

6. EDUCATIONAL ADMINISTRATION

6.1 Approval of Revisions to English Language Development (ELD) Courses for Grades 6-12

BACKGROUND INFORMATION: English Language Arts Common Core State Standards were approved in 2010. California English Language Development (ELD) standards were approved in 2012. For the first time, two sets of interrelated standards are being included in the new ELA/ELD framework. In the new ELA/ELD framework, California recognizes that ELs in transitional kindergarten through grade twelve have a double curricular load: they must become proficient in academic English, and they must learn the same rigorous academic content required of all students in California. Because they are learning English as an additional language, ELs require specialized instructional support to ensure that they simultaneously develop academic English and have full access to a rich curriculum across the disciplines. Therefore, ELs are given excellent first teaching in the core content with integrated specialized support (integrated ELD) to ensure full access to the content and are also provided with designated instruction (designated ELD) in addition to core instruction to ensure that their linguistic and academic needs are fully met.

CURRENT CONSIDERATIONS: In order to align to both sets of Common Core State Standards, staff has revised its courses for English learner students, grades 6-12, to support proficiency in grade level standards in the core curricula. Emphasis will be placed on grade level content area literacy, vocabulary, English Language Development, and state assessment preparation.

FINANCIAL IMPLICATIONS: Costs associated with English Language Development courses are provided for using LCFF supplemental funding and this targeted support is included in the LCAP actions and services for English learners.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the board approve implementation of revised English Learner Development courses for grades 6-12 as presented.

7. POLICY DEVELOPMENT AND REVIEW

7.1 Approval of Revisions to Board Policy 5131.2, Bullying

BACKGROUND INFORMATION: The Assistant Superintendent of Human Resources has reviewed selected board policies and administrative regulations as a result of recommendations for revisions from the California School Boards Association (CSBA) policy service. All proposed policy and administrative regulation revisions reflect recent changes in applicable state and/or federal laws and regulations.

CURRENT CONSIDERATIONS: Board Policy (BP) 5131.2, Bullying has been reviewed and needs updating. The proposed policy is updated and revised to reflect legal requirements and recent changes in regulatory guidance. One of the primary changes involves a reporting requirement for those who witness actual instances of bullying. Procedures are clearly outlined and identified according to recommendations by CSBA.

FINANCIAL IMPLICATIONS: None.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that Board Policy 5131.2, Bullying be approved as presented.

7. POLICY DEVELOPMENT AND REVIEW

7.2 Approval of Revisions to Board Policy 5145.3, Nondiscrimination/Harassment – Students and Addition of Administrative Regulation 5145.3, Nondiscrimination/Harassment-Students

BACKGROUND INFORMATION: The Assistant Superintendent of Human Resources has reviewed selected board policies and administrative regulations as a result of recommendations for revisions from the California School Boards Association (CSBA) policy service. All proposed policy and administrative regulation revisions reflect recent changes in applicable state and/or federal laws and regulations.

CURRENT CONSIDERATIONS: Board Policy (BP) 5145.3 Nondiscrimination/Harassment-Students has been reviewed and needs updating. The proposed board policy is updated and revised to reflect legal requirements and recent changes in regulatory guidance. Administrative Regulation (AR) 5145.3 Nondiscrimination/Harassment-Students is mandated and has not previously been reviewed by the board. Procedures are clearly outlined and identified according to recommendations by CSBA.

FINANCIAL IMPLICATIONS: None.

SUPERINTENDENT’S RECOMMENDATION: Approve revisions to Board Policy 5145.3 Nondiscrimination/Harassment-Students as presented. Administrative Regulation 5145.3 Nondiscrimination/Harassment-Students is presented for information only.

7. POLICY DEVELOPMENT AND REVIEW

7.3 Approval of Revisions to Board Policy 5145.7, Sexual Harassment-Students

BACKGROUND INFORMATION: The Assistant Superintendent of Human Resources has reviewed selected board policies and administrative regulations as a result of recommendations for revisions from the California School Boards Association (CSBA) policy service. All proposed policy and administrative regulation revisions reflect recent changes in applicable state and/or federal laws and regulations.

CURRENT CONSIDERATIONS: Board Policy (BP) 5145.7, Sexual Harassment-Students has been reviewed and needs updating. The proposed policy is updated and revised to reflect legal requirements and recent changes in regulatory guidance. Procedures are clearly outlined and identified according to recommendations by CSBA.

FINANCIAL IMPLICATIONS: None.

SUPERINTENDENT'S RECOMMENDATION: Approve revisions to Board Policy 5145.7, Sexual Harassment-Students as presented.

7. POLICY DEVELOPMENT AND REVIEW

7.4 Revisions to Administrative Regulation 4121, Temporary/Substitute Personnel

BACKGROUND INFORMATION: The Assistant Superintendent of Human Resources has reviewed selected board policies and administrative regulations as a result of recommendations for revisions from the California School Boards Association (CSBA) policy service. All proposed policy and administrative regulation revisions reflect recent changes in applicable state and/or federal laws and regulations.

CURRENT CONSIDERATIONS: Administrative Regulation 4121, Temporary/Substitute Personnel has been updated and revised to reflect legal requirements and recent changes in regulatory guidance. The most prominent change includes AB 1522, which provides “Sick Leave for All.” This bill enacts the Healthy Workplaces, Healthy Families Act of 2014 to provide that an employee who, on or after July 1, 2015, works in California for 30 or more days within a year from the commencement of employment is entitled to paid sick days for prescribed purposes, to be accrued at a rate of no less than one hour for every 30 hours worked; and which authorizes the employer to limit an employee’s use of paid sick days to 24 hours or 3 days in each year of employment. Procedures are clearly outlined and identified according to recommendations by CSBA.

FINANCIAL IMPLICATIONS: None.

SUPERINTENDENT’S RECOMMENDATION: Administrative Regulation 4121 Temporary/Substitute Personnel is presented as information only and does not require any board action.

7. POLICY DEVELOPMENT AND REVIEW

7.5 Presentation of Board Policy 4121, Temporary/Substitute Personnel

BACKGROUND INFORMATION: The Assistant Superintendent of Human Resources has reviewed selected board policies and administrative regulations as a result of recommendations for revisions from the California School Boards Association (CSBA) policy service. All proposed policy and administrative regulation revisions reflect recent changes in applicable state and/or federal laws and regulations.

CURRENT CONSIDERATIONS: Currently our district does not have a board policy for temporary/substitute personnel only an administrative regulation. The proposed policy is to reflect legal requirements and recent changes in regulatory guidance which includes AB 1522, which provides “Sick Leave for All.” This bill enacts the Healthy Workplaces, Healthy Families Act of 2014 to provide that an employee who, on or after July 1, 2015, works in California for 30 or more days within a year from the commencement of employment is entitled to paid sick days for prescribed purposes, to be accrued at a rate of no less than one hour for every 30 hours worked; and which authorizes the employer to limit an employee’s use of paid sick days to 24 hours or 3 days in each year of employment. Procedures are clearly outlined and identified according to recommendations by CSBA.

FINANCIAL IMPLICATIONS: None.

SUPERINTENDENT’S RECOMMENDATION: This is the first reading of Board Policy 4121 Temporary/Substitute Personnel and will be presented to the board for approval at the July 20, 2015 special board meeting.

8. PERSONNEL ADMINISTRATION

8.1 CERTIFICATED PERSONNEL

8.11 RESIGNATION, TERMINATION*, SEPARATION**, RETIREMENT***

8.12 LEAVE OF ABSENCE

8.13 EMPLOYMENT

8.14 CHANGE OF STATUS

RECOMMENDED ACTION: To approve certificated personnel actions as presented.

8.2 CLASSIFIED PERSONNEL

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

8.22 LEAVE OF ABSENCE

8.23 EMPLOYMENT

8.24 CHANGE OF STATUS

RECOMMENDED ACTION: To approve classified personnel actions as presented.

8. PERSONNEL ADMINISTRATION

8.1 CERTIFICATED PERSONNEL

8.11 RESIGNATION, TERMINATION*, SEPARATION**, RETIREMENT***

Nicole Leighton
Assistant Principal – Murray
Effective 6-30-15

Timothy Leighton
Science – Burroughs
Effective 6-30-15

Lewis Marquez
SDC – Richmond
Effective 6-25-15

Koreen Myers
English – James Monroe
Effective 6-30-15

Sharlene Paxton
Projects – Curriculum
Effective 6-30-15

8.12 LEAVE OF ABSENCE

8.13 EMPLOYMENT

8.14 CHANGE OF STATUS

Michelle Savko
From: Coordinator of Pupil Support Services
To: Coordinator of Educational Technology, Assessment, and Categorical
Programs
Effective 7-1-15

8. PERSONNEL ADMINISTRATION

8.2 CLASSIFIED PERSONNEL

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

LeAnn Moell
1.58 hr. Noon Duty Supervisor – Las Flores
And ½ hr. Crossing Guard – Las Flores
And ¼ hr. a.m. Noon Duty Supervisor – Las Flores
Effective 6-30-15

Carrie Newton*
5 ½ hr. Paraprofessional – Richmond
And
2 hr. Paraprofessional – Pierce
Effective 7-1-15

Joseph Powell
5 ½ hr. Paraprofessional – Burroughs
6-29-15

Darren Swafford*
8 hr. Custodian - Gateway
6-15-15

8.22 LEAVE OF ABSENCE

8.23 EMPLOYMENT

Emma Cleveland
5 ½ hr. Paraprofessional – Murray
Effective 8-12-15

Amy Howe
5 ½ hr. Paraprofessional – SELPA/Richmond
Effective 8-12-15

Melissa Westbrook
5 ½ hr. Paraprofessional – Gateway
Effective 8-12-15

8. PERSONNEL ADMINISTRATION

8.2 CLASSIFIED PERSONNEL

8.23 EMPLOYMENT (Continued)

Classified Substitutes for the 2015-2016 School Year

Chris Matthews

Christina Reichers

Tammy Thomas

8.24 CHANGE OF STATUS

Brianna Groves

From: 5 ½ hr. Paraprofessional – James Monroe

To: 5 ½ hr. Paraprofessional – Burroughs

Effective 8-12-15

Charles Novascone

From: 5 ½ hr. Paraprofessional – Richmond

To: 5 ½ hr. Paraprofessional – Murray

Effective 8-12-15

Russ Smith

From: Duplicating Technician/Repair Technician – Business Office

To: Duplicating Technician/Repair Technician – Technology

Effective 7-1-15

Kelli Stewart

From: 5 ½ hr. Paraprofessional – Richmond

To: 5 ½ hr. Paraprofessional – Murray

Effective 8-12-15

8. PERSONNEL ADMINISTRATION

8.3 Approval to Increase the Certificated Substitute Employee Hourly Pay

BACKGROUND INFORMATION: There are approximately 50 school districts in Kern County, with 8 of these districts organized as unified school districts. Sierra Sands USD is one of 8 unified school districts in Kern County. The average (mean) daily substitute rate for all unified school districts in Kern County is \$109.38. The average (mean) long term substitute rate for all unified school districts in Kern County is \$136.17. Currently the Sierra Sands USD daily substitute rate is \$100.00, and the long term substitute rate is \$120.00.

Currently, our district does not offer a different long term substitute rate for SSUSD retirees. Given the expertise that comes with retaining the occasional service of retirees for long term substitute assignments, it is desirable to offer a higher compensation rate in exchange for a higher level of experience.

CURRENT CONSIDERATIONS: It is desirable from a strategic perspective that our substitute rates more closely approach the Kern County mean for unified school districts. As the Indian Wells Valley's largest school district employer, our competitive edge is that we offer many more substitute assignments than any other school district in our area. As a result, qualified substitutes are motivated to work for us due to the quantity of job assignments upon which they can count. Nevertheless, an attempt to stay close to the County average for compensation for long term desirability as an employer is beneficial. This adjustment to the pay rate is appropriate, especially given the fact that no adjustments have been made in several years.

It is proposed that the following new rates be approved:

- Regular Substitute hourly rate from \$16.67/hr. to **\$18/hr. (new daily rate \$108)**
- Long Term Substitute hourly rate from \$20/hr. to **\$22/hr. (new daily rate \$132)**
- Long Term Substitute hourly rate for SSUSD retirees to **\$30/hr. (daily rate \$180)**

FINANCIAL IMPLICATIONS: The district paid approximately 21,640 hours of sub time last year. At \$16.67/hr. that is \$360,738. At \$18/hr. that is \$389,520. The difference in cost is \$28,782. But, considering a small percentage of those hours would be long term, and there could be a long term assignment with the new retiree rate, the projected difference in annual cost is an approximate range between **\$35,000** and **\$50,000**.

SUPERINTENDENT'S RECOMMENDATION: Approve the increase to the certificated substitute employee hourly pay as presented.

9. GENERAL ADMINISTRATION

9.1 Authorization for Board Member Travel

BACKGROUND INFORMATION: At the May 7, 2009 board meeting, protocol requiring the board to authorize all board member travel was established. The 2015-16 travel budget for the board was approved for \$18,700.00.

CURRENT CONSIDERATIONS: Ms. Amy Castillo-Covert, as the board's designated representative for NAFIS activities, is requesting authorization to travel to Washington, D.C. on September 26 – September 30, 2015 to attend the NAFIS Fall Conference. Cost of travel is estimated as follows:

Conference registration	\$ 500.00
Air Fare	\$ 403.20
Hotel (4 nights @ 342.36 inc. tax)	\$1,369.42
Meals (4 days @ \$50 per day)	\$ 200.00
Miscellaneous	\$ 100.00
Estimated total cost of travel	\$2,572.62

FINANCIAL IMPLICATIONS: The travel budget for the board for 2015-16 is \$18,700. To date, no money has been spent; however, approximately \$7,645.10 has been estimated for the annual CSBA conference.

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

9. GENERAL ADMINISTRATION

9.2 Appointment of Student Member to the Board of Education for the 2015-16 School Year Fall Semester

BACKGROUND INFORMATION: In accordance with board policy, candidates have been solicited to serve as student members of the Board of Education for the 2015-16 school year. Student Naya Taylor is being presented tonight for recommendation for the fall semester.

CURRENT CONSIDERATIONS: Naya Taylor is a junior at Burroughs High School. In addition to taking Honors classes, Naya is the ASB Commissioner of Communications, the co-president of the Friends of Rachel Club, and a member of the Key Club. She enjoys volunteering and searches for opportunities to become involved.

FINANCIAL IMPLICATIONS: None.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the Board of Education appoint Naya Taylor as student member to the board for the 2015-16 school year fall semester.

9. GENERAL ADMINISTRATION

- 9.3 Report to the Board: Nature and Resolution of Complaints with Regard to Deficiencies Related to Instructional Materials, Emergency or Urgent Facilities Conditions that Pose a Threat to the Health and Safety of Pupils or Staff, Teacher Vacancy or Misassignment, and Provision of Intensive Instruction and Services to Students Who Did Not Pass the California High School Exit Examination (CAHSEE) by the End of Grade 12, as Required by the Williams Act
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BACKGROUND INFORMATION: California Education Code 35186 specifies that a school district shall report summarized data on the nature and resolution of all complaints on a quarterly basis to the county superintendent of schools and the governing board of the school district. The summaries shall be publicly reported on a quarterly basis at a regularly scheduled meeting of the governing board of the school district. The report shall include the number of complaints by general subject area with the number of resolved and unresolved complaints. The complaints and written responses shall be available as public records.

This procedure is intended to address all of the following:

- (1) A complaint related to instructional materials as follows:
 - (A) A pupil, including an English learner, does not have standards-aligned textbooks or instructional materials or state adopted or district adopted textbooks or other required instructional material to use in class.
 - (B) A pupil does not have access to instructional materials to use at home or after school in order to complete required homework assignments.
 - (C) Textbooks or instructional materials are in poor or unusable condition, have missing pages, or are unreadable due to damage.

- (2) A complaint related to teacher vacancy or misassignment as follows:
 - (A) A semester begins and a certificated teacher is not assigned to teach the class.
 - (B) A teacher who lacks credentials or training to teach English learners is assigned to teach a class with more than 20 percent English learner pupils in the class. This subparagraph does not relieve a school district from complying with state or federal law regarding teachers of English learners.
 - (C) A teacher is assigned to teach a class for which the teacher lacks subject matter competency.

- (3) A complaint related to the condition of facilities that pose an emergency or urgent threat to the health or safety of pupils or staff as defined in paragraph (1) of subdivision (c) of Section 17592.72 and any other emergency conditions the school district determines appropriate.

CURRENT CONSIDERATIONS: There have been no complaints filed with the school district between April 1, 2015 and June 30, 2015 in any of the designated areas.

FINANCIAL CONSIDERATION: None.

SUPERINTENDENT'S RECOMMENDATION: This report is for informational purposes only. A copy of this report will be forwarded to the Kern County Superintendent of Schools as required by state law.

10. CONSTRUCTION ADMINISTRATION

10.1 Report to the Board: Construction Activities and Issues

BACKGROUND INFORMATION: The purpose of this item is to keep the board, administration, and especially the community informed as to the progress of the district's construction efforts.

CURRENT CONSIDERATIONS: Design, documentation activity, and planning continue at several sites. Mr. Steve Hubbard, Project Manager with Maas Co., will update the board and community on these activities.

FINANCIAL IMPLICATIONS: None.

SUPERINTENDENT'S RECOMMENDATION: This item is presented for informational purposes and no action is required.

10. CONSTRUCTION ADMINISTRATION

10.2 Approval to Enter into a Second Amendment of Agreement with IBI Group Related to Soil Remediation Measures and Food Service Revisions for the New Murray Middle School

BACKGROUND INFORMATION: In August 2014, the district entered into an agreement with IBI Group to provide Architectural and Engineering Services pertaining to the Murray Middle School construction project. As required by the California Environmental Quality Act, the district commissioned a consultant to provide environmental review services for the project. During the course of development of the preliminary environmental documents, an Environmental Site Assessment (ESA) was submitted to the California Department of Toxic Substance Control (DTSC), as is required by statute. Upon review of the ESA, DTSC required additional soil testing, the results of which indicated the need for a Removal Action Workplan (RAW) to remove all contaminated soil from the project area. The RAW has been composed and submitted to DTSC for review. The DTSC requirements have extended the project schedule and the participation of the project architect by 4 months beyond the original schedule. In addition, and in order to reduce the construction cost of the overall project, the architect executed certain re-design of the overall campus structures. As a result, redesign of the food service equipment and layout, that was previously approved and documented, has been necessary.

CURRENT CONSIDERATIONS: As part of the process of developing the RAW, several alternatives for remediation of contaminated soils on the school site were evaluated. The initial proposal, to remove all contaminated soil from the site, was the most expensive alternative, estimated to cost \$3.4M. A second alternative, to encapsulate the soil on site and to monitor the site over the life of the facility, is estimated to cost less than \$1M. The district will save approximately \$2.4M by exercising the second alternative. However, in order to encapsulate the soil on site, additional civil engineering drawings are required to identify location, depth, perimeter, and cover of the encapsulation area, and to obtain approval from DTSC. IBI Group, the project Architect of Record (A/R), requested a scope of work and a fee proposal from the Civil Engineer to execute the encapsulation documents. In addition, the food service consultant will expend additional professional time to revise the drawings and specifications to address the realignment of space within the Multipurpose Building as part of the cost saving measures approved by the district. The proposed additional fees of the architect, engineer, and food service consultant have been reviewed for appropriateness.

FINANCIAL IMPLICATIONS: The amount of the proposed fee is \$61,680.00 as listed in the attachment as Additional Services #2 through #6. The district plans to

use both the DoD fund sources for 80% of the contract, as well as several other fund sources including Fund 35 and IKSFA for the remaining 20% to support this contract.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the board authorize the second amendment to the agreement with IBI Group for additional architectural and engineering fees in support of the Murray Middle School Project.

10. CONSTRUCTION ADMINISTRATION

10.3 Approval to Negotiate a Contract for Proposition 39 Energy Conservation and Clean Energy Consultant Services

BACKGROUND INFORMATION: Proposition 39 provides California public schools with supplemental funding to undertake energy efficiency and conservation projects, along with improvements and repairs that contribute to reduced operating costs. The district applied for funding and was awarded \$224,453 in 2013-14 of which \$130,000 has been received thus far, and \$195,894 for 2014-15. Similar awards are expected in the next 3 years. District staff determined that district facilities energy efficiency projects would best be planned by an experienced consultant familiar with Proposition 39 planning and expenditure requirements, particularly in view of potentially optimizing current modernization efforts at Burroughs High School.

CURRENT CONSIDERATIONS: At the regular board meeting of January 15, 2015, the board authorized the district to seek requests for qualifications for Proposition 39 Consulting Services. The district proceeded to solicit, to review, and to evaluate proposals of services from qualified firms. District staff conducted a competitive process in accordance with the district's established protocol:

1. Convened District Selection Committee
2. Published a Request for Qualifications (RFQ) on the dates below:
 - District website on 5-13-15
 - Coalition for Adequate School Housing (CASH) website on 5-13-15
 - News Publications
 - Press Enterprise on 5-13-15
 - Antelope Valley Press on 5-13-15
 - Bakersfield Californian on 5-13-15
 - Daily Independent on 5-13-15
 - News Review on 5-15-15
3. Responses were received June 1, 2015 by 2:00 PM and were distributed to the District Selection Committee members the following work day.
4. The District Selection Committee composed of district administrators and district program managers, as non-voting observers, met on Wednesday, June 3, 2015 to review and rank the responses.
5. The top respondent was invited to interview on July 8, 2015.
6. Interview was held on July 8, 2015

It was the consensus of the committee that the firm of TerraVerde Renewable Partners, LLC be recommended to provide Proposition 39 Energy Conservation and Clean Energy Consultant Services.

FINANCIAL IMPLICATIONS: To be determined upon the negotiation of a contract. The district plans to use Proposition 39 available funding for this contract. None of these funds have been expended to date. Expenditures for energy efficiency projects may not be undertaken until the CEC has approved the plan for the district.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that district staff be authorized to negotiate a contract with TerraVerde Renewable Partners, LLC. for Proposition 39 Energy Conservation and Clean Energy Consultant Services.

12. CONSENT CALENDAR

12.1 Approval of “A” and “B” Warrant

CURRENT CONSIDERATIONS: “A” and “B” warrants released in June, 2015 are submitted for approval. “A” warrants totaled \$977,049.13. “B” warrants totaled \$1,214,214.01.

FINANCIAL IMPLICATIONS: Warrants were issued as stated.

SUPERINTENDENT’S RECOMMENDATION: Approve “A” and “B” warrants for June, 2015 as presented.

12. CONSENT CALENDAR

12.2 Approval to Declare the Property Value of One Vehicle and Allow for the Sale of the Vehicle to an Auto Recycling Center as Surplus Property

BACKGROUND INFORMATION: Administrative Regulations 3270, Sale and Disposal of Books, Equipment, and Supplies, regulates the process for disposing of district equipment. AR 3270 states that the board may dispose of personal property belonging to the district if the board members attending a meeting unanimously agree that the property is worth no more than \$2,500.00. Under these circumstances, the board may designate any district employee to sell the property without advertising. (Education Code 17546)

CURRENT CONSIDERATIONS: The CTE Auto program receives donations of used vehicles and uses these vehicles for hands-on classroom instruction. After vehicles have been used a number of times, the vehicles are no longer able to be registered and/or driven. At the current time there is one vehicle that has extremely limited value to the district and needs to be sold to an auto recycling yard. This car is estimated to be worth no more than the salvage value of \$150.00. The district is requesting permission to surplus the vehicle listed below without going to bid.

- 1989 Pontiac Firebird VIN # 1G2FS21S7KL253127

FINANCIAL IMPLICATIONS: The anticipated value of the one vehicle is approximately \$150.00. The funds received will be deposited into the general fund and used to offset future CTE Auto expenses.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the board determine the value of the one vehicle at a value less than \$2,500.00 and designate district staff to sell the property without advertising.

12. CONSENT CALENDAR

12.3 Approval of Contract with Esther Sires to Serve as WorkAbility I Director for the
2015-16 School Year

BACKGROUND INFORMATION: The WorkAbility Program which began in 1982 has sites in 305 local education agencies and serves all 58 California counties. The program provides comprehensive pre-employment training, employment placement, and follow up for high school students in special education who are making the transition from school to work, independent living and post-secondary education or training. The WorkAbility Program is funded and administered by the California Department of Education.

The WorkAbility I Program at Burroughs High School has been coordinated by Mrs. Esther Sires for 18 years. Mrs. Sires has developed a program that is exemplary in the state. All Special Education students at BHS benefit from the program, either by direct or indirect services.

CURRENT CONSIDERATIONS: The SELPA wishes to continue to employ Mrs. Sires in the position of Program Director for the WorkAbility I Program. This allows continuity in the program at Burroughs High School. Her expertise in the area of workability has resulted in an exemplary program in the Sierra Sands Unified School District and her continuation in the role of Program Director has ensured that the WorkAbility Program maintains the services for the special education students at Burroughs High School that have been available for the past 18 years.

FINANCIAL IMPLICATIONS: The cost of employing Mrs. Sires as Program Director for the WorkAbility I Program is \$ 9,600 plus travel expenses, not to exceed \$7,300, which will be paid for by the money in the special WorkAbility account and will not be a cost to the district.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the board give approval to employ Mrs. Esther Sires as Program Director for the WorkAbility I Program for the 2015-2016 school year as presented.