



**Regular Study Session Meeting**  
**06/20/2024 06:30 PM**  
6:30 P.M. - CALL TO ORDER/OPEN/PUBLIC  
SESSION (ZOOM) / IN-PERSON  
After the Completion of Open Session -  
CLOSED SESSION

## **MEETING MINUTES**

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### **AGENDA FOR THE REGULAR STUDY SESSION MEETING OF THE BOARD OF TRUSTEES OF THE ROSEMEAD SCHOOL DISTRICT**

**6:30 P.M. - CALL TO ORDER/OPEN/PUBLIC SESSION (ZOOM) / IN-PERSON**  
**After the Completion of Open Session - CLOSED SESSION**

This meeting will also be held electronically via Zoom Meetings with limited in-person capacity.

**PARTICIPATION IN-PERSON:** Adherence to current Los Angeles County Department of Public Health, protocols:  
Rosemead School District  
District Office - Board Room  
3907 Rosemead Blvd., Rosemead, CA 91770  
Tel: (626) 312-2900 x212 | Email: [board@rosemead.k12.ca.us](mailto:board@rosemead.k12.ca.us)  
District Website: [www.rosemead.k12.ca.us](http://www.rosemead.k12.ca.us)  
Agenda Website: <https://t.ly/dGRp>

**PARTICIPATION VIA TELECONFERENCE/ELECTRONIC:**  
**Zoom Call-In# (346) 248-7799**  
**Zoom Meeting ID# 856 8148 9645**  
**Passcode: 645826**

## **Attendees**

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### **Voting Members**

Ms. Nancy Armenta, Trustee  
Mr. Ronald Esquivel, Trustee  
Mrs. Veronica Pena, Trustee  
Mr. John Quintanilla, President  
Mrs. Diane Benitez, Clerk

**Non-Voting Members**

Dr. Alejandro Ruvalcaba, Superintendent

Dr. Maria Rios, Assistant Superintendent, Administrative Services

Dr. Jennifer Fang, Assistant Superintendent, Educational Services

Mr. Alejandro Gaeta, Network Administrator

Mrs. Cynthia Bracamonte, Executive Assistant to the Superintendent

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**I. NOTICES - Public Comments / Speaker's Requests****II. NOTICES****III. Call to Order by \_\_\_\_\_ at \_\_\_\_\_ p.m.**

President Quintanilla called the meeting to order at 6:30 p.m.

**IV. Members Present \_\_\_\_\_ Members Absent \_\_\_\_\_**

President Quintanilla read the following statement:

The Rosemead School District Board of Trustees will conduct their public meetings in-person along with a virtual Zoom cast. In order to ensure the board's business is heard clearly, we would like to respectfully request for all Zoom attendees to mute their microphones unless you are requested by the Board President to address the Board.

**V. MEETING RECORDED**

This meeting will be audio and video recorded. Trustees have received background information regarding each agenda item prior to the meeting thus ensuring a thorough review of each item.

**VI. APPROVAL OF AGENDA**

That the Agenda, be Approved.

Motion made by: Mrs. Diane Benitez

Motion seconded by: Mrs. Veronica Pena

Voting:

Ms. Nancy Armenta - Yes

Mr. Ronald Esquivel - Yes

Mrs. Veronica Pena - Yes

Mr. John Quintanilla - Yes

Mrs. Diane Benitez - Yes

The motion passed by a 5-0 vote.

**VII. REGULAR SESSION - 6:30 P.M.****VIII. PLEDGE OF ALLEGIANCE by: \_\_\_\_\_**

President Quintanilla requested for Dr. Fang to lead the Pledge of Allegiance.

## **IX. AWARDS/RECOGNITION VIRTUAL PRESENTATION(S)**

1. President Quintanilla congratulated and presented recognition certificates to the Janson Soccer Team, including Ethan Nguyen, Jeshuewa Aguirre, Lyndon Liao, Maksym Ly, Nathan Cadena-Zepeda, Sophia Tang, Ryan Wong, Mila Chan, Adam Espinoza, Victor Cantor, Riley Lam, Regal Hernandez, Elias Youn, Ivy Matsunaga, Matthew Jimenez, Javier Hernandez, Jason Santana, Michael Garcia, Aldi Chavez, and Sarah Meleka, Coach.
2. President Quintanilla congratulated and presented recognition certificates to the Muscatel Builders Club - 1st Place Scrapbook Contest and Distinguished Club, including Jesslyn Liauw, Club Lead, Charlotte Huang, Constance Lin, Ivy Lai, Jaelyn Yung, Kayden Lam, Michelle Wong, Savannah Ly, Trinity Yun, and Reynita Berenguer, Advisor.
3. President Quintanilla congratulated and presented recognition certificates to the Muscatel Art Exhibition students, including Layla Tellez, Ester Jordan, Johan Coronel, Megan Chan, Fiona Trinh, Venita Ye, Roman Hernandez, Harleen Kaur, Jose Marquez, Ngoc Nguyen, Victoria Simonds, Max Trieu, Chloe Tsan, Sophia Luong, Hayden Martinez, and Jundek Jong, Advisor.
4. President Quintanilla and the Board recognized and presented a recognition plaque to Superintendent of Schools Dr. Alejandro Ruvalcaba.

*President Quintanilla called RTA President Cami Case who recognized the Superintendent Dr. Alejandro Ruvalcaba.*

*President Quintanilla called CSEA Vice President Michelle Drain who recognized Superintendent Dr. Alejandro Ruvalcaba.*

*President Quintanilla recessed a meeting at 7:05 p.m.*

*President Quintanilla reconvened the meeting to open session at 7:16 p.m.*

## **X. PUBLIC COMMENT ON AGENDA ITEMS (3 minutes per person or 20 minutes per topic)**

Pursuant to Board Bylaw No. 9323, we would like to encourage members of the public to present their views to the Board regarding matters listed in the agenda. At regular meetings of the Board, members of the public may address the Board on agenda items, as well as any other items of concern that fall within the subject matter jurisdiction of the Board of Trustees. If you want to address an agenda item, you have the option of speaking at this time or at the time the item is being discussed by the Board.

Individual speakers shall be allowed three (3) minutes total to address the Board on each agenda or non-agenda item. The Board shall limit the total time for public input on each item to 20 minutes. Please state your name, make your presentation as brief as possible, and understand that the Board will not engage in a debate with visitors, but you may be given an opportunity for further questions and answers when a specific item is presented in the agenda.

Mrs. Bracamonte shared that no submissions for public comments were received.

#### **XI. SUPERINTENDENT'S REPORT**

A report was not provided.

#### **XII. BOARD PRESIDENT'S COMMENTS**

President Quintanilla shared the following:

- Thanked Superintendent Dr. Ruvalcaba for his 5 ½ years of service to the District, the students, the staff, and the Board. He hopes that he will use all the knowledge he gained in his next district, Moreno Valley. As he shared with the Board President from Moreno Valley, we stole him from Upland, and now they are stealing you from us. Thanked him for his years of service to our kids and wished him the best of luck.

#### **XIII. BOARD ORAL COMMUNICATIONS**

Trustee Armenta shared the following:

- Congratulated the award recipients on their recognition.
- Shared that she attended the Muscatel promotion and great to see all the diplomas distributed, and she is proud to be a part of that.
- She shared that having Dr. Ruvalcaba for almost six years and shared that she appreciated all their conversations. She thanked him for supporting her vision, as he rallied everyone to make it come to fruition. She shared that she will really miss all their conversations and that when they had the conversation regarding getting a Ph.D., she saw so much potential in him to take it to a higher level. She wishes him the very best in his next chapter and knows that he will do well.

Trustee Esquivel shared the following:

- Congratulated all the awardees for all their accomplishments.
- Shared that he attended the Muscatel awards ceremony and remembers when he was promoted.
- Thanked Mrs. Bracamonte for sending the electronic version of the agenda and is glad to see that we are moving towards the digital age.
- Shared with Dr. Ruvalcaba that it's been an interesting almost six years and remembers that he had to navigate the waters as a first time superintendent by working through the COVID pandemic and coming up with a new approach. He shared that he will be missed as he brought a new perspective. He shared that Dr. Ruvalcaba was too big for the

district, not only in height but also in capacity. Lastly, he wished Dr. Ruvalcaba the best in his new chapter.

Clerk Benitez shared the following:

- Congratulated all the awardees for all they've done. Shared that she loves seeing the artwork at Muscatel.
- Attended the Janson and Muscatel promotions and saw all the parents and was amazed to see all the kids growing up as they had gone from Kindergarten to 8th grade, and have known them since they were in preschool.
- Wished Dr. Ruvalcaba good luck in his endeavors and new position. She hopes we get to see him again and share that she learned a lot from him. She hopes he has a wonderful time over there, like he did over here.

Trustee Peña shared the following:

- Congratulated all the award recipients, the students on the art exhibit at Muscatel, Janson soccer team, and the Muscatel Builder's Club. She gave a special thank you to the advisors who support our students and do their best.
- Thanked Dr. Ruvalcaba for always being so kind and patient with her. She shared that although they didn't always agree, she appreciated working with him. She always wishes him the best. Mrs. Peña recognized that he always works so hard at everything he does and that he will be very successful in his new district. She appreciated how anytime they called he made himself available to them and recognized how he would always be available to answer any questions they had regarding the board packets. Lastly, she shared that the Board is here for him and for him to come back to visit. She thanked him for everything he did for the district.

*President Quintanilla recognized Ngoc Nguyen who was in attendance via Zoom.*

#### **XIV. PUBLIC HEARING(S):**

##### **A. PUBLIC HEARING - 2024-2025 Local Control and Accountability Plan (LCAP) and Local Control Funding Formula (LCFF) Budget Overview for Parents**

President Quintanilla opened the public hearing at 7:31 p.m.

Mrs. Bracamonte announced that no public comments were received.

President Quintanilla closed the public hearing at 7:32 p.m.

##### **B. PUBLIC HEARING - 2024-2025 Budget Adoption and Reserve Exceeding the State Required 3% Minimum**

President Quintanilla opened the public hearing at 7:32 p.m.

Mrs. Bracamonte announced that no public comments were received.

President Quintanilla closed the public hearing at 7:33 p.m.

**C. PUBLIC HEARING - 2024-2025 Education Protection Account (EPA) Spending Plan**

President Quintanilla opened the public hearing at 7:33 p.m.

Mrs. Bracamonte announced that no public comments were received.

President Quintanilla closed the public hearing at 7:33 p.m.

**XV. CONSENT AGENDA**

That the Consent Agenda, be Approved, as Corrected.

Motion made by: Mrs. Diane Benitez

Motion seconded by: Mr. Ronald Esquivel

Voting:

Ms. Nancy Armenta - Yes

Mr. Ronald Esquivel - Yes

Mrs. Veronica Pena - Yes

Mr. John Quintanilla - Yes

Mrs. Diane Benitez - Yes

The motion passed by a 5-0 vote.

**A. CONSENT - Personnel Status Report - Certificated and Classified**

As Corrected.

**B. CONSENT - Meeting, Inservice, Professional Development, Conference and/or Travel Report**

**C. CONSENT - Donation Report**

**D. CONSENT - 4th Quarter Williams Settlement Quarterly Report to the County Superintendent, Uniform Complaints Report for 2023-2024 for the Period of April - June, 2024**

**E. CONSENT - Service/Consultant Proposals/Bid Awards/Memorandum of Understanding/Contract Report**

1. **CONSENT - ADMINISTRATIVE SERVICES - City of Rosemead - Crossing Guards (Districtwide) [AMENDMENT]**
2. **CONSENT - ADMINISTRATIVE SERVICES - Eric Hall and Associates (EH&A) (Districtwide) [RENEWAL]**
3. **CONSENT- ADMINISTRATIVE SERVICES - Haztrainer Multi-National, Inc. dba Environmental Assistance Group (Districtwide) [RENEWAL]**
4. **CONSENT - ADMINISTRATIVE SERVICES - NAC Architecture (Districtwide) [RENEWAL]**

5. **CONSENT - ADMINISTRATIVE SERVICES - School Services of California, Inc. (SSC) (Districtwide) [RENEWAL]**
6. **CONSENT - CHILD DEVELOPMENT - LIFT Enrichment, Inc. (Districtwide) [RENEWAL]**
7. **CONSENT - EDUCATIONAL SERVICES - Curriculum Associates (i-Ready) (Elementary Schools) [RENEWAL]**
8. **CONSENT - EDUCATIONAL SERVICES - Erik Negroe (Districtwide) [RENEWAL]**
9. **CONSENT - EDUCATIONAL SERVICES - IXL Learning (Muscatel Middle School) [RENEWAL]**
10. **CONSENT - EDUCATIONAL SERVICES - Quizizz, Inc. (Muscatel Middle School) [RENEWAL]**
11. **CONSENT - EDUCATIONAL SERVICES - Teacher Innovations, Inc. - Planbook (Emma W. Shuey Elementary School) [RENEWAL]**
12. **CONSENT - FISCAL SERVICES - Los Angeles County Office of Education (LACOE) - BEST Advantage System 2024-2025 (Districtwide) [RENEWAL]**
13. **CONSENT - FISCAL SERVICES - Los Angeles County Office of Education (LACOE) - Joint Educational Transit (JET) - (Districtwide) [RENEWAL]**
14. **CONSENT - FISCAL SERVICES - Los Angeles County Office of Education (LACOE) - PC Product Services 2024-2025 (Districtwide) [RENEWAL]**
15. **CONSENT - FISCAL SERVICES - Moss, Levy & Hartzheim, LLP, Financial Audit Services [AMENDMENT]**
16. **CONSENT - HUMAN RESOURCES - ChildCare Careers, LLC dba The Education Team (Districtwide) [RENEWAL]**
17. **CONSENT - HUMAN RESOURCES - Frontline Technologies Group, LLC, dba Frontline Education - Districtwide [RENEWAL]**
18. **CONSENT - HUMAN RESOURCES - Swing Education (Districtwide) [RENEWAL]**
19. **CONSENT - NUTRITION & WELLNESS - San Gabriel Valley Food Services Cooperative Purchasing Group (SGVPCO) (Districtwide) [RENEWAL]**
20. **CONSENT - SPECIAL EDUCATION AND STUDENT SUPPORT SERVICES - C & C Language Services Company (Districtwide) [AMENDMENT]**
21. **CONSENT - SPECIAL EDUCATION AND STUDENT SUPPORT SERVICES - Foothill Family (Counseling) (Districtwide) [RENEWAL]**

22. **CONSENT - SPECIAL EDUCATION AND STUDENT SUPPORT SERVICES - Foothill Family (Mental Health) (Districtwide) [RENEWAL]**
23. **CONSENT - SPECIAL EDUCATION AND STUDENT SUPPORT SERVICES - New Mediscan II, LLC dba Cross Country Education (Districtwide) [RENEWAL]**
24. **CONSENT - SPECIAL EDUCATION AND STUDENT SUPPORT SERVICES - Pedro Olvera, LEP (Districtwide) [RENEWAL]**
25. **CONSENT - SPECIAL EDUCATION AND STUDENT SUPPORT SERVICES - ProCare Therapy, Inc. (Districtwide) [AMENDMENT]**
26. **CONSENT - SPECIAL EDUCATION AND STUDENT SUPPORT SERVICES - SSG/PALS for Health (Districtwide) [RENEWAL]**
27. **CONSENT - SPECIAL EDUCATION AND STUDENT SUPPORT SERVICES - Total Education Solutions (Districtwide) [AMENDMENT]**
28. **CONSENT - SUPERINTENDENT'S OFFICE - Active Internet Technologies, dba Finalsite (previously Blackboard, Inc.) [RENEWAL]**
29. **CONSENT - SUPERINTENDENT'S OFFICE - Lozano Smith, LLP (Districtwide) [RENEWAL]**
30. **CONSENT - TECHNOLOGY - CSM Consulting, Inc. - (Districtwide) [RENEWAL]**
31. **CONSENT - TECHNOLOGY - Follett School Solutions, LLC (Districtwide) [RENEWAL]**
32. **CONSENT - TECHNOLOGY - ClassLink, Inc. - Single Sign-On Service (Districtwide) [RENEWAL]**

**F. CONSENT - Approval of Updated Policies - 2nd Reading (from 5/2/24)**

**XVI. FOCUS TOPIC(S):**

**A. 2024-2025 Local Control and Accountability Plan (LCAP) by Dr. Jennifer Fang, Assistant Superintendent, Educational Services**

Assistant Superintendent Dr. Jennifer Fang presented the 2024-2025 Local Control and Accountability Plan (LCAP) and answered questions. See the presentation attached.

**B. 2024-2025 Proposed Budget by Dr. Maria C. Rios, Assistant Superintendent, Administrative Services**

Assistant Superintendent Dr. Maria Rios presented the 2024-2025 Proposed Budget and answered questions. See the presentation attached.



**XVII. ACTION ITEM(S):**

**A. ACTION - Resolution No. 23-24/06a, Amended Board of Trustees' Candidate Statement Policy for the November 5, 2024 Election**

That Resolution No. 23-24/06a, Amended Board of Trustees' Candidate Statement Policy for the November 5, 2024 Election, be Approved.

Motion made by: Mr. Ronald Esquivel

Motion seconded by: Mrs. Diane Benitez

Voting:

Ms. Nancy Armenta - Yes

Mr. Ronald Esquivel - Yes

Mrs. Veronica Pena - Yes

Mr. John Quintanilla - Yes

Mrs. Diane Benitez - Yes

The motion passed by a 5-0 vote.

**B. ACTION - Resolution No. 23-24/13, Spending Plan for the Education Protection Account (EPA) Funds, 2024-2025 Fiscal Year**

That Resolution No. 23-24/13, Spending Plan for the Education Protection Account (EPA) Funds, 2024-2025 Fiscal Year, be Approved.

President Quintanilla recessed the meeting to a brief break at 8:10 p.m.

President Quintanilla reconvened the meeting to open session at 8:20 p.m.

Motion made by: Mrs. Diane Benitez

Motion seconded by: Mr. Ronald Esquivel

Voting:

Ms. Nancy Armenta - Yes

Mr. Ronald Esquivel - Yes

Mrs. Veronica Pena - Yes

Mr. John Quintanilla - Yes

Mrs. Diane Benitez - Yes

The motion passed by a 5-0 vote.

**C. ACTION - Selection of Search Firm to Conduct Superintendent Search**

The search firms presented their proposals to the Board of Trustees. The Board took no action.

President Quintanilla recessed the meeting for a brief break at 9:18 p.m.

President Quintanilla reconvened the meeting to open session at 9:27 p.m.

## **XVIII. DISCUSSION ITEM(S):**

### **A. DISCUSSION - Review Updated Policies - 1st Reading**

Superintendent Ruvalcaba presented the updated draft policies for a first reading and shared that they will be returned to the Board for action at the next meeting.

## **XIX. NEW BUSINESS**

Clerk Benitez shared the following:

- Suggested that the Chromebooks be housed back in the classroom rather than them going home with the students as the district is currently paying the full amount for repairs.
  - Assistant Superintendent Dr. Rios clarified that the district is currently covering the entire cost of repairs to the Chromebooks.
  - Trustee Armenta inquired whether the district has a policy where it states that the 2nd or 3rd repair will be the parents' responsibility. She shared that we don't want to just pass the financial burden onto the parents, because not all parents are in the same social-economic status and some struggle to make ends meet. We want to foster responsibility and accountability and make parents aware of the costs associated with the repairs. She shared that we want to make it fair among the parents.
  - Assistant Superintendent Dr. Fang shared that the Ed tech team discussed this topic in depth and we want to ensure that we are all responsible for all the devices that are given to us. She shared that for the new school year, the team will prepare printed versions of the technology use policy for parents to reference and ensure we explicitly review what is acceptable use of technology and books. We will continue encouraging our students as leaders that the things that are lent to us, we take care of.
  - President Quintanilla inquired whether there is a time limit of how long the device is kept by each student?
    - Dr. Fang shared that currently there isn't a limit, however, that we encourage proper use and that after so many repairs the parents are responsible for the repair cost. She added that if the students know ahead of time how long they will keep the Chromebooks, for four years, then they will know that they need to be responsible for keeping them working and in good condition. The District is moving towards 5th-8th graders keeping Chromebooks.
    - Mr. Gaeta added that the lifespan of a Chromebook is approximately 3-4 years and that the devices do have cases. He also shared that the tech team does work on repairing the devices internally as much as possible.
    - Trustee Esquivel inquired whether the students can volunteer at school to help cover the costs of the repairs, in order for the district to be mindful of low-income households.
    - Dr. Fang shared that they will make this a part of the PBIS rules of accountability.

President Quintanilla shared the following:

- Requested a spreadsheet of the reserves three years out.
  - Assistant Superintendent Rios shared that it will be included in the Friday update.

**XX. PUBLIC COMMENTS ON CLOSED SESSION ITEMS (3 minutes per person or 20 minutes per topic)**

Mrs. Bracamonte shared that there were no submissions received for closed session topics.

**XXI. RECESS TO CLOSED SESSION at \_\_\_\_ p.m.**

President Quintanilla announced that the Board of Trustees would recess the meeting to closed session to consider agenda items:

- A. Conference with Labor Negotiators - pursuant to Government Code Section 54957.6,
- B. Public Employee Employment - pursuant to Government Code Section 54957, and
- C. Public Employee Employment - pursuant to Government Code Section 54957.

President Quintanilla recessed the meeting to closed session at 9:41 p.m.

**XXII. CLOSED SESSION**

**A. CONFERENCE WITH LABOR NEGOTIATORS - pursuant to Government Code Section 54957.6**

- District Negotiators: Dr. Alejandro Ruvalcaba and Dr. Maria C. Rios
- Employee Organization: California School Employees Association and its Rosemead Chapter 9; Cabinet - Provide direction regarding negotiations

**B. PUBLIC EMPLOYEE EMPLOYMENT - pursuant to Government Code Section 54957**

Participants: Mrs. Christine Hsu, Olivarez Madruga Law Organization, LLP, Legal Counsel:

- Superintendent

**C. PUBLIC EMPLOYEE EMPLOYMENT - pursuant to Government Code Section 54957**

Participants: Mrs. Christine Hsu, Olivarez Madruga Law Organization, LLP, Legal Counsel:

- Interim Superintendent

**XXIII. ADJOURNMENT OF CLOSED SESSION at \_\_\_\_ p.m.**

President Quintanilla adjourned closed session at 11:13 p.m.

**XXIV. RECONVENE TO OPEN SESSION at \_\_\_\_ p.m.**

President Quintanilla reconvened the meeting to open session at 11:18 p.m.

**XXV. ANNOUNCEMENT OF ANY ACTION TAKEN IN CLOSED SESSION (if any)**

President Quintanilla announced that the Board of Trustees took the following action during closed session:

1. Appointment of Dr. Jennifer Fang, as the Interim Superintendent, with an effective of July 1, 2024, with the following Board vote:

Motion made by: Mr. Ronald Esquivel

Motion seconded by: Mrs. Diane Benitez

Voting:

Ms. Nancy Armenta - Yes

Mr. Ronald Esquivel - Yes

Mrs. Veronica Pena - Yes

Mr. John Quintanilla - Yes

Mrs. Diane Benitez - Yes

The motion passed by a 5-0 vote.

2. President Quintanilla announced that the Board of Trustees gave direction for item B.

**XXVI. ADJOURNMENT The meeting (be) adjourned at \_\_\_\_\_ p.m.**

President Quintanilla adjourned the June 20, 2024, Board of Trustees meeting at 11:19 p.m., be Approved.

Motion made by: Ms. Nancy Armenta

Motion seconded by: Mrs. Veronica Pena

Voting:

Ms. Nancy Armenta - Yes

Mr. Ronald Esquivel - Yes

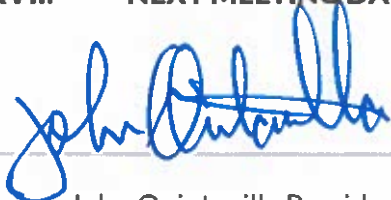
Mrs. Veronica Pena - Yes

Mr. John Quintanilla - Yes

Mrs. Diane Benitez - Yes

The motion passed by a 5-0 vote.

**XXVII. NEXT MEETING DATES**



John Quintanilla President



Diane Benitez, Clerk



2023-2024

## Soccer Team



June 20, 2024

### TEAM



Ethan Nguyen



Jeshuewa Aguirre



Lyndon Liao



Maksym Ly



Nathan Cadena-Zepeda



Sophia Tang

### TEAM



Ryan Wong



Mila Chan



Adam Espinoza



Victor Cantor



Riley Lam



Regal Hernandez

### TEAM



Elias Youn



Ivy Matsunaga



Matthew Jimenez



Javier Hernandez



Jason Santana



Michael Garcia

### TEAM






Aldi Chaver

### COACH



Sarah Meleka



# 2023-2024 Muscatel Builder's Club

Awarded:  
1st Place Scrapbook Contest & Selected as the Distinguished  
Club for the California-Nevada-Hawaii District

Board Meeting: June 20, 2024

slides 20




# Builder's Club Members







Harleen Kaur  
President

Sherise Quach  
Secretary



slides 20




# Builder's Club Members







Jesslyn Lian  
Scrapbook Committee Leader

Charlotte Huang



slides 20




# Builder's Club Members







Constance Lin

Ivy Lai



slides 20




# Builder's Club Members







Jaelyn Yang

Kayden Lam



slides 20




# Builder's Club Members







Michelle Wong

Savannah Ly



slides 20



# Builder's Club Member & Advisor



Trinity Yuen



Reynita Berenguer  
Advisor



© slides go



# Art Exhibition

Muscatel Middle School

Board Recognition:  
June 20, 2021



*Superintendent's  
Choice Award*

*Layla  
Tellez*



*Board of Trustees  
Choice Award*

*Ester Jordan*



*Creative Mind  
Awards*



*Johan  
Coronel*



*Megan Chan*



*Fiona Fink*



*Layla Tellez*



*Venita Ye*



*Ronan  
Hernandez*



*Harleen  
Kaur*



*Jose Marquez*



*Ngoo Nguyen*



*Victoria Simandi*



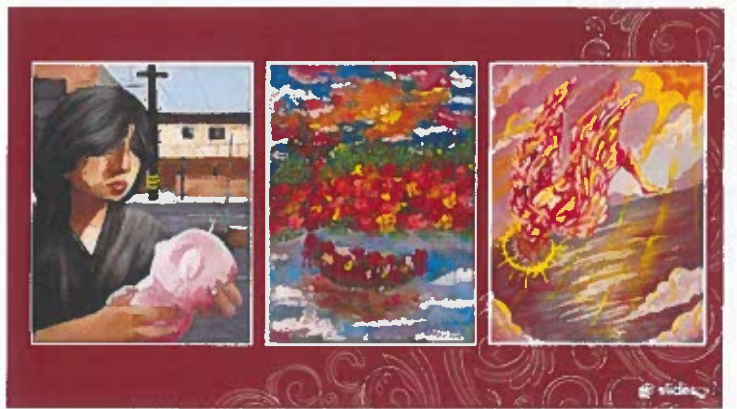
*Honorable  
Mention*

*Max Fieu*



*Chloe Tran*









# Rosemead School District Local Control and Accountability Plan LCAP Public Hearing & Board Presentation



June 20, 2024

## Purpose of Presentation

- Review LCAP Annual Update Summary
- Review of LCAP draft
  - Budget Overview for Parents (BOP)
  - LCAP Plan
- Additional input from the Board
- Q&A



## Local Control Accountability Plan (LCAP)

- Three year plan that describes the goals, actions, services and expenditures
- Updated annually
- Must use State Board of Education -adopted template
- Must include input from all educational partners
- Must address the 8 State Priorities



## 8 State Priorities

### 3 Categories:

- Conditions of Learning
- Student Outcomes
- Engagement

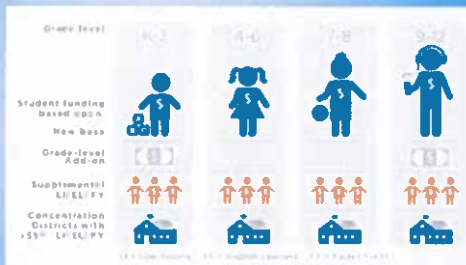


## Who is served?

### Target Groups:

- Low Income (LI)
- English Learners (EL)
- Foster Youth (FY)

LCFF Supplemental & Concentration Funds



## Annual Update Summary

### Reflections on Successes:

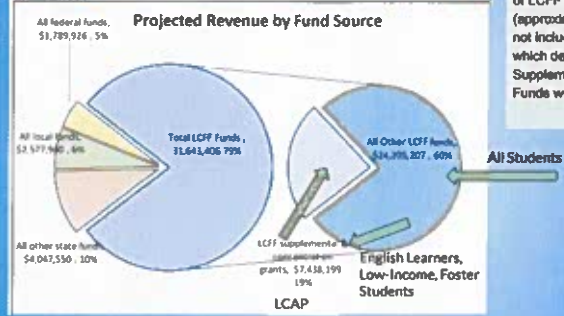
- Positive feedback from Professional Development
- Induction training and mentoring of new teachers
- Strategic instruction- differentiated and targeted to accelerate learning
- ELD/intervention targeted supports, EL shadowing
- Increased student attendance
- Nurturing the whole child - Leader in Me and PBIS, Girls Empowerment Symposium and Young Men's Leadership Conference
- Parent engagement and workshops: Food For Thought Series
- Enrichment opportunities and weekend field trips

## Annual Update Summary Cont.

### Reflections on Areas of Need/Growth:

- Improving ELA and Math achievement, especially for our Hispanic/Latino students and students with disabilities
- Strengthening MTSS for academic, behavioral, and social-emotional needs, building a strong Tier I support system for ALL students
- Continuing to accelerate learning to catch students up in ELA and math with an emphasis on foundational early reading and math skills
- Continuing outreach for students and families in need
- Communication, marketing to let our community know all the great things happening in our district and schools

## Budget Overview for Parents (BOP)



## LCAP at a Glance

Access on the Rosemead District website.

2024-2027 Updated Version is coming Summer 2024

- 1. EXEMPLARY TEACHING**  
Provide each student with effective, engaging instruction that helps them master grade level standards and achieve college and career readiness.
- 2. ACADEMIC SUCCESS FOR ALL STUDENTS**  
Implement a robust system of supports to ensure equitable opportunities for students requiring additional support so that all students flourish and achieve at their highest level.
- 3. EMPOWERED LEADERSHIP**  
Develop life-ready leaders by supporting students socially and emotionally, teaching leadership, creating a culture of student empowerment, and aligning systems.
- 4. MEANINGFUL CONNECTION**  
Every family is connected, engaged, and supported in helping their student at home.

## Local Control Accountability Plan (LCAP) 2024-2027

DRAFT

### 2021-2024

**Goal 1: Exemplary Teaching:** Provide each student with effective, engaging instruction that helps them master grade level standards and achieve college and career readiness.

**Goal 2: Academic Success for All Students:** Implement a robust system of supports with equitable opportunities for students needing additional support so that all students flourish and achieve at their highest level.

**Goal 3: Empowered Leadership:** Develop life-ready leaders by supporting students socially and emotionally, teaching leadership, creating a culture of student empowerment, and aligning systems.

**Goal 4: Meaningful Connection:** Every family is connected, engaged, and supported in helping their student at home.

### 2024-2027

**1. Exemplary Core Programs - Actions/Services that capture our exemplary Core program for all students. Not focused on unduplicated students. (Revised)**

**2. Academic focus for all students and student groups, including for needs of English Learner, Foster Youth and Low Income students. (Goal Unchanged)**

**3. Social Emotional Learning and Leader in Me & PBIS Focus: (Goal Unchanged)**

**4. Parent Engagement Focus: (Goal Unchanged)**

## Local Control Accountability Plan (LCAP) 2024-2027

DRAFT

### 2021-2024

#### Previous Language

**Goal 1: Exemplary Teaching:** Provide each student with effective, engaging instruction that helps them master grade level standards and achieve college and career readiness.

### 2024-2027

#### New Language

**Goal 1. Exemplary Core Programs:** ALL students receive a top-quality education through exemplary teaching, effective instructional materials/textbooks, and excellent facilities. With these core services, every student in RSD receives a high-caliber education, equipping them to master grade-level standards and prepare for success in high school, college, and their future careers.

Feedback? Thoughts? Input?

## LCAP Funding

### Formula Component

### Local Control Funding Formula

Per student Base \$ Grant

Grade Span Adjustments

Supplemental Grant = 20% (ELs, FY, LI)

Unduplicated pupils > 55%  
Concentration Grant = 65%  
(50% + 15%)

LCFF Base  
General Funds

S & C Funds  
LCAP

Goal 1

Goals 2, 3 & 4

## 8 State Priorities

Our LCAP clearly addresses all 8 state priorities.



## LCAP Goal 1

**GOAL 1: EXEMPLARY CORE PROGRAMS**

ALL students receive a top-quality education through exemplary teaching, effective instructional materials/textbooks, and excellent facilities. With these core services, every student in RSD receives a high-caliber education, equipping them to master grade-level standards and prepare for success in high school, college, and their future careers.

Related State Priorities:  
Basic Services  
Academic Standards  
Student Achievement

LCFF Base/General Funds  
Estimated Expenditures:  
\$22,758,769

Goal 1 is  
**NON-Contributing**  
(Non-LCAP S&C)

- Certificated Teachers
- Classified Staff
- Facilities and Maintenance
- Operations
- Technology

## LCAP Goal 2

**GOAL 2: ACADEMIC SUCCESS FOR ALL STUDENTS**

Provide each student with effective, engaging instruction that helps them master grade-level standards and achieve college and career.

Related State Priorities:  
✓ Student Achievement  
✓ Course Access  
✓ Other Student Outcomes

Estimated Expenditures:  
\$7,274,255

- Class size reduction/smaller classes
- 4-6 teachers reduce combo classes
- ELD/Intervention teachers
- Professional Development Days
- Computer Tech/Library Aides
- TK/K/Undergarten Aides
- Middle School Intervention/enrichment classes
- After school Intervention/enrichment
- Instructional, project based learning, STEAM, materials and supplies
- Ed Tech programs/software

## LCAP Goal 3

**GOAL 3: EMPOWERED LEADERSHIP**

Develop life-ready leaders by supporting students socially and emotionally, teaching leadership, creating a culture of student empowerment, and aligning systems.

Related State Priorities:  
✓ Student Engagement  
✓ School Climate

Estimated Expenditures:  
\$643,230

- School Psychologists/Counselors
- Leader in Me/7 Habits & PBIS materials
- Leader in Me/7 Habits & PBIS licenses
- Social emotional/mental health services

## LCAP Goal 4

**GOAL 4: MEANINGFUL CONNECTION**

Every family is connected, engaged, and supported in helping their student at home.

Related State Priorities:  
✓ Basic Services  
✓ Parent Involvement  
✓ Student Engagement  
✓ School Climate

Estimated Expenditures:  
\$161,806

- Parent workshops and outreach
- Community liaisons and translators
- Parent/community communication tools

## June Board Meeting for Board Approval

### LCAP Local Indicators Presentation & LCAP Plan

June 27, 2024 Approval





## Questions or Comments?



Thank You for your  
support!

LCAP Comment Form Survey  
<https://forms.gle/v8CB8rRxoCVzy6Mm6>

- 2024-2025 Draft LCAP is posted on our Rosemead School District website on the main page.
- We welcome comments- Public Comment Period is open until June 27, 2024.
- The superintendent will respond to public questions and will post written answers to any questions after the public comment period.

# 2024-2025 PROPOSED BUDGET

June 20, 2024

Presented by:

Maria C. Rios, Ed.D., Assistant Superintendent



## Budget Cycle

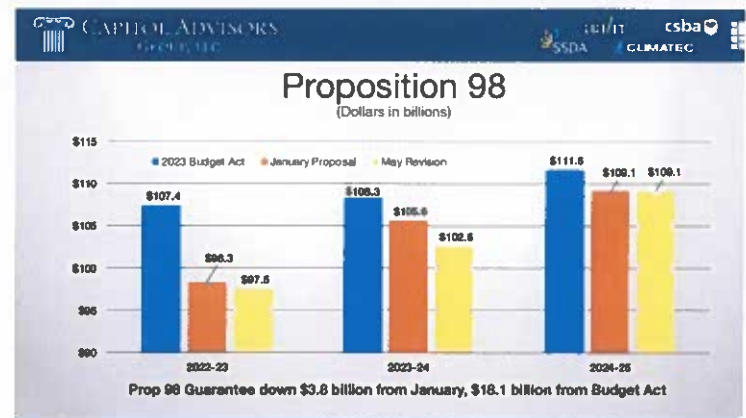


## LCFF Funding Factors

- COLA** → 1.07% statutory COLA applied to the base grants as well as TK and home-to-school transportation add-ons
- GSA** → Grade span adjustments (GSAs) applied as percent increases to the base grants
  - Grades TK-3—10.4%
  - Grades 9-12—2.6%
- UPP** → Unduplicated pupil percentage (UPP)—LEA's enrollees students who are English learners, free or reduced-price meal program eligible, or foster youth
- S/C** → Supplemental and concentration (S/C) grant calculated based on the UPP

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## PROP 98 MINIMUM GUARANTEE



## JANUARY PROPOSAL VS. MAY REVISION

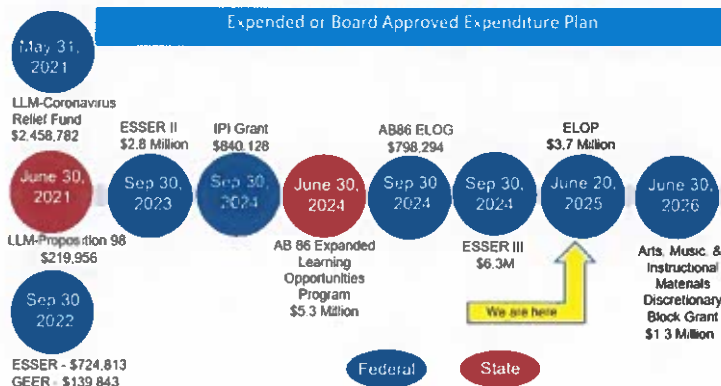
Item	January Budget	May Revision	RSD F
Prop 98 Funding	\$109.8 Billion	\$109.1 Billion	\$31.6
2024-25 Statutory COLA	.76%	1.07%	1.0
TK Add-On (per ADA)	\$3,067	\$3,077	\$240
Prop. 28 Arts and Music in School			\$415

## WHAT DOES LCFF FUNDING LOOK LIKE FOR ROSEMEAD?

Rosemead School District 2024-2025		
Projected 2024-2025 LCFF Per-ADA Funding	Projected 2024-2025 ADA (funded)	Projected 2024-2025 LCFF Total
\$14,232	2,223	\$31.6 mi



## ONE-TIME FUNDING SOURCES



## 2024-2025 BUDGET ASSUMPTIONS

Enrollment: 2,269  
 P2 ADA: 2,192  
 COLA: 1.07%  
 Unduplicated Pupil Percentage: 79.25%  
 Unemployment Insurance 0.05%  
 Step and Column Salary Increases of 1.2%- 1.6%  
 Lottery Revenue  
 •Unrestricted: \$177 per ADA  
 •Restricted: \$72 per ADA  
 Class Size Reduction: Grades TK-3 - 24:1

## 2024-2025 COMBINED GENERAL FUND BUDGET

2024-2025	Unrestricted	Restricted	
<b>Projected Beginning Balance</b>	\$8,991,808	\$12,253,547	\$21,245,355
<b>Total Revenues</b>	\$32,865,314	\$7,193,508	\$40,058,822
<b>Total Expenditures</b>	\$26,274,205	\$22,878,030	\$49,152,235
<b>Total Contributions and Transfers Out</b>	(\$7,808,260)	\$7,808,260	\$0
<b>Change in Fund Balance</b>	(\$1,217,151)	(\$7,876,262)	(\$9,093,413)
<b>Projected Ending Fund Balance</b>	\$7,774,657	\$4,377,285	\$12,151,942

## USE OF MULTI-YEAR PROJECTIONS

- Multi-year projections are required by AB 1200/AB 2750
- IMPORTANT: these are **projections**, not predictions
- Projections** are expected to change as various factors change - they are not predictions
- Projections** are the mathematical result of today's decisions based on a given set of assumptions
- Projections** are predictions of the future - there is a higher reliability factor than for predictions
- Projections** will change any time the underlying factors change - therefore plan to adjust as conditions change

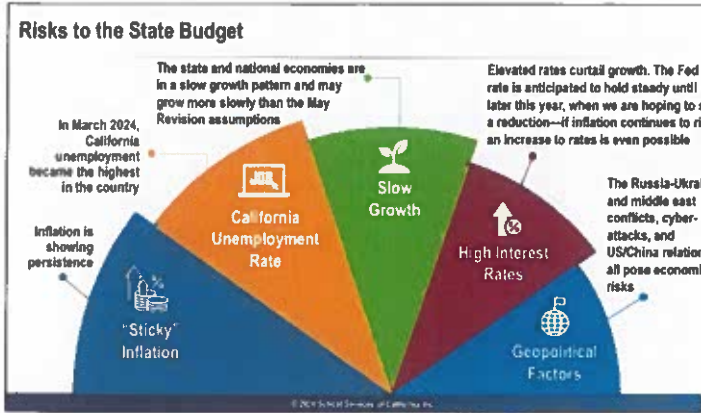
## ASSUMPTIONS FOR MULTI-YEAR PROJECTIONS

2024-2025	2025-2026
1.07% COLA	2.93% COLA
Enrollment: 2,269	Enrollment: 2,239
Average Daily Attendance: 2,192	Average Daily Attendance: 2,163
79.25% of enrollment eligible for LCFF targeted funds	79.25% of enrollment eligible for LCFF
Step and Column Increases (All Groups)	Step and Column Increases (All Groups)
3% Routine Repair Maintenance Contribution	3% Routine Repair Maintenance Contribution
Lottery Unrestricted = \$177 per ADA Restricted = \$72 per ADA	Lottery Unrestricted = \$177 per ADA Restricted = \$72 per ADA
Class Size Reduction Grades TK-3 = 24:1	Class Size Reduction Grades TK-3 = 24:1

## UNRESTRICTED MULTI-YEAR PROJECTIONS

	2024-2025	2025-2026
<b>Projected Beginning Balance</b>	\$8,991,808	\$7,774,657
<b>Total Revenues</b>	\$32,865,314	\$33,341,111
<b>Total Expenditures</b>	\$26,274,205	\$27,334,111
<b>Total Contributions and Transfers Out</b>	(\$7,808,260)	(\$7,811,111)
<b>Change in Fund Balance</b>	(\$1,217,151)	(\$1,804,111)
<b>Projected Ending Fund Balance</b>	\$7,774,657	\$5,970,546

# RISK TO THE BUDGET



# SSC FINANCIAL PROJECTIONS DARTBOARD

Planning Factors				
	2023-24	2024-25	2025-26	2026-27
DOF <sup>1</sup> Planning COLA	8.22%	1.07%	2.93%	3.08%
California CPI	3.33%	3.10%	2.86%	2.87%
CalSTRS <sup>2</sup> Employer Rate	19.10%	19.10%	19.10%	19.10%
CalPERS <sup>3</sup> Employer Rate	26.68%	27.05%	27.60%	28.00%
Unemployment Insurance	0.05%	0.05%	0.05%	0.05%
California Lottery	Unrestricted per ADA	\$177.00	\$177.00	\$177.00
	Restricted per ADA	\$72.00	\$72.00	\$72.00
Mandate Block Grant (District) <sup>4</sup>	Grades K-8 per ADA	\$37.81	\$38.21	\$39.33
	Grades 9-12 per ADA	\$72.84	\$73.62	\$75.78

# NEXT STEPS

## State of California

- Budget committee hearings
- Vote on budget by legislature by June 15th
- Governor signs budget

## Rosemead School District

- Incorporate updated assumptions as new information received
- Adoption of the Budget on June 27, 2024
- Submit Adopted Budget to LACOE for review and approval

Thank you!

Questions?



**Proposal to Conduct a  
SUPERINTENDENT SEARCH  
for the  
Rosemead  
School District**

**TCG**

- ❖ **TRUST**
- ❖ **COMMITMENT**
- ❖ **GUIDANCE**

**Rosemead School District**

- o High standards and expectations for all students
- o Support for the whole child
- o Active partnerships with parents and community members
- o Focus on equity, collaboration, diversity
- o History of stable leadership

**SEARCH TEAM  
Joel Shapiro**

- ✓ Former Superintendent, South Pasadena USD
- ✓ 42 Years as an Educator
- ✓ Superintendent Advisor to EdLeader 21
- ✓ Assistant Superintendent of Instruction, Burbank USD
- ✓ Elementary and Secondary Principal
- ✓ Adjunct Professor at Occidental and CSUN
- ✓ Received Several ACSA Awards
- ✓ Coached Superintendents and Other Educational Leaders

**SEARCH TEAM**

**Nick Salerno**

- ✓ Former Superintendent in El Monte Union High School District
- ✓ 46 years as an educator
- ✓ Served as Assistant Superintendent of Human Resources and Educational Services and High School Principal
- ✓ Professor at Cal Poly Pomona, coordinated Credential and Intern Programs
- ✓ Received several awards

**95%**

**The Percentage of TCG  
Superintendents who have served for  
five or more years**

**We are selective in the districts we  
pursue. We have specialized in smaller  
districts.**



**TAILORED to your BOARD NEEDS**  
Focus on district criteria  
Adapted to district and board needs

**FULL Disclosure**  
Continuous communication to Board  
Open candidate pool-no "stable"  
Full applicant disclosure to Board

**SERVICES INCLUDED** ★★★★★

**PHASE 1: PRE-RECRUITMENT**

- ✓ Customize process detail and timeline
- ✓ Work with Board on initial needs assessment
- ✓ Complete stakeholder meetings and online survey
- ✓ Review assessment and input with the Board
- ✓ Confirm unique district criteria with the Board
- ✓ Design and confirm electronic marketing brochure

**SERVICES INCLUDED** ★★★★★

**PHASE 2: RECRUITMENT**

- ✓ Distribute brochure
- ✓ Advertise and promote
- ✓ Publicize via TCG partner and associate networks
- ✓ Set up and maintain files and records
- ✓ Deal with all applicant communications

**SERVICES INCLUDED**

**PHASE 3: SELECT APPLICANTS TO INTERVIEW**

- ✓ Review and screen applications
- ✓ Conduct initial reference checks
- ✓ Convene Panel of TCG Experts to select most qualified candidates that meet the criteria
- ✓ Provide all candidate files to Board
- ✓ Prepare and present Board Candidate Report
- ✓ Facilitate Board interview selection

**SERVICES INCLUDED**

**PHASE 4: INTERVIEWS**

- ✓ Develop interview questions with the Board
- ✓ Schedule and coordinate interviews
- ✓ Present Compensation Study to Board
- ✓ Assist Board selection of finalist
- ✓ Provide an in-depth background review

**SERVICES INCLUDED**

**PHASE 5: APPOINT SUPERINTENDENT**

- ✓ Arrange finalist site visit
- ✓ Notify all candidates of decision(s)
- ✓ Assist negotiation of employment contract if desired
- ✓ Assist final announcement and arrangements

## SERVICES INCLUDED

### POST-SEARCH SERVICES

- ✓ Assist setting superintendent performance objectives
- ✓ Conduct Leadership Alignment/Governance workshop
- ✓ Provide two years of superintendent mentoring

## PROPOSED TIMELINE - to be finalized with Board



## COST-EFFECTIVE

All-inclusive fee - no additional costs  
Unlimited consultant time  
Unlimited meetings with the Board and stakeholders  
Ancillary support of all partners

## COMMITTED

Search is sole consultant assignment, RSD will have our complete attention  
Two-year guarantee  
Additional free search if candidate not selected

Five Star Rating



## ALL INCLUSIVE FEE

- All consultant expenses
- All marketing costs
- All clerical services and supplies
- All applicant correspondence
- Online survey

Five Star Rating



## ALL INCLUSIVE FEE

- Compensation Study
- 2 years of Superintendent mentoring
- Superintendent/Board workshop
- Employment contract assistance
- All consultant services

## GUARANTEES

- Board makes every decision
- Full disclosure of ALL applicants
- No limit to number of stakeholder focus groups
- Selection will not be recruited by TCG
- Free repeat search if suitable candidate not selected
- Free repeat search within two years if needed
- Consultants will not work on other searches



**The Cosca Group**

A Leadership Development Corporation

**TCG recognizes the magnitude.**

**TCG is committed to excellence.**

**TCG would be honored to serve Rosemead  
School District.**

**Thank you!**



**Leadership Associates**  
California's Premier Executive Search and  
Leadership Development Firm

**Superintendent Search  
Process Plan for  
Rosemead School District**



**STUDENTS, OUR MOST PRECIOUS ASSET**

**Your Team of Search Consultants**



**David Verdugo, Ed.D.**  
Paramount USD  
Executive Director, CALSA  
ALAS Superintendents' Leadership Academy Director,  
Washington, D.C.



**Richard Thome Chávez**  
South Bay Union School District  
Cardiff School District



**Specialist Support During Search**



**Linda Harter**  
Search Support Specialist  
Search Services



**Penny Pyle**  
Search Support Specialist  
Search Services



**Sarane Fairington**  
Search Support Specialist  
Search Services



**Betty Hall**  
Office Administrator,  
Leadership  
Development and  
Fiscal Services

Leadership Associates has *highly-qualified search support specialists assigned to each search* who will provide exceptional support throughout the search process, including:

- Comprehensive, on-call support
- Personalized written guidelines, templates, sample documents, and checklists
- Prompt, responsive communication



**Leadership Associates' Purpose**

**We Are:** □ A partnership of active California education leaders who are committed to improving the quality of education for all California students

**We Believe:** □ High-quality public education committed to providing an excellent and equitable education for all children is the foundation of a democratic society  
□ That quality of leadership has a huge impact on the success of all our staff and students  
□ That every student and staff member deserves a passionate, caring, and inspired leader focused on ensuring all children receive the highest quality education

**We Value:** □ Integrity, Equity, Excellence, Diversity, Inclusion, Accountability, and Transparency



**We Support Our Clients:  
(School Boards and other Education Leaders)**



- By conducting highly professional executive searches tailored to individual client needs
- By providing challenging and engaging professional growth opportunities for superintendents, Boards, and other education leaders
- By remaining engaged with Boards, superintendents and other leaders we support



**Statewide Reach**



Eric Andrew  
William Banning  
Kent Bechler  
James Brown  
Blanca Cavazos  
Tom Chagnon  
Ellen Dougherty  
Marc Eckler  
Donald Evans  
Rich Flecher  
Betsy Frazier  
Juan Garza  
Jacqueline Horejs  
Michael Lin  
Peggy Lynch  
Sandy Lyon  
Mike Miller  
Greg Plutko  
Dennis Smith  
Rich Thome Chavez  
Sandy Thorntenson  
David Verdugo  
Judy White

**Leadership Associates partners are geographically situated throughout the state and ready to effectively lead a search in any California district**



## California's Premier Executive Search Firm

### A Sampling of Searches:



- 60% (28/47) of searches conducted in California
- Over 650 searches
- Buena Park School District
- Paramount Unified School District
- El Rancho Unified School District
- ABC Unified School District
- Westminster School District



## Why us...

- We are dedicated to partnering with you in recruiting **experienced high-quality leaders that will meet the needs of Rosemead School District**
- We will provide you with the **broadest and deepest pool of candidates**
- We have an extensive network including over 1,100 subscribers to our website who instantly receive notification of all open positions
- We strive everyday to meet the diverse needs of California's school districts. In 2022-23, **69% of finalists** selected were **women or candidates of color**
- We are **California-based** and **California-savvy** with a track record of **success** (over 650 searches)
- We are **partners**, not hired consultants, who have a **vested interest** in your success
- We are all successful superintendents who **remain actively engaged** in California public education
- We provide a complimentary 90-Entry Plan for newly placed Superintendents



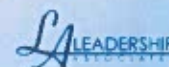
## State and National Personal Connections



- California School Boards Association (CSBA)
- Association of California School Administrators (ACSA)
- California Association of Latino Superintendents and Administrators (CALSA)
- California Association of African-American Superintendents and Administrators (CAAASA)
- California Association of Asian and Pacific Leaders in Education (CAAPLE)
- Collaborative for Educational Excellence (CEE)
- California County Superintendents (CCS)
- California Collaborative for District Reform (CCDR)
- Association of Latino Administrators and Superintendents (ALAS)
- American Association of School Administrators (AASA)



## Leadership Associates' Plan for Engaging Boards and Education Partners, Preserving Confidentiality and Customizing the Selection and Interview Process



## Executive Leadership Development Services

- |                                    |                         |                                  |
|------------------------------------|-------------------------|----------------------------------|
| □ Superintendent Advisement        | □ Organization Audits   | Custom Workshops, including:     |
| □ Cabinet Advisement               | □ Strategic Planning    | □ Board Governance               |
| □ Leadership Training              | □ Conflict Facilitation | □ Leadership Transition          |
| □ Board/Superintendent Evaluations |                         | □ Leadership/Cabinet Development |

## Executive Leadership Series and Networks – 2023/2024

- Superintendent Leadership Series – Serving over 200 superintendents in 8 Counties
- Superintendent Leadership Networks – Serving 45 districts in California
- Assistant Superintendent Leadership Networks – Serving 44 districts in California
- Instructional Leadership Series – Assistant Superintendents, San Bernardino County
- Annual Summer Institute Retreat – Superintendents and Assistant Superintendents
- Advisement and Workshops – Providing to 27 districts in California



## Closing Thoughts

- This search will be **YOUR** search...personalized, broad based and high-tech
- Competitive, reasonable and all-inclusive cost – no hidden fees
- Highly-qualified administrative office team with full-time administrative support
- 69% of individuals selected by school boards where Leadership Associates led the search were women or persons of color
- We are an experienced California firm with a strong statewide and national reach
- We are passionate and committed to this work





Questions and discussion...



A PRESENTATION FOR

JUNE 20, 2024

## ROSEMEAD UNIFIED SCHOOL DISTRICT

FOR

### THE SEARCH AND SELECTION OF A SUPERINTENDENT OF SCHOOLS

BY

McPHERSON & JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

## Presented to:

### Governance Team

- Mr. John Quintanilla
- Mrs. Diane Benitez
- Ms. Nancy Armenta
- Mr. Ronald Esquivel
- Mrs. Veronica Peña

*The Rosemead School District provides a challenging academic environment that embraces the diversity of the entire community and encourages lifelong learning.*

*In partnership with parents and community, our mission is to nurture the whole child, including their intellectual, physical, emotional, and ethical growth, in order to prepare them to be responsible, healthy, productive, contributing members of our global society.*

## Poway Unified School District Team



Mr. Ben Johnson

## Background of McPherson & Jacobson, LLC

- Leading national search firm
- Nationwide network of experienced consultants
- Sustainability in leadership

*continued*

## Background of McPherson & Jacobson, LLC

- **WE BELIEVE** every student is entitled to a high-quality education. We strongly believe quality education is dependent upon quality leadership.
- **OUR MISSION** is to ensure each search results in quality leadership for education excellence.

*It's About The Kids*

*continued*

## Background of McPherson & Jacobson, LLC

- McPherson & Jacobson L.L.C. does not hire superintendents.
- McPherson & Jacobson L.L.C. represents Boards of Education and works strictly for them.
- McPherson & Jacobson, L.L.C. consultants are recruiters of talent
- McPherson & Jacobson's recruitment rates:
  - Almost 80 percent for the past 5 years
  - Over 50 percent for the past 10 years
  - Over 40 percent for the past 15 years

*It's About The Kids*

## Investment

- The not to exceed amount for a Superintendent search is \$17,050.
- Expenses included are:
  - Phases I-V of the superintendent search process
  - Four (4) weeks of print advertising in EdCal (40 word ad)
  - Sixty (60) days of advertising on EdJoin
  - One (1) day of in-person stakeholder meetings
  - Online stakeholder input surveys
  - Video interviews of candidates
  - Criminal/financial/educational degree background check for candidates chosen by the board for interviews
  - Travel expenses for consultants for scheduled trips to the school district
  - Office expenses

See page 7 of the proposal

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## Five Phases of a Superintendent Search



See page 7 of the proposal

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## Phase I

McPherson & Jacobson and Board will:

- Identify the desirable **characteristics**
- Establish **timelines** and target dates
- Determine media **advertising** venues

See pages 7 - 8 of the proposal

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## Phase II

Stakeholder Voice

- Identify and solicit input from various groups
- Prepare summaries
- Develop a unique application

See pages 8 - 10 of the proposal

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continued

## Phase II

- Develop a vacancy announcement and **advertise** the position
- **Post** application information and **notify** interested applicants
- Actively **recruit** applicants
- Keep applicants **informed**

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See pages 10 - 11 of the proposal

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## Phase III

In Phase III McPherson & Jacobson will:

- **Read** all completed applicant files
- **Evaluate** each applicant based upon the criteria and characteristics established by the board
- Conduct complete **reference checks** on final candidates
- Review the **top candidates** with the board
- Assist in candidate interview **selection**
- Develop interview **questions**
- **Notify** all applicants not selected

See pages 10 - 11 of the proposal

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## Phase IV

### Interview Preparation

- Review **interview questions**
- Assist in establishing interview and visitation **procedures**
- Coordinate **meetings** with finalists and stakeholders
- Provide a **process** for the stakeholder groups to submit **input**
- Contact all final candidates and schedule **interview times**

See pages 9 - 13 of the proposal

13

continued

## Phase IV

- Assist finalists in making arrangements for **visiting**
- Coordinate procedures for the **spouse/significant other** visitation, if applicable
- Keep all candidates **informed** of their status
- After the selection has been made, **personally contact** each finalist
- Conduct criminal/financial/education verification **background checks** on the selected candidates

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## Phase V

### Transition with Success

- Work with the board and superintendent to establish **performance objectives**
- Provide a **guarantee**

See page 13 of the proposal

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## Additional Services

The fee will be based on an hourly negotiated rate

- Assist the board in revising and updating the superintendent's job description
- Assist the board in developing an effective contract
- Provide assistance in negotiating the contract with the finalist

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## Timeline

The timeline for the search process is established when we meet with the board so we can **tailor** it to the unique needs of the district. However, from our first meeting with the board until the finalist is selected is typically a minimum of **two to three months**.

See page 14 of the proposal

17

## Investment

- The not to exceed amount for a Superintendent search is \$17,050.
- Expenses included are:
  - Phases I-V of the superintendent search process
  - Four (4) weeks of print advertising in EdCal (40-word ad)
  - Sixty (60) days of advertising on EdJoin
  - One (1) day of in-person stakeholder meetings
  - Online stakeholder input surveys
  - Video interviews of candidates
  - Criminal/financial/educational degree background check for candidates chosen by the board for interviews
  - Travel expenses for consultants for scheduled trips to the school district
  - Office expenses

See page 22 of the proposal

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## The McPherson & Jacobson Difference

**Transparency**

**Sustainability of leadership**

**High involvement of stakeholders**

*It's About The Kids*

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## McPherson & Jacobson, L.L.C.

WE BELIEVE every **student** is entitled to a high-quality education. We strongly believe a **quality education** is dependent upon **quality leadership**

OUR MISSION is to ensure each search results in **quality leadership** for education excellence.

20



Questions & Comments

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