-2/28/19	Intervention, 7 hrs

*To be prorated

<i>NAME</i>	<i>SCHOOL</i>	<i>CLASS/STEP</i>	<i>SALARY</i>	<i>EFFECTIVE DATE</i>	<i>ACTION INFORMATION</i>
Flatley, Lauren	Charter HS Lakeview	Extra Duty	\$40/hr	2/6/19	Articulation, 2 hrs
Frantz, Michele	Nightingale	Extra Duty	\$40/hr	2/14/19	IEP Meeting, .75 hr
Fraser, Jamie	Pine Grove	Extra Duty	\$47.10/hr	2/4/19	IEP Meeting, 1 hr
Fredriks, Ginger	Orcutt	Extra Duty	\$40/hr	1/31-2/14/19	Worked Prep, 2 hrs
Fredriks, Tymen	Charter HS	Extra Duty	\$40/hr	2/4-2/26/19	After School Computer, 7 hrs
Freeland, Susan	Nightingale	Hourly	\$25	2/1-2/28/19	SIPPS, 91.5 hrs
Freitas, Jennifer	District	Hourly	\$25	2/12-2/27/19	NWEA, 58 hrs
Garza, Linda	District	Hourly	\$50	2/12-2/28/19 2/5-2/8/19	Intern Teacher Support, 68.5 hrs Special Ed Support, 12.75 hrs
Gelotti, Scott	Charter HS	Extra Duty	\$40/hr	2/4-2/26/19	Detention, 5 hrs
Goroski, Brenda	Lakeview	VI-19	\$95,408*	2019-20	Request Unpaid Leave of Absence
Harlow, Kayla	Dunlap	VI-6	\$65,491*	2019-20	Job Share, 50%
Harris, Steven	Orcutt	Extra Duty	\$40/hr	2/8-2/21/19	IEP Meetings, 1 hr
Harrison, April	Nightingale	Extra Duty	\$40/hr	2/26/19	IEP Meeting, .5 hr
Hart, Debra	Olga Reed	Hourly	\$25	2/8/19	Intervention, 6 hrs
Hawkins, Markie	Undetermined	V-2	\$54,786	2019-20	Temporary, 100%
Heath, Ashley	Shaw	Hourly	\$25	2/1-2/28/19	SIPPS, 70 hrs
Hernandez, Selina	Lakeview	Extra Duty	\$50/ea	2/7/19	JHS Sport Supervisor, 1 game
Holladay, Brittany	Dunlap	Hourly	\$25	2/1-2/28/19	Intervention, 82.5 hrs
Hughes, Michelle	District	Hourly	\$25	2/1-2/27/19	NWEA, 45 hrs
Jackson, Kacie	Orcutt	Extra Duty	\$40/hr	2/28/19 2/14-2/26/19	SysOp, 2.5 hrs Worked Prep, 2 hrs
Jackson, Nicole	Shaw	IV-6	\$59,691*	2019-20	Temporary, 50%
Jones, Kari	Charter HS	Extra Duty	\$40/hr	2/22-2/27/19	Worked Prep, 5.5 hrs
Jorgensen, Sheri	Nightingale	Extra Duty	\$40/hr	2/5-2/13/19	IEP Meetings, 2 hrs

*To be prorated

<i>NAME</i>	<i>SCHOOL</i>	<i>CLASS/STEP</i>	<i>SALARY</i>	<i>EFFECTIVE DATE</i>	<i>ACTION INFORMATION</i>
Kantorowski, Jennifer	District Olga Reed	Hourly	\$25	2/4-2/28/19 2/4-2/28/19	NWEA, 59 hrs Intervention, 28.84 hrs
Kirby, Jeff	Orcutt	Extra Duty	\$40/hr	2/8/19	Worked Prep, 1 hr
Kozel, Aaron	Dunlap	IV-3	\$54,065	2019-20	Temporary, 100%
Kuykendall, Colleen	Patterson	Extra Duty	\$40/hr	2/12-2/28/19 2/7/19	After School Computer, 5 hrs IEP Meeting, .5 hr
Laflin, Debra	Olga Reed	Extra Duty	\$50/ea	1/28-2/25/19	JH Sports Supervisor, 3 games
Lara, Nichol	District	Hourly	\$25	2/13-2/19/19	ELPAC, 14.5 hrs
Larrabee, Jennifer	Patterson	Hourly	\$25	2/1-2/28/19 2/7-2/13/19	Art Enrichment, 68.5 hrs Intervention, 3 hrs
Leach, Veronica	Charter K-8	II-2	\$47,690	2019-20	Prob 2
Lee, Mary	Dunlap	IV-5	\$57,754*	2019-20	Job Share, 50%
Levey, Tracy	Olga Reed Charter K-8	Stipend	\$991	2019-20	Track Coach
Leyden, Candance	District	Hourly	\$25	2/15-2/25/19	ELPAC, 20 hrs
Lopez, Desiree	Charter HS	Extra Duty	\$40/hr	2/21-2/28/19 2/20/19 2/7-2/14/19	Worked Prep, 2 hrs IEP Meeting, .75 hr Intervention, 2 hrs
Lopez, Shannon	Nightingale	Extra Duty	\$47.10/hr	2/4-2/26/19	IEP Meetings, 2.83 hrs
Luis, Michael	Olga Reed	Extra Duty	\$40/hr	2/5-2/12/19	IEP Meetings, 2 hrs
Lyon, Shane	District	Hourly	\$30/hr	2/15-2/21/19	Home & Hospital, 4 hrs
Lyon, Ted	Lakeview	VI	\$139,144 \$360/yr \$2200/yr	7/1/2019	Executive Director, Spec. Ed. Cell Phone Allowance Mileage Allowance
Mahoney, Gloria	Patterson	V-18	\$89,066*	2019-20	Job Share, 50%
Majewski, Katlin	Shaw Pine Grove	Hourly	\$25	2/1-2/28/19 2/4-2/27/19	Art Enrichment, 54 hrs Art Enrichment, 44 hrs
Manfredi, Patricia	Lakeview	Extra Duty	\$40/hr	2/5-2/27/19	Intervention, 7 hrs
Marks, Becky	Dunlap	V-20	\$93,119	6/12/2019	Request to Participate in the Early Retirement Program
Mason, Caryn	Charter I/S	Hourly	\$30	2/5-2/28/19	Support Teacher, 96 hrs

*To be prorated

<i>NAME</i>	<i>SCHOOL</i>	<i>CLASS/STEP</i>	<i>SALARY</i>	<i>EFFECTIVE DATE</i>	<i>ACTION INFORMATION</i>
Mason, Josh	Charter HS	Extra Duty	\$40/hr	2/27/19 2/21/19	Worked Prep, 1.5 hrs Intervention, 1 hr
Matautia, Jewelee	Charter K-8	Hourly	\$25	2/4-2/28/19 2/4-2/28/19	SIPPS, 69 hrs Art Enrichment, 2.5 hrs
May, Dawn	Undetermined	IV-2	\$52,310	2019-20	Temporary, 100%
McGarity, Susan	Pine Grove Olga Reed Charter K-8	Extra Duty	\$40/hr	2/1-2/28/19	Before/After School Band, 9 hrs
McGray, Cheryl	District	Hourly	\$25	2/8-2/20/19	ELPAC, 20.75 hrs
McInerney, Kathleen	District	Extra Duty	\$375 \$3,000	4/11-7/17/19	ESY Preparation/Share ESY Administrator/Share
McKee, Vada	Orcutt	Extra Duty	\$40/hr	2/7/19	Worked Prep, 1 hr
McKenzie, Megan	Charter HS District	Extra Duty	\$40/hr	2/21/19 2/6-2/22/19	SST, .75 hrs Home & Hospital, 5 hrs
Millan, Laurie	Shaw	Hourly	\$25	2/1-2/28/19	SIPPS, 78 hrs
Miller, Heidi	Charter HS	Extra Duty	\$40/hr	2/12/19 2/25/19	Worked Prep, 1 hr Library Support, .5 hr
Murch, Tamara	Orcutt	Hourly	\$25	2/1-2/26/19	ELD Support Teacher, 70.5 hrs
Mussell, Katelyn	Nightingale	Daily	\$110	2/19/19	Shadowed for Long Term Sub, .5 day
Naess, Jennifer	Patterson	Extra Duty	\$47.10/hr	2/5-2/28/19	IEP Meetings, 5.25 hrs
Nordwall, Jubilee	Orcutt	Extra Duty	\$40/hr	2/25/19	Worked Prep, 1 hr
Nye, Judy	Undetermined	VI-6	65,491 \$5,000	2019-20	Probationary Signing Bonus, Paid Over 2 Years
Orozco, Xiaoyan	Orcutt	Extra Duty	\$40/hr	2/15/19	Interpreter, 5 hrs
Padilla, Valerie	Shaw	Extra Duty	\$47.10/hr	1/28-1/29/19	IEP Meetings, 1.67 hrs
Papworth, Lara	District	Hourly	\$25	2/1-2/25/19	ELPAC, 7.75 hrs
Parker, Jessica	Nightingale	Extra Duty	\$47.10/hr	2/28/19	IEP Meeting, 1 hr
Parsley, Meghan	Shaw	Hourly	\$25	2/1-2/28/19 2/4-2/19/19	SIPPS, 70 hrs After School Computer, 4 hrs
Penk, Heather	Charter HS	Extra Duty	\$40/hr	2/4-2/26/19 2/1-2/28/19 2/13/19	Intervention, 5 hrs Library Support, 8 hrs IEP Meeting, 1 hr

*To be prorated

<i>NAME</i>	<i>SCHOOL</i>	<i>CLASS/STEP</i>	<i>SALARY</i>	<i>EFFECTIVE DATE</i>	<i>ACTION INFORMATION</i>
Perales, Anita	Nightingale	Extra Duty	\$47.10/hr	2/4-2/27/19	IEP Meetings, 7.33 hrs
Perez, Cecilia	Orcutt	Extra Duty	\$47.10/hr \$40/hr	1/29/19 2/1-2/25/19 2/6/19	IEP Meeting, .5 hr Worked Prep, 3 hrs Articulation, 2 hrs
Pollock, Christin	Dunlap	V-10	\$71,372*	2019-20	Job Share, 50%
Qian, Susan	Charter K-8 Charter I/S Olga Reed	Extra Duty	\$50/ea \$47.10/hr	2/21-2/27/19 2/19-2/25/19 2/5-2/12/19	JH Sport Supervisor, 4 game IEP Meetings, 3 hrs IEP Meetings, 2 hrs
Ramin, Ginger	Orcutt	Extra Duty	\$47.10/hr	1/24-2/21/19	IEP Meetings, 2 hrs
Richardson, Laura	Nightingale District	Hourly	\$25/hr	2/4-2/28/19 2/8/19	Art Enrichment, 44.5 hrs NWEA, 6 hrs
Riezebos, Analise	Undetermined	III-2	\$49,946	2019-20	Temporary, 100%
Rojo, Pak	Charter HS	Stipend	\$800	2018-19	Asst. Varsity Softball Coach
Ross, Ellery	Dunlap	III-5	\$55,140*	2019-20	Job Share, 50%
Salinas, Ernest	Orcutt	Extra Duty	\$40/hr	2/8/19	Worked Prep, 1 hr
Salinas, Janinne	District	Extra Duty	\$375 \$3,000 \$110,830 \$360/yr \$1,100/yr \$4,600	4/11-7/17/19 4/11-7/17/19 2019-20	ESY Preparation/Share ESY Administrator/Share Vice Principal Cell Phone Allowance Mileage Allowance Longevity
Salvesen, Kris	Pine Grove District	Hourly	\$25	2/1-2/28/19 2/5-2/28/19 2/4-2/21/19	Intervention, 16.25 hrs After School Computer, 8 hrs NWEA, 53.5 hrs
Sanders, Greg	Lakeview	Extra Duty	\$40/hr	2/7-2/28/19 2/25/19	After School Computer, 4 hrs Worked Prep, 1 hr
Savaso, Lisa	Nightingale	Extra Duty	\$40/hr	2/7/19	IEP Meeting, 1 hr
Scarry, Maridy	Orcutt	Extra Duty	\$40/hr	2/5-2/28/19	Intervention, 8 hrs
Schubert, Danielle	Orcutt	Extra Duty	\$40/hr \$68,134	2/4/19 2019-20	Worked Prep, 1 hr Request Unpaid Leave of Absence
Segura, Monique	Shaw	VI-20	\$97,555	2019-20	Job Share/OEA Rep
Sharp, Augusta	Orcutt	Extra Duty	\$40/hr	2/8/19	Worked Prep, 1 hr

*To be prorated

<i>NAME</i>	<i>SCHOOL</i>	<i>CLASS/STEP</i>	<i>SALARY</i>	<i>EFFECTIVE DATE</i>	<i>ACTION INFORMATION</i>
Sheahan, Jonathan	Lakeview	Extra Duty	\$40/hr	1/30/19 2/25/19	Articulation, 5 hrs Worked Prep, 1 hr
Sherer, Diana	Charter I/S	Hourly	\$30	2/4-2/28/19	Support Teacher, 120 hrs
Shuffield, Jamie	Shaw	Hourly	\$25	2/20/19	Long Term Sub, Staff Meeting, 1.5 hrs
Slezak, Sarah	Lakeview Orcutt Charter	Extra Duty	\$40/hr	2/5-2/28/19	Jazz Band, 8 hrs
Slovek, Julie	Slovek	VI-7	\$67,696	2019-20	Temporary, 100%
Smith, Tim	Lakeview	Extra Duty	\$50/ea	2/7-2/21/19	JH Sports Supervisor, 2 games
Smithson, Allen	Dunlap Shaw	Extra Duty	\$40/hr	1/14-2/28/19	Before/After School Band, 26.75 hrs
Stapp, Haylee	Patterson	Extra Duty	\$47.10/hr	2/1-2/7/19	IEP Meetings, 1.92 hrs
Sternjacob, Zachary	Orcutt	Extra Duty	\$40/hr	2/1-2/26/19	Worked Prep, 21.5 hrs
Sullivan, Katherine	Olga Reed Charter K-8	Extra Duty	\$40/hr	1/18-2/15/19	Worked Prep, 11 hrs
Taira, Myrna	Nightingale	Extra Duty	\$40/hr	2/4-2/26/19	IEP Meetings, 2.83 hrs
Taubenheim, Michael	Orcutt	Extra Duty	\$40/hr	2/5-2/28/19 2/4-2/12/19	Intervention, 8 hrs Worked Prep, 3 hrs
Tullis, Polly	Lakeview	VI-20	\$97,555*	2019-20	60% Contract
Turner, Kathryn	District	Hourly	\$25	2/6-2/28/19	ELPAC, 40.5 hrs
Tuttle, Melissa	Patterson	Daily	\$200	6/12/2019	Released, Long Term Sub Assign
Verch, Gregory	Charter HS	Extra Duty	\$40/hr	2/21/19	Worked Prep, .5 hr
Vidal, Jerred	Lakeview	Extra Duty	\$40/hr	2/26/19	Worked Prep, 1 hr
Villasenor, Jessica	Olga Reed	I-3	\$47,061	2019-20	Temporary, 100%
Washburn, Scott	Charter I/S	Hourly	\$30	2/5-2/28/19	Support Teacher, 96 hrs
Wellard, Amy	Shaw	Hourly	\$25	2/20/19	Long Term Sub, Staff Meeting, 1.5 hrs
Westhoff, Kazan	Nightingale	Extra Duty	\$47.10/hr	2/5-2/27/19	IEP Meetings, 2.5 hrs
Whitehair, Steven	Patterson	Extra Duty	\$47.10/hr	2/5-2/21/19	IEP Meetings, 3.25 hrs

*To be prorated

<i>NAME</i>	<i>SCHOOL</i>	<i>CLASS/STEP</i>	<i>SALARY</i>	<i>EFFECTIVE DATE</i>	<i>ACTION INFORMATION</i>
Whitted, Dana	Olga Reed	Hourly	\$25	2/1-2/28/19 2/7-2/28//19	Intervention, 72.5 hrs Art Enrichment, 8 hrs
Widle, Tiffany	Nightingale	VI-13	\$82,576*	2019-20	Job Share, 50%
Wilkanoski, Lisa	Olga Reed	Extra Duty	\$40/hr	2/14/19	IEP Meeting, 1 hr
Wilson, Shauna	Charter K-8	Extra Duty	\$40/hr	2/26/19	IEP Meeting, 1 hr
Winkelpleck, Dustin	Patterson Undetermined	Extra Duty III-3	\$40/hr 2019-20	2/5-2/28/19 2/1-2/8/19 2019-20	After School Computer, 8 hrs Worked Prep, 2 hrs Temporary, 100%
Winkelpleck, Lyn	Orcutt	V-18	\$89,066	6/15/2019	Request Participation in the Early Retirement Program
Woodruff, Jenna	Dunlap	Hourly	\$25	2/7-2/26/19	SST/IEP Meetings, 1 hr
Yamaichi, Anna	Olga Reed	Hourly	\$25	2/1-2/28/19 2/1-2/28/19	Title 1 Support Teacher, 69.5 hrs Art Enrichment, 7.5 hrs
York, Sarah	Patterson	Hourly	\$25	2/5-2/28/19 2/1-2/28/19 2/1-2/28/19	After School Computer, 6 hrs SIPPS, 70 hrs ELD, 7.83 hrs
Zucker, Anna	Orcutt	Extra Duty	\$40/hr	2/4/19	Worked Prep, 1 hr

*To be prorated

ORCUTT ACADEMY CHARTER SCHOOL

ORCUTT UNION SCHOOL DISTRICT

TO: Dr. Deborah Blow
District Superintendent

FROM: Susan Salucci
Assistant Superintendent of Human Resources

DATE: April 10, 2019

***RE: NOTIFICATION TO BOARD – HIRING OF ADDITIONAL CHARTER
SCHOOL COACHES FOR 2018 - 19 SCHOOL YEAR***

Orcutt Academy Charter HS:

Pack Rojo – Varsity Softball Assistant

*Volunteer coaches are required to submit the same paperwork as paid positions and meet the State Certification requirements. They are no longer required to hold an ASCC certificate from the CTC but instead submit fingerprints to FBI and DOJ for background checks reportable to the Orcutt Union School District

ORCUTT UNION SCHOOL DISTRICT

TO: Dr. Deborah Blow
District Superintendent

FROM: Susan Salucci
Assistant Superintendent of Human Resources

DATE: April 10, 2019

RE: ***NOTIFICATION TO BOARD –HIRING OF ADDITIONAL ORCUTT
UNION SCHOOL COACHES FOR 2018-19 SCHOOL YEAR***

Olga Reed:

Tracy Levey - Track

*Volunteer coaches are required to submit the same paperwork as paid positions and meet the State Certification requirements. They are no longer required to hold an ASCC certificate from the CTC but instead submit fingerprints to FBI and DOJ for background checks reportable to the Orcutt Union School District

ORCUTT ACADEMY CHARTER SCHOOL

ORCUTT UNION SCHOOL DISTRICT

TO: Dr. Deborah Blow
District Superintendent

FROM: Susan Salucci
Assistant Superintendent of Human Resources

DATE: April 10, 2019

RE: ***NOTIFICATION TO BOARD
CERTIFICATION OF COACHES FOR 2018-19 SCHOOL YEAR***

Article 5, Section 5594, of the California Administrative Code, requires that “the District Superintendent shall certify to the local Board of Trustees that the provisions in Section 5593 have been met” with respect to the selection of temporary athletic team coaches. Section 5594 also requires that “by April 1 of each year, local governing school boards shall certify to the State Board of Education that the provisions of Section 5593 have been met.” Section 5593 applies to any person serving at any grade level as a temporary athletic team coach.

All temporary coaches hired for the 2018-19 school year have been certified as meeting the provisions of Section 5593.

Orcutt Academy Charter K-8:

Girls Basketball	Jewelee Matautia
Boys Basketball	Chris Cole
Volleyball	Michelle Clayton

Orcutt Academy Charter High School:

Varsity Football	Ben Alberry
Varsity Football Assistant	Shane Lyon, Gordon Henderson
Girls Varsity Basketball	Tom Robb
Girls Varsity Basketball Assistant	Tyler Robb
Girls Jr. Basketball	Tom Sullivan
Boys Varsity Basketball	Ryan Smalley
Boys Varsity Basketball Assistant	John Dell’Armo
Boys Jr. Varsity Basketball	Javier Sanchez, Luis Ramos,
Track	James Barr, Roger Fabing
Track Assistant	Shane Lyon, Marc Tosches
Boys Cross Country	Adrian Zamudio
Girls Cross Country	Frank Mata
Girls Varsity Tennis	Art Lopez

Girls Jr. Varsity Tennis	Art Lopez
Boys Varsity Tennis	Art Lopez
Boys Jr. Varsity Tennis	Open
Girls Varsity Soccer	Brian Speer, Bobby Britt
Girls Jr. Varsity Soccer	Shawn Ryan
Boys Varsity Soccer	Josh Bennett
Boys Jr. Varsity Soccer	Mark McLoughlin
Girls Varsity Volleyball	Elaine Furst, Heather Bennett
Girls Jr. Varsity Volleyball	Elaine Furst
Boys Varsity Volleyball	Rory Haueter, Brian Williams
Girls Golf	Jim McManus
Boys Golf	Jim McManus
Swim	Koby Ernst
Swim Assistant	John Dell'Armo, Rosie Dell'Armo
Dive	Open
Varsity Baseball	Henry Muro
Varsity Baseball Assistant	Tom Sullivan
Jr. Varsity Baseball	Open
Varsity Softball	Jon Valencia
Varsity Softball Assistant	Pack Rojo
Jr. Varsity Softball	Darrell Black
Cheer	Megan Moore, Naomi Miller
Dance	Open

Unpaid Volunteer Assistant Coaches at the Charter HS:

Theresa Kendrick	Girls Varsity Basketball
Laurin Weizel	Dance
Matthew Greene	Girls Jr. Soccer

*Volunteer coaches are required to submit the same paperwork as paid positions and meet the State Certification requirements. They are no longer required to hold an ASCC certificate from the CTC but instead submit fingerprints to FBI and DOJ for background checks reportable to the Orcutt Union School District

ORCUTT ACADEMY CHARTER SCHOOL

ORCUTT UNION SCHOOL DISTRICT

***2018-19 CERTIFICATION*
*TEMPORARY ATHLETIC TEAM COACHES***

TO STATE BOARD OF EDUCATION:

Title 5, California Code of Regulations, Section 5594, requires:

By April 1 of each year, each local governing school board shall certify to the State Board of Education that the provisions of Section 5593 have been met.

LOCAL SCHOOL BOARD CERTIFICATION:

I hereby certify the school district has met the conditions set forth in Title 5, Sections 5593 and 5594.

Orcutt Academy Charter High School
500 Dyer Street
Orcutt, CA 93455

Lisa Morinini, President
Board of Trustees

(School District)

(Date)

Keep on File
Board Items

ORCUTT UNION SCHOOL DISTRICT

TO: Dr. Deborah Blow
District Superintendent

FROM: Susan Salucci
Assistant Superintendent of Human Resources

DATE: April 10, 2019

RE: ***NOTIFICATION TO BOARD CERTIFICATION OF COACHES FOR 2018-19 SCHOOL YEAR***

Article 5, Section 5594, of the California Administrative Code, requires that “the District Superintendent shall certify to the local Board of Trustees that the provisions in Section 5593 have been met” with respect to the selection of temporary athletic team coaches. Section 5594 also requires that “local governing school boards shall certify to the State Board of Education that the provisions of Section 5593 have been met.” Section 5593 applies to any person serving at any grade level as a temporary athletic team coach.

All temporary coaches hired for the 2018-19 school year have been certified as meeting the provisions of Section 5593.

Alice Shaw:

Emily Ginter Track

Ralph Dunlap:

Open Track

Joe Nightingale:

Open Track

Patterson Road:

Anthony Dunne Track
Beth Karamitsos Track

Pine Grove:

Don Robertson Track

Olga Reed:

Tracey Levey	Track
Nathan Sparks	Boys Basketball
Theresa Kendrick	Girls Basketball

Lakeview Junior High:

Melanie Mayes	Girls Volleyball
Lincoln White	Boys Volleyball
Brad Gitchell	7 th and 8 th Grade Girls Basketball
Tim Smith	7 th Grade Boys Basketball
Robert Griffin	8 th Grade Boys Basketball
Kris Heredia	Cheer
Albert Cabanting	Track

Unpaid Volunteer Coaches:

Albert Cabanting	7 th and 8 th Grade Girls Basketball
Jackie Oani	7 th and 8 th Grade Girls Basketball
John Wells	7 th Grade Boys Basketball

Orcutt Junior High:

Gina Sanchez	Girls Volleyball
J'Nay Hawthorne	Boys Volleyball
Sal Ruiz	7 th & 8 th Grade Girls Basketball
J'Nay Hawthorne	7 th Grade Boys Basketball
Ernie Salinas	8 th Grade Boys Basketball
Brandi Glynn	Cheer
Albert Cabanting	Track

UNDER "PERSONNEL":

LOCAL BOARD CERTIFICATION OF ATHLETIC COACHES. Title 5 California Administrative Code, Section 5594, requires that each local governing school board shall certify that the provisions of Section 5593 have been met. All coaches hired for the 2018-19 school year have met the requirements for certification.

Staff recommends that the Board of Trustees certify all coaches hired for the 2018-19 school year.

ORCUTT UNION SCHOOL DISTRICT

2018-19 CERTIFICATION
TEMPORARY ATHLETIC TEAM COACHES

THE STATE BOARD OF EDUCATION Title 5, California Code of Regulations, Section 5594, requires:

Each local governing school board shall certify that the provisions of Section 5593 have been met.

LOCAL SCHOOL BOARD CERTIFICATION:

I hereby certify the school district has met the conditions set forth in Title 5, Sections 5593 and 5594.

Orcutt Union School District
500 Dyer Street
Orcutt, CA 93455

Lisa Morinini, President
Board of Trustees

(School District)

(Date)

Keep on File
Board Items

Warrants

These materials are not included in this copy of the agenda. The warrants are available for review at the District Office, 500 Dyer Street, Orcutt, CA. Monday-Friday from 7:30 am – 4:30 pm.

This procedure is in compliance with the Public Document Law, Government Code Section Number 6257.

**ORCUTT UNION SCHOOL DISTRICT
BOARD OF TRUSTEES
REGULAR MEETING MINUTES
March 13, 2019**

CALL TO ORDER

A regular meeting of the Board of Trustees of the Orcutt Union School District was held on Wednesday, March 13, 2019, beginning with Lisa Morinini calling Public Session to order at 6:00 p.m. The Pledge of Allegiance was led by Susan Salucci. Members Present: Morinini, Waffle, Steller and Henderson. Absent: Liz Phillips; Administrators Present: Blow, Edds, Salucci, Con, and Fell.

ADJOURN TO CLOSED SESSION

It was moved by Melanie Waffle, seconded by Shaun Henderson and carried to adjourn to Closed Session at 6:01 p.m. Ayes: Morinini, Waffle, Steller, and Henderson.

RECONVENE TO PUBLIC SESSION

The meeting reconvened to Public Session at 6:28 p.m. Lisa Morinini reported that no action was taken in closed session. It was moved by Melanie Waffle, seconded by Shaun Henderson and carried to adopt the March 13, 2019, agenda as presented. Ayes: Morinini, Steller, Waffle and Henderson.

SUPERINTENDENT'S REPORT

OAHS ASB Officers gave an update on current activities, including Celebration of Differences, Sadie Hawkins Dance, and Disconnect-A-Thon. Leslie Wagonseller introduced Allie Doerksen, a 5th grade teacher at Pine Grove. Ms. Doerksen and four of her students gave a presentation to the Board on what they are learning in class. Lee Ann Luongo gave an OCAF update on the Annual Gala. Kirby Fell had a quick video presentation of the event. Ms. Luongo presented Dr. Blow and the Board of Trustees with an autographed picture of Pryor Baird that was painted by a student from OAHS. Walter Con gave a Facilities Update.

PUBLIC COMMENT

Monique Segura gave an OEA update

Written Communication

Dr. Blow shared a letter of congratulations she wrote to Sonya Wasserman, as she was the recipient of the District 16 American Legion High School Oratorical Contest with her speech titled "The U.S. Constitution, The Goldilocks Effect".

CONSENT AGENDA ITEMS

- A. OAHS Charter School Hiring of Additional Charter School Coaches for 2018-2019
- B. Classified Personnel Action Report
- C. Certificated Personnel Action Report
- D. Approval of Warrants
- E. Minutes, Regular Board Meeting, February 13, 2019
- F. Minutes, Special Curriculum and Board Study Session Meeting, February 27, 2019
- G. Orcutt Academy HS Track & Field Team possible trip to CIF/CS
- H. Orcutt Academy HS Baseball Team possible trip to CIF/CS
- I. Orcutt Academy HS Boys Golf Team possible trip to CIF/CS
- J. Orcutt Academy HS Swim Team possible trip to CIF/CS
- K. Orcutt Academy HS Boys Tennis Team possible trip to CIF/CS
- L. Orcutt Academy HS Softball Team possible trip to CIF/CS
- M. Orcutt Academy HS Boys Volleyball Team possible trip to CIF/CS
- N. Orcutt Academy Cheer Team trip to Sonoma State University
- O. Board Policy 5141,52, Suicide Prevention, for second reading
- P. Board Policy 5144, Discipline, for second reading
- Q. Board Policy 5144.1, Suspension and Expulsion, for second reading
- R. Board Policy 5146, Married/Pregnant Parenting Students, for second reading
- S. Board Policy 6146.1, High School Graduation Requirements, for second reading

It was moved by Shaun Henderson, seconded by Mark Steller, and carried to approve Consent Agenda Items A through S, as submitted. Ayes: Morinini, Steller, Waffle and Henderson.

ACTION AGENDA ITEMS

Acceptance of Gifts

It was moved by Mark Steller, seconded by Shaun Henderson, and carried to approve the acceptance of gifts, and that a letter of acceptance and appreciation be sent to Next Day Signs, Food Maxx, Pepsi Bottling Group-Nicholas Matautia, Steve Lopez, and Western Village Health Club Ayes: Morinini, Waffle, Steller and Henderson.

Board Bylaw 9100, Organization

It was moved by Melanie Waffle, seconded by Shaun Henderson and carried to adopt the revisions to Board Bylaw 9100, Organization, for the first reading and that it be placed on the next Consent Agenda for the second reading. Ayes: Morinini, Steller, Waffle and Henderson.

Board Bylaw 9110, Terms of Office

It was moved by Shaun Henderson, seconded by Melanie Waffle and carried to adopt the revisions to Board Bylaw 9110, Terms of Office, for the first reading and that it be placed on the next Consent Agenda for the second reading. Ayes: Morinini, Steller, Waffle and Henderson.

Board Bylaw 9121, President

It was moved by Melanie Waffle, seconded by Shaun Henderson and carried to adopt the revisions to Board Bylaw 9121, President for the first reading and that it be placed on the next Consent Agenda for the second reading. Ayes: Morinini, Steller, Waffle and Henderson.

Board Bylaw 9322, Agenda Content

It was moved by Melanie Waffle, seconded by Shaun Henderson and carried to adopt the revisions to Board Bylaw 9322, Agenda Content, for the first reading and that it be placed on the next Consent Agenda for the second reading. Ayes: Morinini, Steller, Waffle and Henderson.

Board Bylaw 9324, Minutes and Recordings

It was moved by Shaun Henderson, seconded by Melanie Waffle and carried to adopt the revisions to Board Bylaw 9324, Minutes and Recordings for the first reading and that it be placed on the next Consent Agenda for the second reading. Ayes: Morinini, Steller, Waffle and Henderson.

Orcutt Union School District Second Interim Report 2018-2019

It was moved by Melanie Waffle, seconded by Shaun Henderson and carried to approve the Second Interim Report as presented and authorize the filing of a "positive" certification with the Santa Barbara County Office of Education. Ayes: Morinini, Steller, Waffle and Henderson.

Notice of Completion – Prop 39, Indoor Environmental Services (IES)

It was moved by Shaun Henderson, seconded by Melanie Waffle and carried to approve the Prop 39, Indoor Environmental Services, energy efficiency retrofitting improvement project as complete. Ayes: Morinini, Steller, Waffle and Henderson.

Award of Bid for Patterson Road and Ralph Dunlap Site Safety and Security Project

It was moved by Melanie Waffle, seconded by Mark Steller and carried to approve the award of Bid Package 1, Site Work and Asphalt Paving for Patterson Road and Ralph Dunlap Site Safety and Security Project to RDZ Construction for \$500,248 and Bid Package 3, General Construction, for Patterson Road and Ralph Dunlap Site Safety and Security Project to Quincon, Inc. for \$314,000, as they were the lowest, responsive, responsible bidder. Ayes: Morinini, Steller, Waffle and Henderson.

Patterson Rd. and Ralph Dunlap Estimated Budget for the Measure G Bond

It was moved by Shaun Henderson, seconded by Melanie Waffle and carried to approve the Estimated Budget for the Patterson Rd. and Ralph Dunlap Site Safety Project for the Measure G Bond, as submitted. Ayes: Morinini, Steller, Waffle and Henderson.

Orcutt Union School District Low Performing Student Block Grant

It was moved by Melanie Waffle, seconded by Shaun Henderson and carried to approve the Orcutt Union School District Low Performing Student Block Grant, as submitted. Ayes: Morinini, Steller, Waffle and Henderson.

Orcutt Academy Charter Low Performing Student Block Grant

It was moved by Shaun Henderson, seconded by Mark Steller and carried to approve the Orcutt Academy Charter Low Performing Student Block Grant, as submitted. Ayes: Morinini, Steller, Waffle and Henderson.

California Department of Education Library Survey

It was moved by Melanie Waffle, seconded by Shaun Henderson and carried to acknowledge the district's completion of this requirement for all eight schools and the Orcutt Academy Charter. Ayes: Morinini, Steller, Waffle and Henderson.

Western Governors University Student Teaching Letter of Agreement

It was moved by Melanie Waffle, seconded by Shaun Henderson and carried to approve the Western Governors University Student Teaching Letter of Agreement to provide Student Teacher Placement for Western Governors' students in the Teacher Preparation Program with the Orcutt Union School District, as submitted. Ayes: Morinini, Steller, Waffle and Henderson.

Approval of Chief Technology Officer Contract

It was moved by Melanie Waffle, seconded by Shaun Henderson to approve the contract for Chief Technology Officer. Mark Steller requested that this item be discussed in closed session. Lisa Morinini asked for a motion to withdraw the motion. It was moved by Melanie Waffle, seconded by Shaun Henderson to withdraw the motion. Ayes: Morinini, Steller, Waffle and Henderson.

Internet Service Provider Contract

It was moved by Melanie Waffle, seconded by Shaun Henderson and carried to award the bid for preferred Internet Service Provider (ISP) to Wave Business, as submitted. Ayes: Morinini, Steller, Waffle and Henderson.

E-rate Request for Offer (RFO) for Network Switches

It was moved by Mark Steller, seconded by Melanie Waffle and carried to acknowledge the Request for Offer (RFO) for eligible equipment purchase as part of the application process. Ayes: Morinini, Steller, Waffle and Henderson.

ADJOURN TO CLOSED SESSION

It was moved by Mark Steller, seconded by Melanie Waffle and carried to adjourn to Closed Session at 7:51 p.m. Ayes: Morinini, Waffle, Steller, and Henderson.

RECONVENE TO PUBLIC SESSION

The meeting reconvened to Public Session at 8:07 p.m. Lisa Morinini reported that no action was taken in closed session.

Approval of Chief Technology Officer Contract

It was moved by Shaun Henderson, seconded by Melanie Waffle and carried to approve the renewal of the Chief Technology Officer, Kirby Fell's contract, as submitted. Ayes: Morinini, Steller, Waffle and Henderson

ITEMS FROM THE BOARD

Shaun Henderson thanked the board members for the condolences he received after the passing of his father, Gordon "Gordy" Henderson. Melanie Waffle thanked everyone and said the State of the District Breakfast went very well.

GENERAL ANNOUNCEMENTS

Unless otherwise noticed, the next regular board meeting is scheduled for Wednesday, April 10, 2019, with Closed Session beginning at 6:00 p.m. followed by Public Session at 6:30 p.m. in the District Office Board Room, 500 Dyer Street, Orcutt, CA.

ADJOURN

It was moved by Melanie Waffle, seconded by Mark Steller and carried to adjourn the meeting at 8:09 p.m.

Deborah L. Blow, Ed.D. Board Secretary

Liz Phillips, Clerk, Board of Trustees

Memorandum of Understanding

Between the Imperial County Office of Education and Orcutt Union School District regarding the Implementation of the Broadband Infrastructure Improvement Grant Program

This Memorandum of Understanding establishes an Agreement (“Agreement”) between the **Imperial County Office of Education** (“ICOE”), and Orcutt Union School District (“Agency”) to procure solutions, which meet the connectivity needs experienced by Orcutt Union School District at school site(s) identified in Appendix B. By virtue of Assembly Bill AB 93, the K-12 High Speed Network program (K12HSN) and its operator, ICOE, are required to utilize state funding to resolve poor connections to the Internet that result in an inability on the part of Agency to offer online computer adaptive testing to students. The Agency is identified as a potential grant awardee and may receive benefits of the Broadband Infrastructure Improvement Grant 2.0 (BIIG 2.0) as outlined in this Agreement.

1. Background.

Assembly Bill AB 93 (signed into law by the Governor on June 24, 2015 – See Appendix A) re-appropriates one-time funding to support network connectivity infrastructure grants by the K12HSN in consultation with the Department of Education, the Department of Finance, and the State Board of Education.

The one-time funding in the 2015-16 Budget Act is to enhance Internet connectivity for school sites to allow them to successfully administer the California Assessment of Student Performance and Progress (CAASPP).

In order for the Agency to obtain service from BIIG, the Agency must take responsibility for the monthly recurring costs to manage and maintain the improved connections as outlined in Section 5.

This agreement is conditioned on the approval of such project(s) by the Department of Finance in consultation with the Joint Legislative Budget Committee. Final approval of all projects will occur by May 31, 2019.

2. Effective Date and Term.

- a. The Effective Date of the Agreement shall be the date the last party to this Agreement signs the Agreement.
- b. The Term of the Agreement shall be from the Effective Date of this agreement, through the completion of all obligations within this agreement or no later than June 30, 2021.

3. Definitions and Key Descriptors.

- a. “Parties” refers to the Corporation for Education Networking Initiatives in California (CENIC), the Imperial County Office of Education (ICOE) serving as the lead and

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Regarding Broadband Infrastructure and Improvement Grant*

- fiscal agent for the K12 High Speed Network (K12HSN), and Orcutt Union School District (Agency).
- b. “Party” refers to either ICOE, or the Agency.
 - c. “CENIC” refers to the Corporation for Education Networking Initiatives in California, the network operator for the California Research and Education Network (CalREN), a robust regional network that serves all educational segments in California and interconnects them with other regional and international networks worldwide.
 - d. “K12HSN” refers to the California K-12 High Speed Network program sponsored by the California Department of Education with the mission to enable educators, students and staff across the state to have access to a reliable high-speed network with the capacity to deliver online resources to support teaching and learning and promote academic achievement. ICOE is the Lead Education Agency for this grant.
 - e. Broadband Infrastructure Improvement Grant 2.0 (BIIG 2.0): The Broadband Infrastructure Improvement Grants are one-time monies that will fund projects critical for the implementation of the computer-based assessments in sites that demonstrate the greatest need or hardship as compared to other applicant districts, school sites, direct-funded charter schools.
 - f. BIIG 2.0 Grantees are districts with school sites that are deemed to be in the greatest need of connectivity solutions among California’s schools, and for which AB 93 funds will be utilized to install connectivity solutions and other required equipment with the goal of successfully implementing computer adaptive testing defined in more detail in 3g.
 - g. California Assessment of Student Performance and Progress (CAASPP): Signed into law on October 2, 2013, AB 484 (Bonilla) establishes California's new student assessment system, now known as the California Assessment of Student Performance and Progress (CAASPP). The CAASPP assessment system replaces the Standardized Testing and Reporting (STAR) Program. The primary purpose of the CAASPP assessment system is to assist teachers, administrators, and pupils and their parents by promoting high-quality teaching and learning through the use of a variety of assessment approaches and item types.
 - h. “E-rate” refers to a federal program that provides discounts to assist most schools and libraries in the United States to obtain affordable telecommunications and Internet services. The Federal Communications Commission’s Schools and Libraries Universal Service program supports connectivity, the conduit or pipeline for communications using telecommunications services and/or the Internet. Discounts for support depend on the level of poverty and the urban/rural status of the population served and range from 20% to 90% of the costs of eligible services. Eligible schools, school districts and libraries may apply individually or as part of a consortium.
 - i. Joint Legislative Budget Committee (JLBC): The Joint Legislative Budget Committee is a standing committee that shall ascertain facts and make recommendations to the Legislature and to the houses thereof concerning the State Budget, the revenues and expenditures of the State, the organization and functions of

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- the State, its departments, subdivisions and agencies, and such other matters as may be provided for in the Joint Rules of the Senate and Assembly.
- j. “Letter of Agency” or LOA is a legal document whereby one school district gives authority for another agency to act on its behalf, in this agreement specifically to procure telecommunication services. As it pertains to the Statewide CENIC E-rate Consortium, a school district or county office of education signs a Letter of Agency to join the Consortium. By doing so, CENIC, who contracts on behalf of K-12 for circuits that create the statewide network, is able to seek E-rate discounts for them.
 - k. **Service Provider:** Refers to the entity (e.g., private telecommunications company, cable operator, or other organization) that will deliver the enhanced connectivity to the eligible school site.
 - l. “Supersedure Agreement” is an agreement whereby Agency, CENIC, and the selected telecommunications provider agree to permit the substitution of Agency into the role of responsible party and payor, upon completion of contract obligations subsequent to CENIC ending its role as responsible party and payor.
4. **ICOE Responsibilities.** Imperial County Office of Education as the Lead Education Agency (LEA) and operator of the K-12 High Speed Network will have the following responsibilities:
- a. Apprise Agency of the monthly recurring costs (Section 5.1) that must be assumed effective upon supersedure of contract obligations, to permit Agency to make an informed decision before choosing to become a BIIG 2.0 grantee.
 - b. Work cooperatively with CENIC and, upon approval of California Department of Education, approve and enter into agreements with telecommunications providers to secure connectivity solution(s) for Agency.
 - c. Reimburse CENIC for one-time installation and special construction costs as well as monthly service costs for BIIG 2.0 grantees from the date that the broadband solution is in operation until the contract has been superseded.
 - d. Work with CENIC and consultants to provide the Agency with assistance on the transition of contractual obligations including support in filing pertinent forms and contracts, training Agency staff and answering questions through the supersedure process.
 - e. Work with CENIC to fulfill the following obligations:
 - i. Negotiate contracts with service providers to secure connectivity solutions to benefit Agency.
 - ii. Upon Agency’s agreement to the terms contained herein, enter into agreements to procure said connectivity solutions for the Agency.
 - iii. Assist with network design and equipment installation for the grant awardees.
 - iv. Oversee the installation of connectivity solutions, and coordinate major activities such as site readiness, evaluate equipment needs and purchases and participate in project management activities.
 - v. Keep Agency apprised of progress and timelines.
 - vi. Pay installation costs, including special construction, as well as monthly service costs from the date that the viable solution is passing traffic until the

- date of supersedure. ICOE expects that this can be anywhere between 6 and 18 months of monthly recurring charges. Total projected cost, \$46,170.60.
- vii. Apply for E-rate discounts on contracted services for E-rate funding year 2018, which conclude June 30, 2019.

5. **AGENCY Responsibilities.** In order to receive services through this Agreement, Agency agrees to:

- a. Provide access to facilities as needed to design and implement connectivity solutions. This includes, but not limited to; conduit, electrical panels, equipment racks, roof access for mounting of antennas, weather heads, plywood backboards, etc.
 - b. Conduct a review of on-going costs to ensure that once Agency assumes payment of them, Agency will have sufficient funding to continue the service for the duration of the contract with the telecommunications provider.
 - c. Provide point of contact information for the individual who will coordinate access to the site for inspection, installation of equipment and circuits, etc.
 - d. Provide available technical assistance and support for the installation (remote hands) of equipment necessary to establish the improved connection.
 - e. Track and report inventory of all grant funded equipment received by Agency.
 - f. Secure any board approval required to receive services under the BIIG grant program.
 - g. Enter into a joint Supersedure Agreement with the service provider causing Agency to assume the role of responsible party / payor upon the completion of contract obligations.
 - h. Report to ICOE at least two times per year for twenty-four (24) months on the impacts to assessment, instruction, student engagement, professional development, collaboration among staff and students, and business efficiencies that are impacted by the increased bandwidth available to the school site. A template will be provided when the information is required.
 - i. For the period of service starting at the completion of contract obligations, Agency will meet requirements and deadlines associated with application processes in order to secure funding from federal and state subsidy programs such as E-rate and CTF to assist with payment of monthly recurring cost to maintain the connection provided by the grant.
 - j. Upon completion of connectivity improvements, Agency will assume ownership of equipment provided by the grant. Agency will be responsible for operating and maintaining such equipment during the expected useful life (usually 5 years).
 - k. Provide an additional Letter of Agency in order for CENIC to be able to apply for E-rate discounts on behalf of the school site to be connected.
1. **Payment of Costs:**
- i. The Agency will be responsible for any ongoing operational costs to manage and maintain the connection provided by the grant. This includes, but is not limited to, the Monthly Recurring Charges (MRC), associated taxes and surcharges, equipment replacement, and maintenance agreements or service/support contracts in order to connect to the nearest K12HSN network

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aggregation site. K12HSN may provide further support to help Agency have a better understanding of these potential costs.

- ii. Costs are detailed per site in Appendix B. Please review costs for each site and acknowledge acceptance by initialing in the box provided for each row. One or more of your sites may be pending approval from the Joint Legislative Budget Committee. These sites are marked as “Pending Legislative Approval” and by initialing for those sites you are accepting the ongoing costs if the Legislature permits the site to move forward in the current cycle.
- iii. It is expected that the Agency will become the customer of record for the connectivity services, and, therefore, will be directly invoiced by the service provider upon completion of grant obligations.
- iv. If the Agency accepts service under the grant, authorizes K12HSN to proceed with installation and purchase of equipment and later determines it does not wish to proceed to completion, Agency will repay to K12HSN the funds expended on behalf of Agency. To the extent that equipment purchased may be repurposed, said equipment will not be included in the amount to be repaid.

6. **Project Timelines.** All Parties understand that the timeline for the desired completion of project activities is aggressive and timelines may vary significantly from school site to school site. Timelines and best effort estimates are subject to change by ICOE and/or the service providers contracted to deliver services; ICOE will engage with CENIC and third party providers to secure the quickest installation possible. Nevertheless, Agency acknowledges that the reason(s) they are still in need of improved connectivity will likely translate to the project taking a significant amount of time before it is complete.

7. **Termination.**

- a. In the event that any Party fails to perform on a material term of this Agreement, the other Parties have the right to terminate the Agreement upon thirty (30) days written notice with all other rights and remedies available to it at law and equity.
- b. In the event of termination, Parties agree to coordinate closely on any network changes in order to minimize service disruption to connected entities.
- c. Note Part 5.i.iv. above, that expended amounts (for services and equipment) will be repaid from Agency to K12HSN in the event that Agency makes a decision not to complete after agreement to accept service and steps have been undertaken to deliver service.
- d. ICOE may terminate the agreement if the project(s) are not approved by the Department of Finance in consultation with the JLBC by the May 31, 2019 deadline.

8. **Indemnification.**

- a. The Agency agrees to indemnify, defend, and hold harmless ICOE, its officers, agents and employees against any claim, liability, loss, injury or damage imposed on ICOE

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- arising out of the Agency's performance on this Agreement, except for liability resulting from the negligent or willful misconduct of ICOE, its officers, agents and employees. If obligated to indemnify, defend, or hold harmless Agency under this Agreement, the Agency shall reimburse ICOE for all costs, attorney's fees, expenses and liabilities associated with any resulting legal action. The Agency shall seek ICOE approval of any settlement that could adversely affect the ICOE, its officers, agents or employees.
- b. ICOE agrees to indemnify, defend, and hold harmless the Agency, their officers, agents and employees against any claim, liability, loss, injury or damage imposed on the Agency arising out of ICOE's performance on this Agreement, except for liability resulting from the negligent or willful misconduct of the Agency, its officers, agents and employees. If obligated to indemnify, defend, or hold harmless ICOE under this Agreement, ICOE shall reimburse the Agency for all costs, attorney's fees, expenses and liabilities associated with any resulting legal action. ICOE shall seek the Agency's approval of any settlement that could adversely affect the Agency, its officers, agents or employees.
9. **Arbitration.** ICOE and Agency agree that should any controversy or claim arise out of or relating to this Agreement they will first seek to resolve the matter informally for a reasonable period of time not to exceed forty-five (45) days. If the dispute remains, it shall be subject to mediation with a mediator agreed to by ICOE and Agency and paid for by ICOE and Agency, absent an agreement otherwise. If after mediation there is no resolution of the dispute, ICOE and Agency agree to resolve the dispute by binding arbitration administered by the American Arbitration Association ("AAA") in accordance with its Commercial Arbitration Rules, and judgment on an arbitrator's award may be entered in any court having jurisdiction thereof.
- a. ICOE and Agency shall select one arbitrator pursuant to the AAA's Commercial Arbitration Rules.
- b. The arbitrator shall present a written, well-reasoned decision that includes the arbitrator's findings of fact and conclusions of law. The decision of the arbitrator shall be binding and conclusive on ICOE and Agency.
- c. The arbitrator shall have no authority to award punitive or other damages not measured by the prevailing Party's actual damages, except as may be required by statute. The arbitrator shall have no authority to award equitable relief. Any arbitration award initiated under this clause shall be limited to monetary damages and shall include no injunction or direction to either Party other than the direction to pay a monetary amount. As determined by the arbitrator, the arbitrator shall award the prevailing Party, if any, all of its costs and fees. The term "costs and fees" includes all reasonable pre-award arbitration expenses, including arbitrator fees, administrative fees, witness fees, attorney's fees and costs, court costs, travel expenses, and out-of-pocket expenses such as photocopy and telephone expenses. The decision of the arbitrator is not reviewable, except to determine whether the arbitrator complied with sections (b) and (c) of this paragraph.

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10. **Governing Law and Venue.** The laws of the State of California shall govern this Agreement. Proper venue for any dispute regarding this Agreement shall lie in Imperial County, California.
11. **Entire Agreement.** This Agreement constitutes the final, complete and exclusive statement of the terms of agreement between the Parties pertaining to the subject matter of the Agreement. It supersedes all prior and contemporaneous understandings or agreements by the Parties. Neither Party has been induced to enter the Agreement by, nor is either Party relying on, any representation or warranty outside those expressly set forth in the Agreement.
12. **Interpretation.** This Agreement shall be interpreted to give effect to its fair meaning and shall be construed as though all Parties prepared it.
13. **Assignment.** Unless authorized in writing by all Parties, no Party shall assign or transfer any rights or obligations covered by this Agreement. Any unauthorized assignment or transfer shall constitute grounds for termination by the other Parties.
14. **Compliance with Laws.** The Parties shall, at their own cost and expense, comply with all local, state, and federal ordinances, regulations, and statutes now in force and which may hereafter be enacted that affect this Agreement.
15. **No Waiver of Default.** No delay or failure to require performance of any provision of this Agreement shall constitute a waiver of that provision as to that instance or any other instance. Any waiver must be in writing and shall only apply to that instance.
16. **Successors and Assigns.** All representations, covenants, and warranties set forth by, on behalf of, or for the benefit of any Party herein shall be binding upon and inure to the benefit of such Party and its successors and assigns.
17. **Amendment.** This Agreement may only be altered, amended, or modified by written instrument executed by both ICOE and Agency. ICOE and Agency agree to waive any right to claim, contest, or assert that this Agreement was modified, canceled, superseded, or altered by oral agreement, course of conduct, waiver, or estoppel.
18. **Severability.** If any one or more of the provisions of this Agreement is held to be invalid, illegal, or unenforceable, then such provision or provisions shall be severed from the Agreement, and the remaining provisions of the Agreement shall continue in full force and effect and shall not be affected, impaired, or invalidated in any way.
19. **Execution of Counterparts.** If this Agreement is executed in counterparts, each counterpart shall be deemed an original, and all such counterparts or as many of them as ICOE and Agency preserve undestroyed shall together constitute one and the same Agreement.

*Memorandum of Understanding between the Imperial County Office of Education and Orcutt Union School District
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20. **Authority.** ICOE and Agency warrant and represent that they have the authority to enter into this Agreement in the names, titles, and capacities stated herein and on behalf of the entities, persons, or firms named herein and that all legal requirements to enter into this Agreement have been fulfilled.
21. **Nondiscrimination.** During the performance of this Agreement, the Parties shall not discriminate against any employee, applicant, student or other person connected to this Agreement in a manner prohibited by the laws of the United States or the State of California (including, but not limited to, on the basis of religion, race, color, national origin, handicap, ancestry, sex, sexual orientation, marital status or age).
22. **Notice.** Any notice given under this Agreement shall be in writing to the Parties' representatives and shall be deemed delivered three (3) days after the deposit in the United States mail, certified or registered, postage prepaid, and addressed to the parties. Parties shall promptly update each other when representatives and contact information change.

The Parties' representatives shall be:

ICOE:

Luis Wong
Chief Executive Officer

1398 Sperber Road
El Centro, CA 92243

Phone: (760) 312-6512
Email: luis.wong@k12hsn.org

Olga L. Reed Elementary School:

Deborah Blow
Superintendent

500 Dyer Street.
Orcutt, CA 93455

Phone: (805) 938-8900
Email: dblow@orcutt-schools.net

Communications regarding the administration of this Agreement shall be made to the Parties' representatives. Communications regarding technical matters underlying the Agreement can be made to either the Parties' representatives or the following persons:

ICOE:

Teri Sanders
Chief Operating Officer

1398 Sperber Road
El Centro, CA 92243

Phone: (760) 312-6512
Email: tsanders@icoe.org

Orcutt Union School District:

Kirby Fell
Chief Technology Officer

500 Dyer Street
Orcutt, CA 93455

Phone: 805-938-8944
Email: kfell@orcutt-schools.net

*Memorandum of Understanding between the Imperial County Office of Education and Orcutt Union School District
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IN WITNESS WHEREOF, the undersigned have executed this Agreement as of the date hereof.

For the Imperial County Office of Education

For Orcutt Union School District

By: _____

By: _____

Luis Wong
Chief Executive Officer
K-12 High Speed

Date: _____

Date: _____

[Remainder of page intentionally left blank]

Appendix A - AB 93 Broadband Infrastructure Grants Budget Bill Language

Of the amount authorized for expenditure in Provision 1, \$50,000,000 is to support network connectivity infrastructure grants

- a) Network connectivity infrastructure grants shall be distributed by the K-12 High-Speed Network, in consultation with the Department of Education and State Board of Education, as described in subdivision (b).
- b) The State Department of Education, with concurrence of the Executive Director of the State Board of Education, may direct the K-12 High-Speed Network to distribute network connectivity infrastructure grants to fund the following order of priority. First priority for critical need grants shall go to local educational agencies that are unable to administer computer-based assessments at the school site and will experience the greatest benefit in terms of the number of students able to be assessed at the school site as a result of the grant. Second priority for critical need grants shall go to the local educational agencies that have to shut down essential operations to administer computer-based assessments at the school site, including, but not limited to, business services, email, and access to other critical online activities. The K-12 High-Speed Network may fund projects that will result in per-pupil costs of more than \$1,000 per test-taking pupil only upon approval of the Department of Finance, and no sooner than 30 days after notification in writing is provided to the Joint Legislative Budget Committee. If funds remain after grants have been distributed to all identified school sites for priorities one and two for which the K-12 High-Speed Network is able to identify solutions, the K-12 High-Speed Network may provide grants to under-connected schools that do not have adequate broadband infrastructure to increase connectivity rates in a cost effective manner pursuant to a plan approved by the Department of Finance no sooner than 30 days after notification in writing is provided to the Joint Legislative Budget Committee. As a condition of receiving grant funding, all local educational agencies shall commit to supporting the ongoing costs associated with improved Internet infrastructure.
- c) Upon distribution of all available network connectivity infrastructure grant funding pursuant to this provision, the K-12 High-Speed Network shall submit a report by October 15, 2016, to the Joint Legislative Budget Committee, the State Department of Education, the State Board of Education, and the Department of Finance that includes: (1) the methodology used to determine and prioritize grant funding and a summary of the grant awards, including grant recipients and associated infrastructure projects, and details about any funding approved for the K-12 High-Speed Network to meet the requirement of this item pursuant to subdivision (d) in this provision, and (2) an assessment of remaining network connectivity infrastructure needs, including costs and potential partnerships with other state and private entities.

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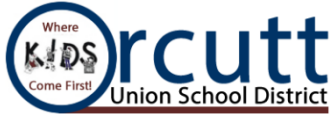
- d) If necessary, and upon approval of the Department of Finance, the K–12 High-Speed Network may use a portion of network connectivity infrastructure grant funding to meet the reporting requirements of this item.

Memorandum of Understanding Between the Imperial County Office of Education and Orcutt Union School District
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Appendix B - Table listing all awarded sites for Orcutt Union School District

Site Name and Address	Z Location Name and Address	Connection Speed	Connection Type	Service Provider	Estimated Monthly Recurring Cost Pre-Discount	Estimated Monthly Node Site Fees Pre-Discount	Estimated Total Monthly Cost after Discounts* Including Taxes	Acceptance of Grant Services for Site (Please Initial)
Olga L. Reed Elementary School 480 Centennial Street Los Alamos, CA 93440	Santa Maria Joint Union High 2560 Skyway Drive Santa Maria, CA 93440	1G	Fiber	Frontier	\$1,650.00	\$100.00	\$628.00	

*E-rate and CTF discount rates based on January 2018 Free and Reduced Lunch



Orcutt Academy High School
Administration Office

TO: Dr. Deborah Blow, Superintendent

FROM: Mr. Rhett Carter, OAHS Principal

BOARD MEETING DATE: April 10, 2019

BOARD AGENDA ITEM: California Association of Directors of Activities (CADA)

BACKGROUND: July 23 - 26, 2019, Activities Director, Graham Culbara will accompany 6 high school Associated Student Body Officers to the state CADA conference being held at the University of California Santa Barbara. Our students will be housed on site in the dorms along with our Activities Director, Mr. Culbara. The ASB budget will be paying for half of the fees and the students/parents will pay the remaining balance. Transportation will be provided by a school vehicle and a parent driver if needed.

The purpose of this conference is to offer excellent training for the students as they plan the coming school year's ASB activities and events.

RECOMMENDATION: Staff recommends this overnight trip be approved as submitted.

FUNDING: No Impact on General Fund



ORCUTT UNION SCHOOL DISTRICT
REQUEST FOR ACCEPTANCE OF GIFT

SCHOOL: Olga Reed School Date: 3/13/19

DONOR: Name: Nancy Helgeland
Address: 28844 Grayfox St., Malibu, CA 90265-4253
Phone No. 310-804-8245

GIFT: Item Donated or Cash Donation \$ 1000.00
Designated for: To offset the cost of the graduation ceremony and eighth grade celebration activities.
General Description:
Model No.: Condition: [X] New [] Used
Value (estimated):
Purpose of Gift:
Will gift be purchased through Business Services Office? [X] Yes [] No
Donor Conditions of Acceptance:

INSTALLATION AND OPERATION (If answer to A is yes , answer B and C)

- A. Will gift require installation? [] Yes [X] No
B. What type of installation is required?
C. Will donor pay installation costs? [] Yes [] No
D. Will there be operating costs? [] Yes [X] No
If yes, what type?

Acceptance Requested By (OUSD Staff Member): Kathleen Stevenson
Acceptance Approved By (Administrator):
RECOMMENDATIONS: Principal or District Representative

BOARD ACTION: Date Accepted: Date Denied:

Please submit request to the Superintendent's Office. (If denied, explanation is on reverse side of this form.)



ORCUTT UNION SCHOOL DISTRICT

REQUEST FOR ACCEPTANCE OF GIFT

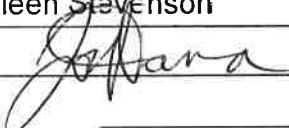
SCHOOL: Olga Reed School Date: 3/13/19

DONOR: Name: Los Alamos Valley Men's Club
Address: PO Box 13, Los Alamos, CA 93440
Phone No. 805-344-3500

GIFT: Item Donated _____ or Cash Donation \$ 850.00
(Fill in if money is donated)
Designated for: the purchase of boys basketball uniforms
General Description: _____
Model No.: _____ Condition: New Used
Value (estimated): _____
Purpose of Gift: _____
Will gift be purchased through Business Services Office? Yes No
Donor Conditions of Acceptance: _____

INSTALLATION AND OPERATION (If answer to A is yes , answer B and C)

- A. Will gift require installation? Yes No
- B. What type of installation is required? _____
- C. Will donor pay installation costs? Yes No
- D. Will there be operating costs?
If yes, what type? Yes No

Acceptance Requested By (OUSD Staff Member): Kathleen Stevenson
Acceptance Approved By (Administrator): 
RECOMMENDATIONS: Principal or District Representative _____

BOARD ACTION: Date Accepted: _____ Date Denied: _____

Please submit request to the Superintendent's Office. (If denied, explanation is on reverse side of this form.)



ORCUTT UNION SCHOOL DISTRICT

REQUEST FOR ACCEPTANCE OF GIFT

SCHOOL: Olga Reed School

Date: 3/22/19

DONOR: Name: Los Alamos Valley Mens Club

Address: PO Box 13, Los Alamos, CA 93440

Phone No. 805-344-3500

GIFT: Item Donated _____ or Cash Donation \$ 3000.00

(Fill in if money is donated)

Designated for: Donation to offset the cost of Science Camp tuition and transportation during the 2019-20 school year.

General Description: _____

Model No.: _____ Condition: New Used

Value (estimated): _____

Purpose of Gift: _____

Will gift be purchased through Business Services Office? Yes No

Donor Conditions of Acceptance: Donation to be used to cover the cost of Science Camp.

INSTALLATION AND OPERATION (If answer to A is yes , answer B and C)

A. Will gift require installation? Yes No

B. What type of installation is required? _____

C. Will donor pay installation costs? Yes No

D. Will there be operating costs? Yes No
If yes, what type? _____

Acceptance Requested By (OUSD Staff Member): Kathleen Binns Stevenson

Acceptance Approved By (Administrator): _____

RECOMMENDATIONS: Principal or District Representative _____

BOARD ACTION: Date Accepted: _____

Date Denied: _____

Please submit request to the Superintendent's Office.

(If denied, explanation is on reverse side of this form.)



ORCUTT UNION SCHOOL DISTRICT
REQUEST FOR ACCEPTANCE OF GIFT

SCHOOL: Olga Reed School Date: 3/13/19

DONOR: Name: Santa Ynez Valley Foundation C/O Anne Christensen
Address: 485 Alisal Rd, Suite 272, Solvang, CA 93463
Phone No. 805-688-2991

GIFT: Item Donated or Cash Donation \$ 360.00

Designated for: To offset the cost of the PCPA Outreach performance of "Oliver Button is a Sissy"

General Description:

Model No.: Condition: [X] New [X] Used

Value (estimated):

Purpose of Gift:

Will gift be purchased through Business Services Office? [X] Yes [] No

Donor Conditions of Acceptance: This gift is channeled through the school district's office so the administration is aware of the resources being made available but allocation of the gift is at the discretion of the parent-teacher group.

INSTALLATION AND OPERATION (If answer to A is yes, answer B and C)

A. Will gift require installation? [] Yes [X] No

B. What type of installation is required?

C. Will donor pay installation costs? [] Yes [] No

D. Will there be operating costs? [] Yes [X] No
If yes, what type?

Acceptance Requested By (OUSD Staff Member): Kathleen Stevenson

Acceptance Approved By (Administrator):

RECOMMENDATIONS: Principal or District Representative

BOARD ACTION: Date Accepted: Date Denied:

Please submit request to the Superintendent's Office. (If denied, explanation is on reverse side of this form.)



ORCUTT UNION SCHOOL DISTRICT
REQUEST FOR ACCEPTANCE OF GIFT

SCHOOL: Shaw Elementary School Date: 3/22/2019

DONOR: Name: Altrusa Club of the Central Coast
Address: PO Box 5026
Phone No.

GIFT: Item Donated or Cash Donation \$ 1,200.00
Designated for: Outdoor Scholarships for low income students
General Description:
Model No.: Condition: [X] New [] Used
Value (estimated):
Purpose of Gift: purchase supplies and books
Will gift be purchased through Business Services Office? [] Yes [X] No
Donor Conditions of Acceptance:

INSTALLATION AND OPERATION (If answer to A is yes, answer B and C)

- A. Will gift require installation? [] Yes [X] No
B. What type of installation is required?
C. Will donor pay installation costs? [] Yes [X] No
D. Will there be operating costs? [] Yes [X] No
If yes, what type?

Acceptance Requested By (OUSD Staff Member): Natalie Montoya / Office Manager

Acceptance Approved By (Administrator): [Signature]

RECOMMENDATIONS: Principal or District Representative

BOARD ACTION: Date Accepted: Date Denied:

Please submit request to the Superintendent's Office. (If denied, explanation is on reverse side of this form.)



ORCUTT UNION SCHOOL DISTRICT
REQUEST FOR ACCEPTANCE OF GIFT

SCHOOL: Shaw Elementary School Date: 3/22/2019

DONOR: Name: Altrusa Club of the Central Coast Foundation
Address: P.O. Box 5026 Santa Maria Ca 93456
Phone No.

GIFT: Item Donated or Cash Donation \$ 1,000.00
Designated for: Shaw Friendship Garden
General Description:
Model No.: Condition: [X] New [] Used
Value (estimated):
Purpose of Gift: Garden Supplies
Will gift be purchased through Business Services Office? [] Yes [X] No
Donor Conditions of Acceptance:

INSTALLATION AND OPERATION (If answer to A is yes, answer B and C)

- A. Will gift require installation? [] Yes [X] No
B. What type of installation is required?
C. Will donor pay installation costs? [] Yes [X] No
D. Will there be operating costs? [] Yes [X] No
If yes, what type?

Acceptance Requested By (OUSD Staff Member): Natalie Montoya / Office Manager

Acceptance Approved By (Administrator): [Signature]

RECOMMENDATIONS: Principal or District Representative

BOARD ACTION: Date Accepted: Date Denied

Please submit request to the Superintendent's Office. (If denied, explanation is on reverse side of this form.)



ORCUTT UNION SCHOOL DISTRICT
REQUEST FOR ACCEPTANCE OF GIFT

SCHOOL: Orcutt Academy HS Date: 3/20/19

DONOR: Name: Thesa Atwood
Address: 147 Patterson Rd. Santa Maria, CA 93455
Phone No. 805-260-8733

GIFT: Item Donated or Cash Donation \$ 480 check
Designated for: OA Boys Basketball
General Description: for purchase of balls.
Model No.: Condition: [X] New [X] Used
Value (estimated):
Purpose of Gift: To help with purchase of basketballs.
Will gift be purchased through Business Services Office? [] Yes [] No
Donor Conditions of Acceptance:

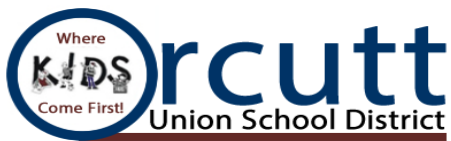
INSTALLATION AND OPERATION (If answer to A is yes, answer B and C)

- A. Will gift require installation? [] Yes [X] No
B. What type of installation is required?
C. Will donor pay installation costs? [] Yes [X] No
D. Will there be operating costs? [] Yes [X] No
If yes, what type?

Acceptance Requested By (OUSD Staff Member):
Acceptance Approved By (Administrator):
RECOMMENDATIONS: Principal or District Representative

BOARD ACTION: Date Accepted: Date Denied:

Please submit request to the Superintendent's Office. (If denied, explanation is on reverse side of this form.)



BOARD OF TRUSTEES

SHAUN HENDERSON
LISA MORININI
LIZ PHILLIPS
MARK STELLER
MELANIE WAFFLE

DEBORAH BLOW, Ed.D.
District Superintendent
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Assistant Superintendent
HOLLY EDDS, Ed.D.
Assistant Superintendent
SUSAN SALUCCI
Assistant Superintendent
KIRBY FELL
Chief Technology Officer

Where a Dedicated Staff Means
KIDS COME FIRST

TO: Board of Trustees

FROM: Deborah Blow, Ed.D.
Superintendent

BOARD MEETING DATE: April 10, 2019

BOARD AGENDA ITEM: Board Policy 1114, Social Media

BACKGROUND: Board Policy 1114, Social Media will be a new policy for the district. The purpose of this board policy regarding the social media platform shall be to further the district's vision and mission, support student learning and staff professional development, and enhance communication with students, parents/guardians, staff and community members.

RECOMMENDATION: It is recommended that the Board of Trustees approve the proposed the new Board Policy 1114, Social Media.

FUNDING: No funding implication

District-Sponsored Social Media

BP 1114(a)

BP 1114

Community Relations

The Governing Board recognizes the value of technology such as social media platforms in promoting community involvement and collaboration. The purpose of any official district social media platform shall be to further the district's vision and mission, support student learning and staff professional development, and enhance communication with students, parents/guardians, staff, and community members.

(cf. 0000 - Vision)

(cf. 0440 - District Technology Plan)

(cf. 1100 - Communication with the Public)

(cf. 1112 - Media Relations)

(cf. 1113 - District and School Web Sites)

(cf. 6020 - Parent Involvement)

(cf. 6145.5 - Student Organizations and Equal Access)

The Superintendent or designee shall develop content guidelines and protocols for official district social media platforms to ensure the appropriate and responsible use of these resources and compliance with law, Board policy, and regulation.

Guidelines for Content

Official district social media platforms shall be used only for their stated purposes and in a manner consistent with this policy and administrative regulation. By creating these official sites and allowing for public comment, the Board does not intend to create a limited public forum or otherwise guarantee an individual's right to free speech.

(cf. 5145.2 - Freedom of Speech/Expression)

(cf. 6145.5 - Student Organizations and Equal Access)

The Superintendent or designee shall ensure that the limited purpose of the official district social media platforms is clearly communicated to users. Each site shall contain a statement that specifies the site's purposes along with a statement that users are expected to use the site only for those purposes. Each site shall also contain a statement that users are personally responsible for the content of their posts.

Official district social media platforms may not contain content that is obscene, libelous, or so incites students as to create a clear and present danger of the commission of unlawful acts on school premises, violation of school rules, or substantial disruption of the school's orderly operation.

(cf. 5131 - Conduct)

District-Sponsored Social Media

BP 1114(b)

Community Relations

Staff or students who post prohibited content shall be subject to discipline in accordance with district policies and administrative regulations.

(cf. 4040 - Employee Use of Technology)
(cf. 4118 - Dismissal/Suspension/Disciplinary Action)
(cf. 4119.21/4219.21/4319.21 - Professional Standards)
(cf. 4218 - Dismissal/Suspension/Disciplinary Action)
(cf. 5144 - Discipline)
(cf. 5144.1 - Suspension and Expulsion/Due Process)
(cf. 6163.4 - Student Use of Technology)

Users of official district social media platforms should be aware of the public nature and accessibility of social media and that information posted may be considered a public record subject to disclosure under the Public Records Act. The Board expects users to conduct themselves in a respectful, courteous, and professional manner.

(cf. 1340 - Access to District Records)
(cf. 9012 - Board Member Electronic Communications)

Privacy

The Superintendent or designee shall ensure that the privacy rights of students, parents/guardians, staff, Board members, and other individuals are protected on official district social media platforms.

Board policy pertaining to the posting of student photographs and the privacy of telephone numbers, home addresses, and email addresses, as specified in BP 1113 - District and School Web Sites, shall also apply to official district social media platforms.

(cf. 5125.1 - Release of Directory Information)

Social media and networking sites and other online platforms shall not be used by district employees to transmit confidential information about students, employees, or district operations.

(cf. 4119.23/4219.23/4319.23 - Unauthorized Release of Confidential/Privileged Information)
(cf. 5022 - Student and Family Privacy Rights)
(cf. 5125 - Student Records)

Legal Reference:

EDUCATION CODE

32261 School safety, definitions of bullying and electronic act

35182.5 Contracts for advertising

District-Sponsored Social Media

BP 1114(c)

Community Relations

48900 Grounds for suspension and expulsion

48907 Exercise of free expression; rules and regulations

48950 Speech and other communication

49061 Definitions, directory information

49073 Release of directory information

60048 Commercial brand names, contracts or logos

GOVERNMENT CODE

3307.5 Publishing identity of public safety officers

6250-6270 Public Records Act, especially:

6254.21 Publishing addresses and phone numbers of officials

6254.24 Definition of public safety official

54952.2 Brown Act, definition of meeting

UNITED STATES CODE, TITLE 17

101-1101 Federal copyright law

UNITED STATES CODE, TITLE 20

1232g Federal Family Educational Rights and Privacy Act

UNITED STATES CODE, TITLE 29

157 Employee rights to engage in concerted, protected activity

794 Section 503 of the Rehabilitation Act of 1973; accessibility to federal web sites

CODE OF FEDERAL REGULATIONS, TITLE 34

99.1-99.67 Family Educational Rights and Privacy

COURT DECISIONS

Page v. Lexington County School District, (2008, 4th Cir.) 531 F.3d 275

Downs v. Los Angeles Unified School District, (2000) 228 F.3d 1003

Aaris v. Las Virgenes Unified School District, (1998) 64 Cal.App.4th 1112

Perry Education Association v. Perry Local Educators' Association, (1983) 460 U.S. 37

Board of Education, Island Trees Union Free School District, et.al. v. Pico, (1982) 457 U.S. 853

NATIONAL LABOR RELATIONS BOARD DECISIONS

18-CA-19081 Sears Holdings, December 4, 2009

Management Resources:

FACEBOOK PUBLICATIONS

Facebook for Educators Guide, 2011

WEB SITES

CSBA: <http://www.csba.org>

California School Public Relations Association: <http://www.calspra.org>

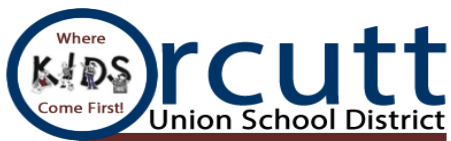
Facebook in Education: <http://www.facebook.com/education>

Facebook for Educators: <http://facebookforeducators.org>

Facebook, privacy resources: <http://www.facebook.com/fbprivacy>

Adopted: 05-08-19

ORCUTT UNION SCHOOL DISTRICT
Orcutt, CA



Where a Dedicated Staff Means
KIDS COME FIRST

BOARD OF TRUSTEES

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District Superintendent
WALTER CON
Assistant Superintendent
HOLLY EDDS, Ed.D.
Assistant Superintendent
SUSAN SALUCCI
Assistant Superintendent
KIRBY FELL
Chief Technology Officer

TO: Board of Trustees

FROM: Dr. Deborah Blow

BOARD MEETING DATE: April 10, 2019

BOARD AGENDA ITEM: Strategic Plan for 2019-2020

BACKGROUND: The Strategic Planning Committee met on March 25, 2019, to plan and discuss Targets for the 2019-2020 school year. The committee broke out into groups and addressed each targeted area.

In creating the Targets for the 2019-2020 school year input was gathered from participants during the State of the District Breakfast on March 12, 2019. The draft of the Targets was also reviewed by the Instructional Leadership Council on March 26, 2019.

The Strategic Planning Targets for 2019-2020 are attached.

RECOMMENDATION: Staff recommends the Board of Trustees approve the Strategic Planning Targets for 2019-2020, as submitted.

FUNDING: N/A



STRATEGIC PLAN TARGETS

2019-2020

HIGH QUALITY INSTRUCTION

TARGETS	ACTIONS
A.1 Provide high quality curriculum and instruction through the implementation of Common Core State Standards	A. 1.1 Continue PLC meetings focusing on data analysis, intervention strategies, and the implementation of tier one instruction using adopted standard based curriculum
	A. 1.2 Provide training in the use of the technology components of our adopted curriculum for both teachers and administrators
	A. 1.3 Offer Parent/Family Education supporting new curriculum adoptions
A. 2 Provide targeted intervention and instruction to meet the needs of all students in ELA and Math with a focus on English Learners, Economically Disadvantaged, Special Needs and Foster Youth	A. 2.1 Continue to have students receive targeted support through on-site interventions
	A. 2.2 Work to expand digital access for students outside of the school day
	A. 2.3 Continue usage of computer enhanced interventions for identified students.
	A. 2.4 Develop and disseminate a menu of resources to provide Tier 2 level interventions for students in need
	A. 2.5 Continue to refine Jr. High and High School Intervention and Enrichment
A. 3 Provide a comprehensive process for the identification and support of students in need of academic behavioral and social emotional support	A. 3.1 Continue MTSS Task Force with a focus on both academic and behavioral supports
	A. 3.2 Refine the SST and MTSS process, so that it is consistent across the district
A. 4 Expand the focus on data analysis to drive instructional decisions	A. 4.1 Continue to develop site and grade level data analysis through leadership teams and PLC time
A. 5 Develop, refine and administer a variety of quality assessments to measure student progress in ELA and Mathematics	A. 5.1 Continue to develop, refine, and administer common formative assessments
	A. 5.2 Provide training in the administration and analysis of formative and summative assessments
A. 6 Provide high quality professional development to teacher, administrators, and classified staff	A. 6.1 Continue work in creating an effective Professional Learning Community Culture
	A. 6.2 Provide training in lesson design strategies that integrate technology and ensures all student access to the core curriculum
	A. 6.3 Continue to provide professional development in the implementation of the California State Standards



STRATEGIC PLAN TARGETS

2019-2020

21st CENTURY SKILLS

TARGETS	ACTIONS
B.1 Provide opportunities for creativity and innovation in student work and finished products	B. 1.1 Continue to provide opportunities for students to express their creativity and innovative ideas in assignment completion
	B. 1.2 Continue and expand the implementation of Maker Spaces at all schools
	B. 1.3 Continue digital media training and creation
	B. 1.4 Continue to provide events and opportunities for students to showcase their creative and innovative work
B. 2 Provide opportunities for students to work in collaborative groups on projects and hands-on learning experience	B. 2.1 Continue providing opportunities for students to participate in STEAM activities K-12
	B. 2.2 Continue to increase opportunities for students to participate in hands-learning activities
	B. 2.3 Continue use of digital collaboration tools for student collaboration, i.e. Google Classroom, Apple Classroom
B. 3 Increase 21 st Century communication skills and digital literacy and digital literacy and citizenship skills	B. 3.1 Continue and expand Ed Tech Academies for teachers
	B. 3.2 Continue and expand use and training of embedded digital tools in curriculum adoptions
	B. 3.3 Assist families with access to devices and Internet at home
	B. 3.4 Provide training in identification of reliable source materials, and how to be smart consumers of information
B. 4 Increase and improve the level of rigor and critical thinking skills	B. 4.1 Continue to provide opportunities for students to participate in real world problem solving
	B. 4.2 Provide Professional Development in Webb's Depth of Knowledge to increase Rigor and Critical Thinking
	B. 4.3 Continue to provide opportunities and instruction in coding, robotics, gaming and animation
	B. 4.4 Provide training for administrators in focusing classroom walk throughs to increase Rigor and Critical Thinking



STRATEGIC PLAN TARGETS

2019-2020

FLEXIBLE LEARNING ENVIRONMENT

TARGETS	ACTIONS
C.1 Provide ways to expand learning time and opportunities, for both students and staff	C. 1.1 Provide online learning opportunities for students and staff
	C. 1.2 Continue to provide targeted instruction using a variety of instructional strategies and tools
	C. 1.3 Provide after and before school learning and enrichment opportunities at all levels.
	C. 1.4 Provide enrichment opportunities and academic support during Campus Connection and After School Education and Safety (ASES) programs
C. 2 Create ways for alternative learning environments	C. 2.1 Continue parent education through multiple offerings, including students as presenters when appropriate
C. 3 Explore ways to create flexible and creative learning spaces	C. 3.1 Create an exploration team to research flexible furniture at the secondary level
	C. 3.2 Continue to support school gardens and makerspaces



STRATEGIC PLAN TARGETS

2019-2020

WHOLE CHILD

TARGETS	ACTIONS
D.1 Support the social and emotional needs of all students	D. 1.1 Continue to provide small group counseling for students whose social emotional needs impact their learning
	D. 1.2 Continue Suicide Prevention training for Secondary Staff
	D. 1.3 Provide training in identifying and overcoming the effects of trauma and stress
	D. 1.4 Continue character education through the implementation of Positive Behavior Intervention and Supports (PBIS)
D. 2 Provide a positive climate at all schools	D. 2.1 Continue the implementation of Positive Behavior Intervention and Supports (PBIS)
	D. 2.2 Revise and align the Student Study Team (SST) and Multi-Tiered Systems of Support (MTSS) programs across the district
	D. 2.3 Explore other alternatives to suspension, i.e. Restorative Practices
D. 3 Provide opportunities within the Visual and Performing Arts (VAPA) for all students	D. 3.1 Provide additional training and support to hourly Arts teachers in use of the Arts Attack program
	D. 3.2 Continue to offer Visual and Performing Arts Enrichment opportunities before and after school and during breaks
	D. 3.3 Continue to expand and support the district instrumental and vocal music programs
	D. 3.4 Continue training of music and PE teachers in the integration of Dance Instruction
	D. 3.5 Continue to provide Drama offerings throughout the District
D. 4 Promote physical fitness and wellness for all students	D. 4.1 Continue physical education and health curriculum training for PE teachers
	D. 4.2 Continue training and focus on the implementation of the district Wellness Policy
D. 5 Provide a safe and secure physical environment	D. 5.1 Continue to improve the remaining school district Drop-off and Pick-up areas utilizing Measure G Funds
	D. 5.2 Provide district-wide training in Active Shooter and Disaster Preparedness
	D. 5.3 Continue to conduct emergency preparedness drills at all sites and the district office



STRATEGIC PLAN TARGETS

2019-2020

RESOURCES

TARGETS	ACTIONS
E.1 Effectively utilize financial resources	E. 1.1 Explore ways of expanding financial resources
	E. 1.2 Continue to work with an Energy consulting firm to pursue savings
	E. 1.3 Continue investment of Measure G Funds into our facilities
	E. 1.4 Continue moving forward with an executed ground lease for Key Site 17
	E. 1.5 Work to maximize Average Daily Attendance
	E. 1.6 Monitor District Enrollment and take advantage of Charter and Inter-district transfers
E. 2 Effectively utilize facilities	E. 2.1 Continue to explore ways to address classroom and other program facility needs
E. 3 Attract, retain, and develop Highly Qualified Staff	E. 3.1 Continue to improve and refine recruitment and selection processes for new staff
	E. 3.2 Continue high quality training and support for newly hired certificated and classified employees
	E. 3.3 Continue to attract and retain Highly Qualified Staff
	E. 3.4 Continue to provide and expand awards and recognition of staff
E. 4 Assure access to technology to support learning & administrative tasks	E. 4.1 Expand/improve infrastructure capacity to support district needs, and safety and security of technology
	E. 4.2 Expand access to laptop and tablet technology, including Internet at home connection
	E. 4.3 Continue and expand technology roll outs through Education Tech Academies
	E. 4.4 Continue to explore new technologies to enhance student learning, engagement, and communication



BUSINESS SERVICES MEMORANDUM

TO: Board of Trustees
Deborah Blow, Ed.D.

FROM: Walter Con
Assistant Superintendent, Business Services

BOARD MEETING DATE: April 10, 2019

BOARD AGENDA ITEM: Award Bid for the Patterson Rd. and Ralph Dunlap Site Safety and Security Project

BACKGROUND: As required, per BP 3311 Bids, and Public Contract Code 20111, bids were requested for the Patterson Rd. and Ralph Dunlap Site Safety and Security Project, Bid Package No. 2, Fencing, Gates and Stone Veneer. The total **estimated** cost for these projects; including the soft cost is \$1,753,423, and a proposed budget will be submitted to the Board for approval on a separate action item.

The board approved Bid Packages No. 1 and No. 3 on March 13, 2019. The bids for Bid Package No. 2, Fencing, Gates and Stone Veneer were received but the documents were not clear and in compliance with the bid documents requested. The district went out for a rebid of Package No. 2 and we received two bids below:

Company	Location	Bid Package(BP) No.	Total Bid
Big Wakoo	Arroyo Grande	18PR/RD-BP2- Fencing, Gates and Stone Veneer	\$ 260,000
RDZ, Contractors	Nipomo	18PR/RD-BP2- Fencing, Gates and Stone Veneer	\$ 270,765

RECOMMENDATION: Staff recommends that the Board of Trustees Award **BP 2** Fencing, Gates and Stone Veneer to Big Wakoo, Inc. for \$260,000, as they were the bidder that represent the lowest, responsive, and responsible bidder.

FUNDING: Fund 21 – Building fund for the Measure G Bond



BUSINESS SERVICES MEMORANDUM

TO: Board of Trustees
Deborah Blow, Ed.D.

FROM: Walter Con
Assistant Superintendent, Business Services

BOARD MEETING DATE: April 10, 2019

BOARD AGENDA ITEM: Revised Patterson Rd. and Ralph Dunlap Site Safety and Security Project
Estimated Budget for Measure G Bond

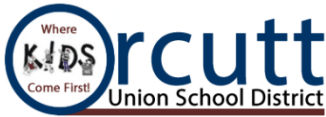
BACKGROUND: According to the Local School Construction Bonds Act of 2000 (15264-15288), vigorous efforts are undertaken to ensure that the expenditures of bond measures, are in strict conformity with the law.

The governing board of Orcutt Union School District shall have oversight, and approve all bond projects and expenditures. Below is the **estimated** Patterson Rd. and Ralph Dunlap Budget including the revised Bid Package No. 2 Fencing, Gates and Stone Veneer cost:

	Patterson Road	Ralph Dunlap	Total
BP 1 , BP2 and BP 3	\$657,895	\$673,353	\$1,331,248
10% Contingency	\$65,790	\$67,335	\$133,125
Total Hard Costs	\$723,685	\$740,688	\$1,464,373
Architect Fees	\$75,987	\$77,772	\$153,759
Construction Manager Fees	\$27,138	\$27,776	\$54,914
DSA Plan/Field Review Fee	\$14,930	\$13,670	\$28,600
DSA Inspector	\$12,750	\$12,750	\$25,500
Subtotal Soft Costs	\$130,805	\$131,968	\$262,773
10% Contingency	\$13,081	\$13,197	\$26,277
Total Soft Costs	\$143,886	\$145,165	\$289,050
Total Budget	\$867,570	\$885,853	\$1,753,423

RECOMMENDATION: I recommend that the Board of Trustees approve the estimated budget of \$1,753,423 for the Patterson Rd. and Ralph Dunlap Site Safety and Security Project, as submitted.

FUNDING: Fund 21 – Building fund for the Measure G Bond



BUSINESS SERVICES MEMORANDUM

TO: Board of Trustees
Deborah Blow, Ed.D.

FROM: Walter Con
Assistant Superintendent, Business Services

BOARD MEETING DATE: April 10, 2019

BOARD AGENDA ITEM: Child Nutrition: Adult Meal Price Increase

BACKGROUND: Each year The Child Nutrition Department for The Orcutt Union School District is required by The CDE (The California Department of Education) to complete a PLE form (Paid Lunch Equity Form). This is a simple equation that determines if we are charging both the students and adults, the appropriate prices for meals. This year it was determined that we are out of compliance in regards to our adult meal pricing.

Therefore, we are required to increase prices for adult meals. The adult meal price will increase from \$2.50 to \$3.00 for breakfast, and from \$3.50 to \$4.25 for lunch. This increase will bring us into compliance and will be effective June 1, 2019.

The Child Nutrition Fund is forecasting revenues of \$1,947,690 and expenses of \$1,832,662 providing for an operation surplus of \$115,028. The impact of the recommended price increase on the Child Nutrition Fund would be approximately an additional \$730 annually.

RECOMMENDATION: Staff recommends that the Board of Trustees approve the Adult Meal Price Increase from \$2.50 to \$3.00 for breakfast, and from \$3.50 to \$4.25 for lunch.

FUNDING: As presented above.



BUSINESS SERVICES MEMORANDUM

TO: Board of Trustees
Debbie Blow, Ed.D.

FROM: Walter Con
Assistant Superintendent, Business Services

BOARD MEETING DATE: April 10, 2018

BOARD AGENDA ITEM: Campus Connection Fee Increase

BACKGROUND: The Campus Connection program provides before and after school supervision in a safe, positive, and educational environment. Time for homework is provided as well as daily activities that offer varied learning opportunities and experiences for children in TK through sixth grade. Enrollment has been stable these past four (4) years as follows: 2015/16 at 810, 2016/17 at 815, 2017/18 at 835 and 2018/19 at 825.

Due to rising costs, to ensure sustainability and improve the quality of the program, it is necessary to increase the hourly fees. The last two increases were \$.50/hour and were in 2018 and 2012. Due to the fact we did not increase fees for 6 years, we are now in catch up mode. The program is currently forecasting a balanced budget for this year however; costs are rising for next year. The proposed increase is forecasted to generate approximately \$100,000 annually added to existing revenues of approximately \$825,000. The District offers more flexibility than other programs in the area, while still being reasonably priced even with the proposed increase.

	Current Fee Structure		Proposed \$.50 Increase
	Yearly Registration Fee	Per Hour Cost	Per Hour Cost
Youngest Child	\$35.00	\$3.50	\$4.00
Siblings	\$30.00 first \$20.00 additional	\$3.00	\$3.50
(OUSD Employee) Youngest Child	\$35.00	\$3.35	\$3.85
(OUSD Employee) Siblings	\$30.00 first \$20.00 additional	\$2.85	\$3.35

RECOMMENDATION: Staff recommends the board authorize an increase the Campus Connection fees by \$.50 per hour effective June 2019.

FUNDING: Fiscal impact as described above.



BUSINESS SERVICES MEMORANDUM

TO: Board of Trustees
Deborah Blow, Ed.D.

FROM: Walter Con
Assistant Superintendent, Business Services

BOARD MEETING DATE: April 10, 2018

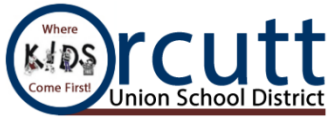
BOARD AGENDA ITEM: Surplus Items

BACKGROUND: In accordance with Education Code Sections 39520- 39530 and BP 3260; staff has inspected our equipment and recommends that the following items be declared surplus and unusable property.

Quantity	Item
1	1995 Ford/Collins SPED Bus: Repairs are not cost effective.
1	2002 (72) Passenger Bluebird Bus. Intermittent engine problem that is unrepairable.
12	New computer tables/desk unusable by the Technology Department.
2	Food Warmers. One is damaged one is not. Child Nutrition does not have a need for them.
1	Food storage cabinet.
2	Food prep tables.

RECOMMENDATION: Staff recommends that the Board of Trustees declare these items to be surplus and authorize staff to place these items up for Public Auction.

FUNDING: N/A



BUSINESS SERVICES MEMORANDUM

TO: Board of Trustees
Deborah Blow, Ed.D.

FROM: Walter Con
Assistant Superintendent, Business Services

BOARD MEETING DATE: April 10, 2019

BOARD AGENDA ITEM: Notice of Completion – Sand Removal Project

BACKGROUND: On December 12, 2018 the Board awarded the bid for the Sand Removal Project. The objective of this project was remove the sand from the school playgrounds at Joe Nightingale, Alice Shaw, Patterson Rd., Pine Grove and Ralph Dunlap the Site Safety Plan. The work commenced on December 20, 2018 and was completed by Herrera Corporation and signed off by Kenco, DSA Inspector, and OUSD Director of Maintenance, Operations, and Transportation on March 20, 2019.

RECOMMENDATION: Staff recommends that the Board of Trustees approves the Sand Removal project as complete.

FUNDING: N/A



Orcutt Union School District

EDUCATIONAL SERVICES

Holly Edds, Ed. D., Assistant Superintendent
hedds@orcutt-schools.net

TO: Dr. Deborah Blow, Superintendent

FROM: Dr. Holly Edds, Assistant Superintendent, Educational Services

BOARD MEETING DATE: April 10, 2019

BOARD AGENDA ITEM: Approval of Staff to Attend Acadience Super Institute (Out of State Travel)

BACKGROUND: Orcutt USD has been using Acadience, formerly known as DIBELS, as one of our reading assessments for all students in grades K-3, and students possibly at risk for reading difficulties in grades 4-6. These data have been invaluable as our teachers plan instruction, monitor student progress in reading, plan for and deliver targeted instruction, and screen for dyslexia. Several members of the Educational Services Team attended this institute last summer and found it very valuable. This request is for them to return with two more Teachers on Special Assignment to attend the Acadience Super Institute where the Acadience authors and other nationally recognized leaders and educators in intervention and data analysis will present information on the assessments, interpreting data, how to use the data to target instruction, vocabulary and comprehension strategies, effective teaching of reading, and information on Acadience Math. As we continue our focus on assuring our assessments are reliably administered, it is important for more TOSAs to be able to train teachers and staff, know how to use and interpret data, and look at further uses of the Acadience assessments. This is the only institute that is offered by the authors of Acadience and therefore the only opportunity available to receive this training.

RECOMMENDATION: Staff recommends the Board of Trustees approve the travel request for Karen Cornwell, Elaine Furst, Tammy Hart, Cathy Lake, and Cher Manich to attend the Acadience Super Institute in Las Vegas July 15-18, 2019.

FUNDING: The total cost for all 4 attendees is estimated to be \$7,100 which includes registration, travel, meals, and accommodations. The training will be funded using LCFF Supplemental carryover funds.



Orcutt Union School District

EDUCATIONAL SERVICES

Holly Edds, Ed. D., Assistant Superintendent
hedds@orcutt-schools.net

TO: Dr. Deborah Blow, Superintendent

FROM: Dr. Holly Edds, Assistant Superintendent, Educational Services

BOARD MEETING DATE: April 10, 2019

BOARD AGENDA ITEM: Approval of Staff to Attend STEMersion (Out of State Travel)

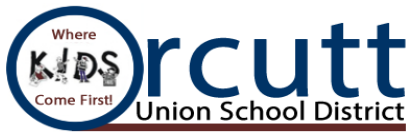
BACKGROUND: For more than 5 years, Discovery Education has provided the STEMersion experience for STEM partner districts. The programming features seminars and workshops from keynote speakers and the Discovery Education STEM team.

Educators will explore resources, tools and programs focused on leading and supporting them as they continue to implement STEM in their classrooms.

This is a great opportunity to send staff to learn ways to use the power of STEM to energize their own leadership and empower teachers while developing collaborative relationships with other school leaders.

RECOMMENDATION: Staff recommends the Board of Trustees approve the travel request for Cher Manich and Tanya Lee to attend the STEMersion Experience, at Weber State University, Ogden, Utah, June 25-29, 2019. The only cost to the district will be airfare.

FUNDING: All costs of attending STEMersion, including food, lodging and professional learning sessions will be provided by Discovery Education. The District will only be responsible for providing transportation. The estimated travel costs will be \$1,300, which would be supported by Professional Development funds.



Human Resources

500 Dyer Street • Orcutt, California, 93455 • 805.938.8914

TO: Board of Trustees
Dr. Deborah Blow, Superintendent

FROM: Susan Salucci, Assistant Superintendent/Human Resources

BOARD MEETING DATE: April 10, 2019

BOARD AGENDA ITEM: Accept 2019/2020 Initial Collective Bargaining Proposal from Orcutt Educators Association

BACKGROUND: Orcutt Educators Association is presenting the Board with their initial proposal for negotiations for the 2019/2020 school year. The Association wishes to negotiate the attached contract articles.

FINANCIAL CONSIDERATIONS: The financial impact will be determined by the final agreement reached between the District and Orcutt Educators Association.

RECOMMENDATION: It is recommended that the Board of Trustees accept the initial proposal for negotiations for the 2019/2020 school year from Orcutt Educators Association.

ATTACHMENT: Initial Proposal

**Orcutt Educators Association
Initial Contract Proposal
April 10, 2019**

Pursuant to Article XXII, section 3, of the Orcutt Educators Association's (OEA/CTA/NEA) Agreement, OEA is exercising its option to open negotiations for the 2019-20 school year. OEA chooses to open on the following items in the contract:

Article IV – Grievance Procedure – Binding Arbitration

Article V – Transfers and Reassignment – Clarify seniority process

Article VI – Evaluation Procedure – Reexamine evaluation rubrics

Article VII – Leaves – Review, clarify, and possibly add language

Article VIII – Class Size – Update contract language concerning class size and caseload ratios

Article IX – Working Days and Hours – Clarify, update, reassess current language; add language

Article X – Compensation – Stipends, Salary, Health Care

Article XII – Organizational Rights – Use of technology; clarify language

Article XIII – Professional Dues – Delete obsolete language; clarify and update

Article XIV – Peer Assistance and Review (PARTners) – Add new language; revisit PAR program

Article XXII – Completion of Meet and Negotiate – Strike old language; revise



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Assistant Superintendent
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Chief Technology Officer

Where a Dedicated Staff Means
KIDS COME FIRST

TO: Board of Trustees
FROM: Susan Salucci, Assistant Superintendent/Human Resources
BOARD MEETING DATE: April 9, 2014
BOARD AGENDA ITEM: Classified Lay-offs as a Result of Lack of Work and/or Lack of Funds
Resolution 2018/2019 No. 9

BACKGROUND: The 2019-2020 school year will result in a reduction in personnel for lack of work and/or funding. The following positions shall be reduced or laid off:

- Three (3) part-time Bus Attendants
- Two (2) part-time PE Instructional Assistants

Employees who are laid off will have, as per Education Code, 39-month rehire rights.

RECOMMENDATION: It is recommended that the Board of Trustees approve Resolution 2018/2019 No. 9, a reduction in classified positions for lack of work and/or lack of funds effective June 12, 2019.

**ORCUTT UNION SCHOOL DISTRICT
COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA
RESOLUTION FOR CLASSIFIED LAY-OFF**

2018/2019 RESOLUTION NO. 9

WHEREAS, it is necessary to eliminate or reduce certain positions and services being provided to the Orcutt Union School District in order to maintain a balanced budget and sufficient reserves to secure the fiscal integrity of the District; and,

WHEREAS, the reduction or elimination of services will result in the layoff of classified personnel;

NOW, THEREFORE, BE IT RESOLVED that the District eliminate or reduce services due to the lack of funding and/or lack of work as set forth in Exhibit A attached hereto and incorporated herein by this reference.

BE IT FURTHER RESOLVED that the Superintendent or designee notify the appropriate employees that the employees' services will no longer be needed because of this elimination or reduction of services, and they are, therefore, terminated at the end of the school year or sixty days after such notice whichever is later;

BE IT ALSO RESOLVED that the Notice of Layoff be given in accordance with the appropriate provisions of the California Education Code and any agreement between the District and classified employees union.

AYES:
NOES:
ABSTENTIONS:
ABSENT:

DATED: April 10, 2019

BOARD OF TRUSTEES
ORCUTT UNION SCHOOL DISTRICT

Lisa Morinini, Board President

ORCUTT UNION SCHOOL DISTRICT
EXHIBIT A TO 2018/2019 RESOLUTION NO. 9

<u>SERVICES OR PROGRAMS TO BE ELIMINATED OR REDUCED</u>	POSITIONS FTE
Eliminate (3) part-time Bus Attendants	.79625 .74200 .37500
Eliminate (2) part time Instructional Assistants/PE	.24150 .13125
Total	2.2860

Orcutt Union School District

2018/2019 Resolution No. 10 Classified School Employees Week

Whereas, the education of youth is essential to the future of our community, state, country and world; and

Whereas, classified employees work directly with students, educators, parents, volunteers, business partners and community members; and

Whereas, classified employees support the smooth operation of offices, the safety and maintenance of buildings and property, and the safe transportation, healthy nutrition and direct instruction of students; and

Whereas, our community depends upon and trusts classified employees to serve students; and

Whereas, classified employees, with their diverse talents and true dedication, nurture students throughout their school years

Now Therefore, Be It Resolved, that the Orcutt Union School District Board of Trustees and Administrators proclaims May 19-25, 2019 to be Classified School Employees Appreciation Week.

Be it Further Resolved that the Orcutt Union School District Board of Trustees strongly urges employees, parents and community members to join in this observance, recognizing the dedication and hard work of our classified employees.

Adopted this 10th day of April, 2019.

Ayes:

President

Noes:

Absent:

Clerk

Member

Member

Member

Orcutt Union School District

2018/2019 Resolution No. 11 Day of the Teacher May 6, 2019

Whereas, quality education represents society's greatest and most lasting gift to new generations; and

Whereas, the future of our district depends largely on the work of dedicated and professional teachers; and

Whereas, teachers have the important task of helping today's students become tomorrow's leaders; and

Whereas, along with academics and instruction, teachers provide students with valuable guidance, support and encouragement; and

Whereas, it is appropriate that all Orcutt District Staff recognize and appreciate the many contributions teachers make to the Orcutt Union School District.

Now Therefore, Be It Resolved, we, the Board of Trustees and Administrators of the Orcutt Union school District, proclaim May 6, 2019, as "Day of the Teacher" in Orcutt, California and urge all Orcutt citizens to participate in an observance that expresses their appreciation of our dedicated teaching staff.

Passed and Adopted by the Board of Trustees of the Orcutt Union School District, County of Santa Barbara, State of California, at a regular meeting, the 10th day of April, 2019.

Ayes:

President

Noes:

Absent:

Clerk

Member

Member

Member



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Where a Dedicated Staff Means
KIDS COME FIRST

TO: Board of Trustees

FROM: Deborah Blow, Ed.D.
Superintendent

BOARD MEETING DATE: April 10, 2019

BOARD AGENDA ITEM: Cabinet Level Position Salary Schedule

BACKGROUND: Uniform Salary schedules exist to provide compensation equity. This includes issues relating to the fairness of compensation paid by employers to individuals or groups of employees. A salary schedule exists for every employee group in the Orcutt Union School District with the exception of the members of the Superintendent's Cabinet. In the past salaries have been negotiated on a case by case basis, often without a firm starting or ending point of the salary. As the District recruits future Cabinet level positions, a salary schedule will provide for equity among Cabinet members as well as provide transparency in the hiring process.

RECOMMENDATION: It is recommended that the Board of Trustees adopt the Cabinet Level Position Salary Schedule as submitted.

FUNDING: As per attached proposed salary schedule

04/10/19

**Orcutt Union School District
Cabinet Level Position Salary Schedule**

Step	RANGE		
	A	B	C
1	\$134,297	\$137,332	\$140,490
2	\$138,325	\$141,580	\$144,836
3	\$142,474	\$145,827	\$149,181
4	\$146,748	\$150,202	\$153,657
5	\$151,150	\$154,708	\$158,266
6	\$154,929	\$158,575	\$162,222

Salary Classifications

Range A Placement is based on a B.A./B.S. only

Range B Placement is based on a B.A./B.S. plus a Master's degree

Range C Placement is based on a Doctorate Degree