I. Call to Order – 6:00 p.m.
A special meeting of the Wasco Union High School District and Wasco Union
Elementary School District Boards of Trustees was called to order at 6:00 p.m. in the
Wasco Union High School Cafeteria, by WUHSD President, Mr. Wayne Wallace and
WUESD President, Mr. Richard Reding.

Wasco Union High School Board Members Present
Mr. Wayne Wallace, President
Mr. Patty Sanchez, Clerk

Wasco Union High School Board Members Absent
Mr. Jesse Acebedo

Wasco Union Elementary School Board Members Present
Mr. Richard Reding, President
Dr. Jim Forrest, Clerk
Mr. Marty Jones

Administrators Present
Mrs. Lori Albrecht
Mrs. Susan Andreas-Bervel
Mr. Danny Arellano
Mr. David Bowling
Mr. Rob Cobb
Mr. Joseph Elwood
Mrs. Debbie Escobar
Mrs. Regina Green

Classified Management Present
Mrs. Karen Evans
Mr. Jeff Payne
Mr. John Yanez

Secretary Present
Mrs. Gracie Saldaña

Visitors
Tim Arnold, Anna Balentine, Christine Beelner, Rosalinda Chairez, Carla Dominguez,
Rafael Gonzalez, Randy Hunt, Benito Juarez, Marissa Juarez, Sharon Nicol, Marta Poe,
Anna Paggi, Josh Reaves, Patty Reaves, Brett Redd, Rob Sanchez, Toni Smith, Cheryl
Stephens, Dennis Stowe, Marlene Swan, Kevin Tallon, David Vaughn, Diane Villagran,
David Ware, Donna Ware (apologies if we missed anyone)
Flag Salute
The flag was saluted.

II. Adopt Agenda
It was moved by Rodriguez and seconded by Fulwyler of the Wasco Union High School District to adopt the agenda as presented. Motion carried. Ayes: 4; Noes: 0; Absent: 1 (Acebedo).

It was moved by Sanchez and seconded by Rueda of the Wasco Union Elementary School District to adopt the agenda as presented. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

III. Public Comments
None

IV. Discussion and Action
1. It was moved by Rodriguez and seconded by Sanchez of the Wasco Union High School District to terminate Joint Administrative Services Agreement with Wasco Union Elementary School District. Motion carried. Ayes: 4; Noes: 0; Absent: 1.

A discussion regarding the motion followed. Mr. Fulwyler asked Mrs. Lori Albrecht how this joint agreement has been beneficial and in what areas the districts were lacking. Mrs. Albrecht responded that there were no cons with the Joint Superintendency from the High School side. She reported that aside from the cost saving, one of the greatest benefits was the articulation and collaboration that took place between the two districts. She shared that she has worked in both Districts over the last thirteen years, three at the Elementary District and ten at the High School District. During that time collaboration between the two Districts was an extremely rare event. However under this Joint Administration it has been a very different story. She said that administrators and classified managers met monthly and participated in classroom walk-throughs at all of the sites. The High School Team has learned how the elementary settings operate and visa versa. The curriculum collaboration was been remarkable. She reported that she was able to sit in on five days of professional development with Thomas Jefferson and Wasco High School and the feedback from those who participated in this articulation was amazing. There was a veteran teacher from Thomas Jefferson who shared that this had never happened before, this is wonderful, and hoped that this (collaboration/articulation) can continue. This articulation and collaboration has been the greatest piece of the Joint Administration. She said that what was done was planned and purposeful. If an administrator or manager did not make these meetings (principal’s meeting or collaboration), someone was on the phone following up with the missing attendee. This was a priority; this was monitored. The Joint Superintendent was the hammer to make it happen.

Mr. Fulwyler asked if that job of superintendent was too much to handle for one person and Mrs. Albrecht responded no, not that she is aware of.

Mr. Fulwyler then asked Mr. Reding if he could ask Mrs. Susan Andreas-Bervel the same question. Mr. Reding responded, go ahead. Mrs. Andreas-Bervel reported that from the Elementary perspective, the benefits aside from the obvious cost savings has been the articulation, especially amongst the administrators and management team. She reported that this helped in developing some consistent practices across both
Districts that have been a benefit to students as well as the parents in the community. There has been some articulation started among the teaching staff that has helped by raising expectations and broadened awareness about the importance of high school graduation and college/career readiness. She stated that the perspective does not end with the Thomas Jefferson promotion ceremony but continues through the development of a cohesive K-8 program within the K-12 sphere of education. At Thomas Jefferson there has been a real benefit with professional development costs because the cost can be shared with the High School. Prior to this, the four elementary schools could share these costs but Thomas Jefferson was an island unto itself. As for the challenges, Ms. Andreas-Bervel explained that it was a big adjustment for the Elementary for the first time not having a superintendent as readily available in the office at all times, particularly since the elementary is the larger of the two districts. She said that the elementary district has adjusted, and the District has continued to move forward. The level of rigor in instruction, expectations and overall cohesiveness definitely outweighed any of those initial challenges.

Mr. Fulwyler then stated that he would imagine that any onsite issues, such as things that needed to be done without a Superintendent on site, were then to be addressed by Mrs. Andreas-Bervel as the Assistant Superintendent. Mrs. Andreas-Bervel agreed and said it has been a great learning experience. Mr. Fulwyler stated that he would imagine that any onsite issues, such as someone being on site Mrs. Andreas-Bervel was the one on site. She responded the Mr. Fulwyler was correct.

Mr. Fulwyler stated that it is surprising to him to hear such positive comments, especially in light of all of the negativity that surrounded the unification and that election. He said that our Administrators are reporting so many positive effects of collaborating and working together. He shared that Mrs. Elizabeth McCray has been the Superintendent at the Wasco High School District for 10 years. During that 10 year period we have seen phenomenal successes here at this District. The changes have been dramatic. He stated, “We are going to sorely miss a very, very competent leader, someone who has invested in Wasco, greatly. She is a unique person, for the fact that she was able to fulfill this roll.” He shared that he is concerned if the two districts continue with a Joint Superintendency, it would take a unique person. He said it was difficult for him to make that decision now, without knowing who that person could be and ensure that they can fulfill the responsibilities and fit into the culture of the two schools. Therefore he has reservations from that standpoint.

Mr. Rodriguez stated that Mrs. Andreas-Bervel knew at the time what role she would be taking and she agreed to that and he thinks she did a good job. He went on to say that the people of this community voted unification down so he is not saying the collaboration was good or bad; he felt that students would continue to achieve in their classes. He stated that for that reason, he votes “no.”

Mr. Forrest stated, “We are beating a dead horse.” He said that on a recent Tuesday, the community told us what they thought. After two years of this experiment that we thought was going to be valuable, the citizens voted and told us almost 2 to 1, “we don’t like it, we don’t want it, we don’t want to unify, we want to go back to where we were.” He shared that he thinks that was a wrong decision. He feels this decision will put education in Wasco back a number of years. Wasco has passed up an opportunity to do marvelous things in education. He stated that the teachers did not think so, and that they walked the streets, knocked on doors and informed the public that they didn’t like this and they didn’t want it. And the teachers convinced them in
a 2 to 1 vote. As a representative of the people and by the votes they casted, he can say they don’t want it.

Mr. Rodriguez stated that the teachers said no and the community also said no. It wasn’t them by themselves, the community was involved and that is how the agreement came the day of the election.

Mr. Wallace asked both the Assistant Superintendents if we go to separate superintendents, will the collaboration fall apart. Mrs. Albrecht stated that with this board and this administration right here, right now collaboration will continue. But down the road, there is absolutely no guarantee. Board Members change and Administrators will change. There is no guarantee that collaboration will continue. Mr. Grant Herndon of Schools Legal Service asked Mr. Rodriguez if he would consider amending his motion due to the way the Joint Administrative Services Agreement is written. The safest way for each Board to do this is would be for Mr. Rodriguez to make a motion to terminate subject to the consent of the other District because there is not any provision in the agreement allowing either District to terminate unilaterally. Mr. Rodriguez thanked Mr. Herndon for the clarification and amended his motion so as to terminate the Joint Administrative Services Agreement subject to the consent of the Wasco Union Elementary School District. Mrs. Sanchez seconded the motion. Motion carried. Ayes: 4; Noes: 0; Absent: 1.

Mr. Herndon then asked for a motion and second from the Elementary District.

It was moved by Rueda and seconded by Forrest of the Wasco Union Elementary School District to terminate Joint Administrative Services Agreement, subject to the consent of the Wasco Union High School District. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

Mr. Wallace then introduced Mrs. Toni Smith from the Kern County Superintendent of Schools Office. She presented information regarding services they offer to 47 school districts within Kern County. She reported the office does not charge for providing the Superintendent Search Services with the expectation of advertising or publication. She shared a summary report with the Board of the complete search process. She reported that if their office is selected, they are there to facilitate this process. They are not part of the decision making as that is the role of the Boards. Upon the selection of the Kern County Superintendent of Schools Services to facilitate this process, the next step is to schedule a special meeting or attend the next regular meeting depending on the time line of the Board. The purpose for this meeting is to gather information from the Board. The information needed is: criteria of this position, qualities and qualifications of the candidate, length of contract, number of work days, minimum starting salary, filing deadlines, interview dates, potential start date. This information will allow KCSOS to begin the recruitment. The next step is to actually start the recruiting process. The best way they have found to do this is to utilize EdJoin that is an online service. There are other ways for the District to advertise this position such as professional publications were an ad can be placed but this is where the costs come in. It is typically not a large amount of money depending on the publication. In addition to this, the office will prepare a job announcement and the announcement will be sent to all Districts within Kern County. The next step is the receiving of applications and answering questions from potential candidates. This is a big part of the process since there are usually a lot of questions from the candidates. Her staff will then review all the applications submitted to
ensure that they are complete. Then a prescreening is done on all the applications. There are then separated into three groupings; Candidates that did not meet all of the qualification established by the Board, Candidates who met the minimum qualifications but don’t have the experience, and the last group is of Candidates that are most qualified for the District’s position. A paper screening process meeting would be scheduled with the Board. The goal of this meeting is to narrow down the candidate pool to 4-6 Candidates. These Candidates will be interviewed. She will also check the references, the initial reference check of the paper screening portion and once the candidate is selected she will then complete an in depth reference check. Mrs. Smith will also assist in the interview questions and script out the interview for the Board. She schedules interviews and at the end of the day she will facilitate a discussion of the next steps. Once the top candidate has selected by the Board, the other part of the services is to facilitate the negotiations process and it is up to the board as to who they would like to designate as their negotiators. Often times she is designated as one negotiator and possibly two board members will join her in that responsibility. They then take direction from the board in closed session, contact the candidate and enter into negotiations for an employment contact. Once a tentative agreement has been reached then the Board will need to ratify that contract at a regular board meeting. Mrs. Smith will facilitate this process as well, along with Mr. Grant Herndon. Mr. Herndon is an integral part of the contract as he is the one who reviews the language and is protecting the board.

2. It was moved by Fulwyler and seconded by Wallace of the Wasco Union High School District to authorize the Kern County Superintendent of Schools Office to provide superintendent Search services. Ayes: 2; Noes: 2; Absent: 1. Motion failed due to lack of majority.

Mrs. Rodriguez stated that he is not ready himself, not right now.

Mr. Rodriguez then asked Mr. Fulwyler to elaborate on his motion. He then asked if they are doing this tonight or in the future, are you talking about doing this in the future to this or tonight? Mr. Fulwyler explained that his motion would set the process in place. It will take a certain amount of time for this whole thing to come together. We are just going to initiate and start the process. Mr. Rodriguez stated that’s fine and he has been through three searches already so he understands the process.

Mrs. Sanchez reported that she wished that as the High School Board perhaps wait until the next meeting 8th so that in closed session they could perhaps discuss the personnel we have at this point to perhaps look at their qualifications before we enter into a contract with someone. She is not saying that they are not going to enter into a contract but she would like to take a very good look at some of our staff and administration and talk among ourselves what direction we want to go and to hopefully take each other seriously as opposed to let’s just do this and run with it. Mr. Rodriguez concurred.

Mr. Fulwyler shared that his purpose for wanting to go on with this process is to allow the Board to see every candidate that is interested in the position. We may have people currently on staff that would be possible candidates and they would have the opportunity to seek the position also. He reported that he feels it is only fair and prudent on the Boards part to look at all candidates that are interested in position and then we can make our decision.
Mr. Rodriguez reported that he agrees with Mrs. Sanchez and that this should be discussed out the next board meeting in closed session or even open session but he is not ready to make a decision himself, tonight.

It was moved by Sanchez and seconded by Rueda of the Wasco Union Elementary School District on the approval of services provided by the Kern County Superintendent of Schools Office for a Joint or Separate Superintendent Search. Motion carried. Ayes: 4; Noes: 1(Sanchez); Absent: 0.

V. Adjournment
It was moved by Rodriguez and seconded by Sanchez of the Wasco Union High School District to adjourn the meeting. Motion carried. Ayes: 4; Noes: 0; Absent: 1(Acebedo).

It was moved by Sanchez and seconded by Forrest of the Wasco Union Elementary School District to adjourn the meeting. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

Meeting adjourned at 6:36 p.m.

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Clerk of the Board