RETIR ED CREDENTIALED TEACHER SUBSTITUTE APPLICATION PRO CESS

The holder of a valid teaching credential authorizes the holder to serve as a day-to-day substitute teacher in any classroom, including preschool, kindergarten, and grades 1-12 inclusive. The holder may serve as a substitute for no more than 30 days for any one teacher during the school year, except in a special education classroom, where the holder may serve for no more than 20 days for any one teacher during the school year. However, if the substitute teacher and the teacher of record hold the same credential and authorization for the assignment the substitute teacher may serve on a long term assignment.

To apply, complete the application process following the steps in the order listed below:

#1) Schedule a Live Scan (Fingerprint) appointment online through the KCSOS Human Resources website: www.kern.org/hr; click on Live Scan/Fingerprint Appointments

#2) Report to the Human Resources/Payroll Office for your live scan appointment with the following:

☐ Credit or Debit Card to pay live scan processing fees and a valid government issued picture I.D.

☐ Live Scan Request form(s) – obtain from the KCSOS Credentials Office

☐ Information Necessary for Substitute Teaching form

#3) When you receive your fingerprint clearance form, schedule an appointment online with the KCSOS Credentials Office at (https://kern.org/credentialing/credentialing-office/) to submit the following:

☐ Copy of valid teaching/services credential

☐ KCSOS County-Wide Fingerprint Clearance form (1/2 sheet received by mail approx. 2-10 days after fingerprint appt.)

☐ Certification of Freedom from any Disabling Disease form

This form must be signed by a Licensed Physician, Physician Assistant, Nurse Practitioner, or Registered Nurse.

☐ Completed KCSOS County-Wide Substitute Teacher Eligibility List Requirements form

☐ Certificates of Completion: Child Abuse Neglect and Reporting Act (CANRA) and Sexual Harassment Prevention online training

*ORIGINALS WILL BE SCANNED AND RETURNED TO YOU
Live Scan (Fingerprint) Fees

Fingerprint clearance through the California Department of Justice (DOJ) and the Federal Bureau of Investigation (FBI) is required from every applicant for any credential, permit, or certificate. For privacy protection, fingerprints are not transferrable/shared between agencies.

Appointment Scheduling

Fingerprinting is by appointment only. Appointments are made online through the Kern County Superintendent of Schools Human Resources website: www.kern.org/hr; click on Live Scan/Fingerprint Appointments

Fees

☐ Commission on Teacher Credentialing (CTC) and County-Wide Substitute Teacher Employment Prints
  $49.00 DOJ/FBI fee (CTC)
  $32.00 DOJ fee (Employment)
  $15.00 Processing fee
  $96.00 Total

☐ County-Wide Substitute Teacher Employment Prints
  $32.00 DOJ fee (Employment)
  $15.00 Processing fee
  $47.00 Total

☐ Commission on Teacher Credentialing (CTC) Prints
  $49.00 DOJ/FBI fee (CTC)
  $15.00 Processing fee
  $64.00 Total

Note: If fingerprints are dropped for any reason, a new fee will need to be paid.

Payment Method

- Credit/Debit Card only

Required Documents

- Request for Live Scan form(s) - (provided in your application packet or from the KCSOS Credentials Office)
- Unexpired government issued picture identification.

Process

1. Arrive to your appointment with the following: credit/debit card, valid picture ID, Request for Live Scan form(s). *(County-Wide Substitute Teacher applicants will also need the Information Necessary for Substitute Teaching form)*
2. A receipt of payment and copy of the Live Scan Request Form(s) will be provided to you. It is important that you retain the copies for your records.
3. Fingerprint are scanned and submitted electronically to DOJ/FBI and results are provided to requesting agency.
4. County-Wide Substitute Teacher applicants will receive a fingerprint clearance form, mailed to their home, approximately 2-10 days after live scan appointment.

Rev. 11/13/2019
INFORMATION NECESSARY FOR SUBSTITUTE TEACHING

Please type or print answers to all questions in ink and return to the Human Resources/Credentials Office.

Applicant’s Legal Name: _______________________________________________________________________

Social Security Number: XXX-XX-

(Mailing Address: ____________________________________________________________________________

Street   City  State Zip

Contact Number: (     ) _____-_________    E-Mail: ________________________________

For questions 1-2 answered “Yes,” please explain on a separate piece of paper and attach.

1. Has any teaching credential you have held ever been suspended or revoked? □ Yes □ No
2. Have you ever been dismissed or asked to resign from any teaching or administrative position? □ Yes □ No

I prefer to substitute teach in the following areas (Select no more than two 2. Please refer to Area Definitions):

___ BAKERSFIELD   ___ N. KERN   ___ W. KERN   ___ E. KERN   ___ DESERT   ___ KERN VALLEY   ___ MOUNTAINS

___ KCSOS (Alternative Education, Special Education, and Valley Oaks Charter School)

For questions 4-7 answered “Yes,” please provide explanation on Criminal Records Response.

4. Have you ever been convicted of a misdemeanor? □ Yes □ No
5. Have you ever been convicted of a felony? □ Yes □ No
6. Have you ever entered a plea of No Contest or Guilty to a misdemeanor? □ Yes □ No
7. Have you ever entered a plea of No Contest or Guilty to a felony? □ Yes □ No

A conviction will not necessarily disqualify you from employment. Each prospective employee must undergo a background clearance through the Department of Justice prior to employment. Fingerprint clearance is pursuant to Education Code Section 45125(a) as amended by AB 1610, Stats 1997.

I hereby certify that all statements made in this application are true. I agree and understand that any misstatement of material facts herein will cause (a) rejection of my application and (b) forfeiture on my part to any employment or payment as an employee in the service of the school districts in Kern County. I further agree to be fingerprinted, to submit to a complete medical examination, and upon employment, to furnish such proof of age and citizenship as may be directed.

____________________________________________________   _______________________________
Applicant’s Signature (Mandatory)      Date

KCSOS Office Use Only

Type of Credential/Permit:

<table>
<thead>
<tr>
<th>Temporary County Certificate Expiration:</th>
<th>Granted Credential/Permit Expiration:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Exam Form: □ Exempt □ On file □ STRS</td>
<td>Eligible to substitute teach on:</td>
</tr>
<tr>
<td>TB Expiration Date: □ Scanned &amp; Updated □ Entered on Sub List</td>
<td></td>
</tr>
<tr>
<td>DOJ Clearance Date: QCC-C/W Id #:</td>
<td></td>
</tr>
<tr>
<td>BSR Passed:</td>
<td></td>
</tr>
<tr>
<td>CANRA: □ On file:</td>
<td></td>
</tr>
<tr>
<td>SHP: □ On file:</td>
<td></td>
</tr>
<tr>
<td>Verified by:</td>
<td></td>
</tr>
</tbody>
</table>

KCSOS

Rev. 6/8/2020
CRIMINAL RECORDS RESPONSE

NAME______________________________________________DATE_____________________________

Position applied for:_______________________________________________________________

Date of infraction:_______________________________________________________________

Penal Code(s) if known: __________________________________________________________________

Brief explanation of infraction: __________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________

Do not list any convictions for violation of Health and Safety Code Sections 11357(b) or (c), 11364, or 11365 if the date of conviction for these sections is more than two (2) years prior to date of application.

A conviction will not necessarily disqualify you from employment.
AREA DEFINITIONS

Select no more than two (2). Your selection does not keep you from applying to any district. Please mark your selections on the Information Necessary for Substitute Teaching form.

BAKERSFIELD:
Bakersfield City, Beardsley, Fairfax, Fruitvale, General Shafter, Greenfield, Panama-Buena Vista, North of River Consortium (Lakeside, Norris, Rio Bravo-Greeley, Rosedale), Standard, and Kern High

NORTH KERN:
Delano Elem, Delano JUHSD, Maple, Richland, Semitropic, Wasco Elem., Wasco HS, and North Kern Vocational Training Center

WEST KERN:
Belridge, Buttonwillow, Lost Hills, Maricopa, McKittrick, Midway, Taft City, Taft High

EAST KERN:
Arvin, Lamont, Tehachapi, Caliente, Edison, DiGiorgio, Vineland

DESERT:
Mojave, Muroc, Southern Kern (Rosamond), Sierra Sands (Ridgecrest)

KERN VALLEY:
Blake (Woody), Linns Valley-Poso Flat (Glennville), South Fork (Weldon)

MOUNTAINS:
El Tejon USD (Lebec, Frazier Park & Pine Mtn Club)

KCSOS
Alternative Education and Special Education programs, and Valley Oaks Charter School run by the County Office of Education (KCSOS)
CERTIFICATION OF FREEDOM FROM ANY DISABLING DISEASE
(FOR USE IN THE EMPLOYMENT OF RETIRED TEACHERS - EDUCATION CODE SECTION 44839.5)

I hereby certify that:

(1) I am licensed to practice as a physician and surgeon in California.

(2) On the date shown herein, I examined __________________________________________ (Name)
who gave ___________ as his/her date of birth and _________________ (Address)
(Date of Birth)
___________________________________ as his/her address. On that date, I found

him/her to be free from any disabling disease unfitting him/her to instruct or associate with
children including freedom from active tuberculosis.

Date: ____________________  Signature of physician: ____________________________________________

Name of physician (type or print): __________________________________________________________

Business address of physician: ____________________________________________________________

State license number: _______________________________

The following authorization signed by the person examined shall be set forth below the certificate:

AUTHORIZATION

Dr. __________________________________________:

You are hereby authorized to give to the State Board of Education, any county superintendent of schools, the
governing board of a school district to which the undersigned has applied for employment, and representatives
of any of them, any and all information you may have regarding my physical or mental condition, including but
not being limited to the history, findings, diagnosis, treatment given, present condition, and prognosis.

Date: ____________________  Signature of person examined: ______________________________________

Address: _________________________________________________________________

Social Security No.: _____________________________________________________________

The examination is a condition of employment, and the expense shall be borne by the applicant. This
certificate must be on file in the Office of the Kern County Superintendent of Schools and is good for four
years from the date shown, or at the discretion of the school district.
44839.5. (a) When a school district or county superintendent of schools wishes to employ a retirant who is retired for service, and such person has not been previously employed as a retirant, such district or county superintendent shall require, as a condition of initial employment as a retirant, a medical certificate in such form as shall be prescribed by the state board showing that the retirant is free from any disabling disease unfitting him or her to instruct or associate with children. The medical certificate shall be completed and submitted directly to the school district or county superintendent by a physician and surgeon licensed under the Business and Professions Code, a physician assistant practicing in compliance with Chapter 7.7 (commencing with Section 3500) of Division 2 of the Business and Professions Code, a licensed advanced practice registered nurse acting pursuant to standardized procedures and protocols in compliance with Chapter 6 (commencing with Section 2700) of Division 2 of the Business and Professions Code, or a commissioned medical officer exempted from licensure pursuant to federal law. A medical examination as prescribed by the State Board of Education shall be required for the completion of the medical certificate. Such examination shall be conducted not more than six months before the completion and submission of the certificate and shall be at the expense of the retirant. Notwithstanding Section 44031, the medical certificate shall become a part of the personnel record of the employee and shall be open to the employee or his or her designee.

(b) The school district or county superintendent of schools which initially employed the retirant, or any school district or county superintendent which subsequently employs the retirant, may require a periodic medical examination by a physician and surgeon licensed under the Business and Professions Code, a physician assistant practicing in compliance with Chapter 7.7 (commencing with Section 3500) of Division 2 of the Business and Professions Code, a licensed advanced practice registered nurse acting pursuant to standardized procedures and protocols in compliance with Chapter 6 (commencing with Section 2700) of Division 2 of the Business and Professions Code, or a commissioned medical officer exempted from licensure pursuant to federal law, to determine that the retirant is free from any communicable disease unfitting him or her to instruct or associate with children. The periodic medical examination shall be at the expense of the school district or county superintendent. The medical certificate shall become a part of the personnel record of the retirant and shall be open to the retirant or his or her designee.

(c) The state board shall adopt rules and regulations relating to the implementation and administration of this section.
Office of Mary C. Barlow  
Kern County Superintendent of Schools  
1300 17th Street – CITY CENTRE  
Bakersfield, CA 93301-4533  
Advocates for Children

**TUBERCULOSIS EXAMINATIONS**

Freedom from active tuberculosis (TB) is required for employment in a California school district. The Credentials Office at the Kern County Superintendent of Schools must receive verification of TB clearance at the time of employment and every four (4) years thereafter.

TB screening consists Certificate of Completion of an Adult Tuberculosis Risk Assessment Questionnaire, an intradermal skin test (which must be read within 48 hours), chest X-ray* (for those individuals who have had a positive skin test) or a blood test. The following facilities offer TB screening:

<table>
<thead>
<tr>
<th>Location</th>
<th>Hours (walk-ins)</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Valley Occupational</td>
<td>Risk Assessment</td>
<td>$15.00/Skin Test</td>
</tr>
<tr>
<td>4100 Truxtun Ave. #200, Bakersfield (661) 632-1540</td>
<td>Mon-Fri 7:30am–5:30pm</td>
<td>$35.00/X-ray</td>
</tr>
<tr>
<td></td>
<td>Skin Test</td>
<td>$10.00/Risk Assessment</td>
</tr>
<tr>
<td></td>
<td>Mon-Fri 7:30am–5:30 pm (except Thursday)</td>
<td></td>
</tr>
<tr>
<td>Irene Sanchez, MD Occupational Medicine</td>
<td>Monday-Wednesday and Friday 8:00 am-5:00 pm Walk-ins welcomed</td>
<td>$25.00/Skin Test</td>
</tr>
<tr>
<td>4200 Buck Owens Boulevard, Bakersfield (661) 633-2125</td>
<td></td>
<td>$35.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$15.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$10.00/Risk Assessment</td>
</tr>
</tbody>
</table>

**Note:** The facilities listed above are suggestions (you may use other facilities). Results must be completed within 60 days from the date the substitute packet is submitted to the KCSOS Credentials Office and only if they are signed by the following:

Certificate of Completion of an Adult Tuberculosis Risk Assessment Questionnaire must be signed by a Licensed Physician, Physician Assistant, Nurse Practitioner, or Registered Nurse.

TB or Chest X-Ray results must be signed by a Licensed Physician, Physician Assistant, or Nurse Practitioner.

**MEDICAL EXAMINATIONS**

Education Code Section 44839 requires a person employed in a certificated position for the first time in a California school district or county superintendent of schools office to undergo a physical examination to determine freedom from any disabling disease unfitting the person to instruct or associate with children.

The following facilities offer medical exams (you may use other facilities):

<table>
<thead>
<tr>
<th>Location</th>
<th>Hours (walk-ins)</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Valley Occupational</td>
<td>Monday – Friday, 7:30 am – 5:00 pm</td>
<td>$50.00</td>
</tr>
<tr>
<td>4100 Truxtun Ave., #200, Bakersfield (661) 632-1540</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clinica Sierra Vista</td>
<td>(refer to phone book for various locations)</td>
<td>$30.00 – $140.00</td>
</tr>
</tbody>
</table>

You can also check with the medical services facility at your local university.
KCSOS County-Wide Substitute Teacher Eligibility List Requirements

Instructions: Read each section, initial the box on the left, and sign page two, acknowledging that you understand the requirements listed to qualify as a County-Wide Substitute Teacher in Kern County.

Placement on the County-Wide Substitute Teacher Eligibility List
Placement on the Kern County Superintendent of Schools (KCSOS) County-Wide Substitute Teacher Eligibility List occurs each Friday, excluding holidays and the month of July. The list provides districts and KCSOS programs with the eligibility status of each substitute. It does not indicate or guarantee that you will be contacted to substitute teach. Each substitute is responsible for following the requirements below for placement and eligibility with each district or KCSOS program(s).

Requirements to be placed on a specific district(s) substitute list:
1. Contact the school district(s) of your choice.
2. Complete the application/interview process for each district.
3. Provide school district(s) with copies of the following:
   a) Temporary County Certificate (TCC) or the detailed copy of your permit/credential;
   b) County-Wide Substitute Fingerprint Clearance provided by KCSOS (white ½ sheet);
   c) Certificate of Completion of Adult Tuberculosis Risk Assessment Questionnaire, Negative TB skin test or chest x-ray verification;
   d) Completed medical examination (applicable to first-time and retired teachers);
   e) Certificate of Completion - CANRA annual training dated after July 1st of each school year;
   f) Certificate of Completion – Sexual Harassment Prevention Training for Non-Supervisory Personnel dated on after July 1st of each school year;
   g) Information Necessary for Substitute Teaching form;
   h) Additional documentation required by a district or KCSOS program(s).

Document Delays / Document Renewals
To view your application status visit the Commission on Teacher Credentialing (CTC) at www.ctc.ca.gov, and follow these steps:
1) Select Educator Log-in; 2) Input your User ID and Password, and Click OK; 3) Click Next; 4) Click on Application tab.

Delays
Delays may occur for various reasons. One of the most common reasons is answering "yes" to any Professional Fitness question(s) on your application. When this occurs, the application is forwarded to CTC's Division of Professional Practices (DPP) for further review.

An application reflecting "Pending Additional Evaluation" longer than 90 days requires you to contact the DPP for a status update at dppinfo@ctc.ca.gov. Include your full name and date of birth in the email. Visit the Credentials Office with the DPP's written response.

Renewals
Permit and credential renewals are the responsibility of each substitute. If your permit/credential will not be granted before it expires, it is your responsibility to provide proof of renewal payment, and visit the KCSOS Credentials Office to be issued a TCC.

Failure to renew will jeopardize release of your pay warrant or direct deposit. You cannot be paid for days worked without proper certification per Education Code Section 45034:

Education Code Section 45034 - No order for a warrant, and no warrant drawn pursuant to Section 42647, shall be drawn in favor of any person employed in a position requiring certification qualifications, unless such person is at the time the holder of a proper certification document in full force for the full time for which the requisition or warrant, as the case may be, is drawn, and on file or registered as required by law at the time and unless he is employed by the governing board of the unified school district, or district with over 10,000 average daily attendance or by the county superintendent of schools as provided in this code.

Personal Information Updates
Each substitute is responsible for updating his or her personal information with the KCSOS Credentials Office. This includes mailing address, email address, phone number, or name changes.
KCSOS County-Wide Substitute Fingerprint Clearance
Fingerprint clearance held by KCSOS will be rescinded if any of the following occur:
  a) You are inactive on the substitute teacher eligibility list for more than eighteen (18) months, and have not contacted the KCSOS Credentials Office to keep your fingerprints on file, or you are actively working as a full time employee with a Kern County school district.
  b) The KCSOS Credentials Office receives notification from a government or school agency that would warrant such action due to misconduct.

Removal from the County-Wide Substitute Teacher Eligibility List
Your name will be removed from the County-Wide Substitute Eligibility List if any of the following occur:
  a) KCSOS is notified by the CTC to remove, suspend, or revoke all documents;
  b) Misconduct reported by school districts(s);
  c) Written notification from substitute requesting to be removed;
  d) Failure to meet Requirements to Remain on the KCSOS County-Wide Substitute Teacher Eligibility List.

Child Abuse Neglect and Reporting Act (CANRA) Annual Training Requirement
Each substitute teacher, as a mandated reporter, is required to complete CANRA training annually, and provide a Certificate of Completion to be placed or remain on the County-Wide Substitute Eligibility List each school year. Proof of completion must be dated on or after July 1st for each school year.

Sexual Harassment Prevention Training for Non-Supervisory Personnel
Each substitute teacher is required to complete non-supervisory sexual harassment training annually, and provide a Certificate of Completion to be placed or remain on the County-Wide Substitute Eligibility List each school year. Proof of completion must be dated on or after July 1st for each school year.

County-Wide Substitute Continued Interest Process (CIP)
Each substitute is responsible for completing the online CIP to remain on the County-Wide Substitute Eligibility List for the following school year. The CIP will be emailed to you in July of each new school year. Responding to the CIP is required, whether you work for one (1) or multiple districts.

Requirements to Remain on the KCSOS County-Wide Substitute Teacher Eligibility List
To remain on the County-Wide Substitute Teacher Eligibility List, each substitute must ensure that the following are valid, up to date, and/or on file with the KCSOS Credentials Office:
  a) Substitute Permit, Teaching/Services Credential, or Temporary County Certificate (TCC);
  b) Certificate of Completion of an Adult Tuberculosis Risk Assessment Questionnaire, Negative TB skin test or chest x-ray;
  c) County-Wide Substitute Fingerprint Clearance;
  d) Personal information;
  e) Certificate of Completion CANRA training dated on or after July 1st of each school year; and,
  f) Certificate of Completion for Sexual Harassment Training
  g) Completion of the CIP (emailed on/around July 1st each new school year)

I acknowledge that I have read and understand the KCSOS County-Wide Substitute Teacher Eligibility List Requirements, as set forth herein above.

Print: ___________________________ Social Security No: XXX-XX-___________
      Last    First    Middle           (last 4 only)

Date:_________________________ Signature:__________________________________

A copy of these requirements will be placed in your County-Wide Substitute file.

If you have any questions, please contact the KCSOS Credentials Office at credentials@kern.org.
Child Abuse Neglect and Reporting Act (CANRA) and Sexual Harassment Prevention Training

Assembly Bill 1432 requires mandated reporters under the Child Abuse Neglect and Reporting Act (CANRA) to complete training annually, and obtain a Certificate of Completion. Substitute teachers are mandated reporters.

Senate Bill 1343 requires all non-supervisory employees to complete sexual harassment training every two (2) years. Substitute teachers are under the category of non-supervisory employees. The KCSOS Credentials Office requires that you complete this training **annually** for continued placement on the County-Wide Substitute Teacher Eligibility List.

**Training Instructions**

1) Go to [GetSafetyTrained.com](#)
2) Select “Register/Are you a New User?”
3) Select “K” then select “Kern County Superintendent of Schools”
4) Complete the registration form
5) Enter your personal email address in the district email address fields (If you don’t have a personal email address, use a “mock” address. However, you must remember your email address in order to sign in.)
6) Job Title/Department – Select: Other/All Other
7) Create a password and select “Agree”. You will be directed to your personal training page.
8) Complete the Mandated Child Abuse Reporting for Educators and Sexual Harassment Prevention Training for Non-Supervisory Personnel SB 1343 – See below

9) Submit printed copies of both Certificates of Completion to the KCSOS Credentials Office with your substitute packet material.

The CANRA and Sexual Harassment Prevention Trainings must be completed for placement on the County-Wide Substitute List, and every July thereafter.
# District Contact Information for Substitute Teachers

<table>
<thead>
<tr>
<th>District</th>
<th>Sub Contact &amp; Phone #</th>
<th>Automated Calling System</th>
<th>On-Line Application</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arvin</td>
<td>Sandra Contreras - 854-6500 Susanna &quot;Susie&quot; Reyes</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>BCSD</td>
<td>Ilse E. Silva - 631-4861</td>
<td>Yes</td>
<td>Yes - <a href="http://www.bcsd.com">www.bcsd.com</a></td>
</tr>
<tr>
<td>Beardsley</td>
<td>Karen Murphy - 393-8550</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Belridge</td>
<td>Tammy Reynolds - 762-7381</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Blake</td>
<td>Lauren Maas - 536-8559</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Buttonwillow</td>
<td>Lydia Nebre - 764-5908</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Caliente</td>
<td>Alan Gonzalez, Super./Principal - 867-2301</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Delano Elementary</td>
<td>Marcos Garcia - 721-5000; X-00162</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Delano JUHSD</td>
<td>Martha Cortez - 720-4109</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>DiGiorgio</td>
<td>Ryan Lubatti - 854-2604</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Edison</td>
<td>Dena Clark - 366-8737</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>El Tejon</td>
<td>Audrey Weingarten - 248-6247; X-3</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Elk Hills</td>
<td>Lenetta Cloud - 765-7431</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Fairfax</td>
<td>Wendy Gama - 366-7221; X-5118</td>
<td>Yes</td>
<td>Yes - Paper App to Print <a href="http://www.fairfax.k12.ca.us">www.fairfax.k12.ca.us</a></td>
</tr>
<tr>
<td>Fruitvale</td>
<td>Haley Garcia - 589-3830; X-208</td>
<td>No</td>
<td>Yes - Paper App to Print <a href="http://www.fruitvale.k12.ca.us">www.fruitvale.k12.ca.us</a></td>
</tr>
<tr>
<td>General Shafter</td>
<td>Melissa Salazar - 837-1931; X-222</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Greenfield</td>
<td>Karen Nichols - 837-6000; X-217</td>
<td>Yes</td>
<td>Yes - <a href="http://www.gfusd.net">www.gfusd.net</a></td>
</tr>
<tr>
<td>KCSOS</td>
<td>Laura Clifton - 636-4752</td>
<td>No</td>
<td>Yes-www.kern.org</td>
</tr>
<tr>
<td>Kern High</td>
<td>LaKeisha Griggs - 827-3268</td>
<td>Yes</td>
<td>Yes - <a href="http://www.kernhigh.org">www.kernhigh.org</a></td>
</tr>
<tr>
<td>Kernville</td>
<td>Lissa Robinson - 760/379-2621; X-403</td>
<td>Yes</td>
<td>Yes - Paper App to Print <a href="http://www.kernvilleusd.org">www.kernvilleusd.org</a></td>
</tr>
<tr>
<td>Lakeside</td>
<td>Camron March/Norris SD - 387-7099</td>
<td>Yes</td>
<td>See Norris SD</td>
</tr>
<tr>
<td>Lamont</td>
<td>Jessica Tapia - 845-0751</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Linns Valley</td>
<td>Starla Atkins - 536-8811</td>
<td>No</td>
<td>No</td>
</tr>
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<td>Lost Hills</td>
<td>Miriam Salinas - 797-2626</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Maple</td>
<td>Irene Bernal - 746-4439; X-110 or 120</td>
<td>No</td>
<td>No</td>
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<td>District</td>
<td>Sub Contact &amp; Phone #</td>
<td>Automated Calling System</td>
<td>On-Line Application</td>
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<td>Maricopa</td>
<td>Trisha Dooty - 769-8231; X-201</td>
<td>No</td>
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</tr>
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<td>McFarland</td>
<td>Beronica Cavazos - 792-3081; X-119</td>
<td>Yes</td>
<td>Yes - Paper App to Print</td>
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<td><a href="http://www.mcfarlandusd.com">www.mcfarlandusd.com</a></td>
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<td>McKittrick</td>
<td>Mandi Neudorf - 762-7303</td>
<td>No</td>
<td>No</td>
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<td>Midway</td>
<td>Shawna Taylor - 768-4344</td>
<td>No</td>
<td>Yes - Paper App to Print</td>
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<td><a href="http://www.mojave.k12.ca.us">www.mojave.k12.ca.us</a></td>
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<td>Mojave</td>
<td>Monica Ritts - 824-4001 X-226</td>
<td>Yes</td>
<td>Yes - Paper App to Print</td>
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<td><a href="http://www.mojave.k12.ca.us">www.mojave.k12.ca.us</a></td>
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<tr>
<td>Muroc</td>
<td>Teresa Davies - 760/769-4821; Ext. 1234</td>
<td>Yes</td>
<td>Yes - Paper App to Print</td>
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<tr>
<td>Norris</td>
<td>Camron March - 387-7099</td>
<td>Yes</td>
<td>Yes - Paper App to Print</td>
</tr>
<tr>
<td>Panama-BV</td>
<td>Lynn Sheetz - 831-8331; X-6106</td>
<td>Yes</td>
<td><a href="http://www.pbvusd.net">www.pbvusd.net</a></td>
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<tr>
<td>Pond</td>
<td>Kim Howard - 792-2545</td>
<td>No</td>
<td>No</td>
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<tr>
<td>Richland</td>
<td>Nora Mejia - 746-8702</td>
<td>No</td>
<td>No</td>
</tr>
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<td>Rio Bravo-Greeley</td>
<td>Camron March/Norris SD - 387-7099</td>
<td>Yes</td>
<td>See Norris SD</td>
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<td>Yes</td>
<td>See Norris SD</td>
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<tr>
<td>Semitropic</td>
<td>Angelica Fernandez - 758-6412</td>
<td>No</td>
<td>Yes - Paper App to Print</td>
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<td><a href="http://www.ssusdschools.org">www.ssusdschools.org</a></td>
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<tr>
<td>Sierra Sands</td>
<td>Jan Burke - 760/499-1622</td>
<td>No</td>
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<td><a href="http://www.southforkschool.org">www.southforkschool.org</a></td>
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<td>South Fork</td>
<td>Debbie Kennedy - 760/378-4000; X-150</td>
<td>No</td>
<td>Yes - Paper App to Print</td>
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<td><a href="http://www.southforkschool.org">www.southforkschool.org</a></td>
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<tr>
<td>Southern Kern</td>
<td>Paul Irving - 256-5000; X-1124</td>
<td>Yes</td>
<td>No</td>
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<tr>
<td>Standard</td>
<td>Sherry Flores - X-117 / Brooke Henry - X-119</td>
<td>Yes</td>
<td>No</td>
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<td>Taft City</td>
<td>LaDonna Hickernell - 763-1521; X-101002</td>
<td>Yes</td>
<td>No</td>
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<tr>
<td>Taft High</td>
<td>Dianne Kasyzcki - 763-2336</td>
<td>Yes</td>
<td>Yes - <a href="http://www.taft.k12.ca.us">www.taft.k12.ca.us</a></td>
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<td></td>
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<td><a href="http://www.taft.k12.ca.us">www.taft.k12.ca.us</a></td>
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<tr>
<td>Tehachapi</td>
<td>Carrie Austin - 822-2100; X-2703</td>
<td>Yes</td>
<td>Yes - Paper App to Print</td>
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<td></td>
<td><a href="http://www.teh.k12.ca.us">www.teh.k12.ca.us</a></td>
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<td>Vineland</td>
<td>Anabel Rubio - 845-3713; X-2703</td>
<td>Yes</td>
<td>No</td>
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<tr>
<td>Wasco Elementary</td>
<td>Peter Navarro / Patty Sanchez - 758-7109</td>
<td>No</td>
<td>No</td>
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<td>Wasco High SD</td>
<td>Marivel Zarate - 758-7400; X-50105</td>
<td>No</td>
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<td>District ID#</td>
<td>District Name</td>
<td>Daily/Hourly Rate:</td>
<td>Long Term Rate:</td>
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<tr>
<td>01</td>
<td>Arvin Union</td>
<td>$160/day</td>
<td>$175/day</td>
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<td>04</td>
<td>Bakersfield City</td>
<td>$115/(Elementary); $135(Middle/Jr. High); Special Education and Retired Teacher Rates:$130 (Elementary); $150(Middle/Jr. High)</td>
<td>$200.00/day</td>
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<tr>
<td>06</td>
<td>Beardsley</td>
<td>$115/day</td>
<td>$237.00</td>
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<td>Bakersfield City</td>
<td>$115/(Elementary); $135(Middle/Jr.High)</td>
<td>$130 (Elementary); $150(Middle/Jr. High)</td>
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<td>12</td>
<td>Buttonwillow Union</td>
<td>$115/day</td>
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<td>13</td>
<td>Caliente Union</td>
<td>$125 (living outside zip code 93518); $100 (living within zip code 93518)</td>
<td>Contact District</td>
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<td>16</td>
<td>Delano Union</td>
<td>$140/day</td>
<td>$200/day Non-Credentiated</td>
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<tr>
<td>18</td>
<td>Di Giorgio</td>
<td>$125/day</td>
<td>$150/day</td>
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<tr>
<td>20</td>
<td>Edison</td>
<td>$130/day</td>
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<td>22</td>
<td>Elk Hills</td>
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<td>Fairfax</td>
<td>$120 Elementary; $130 junior-high</td>
<td>$160 Permit $230 Credential</td>
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<td>27</td>
<td>Fruitvale</td>
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<td>$125/day</td>
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<td>32</td>
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<td>$115/day Elem; $135(Middle School/Spec.Ed./Comm School)</td>
<td>$250/day</td>
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<td>Kernville Union</td>
<td>$160/day</td>
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<td>40</td>
<td>Lakeside Union</td>
<td>$100/day $50/half day</td>
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<td>Limns Valley-Paso Flat Union</td>
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<td>44</td>
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<td>$130/day</td>
<td>$207.66/day</td>
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<td>$200.00/day</td>
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<td>McKittrick</td>
<td>Not Provided-Contact District</td>
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<td>52</td>
<td>Midway</td>
<td>$130/day</td>
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<td>72</td>
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<td>$150/day</td>
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<td>$115 day Elem; $125 Middle School/Spec.Ed.</td>
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<td>74</td>
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<td>$150/day</td>
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<td>75</td>
<td>Vineland</td>
<td>$150/day</td>
<td>$175/day</td>
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<tr>
<td>77</td>
<td>Wasco Union</td>
<td>$125/day ($200 after 20 days)</td>
<td>$266.52/day</td>
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<td>81</td>
<td>Delano Joint Union</td>
<td>$135/day</td>
<td>$150/day</td>
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<td>83</td>
<td>Kern High</td>
<td>$130/period Credentified $277/period 30 Day Sub Permit</td>
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<td>Taft Union</td>
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<tr>
<td>88</td>
<td>El Tejon</td>
<td>$110/day</td>
<td>$150/day</td>
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<td>Maricopa</td>
<td>$150/day</td>
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<td>McFarland</td>
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<td>90</td>
<td>Mojave</td>
<td>$150/day more than 4 hrs $75 less than 4 hours</td>
<td>$175.00 Preferred Sub Rate $200/day</td>
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<td>92</td>
<td>Muroc</td>
<td>$165/day</td>
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<td>93</td>
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<td>$150 Elem; $175 Secondary;</td>
<td>$160 Elem; $185 Secondary;</td>
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<td>94</td>
<td>Tehachapi</td>
<td>$105/day</td>
<td>$130/day</td>
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<td>86</td>
<td>North Kern Voc. Training Center</td>
<td>$125/day</td>
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<td>89</td>
<td>Kern County Supt. of Schools</td>
<td>$128/day</td>
<td>$264.41/day-Teacher $283.30/day-Itinerant</td>
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</table>
TWENTY-FIVE TIPS FOR SUBSTITUTE TEACHERS

1. Arrive at school early to survey lesson plans, locate materials, review fire and earthquake instructions, and meet a few teachers.

2. Look over the seating chart and zero in on a few names so that you can establish a rapport immediately.

3. Ask questions – regular staff members will be glad to help.

4. Be confident, concise and firm. Your first words and actions go a long way toward setting the tone of the day.

5. Follow the regular teacher’s lesson plans and discipline system to the best of your ability.

6. Speak softly and wait until all the students are listening before giving instructions.

7. Deal with the individual, not the group, when discipline problems occur. Be firm and stay in control of the situation. Request help if needed.

8. Have your own simple discipline and reward system in case you can’t figure out the classroom’s behavior management system.

9. Avoid commanding and threatening. Solicit cooperation. You are on the same team.

10. Compliment the students on class displays, behavior, enthusiasm, etc.

11. Circulate as students are working. Make positive comments and/or put various colored pluses on their papers (i.e. green for a proper heading, red for working quietly, and blue for having solved a problem correctly).

12. Listen to the students and be observant.

13. Allow students to help you with daily routines – involve the students. When appropriate, help students check their own work.

14. Bail out of a lesson that is failing. Move on to something you are comfortable with or review.

15. Have a story, game or other activity prepared in case you finish lessons early.

16. Have generic lessons that can be used at a variety of grade levels just in case a blank spot occurs.

17. Avoid assigning “busy work.”

18. Never leave the class unattended.

19. Grade papers that can easily be checked.

20. Do not dismiss students early.

21. Dismiss students in an orderly fashion, one group at a time.

22. Be respectful of classroom equipment and supplies. Put pencils, paper, books, etc. away neatly.

23. Leave the room in order. Have the students’ pickup papers, straighten desks, etc.

24. Lock the door when you leave the room.

25. Leave a note for the teacher. Include positive experiences, a progress report, list of absent students, and names of cooperative, as well as, uncooperative students.
Elementary School Districts

Arvin Union School District
Georgia Rhett, District Superintendent
OPEN, Assistant Superintendent
737 Bear Mountain Blvd.
Arvin, CA 93203
854-6500 • FAX 854-2362
www.arvinschools.com

Bear Mountain Elementary School
Candi Huizar, Principal
854-6590 • FAX 854-6599

El Camino Real Elementary School
Elizabeth Guyton, Principal
854-6661 • FAX 854-2474

Haven Drive Middle School
Calletano Gutierrez, Interim Principal
854-6540 • FAX 854-1440

Sierra Vista School
Rosemarie Borquez, Principal
854-6560 • FAX 854-7523

Bakersfield City School District
Harry "Doc" Ervin, District Superintendent
Mark Luque, Asst. Supt.–Educational Serv.
1300 Baker St.
Bakersfield, CA 93305
631-4600 • FAX 631-3104
www.bcsd.com

Casa Loma Elementary School
Lemuel Kwon, Principal
631-5200 • FAX 831-0458

Paul L. Cato Middle School
Brooke Smothers-Strizic, Principal
631-5245 • FAX 366-6008

Cesar E. Chavez Elementary School
Dawn Slaybaugh, Principal
631-5870 • FAX 366-7649

Bernice Harrell Chipman
Junior High School
Tomas Prieto, Principal
631-5210 • FAX 631-3229

College Heights Elementary School
Lynn McEntire, Principal
631-5220 • FAX 631-4510

Compton Junior High School
Jennifer Payne, Principal
631-5230 • FAX 631-3166

James Curran Middle School
Marilyn Strongin, Principal
631-5240 • FAX 833-9247

Downtown Elementary School
Noreen Barthelmes, Principal
631-5920 • FAX 631-3276

Henry Eissler Elementary School
Christina Norris, Principal
631-5250 • FAX 872-2649

Emerson Middle School
Polo Marquez, Principal
631-5260 • FAX 327-7608

Evergreen Elementary School
Jason Brannen, Principal
631-5930 • FAX 631-3190

Dr. Douglas K. Fletcher Elem. School
Nancy Olcott, Principal
631-5960 • FAX 366-6006

Franklin Elementary School
Carla Tafoya, Principal
631-5270 • FAX 631-3210

John C. Fremont Elementary School
Teresa Arambula, Principal
631-5280 • FAX 631-4527

Ramon Garza Elementary School
Julie Segura Padilla, Principal
631-5290 • FAX 631-3110

Ruth Harding Elementary School
Bridget Fitch, Principal
631-5300 • FAX 631-4587

Caroline Payne Harris Elementary School
Anne Lopez, Principal
631-5310 • FAX 631-3178

Stella Hills Elementary School
Steve Robinson, Principal
631-5320 • FAX 631-3119

Hort Elementary School
Diana O’Neal, Principal
631-5330 • FAX 631-3208

Jefferson Elementary School
Shannon Jensen, Principal
631-5340 • FAX 631-3104

Rafer Johnson Children’s Center
Jesse Beed, Site Administrator
631-5850 • FAX 631-3289

Longfellow Elementary School
Alfonso Ceja, Principal
631-5350 • FAX 395-1514

Horace Mann Elementary School
Russell Gayer, Principal
631-5360 • FAX 872-3165

McKinley Elementary School
Rona Chacon Mellon, Principal
631-5370 • FAX 859-0462

Mount Vernon Elementary School
Xochitl Prieto, Principal
631-5380 • FAX 631-3126

Millie Gardette Munsey
Elementary School
Dayna Garner, Principal
631-5390 • FAX 833-8249

Colonel Howard Nichols
Elementary School
David Tapia, Principal
631-5400 • FAX 631-4902

Myra A. Noble Elementary School
Jalina Baker, Principal
631-5410 • FAX 631-3248

Bessie E. Owens Intermediate School
Brandon Johnson, Principal
631-5950 • FAX 631-3269
Bessie E. Owens Primary School
Sarita Arredondo, Principal
631-5420 ● FAX 859-0913

Leo G. Pauley Elementary School
Jennifer Santillan, Principal
631-5430 ● FAX 631-3215

William Penn Elementary School
Marshall Dillard, Principal
631-5440 ● FAX 633-9795

Pioneer Drive Elementary School
Traci Hicks, Principal
631-5450 ● FAX 363-7491

Roosevelt Elementary School
Susana Rios, Principal
631-5460 ● FAX 324-4326

Sequoia Middle School
Yvonne Lopez, Principal
631-5470 ● FAX 327-7610

Sierra Middle School
Tomas Prieto, Principal
631-5480 ● FAX 363-7823

Dr. Juliet Thorner Elementary School
Leann Scott, Principal
631-5490 ● FAX 871-5005

Marsa Voorhies Elementary School
Erick Casallas, Principal
631-5800 ● FAX 363-6254

Washington Middle School
Abraham Rivera, Principal
631-5810

Wayside Elementary School
Dylan Capilla, Principal
631-5820 ● FAX 631-4593

Frank West Elementary School
Russ Taylor, Principal
631-5830 ● FAX 631-4519

Williams Elementary School
Jasmine Frias, Principal
631-5840 ● FAX 395-9517

BEARDSLEY SCHOOL DISTRICT
Paul Miller, District Superintendent
Kevin Williams, Assistant Superintendent
1001 Roberts Ln.
Bakersfield, CA 93308
392-8078 ● FAX 392-1399
beardsleyschool.org

Beardsley Elementary School
Aimee Williamson, Principal
392-1417 ● FAX 387-1587

Beardsley Junior High School
David Hilton, Principal
392-9254 ● FAX 399-3925

North Beardsley Elementary School
Terri Chamberlin, Principal
392-0878 ● FAX 392-1399

San Laurén Elementary School
Tammy Barrera, Principal
393-5511 ● FAX 393-9064

BELRIDGE ELEM. SCHOOL DISTRICT
Tammy Reynolds, District Supt./Principal
19447 Wagon Wheel Rd.
McKittrick, CA 93251
762-7381 ● FAX 762-9751

BLAKE ELEMENTARY SCHOOL DISTRICT
Gary Bray, District Superintendent
Dawn Carver, Principal
19165 Main St.
mailing address: P.O. Box 40
Woody, CA 93287
536-8559 ● FAX 536-9389
blakesd.org

BUTTONWILLOW UNION SCHOOL DISTRICT
J. Stuart Packard, District Superintendent
42600 Highway 58
Buttonwillow, CA 93206
764-5166 ● FAX 764-5165
www.buttonwillow.k12.ca.us

Buttonwillow Elementary School
Hiedi Witcher, Principal
764-5248 ● FAX 764-5805

CALIENTE UNION SCHOOL DISTRICT
Alan Gonzalez, District Superintendent
12400 Caliente Creek Rd.
Caliente, CA 93518
867-2301 ● FAX 867-6902
www.calienteschooldistrict.org

Caliente School
Kathleen S. Hansen, Principal
867-2301 ● FAX 867-6902

Piute Mountain School
Kathleen S. Hansen, Principal
867-2301 ● FAX 867-6902

DELANO UNION SCHOOL DISTRICT
Rosalina Rivera, District Superintendent
Rosa Montes, Asst. Supt.–Educational Serv.
1405 12th Ave.
Delano, CA 93215
721-5000 ● FAX 725-2446
www.duesd.org

Albany Park School
Karina Oropeza-Gonzalez, Principal
721-5020 ● FAX 721-2833

Almond Tree Middle School
Rodney Del Rio, Principal
721-3641 ● FAX 721-3649

Cecil Avenue Math and Science Academy
Micah Wilson, Principal
721-5070 ● FAX 721-5097

Del Vista Math & Science Academy
Ana Ruiz, Principal
721-5040 ● FAX 721-5087

Fremont School
Teresa Cushnyr, Principal
721-5050 ● FAX 721-5058

La Viña Middle School
Jennifer Townsend, Principal
721-3601 ● FAX 721-3662

Morningside School
Rick Chavez, Principal
720-2700 ● FAX 720-2838

Nueva Vista Language Academy
Ana Marie Sanchez, Principal
721-5070 ● FAX 721-5038

Pioneer School
Anna Wyatt, Principal
474-4911 ● FAX 727-7725

Princeton Street School
Mark Ruiz, Principal
721-5080 ● FAX 721-5084
<table>
<thead>
<tr>
<th>School District</th>
<th>Principal</th>
<th>Phone</th>
<th>Fax</th>
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<tr>
<td>Terrace Elementary School</td>
<td>Darrell Hennessee</td>
<td>721-5060</td>
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<tr>
<td>DI GIORGIO SCHOOL DISTRICT</td>
<td>Terry Hallum</td>
<td>19405 Buena Vista Blvd., Arvin, CA 93203</td>
<td>854-2604</td>
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<tr>
<td>EDISON ELEMENTARY SCHOOL DISTRICT</td>
<td>Erica Andrews</td>
<td>11518 School St., Edison, CA 93220</td>
<td>363-5394</td>
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<tr>
<td>Edison Middle School</td>
<td>La'Steveia Dixon</td>
<td>366-8216</td>
<td>366-0922</td>
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<td>Orangewood Elementary School</td>
<td>Jennifer Allen</td>
<td>366-8440</td>
<td>366-0159</td>
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<tr>
<td>ELK HILLS SCHOOL DISTRICT</td>
<td>Michael Coleman</td>
<td>501 Kern St., Tupman, CA 93276</td>
<td>765-7431</td>
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<tr>
<td>Fairfax Junior High School</td>
<td>Wendy Burkhead</td>
<td>366-4461</td>
<td>366-5831</td>
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<td>Shirley Lane Elementary School</td>
<td>David Mack</td>
<td>363-7684</td>
<td>363-7552</td>
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<td>Virginia Avenue School</td>
<td>Moishe Garde</td>
<td>366-3223</td>
<td>366-2043</td>
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<td>Zephyr Lane Elementary School</td>
<td>Charley Clark</td>
<td>366-0024</td>
<td>366-0266</td>
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<tr>
<td>FRUITVALE SCHOOL DISTRICT</td>
<td>Dr. Mary Westendorf</td>
<td>7311 Rosedale Hwy., Bakersfield, CA 93308-5738</td>
<td>589-3830</td>
</tr>
<tr>
<td>Columbia Elementary School</td>
<td>Angie Summers</td>
<td>588-3540</td>
<td>589-5264</td>
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<td>Discovery Elementary School</td>
<td>Danyel Kelly</td>
<td>589-7336</td>
<td>587-9413</td>
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<td>Endeavour Elementary School</td>
<td>Matt Diggle</td>
<td>588-3550</td>
<td>587-9318</td>
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<td>Fruitvale Junior High School</td>
<td>Leslie Garrison</td>
<td>589-3933</td>
<td>588-3259</td>
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<td>Qualiwood Elementary School</td>
<td>Michelle Olinger</td>
<td>832-6415</td>
<td>831-7391</td>
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<td>GENERAL SHAFTER SCHOOL DISTRICT</td>
<td>Chris Salyards</td>
<td>1825 Shafter Rd., Bakersfield, CA 93313</td>
<td>837-1931</td>
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<tr>
<td>GREENFIELD UNION SCHOOL DISTRICT</td>
<td>Ramon Hendrix</td>
<td>1624 Fairview Rd., Bakersfield, CA 93307</td>
<td>837-6000</td>
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<td>Fairview Elementary School</td>
<td>Leticia Canales</td>
<td>837-6050</td>
<td>837-6056</td>
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<td>Granite Pointe Elementary School</td>
<td>Greg Adkins</td>
<td>837-6040</td>
<td>837-6049</td>
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<td>Greenfield Community School</td>
<td>Matt Earls</td>
<td>837-3717</td>
<td>837-3719</td>
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<td>Greenfield Middle School</td>
<td>Sandy Welch</td>
<td>837-6110</td>
<td>832-7431</td>
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<td>Horizon Elementary School</td>
<td>Juan Herrera Olea</td>
<td>837-3730</td>
<td>837-3734</td>
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<tr>
<td>W. A. Kendrick School</td>
<td>Hana Suleiman</td>
<td>837-6190</td>
<td>397-0226</td>
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<td>Leon H. Ollivier Middle School</td>
<td>Sheila Johnson</td>
<td>837-6120</td>
<td>396-0963</td>
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<td>Raffaello Palla Elementary School</td>
<td>Monica Cachu</td>
<td>837-6100</td>
<td>837-6106</td>
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<td>Valle Verde Elementary School</td>
<td>Nicole Zandes</td>
<td>837-6150</td>
<td>837-6159</td>
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<td>Grimmway Academy Arvin</td>
<td>Cole Sampson</td>
<td>855-8200</td>
<td>855-8249</td>
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<tr>
<td>Grimmway Academy Shafter</td>
<td>Joanna Kendrick</td>
<td>630-7220</td>
<td>630-7220</td>
</tr>
<tr>
<td>Kernville Elementary School</td>
<td>Andrea Forbes</td>
<td>(760) 376-2249</td>
<td>(760) 376-1935</td>
</tr>
</tbody>
</table>

- Grimmway SCHOOLS
  - Barbara Grimm-Marshall, Founder & President
  - Paul Escala, Executive Director
  - 5080 California Avenue, Suite 100
  - Bakersfield, CA 93309
  - 661-432-7880
  - www.grimmwayschools.org

- KERNVILLE UNION SCHOOL DISTRICT
  - Steve Martinez, District Superintendent
  - 3240 Erskine Creek Rd., Lake Isabella, CA 93240
  - (760) 379-3651
  - www.kernvilleusd.org
Panama Elementary School  
Brian Malavar, Principal  
831-1741 ● FAX 831-6662

Ronald Reagan Elementary School  
Matthew Kennedy, Principal  
665-8099 ● FAX 665-8311

Louise Sandrini Elementary School  
Marc Rosander, Principal  
397-1515 ● FAX 397-3817

Amy B. Seibert Elementary School  
Rebekah Stambook, Principal  
832-4141 ● FAX 832-3734

Stine Elementary School  
Monica Hicks, Principal  
831-1022 ● FAX 831-6610

Stockdale Elementary School  
Matthew Merickel, Principal  
831-7835 ● FAX 831-7701

Stonecreek Junior High School  
James Lopez, Principal  
834-4521 ● FAX 834-6908

Tevis Junior High School  
Paul Coon, Principal  
664-7211 ● FAX 664-9659

Fred L. Thompson Junior High School  
Darryl Pope, Principal  
832-8011 ● FAX 832-5165

Wayne Van Horn Elementary School  
Amanda Scheidemantel, Principal  
324-6538 ● FAX 324-2007

Earl Warren Junior High School  
George Thornburgh, Principal  
665-9210 ● FAX 665-9507

Whitley Elementary School  
Lisa Beasley, Principal  
885-6600 ● FAX 831-7357

Bill L. Williams Elementary School  
Dion Lovio, Principal  
837-8070 ● FAX 837-4459

POND SCHOOL DISTRICT  
Alex Lopez, District Supt./Principal  
29585 Pond Rd.  
Pond, CA 93280  
792-2545 ● FAX 792-2303  
www.pond.k12.ca.us

RICHLAND SCHOOL DISTRICT  
Rosa Romero, Int. Superintendent  
Rocio Muñoz, Assistant Superintendent  
331 Shafter Ave.  
Shafter, CA 93263  
746-8600 ● FAX 746-8614  
www.richland.k12.ca.us

Golden Oak Elementary School  
Ana Marie Mendez, Principal  
746-8670 ● FAX 746-8614

Redwood Elementary School  
Luis Rodríguez, Principal  
746-8650 ● FAX 746-8614

Richland Junior High School  
Rosa Romero, Principal  
746-8630 ● FAX 746-8614

Sequoia Elementary School  
Frank Flores, Principal  
746-8740 ● FAX 746-8614

RIO BRAVO-GREELEY UNION SCHOOL DISTRICT  
Jennifer Hedge, District Superintendent  
6521 Enos Ln.  
Bakersfield, CA 93314  
589-2696 ● FAX 589-2218  
www.rbgsd.k12.ca.us

Rio Bravo Elementary School  
Annette Blacklock, Principal  
588-6313 ● FAX 588-6318

Rio Bravo-Greeley School  
Christina Bussman, Principal  
589-2505 ● FAX 588-7204

ROSEDALE UNION SCHOOL DISTRICT  
Dr. John G. Mendiburu, District Supt.  
2553 Old Farm Rd.  
Bakersfield, CA 93312  
588-6000 ● FAX 588-6009  
www.ruesd.net

Almondale Elementary School  
Janet Bianco, Principal  
588-6060 ● FAX 588-6063

American Elementary School  
Robert Bray, Principal  
587-2277 ● FAX 829-2591

Centennial Elementary School  
Bruce Carlile, Principal  
588-6020 ● FAX 588-6023

Del Rio Elementary School  
Lisa Boles, Principal  
588-6050 ● FAX 588-6053

Freedom Middle School  
Russell Sentes, Principal  
588-6044 ● FAX 588-6048

Independence Elementary School  
Brook Webb, Principal  
588-6011 ● FAX 588-6018

Patriot Elementary School  
Jonathan Martinez, Principal  
588-6065 ● FAX 587-2272

Rosedale Middle School  
Becky DeVahl, Principal  
588-6039

Rosedale North Elementary School  
Norm Richards, Principal  
588-6040 ● FAX 588-6043

SEMITROPIC SCHOOL DISTRICT  
Bethany Ferguson, District Supt./Principal  
25300 Highway 46  
Wasco, CA 93280  
758-6412 ● FAX 758-4134  
www.semitropicschool.org

SOUTH FORK UNION SCHOOL DISTRICT  
Kim Kissack, District Superintendent  
5225 Kelso Valley Rd.  
Weldon, CA 93283  
(760) 378-4000 ● FAX (760) 378-3046  
www.southforkschool.org

South Fork Elementary School  
Kim Kissack, Principal  
(760) 378-2211 ● FAX (760) 378-4369

South Fork Middle School  
Kim Kissack, Principal  
(760) 378-1300 ● FAX (760) 378-9113

STANDARD SCHOOL DISTRICT  
Paul Meyers, District Superintendent  
1200 N. Chester Ave.  
Bakersfield, CA 93308-3521  
392-2110 ● FAX 392-0681  
district.standard.k12.ca.us

Highland Elementary School  
Mary Highfield, Principal  
392-2115 ● FAX 392-2142

Standard Elementary School  
Jennifer Long, Principal  
392-2120 ● FAX 392-2137
Standard Middle School
Susan Denton, Principal
392-2130 ● FAX 392-2134

Wingland Elementary School
Richard Morosa, Principal
392-2125 ● FAX 392-2139

TAFT CITY SCHOOL DISTRICT
Julie Graves, District Superintendent
Nancy Hickernell-Bonner, Asst. Superintendent
820 Sixth St.
Taft, CA 93268
763-1521 ● FAX 763-1495
www.taftcity.org

Conley School
Lisa Kindred, Principal
765-4117 ● FAX 765-2065

Jefferson School
Heather Ward, Principal
763-4236 ● FAX 763-3054

Lincoln Junior High School
Brandi Swearengin, Principal
765-2127 ● FAX 765-3970

Parkview School
Lisa Kindred, Principal
763-4164 ● FAX 763-3020

Roosevelt School
Lavona Callaghan, Principal
763-3113 ● FAX 763-3732

Taft Primary School
Heather Ward, Principal
765-4151 ● FAX 763-3783

VINELAND SCHOOL DISTRICT
Cindy Castro, District Superintendent
14713 Weedpatch Hwy.
Bakersfield, CA 93307
845-3713 ● FAX 845-8449
vineland.k12.ca.us

Sunset Middle School
Erin Gayer, Principal
845-1320 ● FAX 845-3952

Vineland School
Erin Gayer, Principal
845-3719 ● FAX 845-1599

WASCO UNION ELEMENTARY SCHOOL DISTRICT
Kelly Richers, District Superintendent
Brad Maberry, Assistant Superintendent
1102 5th St.
Wasco, CA 93280
758-7100 ● FAX 758-7110
www.wuesd.org

Teresa Burke Elementary School
Sam Torres, Principal
758-7480 ● FAX 758-3024

Karl F. Clemens School
Danny Arellano, Principal
758-7120 ● FAX 758-9200

Thomas Jefferson Middle School
Steve Davis, Principal
758-7140 ● FAX 758-9366

Palm Avenue School
Steffanie Pollard, Principal
758-7130 ● FAX 758-9369

John L. Prueitt School
Rosalinda Chairez, Principal
758-7180 ● FAX 758-9361

WONDERFUL COLLEGE PREP ACADEMY
Brett Barley, Superintendent
www.wonderfulcollegeprepacademy.org

WCPA - Delano
2070 Veneto Street
Delano, CA 93215
721-2887 ● FAX 454-3601

WCPA - Lost Hills
2076 Highway 46
Lost Hills, CA 93249
797-2220 ● FAX 797-2223

MARICOPA UNIFIED SCHOOL DISTRICT
Scott Meier, District Superintendent
955 Stanislaus St.
Maricopa, CA 93252
769-8231 ext. 201 ● FAX 769-8168
maricopaschools.org

Maricopa Elementary School
Scott Meier, Principal
769-8231 ext. 205 ● FAX 769-8202

Maricopa Middle School
Scott Meier, Principal
769-8231 ext. 205 ● FAX 769-8202

Maricopa High School
Scott Meier, Principal
769-8231 ext. 210 ● FAX 769-8204

Peak to Peak Mountain Charter
Tamera Trost, Administrator
364-3811

McFARLAND UNIFIED SCHOOL DISTRICT
Samuel Aaron Resendez, District Supt.
601 Second St.
McFarland, CA 93250
792-3081 ● FAX 792-5423
www.mcfarlandusd.com

Browning Road School
Dario Diaz, Principal
792-2113 ● FAX 792-5423

Horizon Elementary School
Matthew Roderick, Principal
792-0003 ● FAX 792-0010

Kern Avenue Elementary School
Francisco Flores, Principal
792-3033 ● FAX 792-6036

McFarland Independent School
Lori Schultz, Director
792-3178 ● FAX 792-6758

McFarland Middle School
Manuel Cantu, Principal
792-3340 ● FAX 792-5681

McFarland High School
Brian Bell, Principal
792-3126 ● FAX 792-2315
San Joaquin High School
Lori Schultz, Director
792-6312 • FAX 792-6758

MOJAVE UNIFIED SCHOOL DISTRICT
Dr. Aaron Haughton, District Superintendent
3500 Douglas Ave.
Mojave, CA 93501
824-4001 • FAX 824-2686
www.mojave.k12.ca.us

California City Middle School
Jennifer Blake, Principal
(760) 373-3241 • FAX (760) 373-1355

Hacienda Elementary School
Shawnee Moore, Principal
(760) 373-5824 • FAX (760) 373-5787

Mojave Elementary School
Daniel Sexton, Principal
824-2456 • FAX 824-2461

Robert P. Ulrich Elementary School
Cheryl Bailey, Principal
(760) 373-4824 • FAX (760) 373-3309

California City High School
John Wheeler, Principal
(760) 373-5263 • FAX (760) 373-9028

Mojave Junior/Senior High School
Scott Small, Principal
824-4088 • FAX 824-3406

MUROC JOINT UNIFIED SCHOOL DISTRICT
Kevin Cordes, District Superintendent
17100 Foothill Ave.
North Edwards, CA 93523
(760) 769-4821 • FAX (760) 769-4241
www.muroc.k12.ca.us

Irving L. Branch Elementary School
John Siercks, Principal
258-4411 • FAX 258-4411 ext. 499

West Boron Elementary School
Robert Kostopoulos, Principal
(760) 762-5430 • FAX (760) 762-5019

Boron Junior/Senior High School
David Wiggs, Principal
(760) 762-5121 • FAX (760) 762-5040

Desert Junior/Senior High School
David Ellms, Principal
258-4411, ext. 100 • FAX 258-5029

SIERRA SANDS UNIFIED SCHOOL DISTRICT
David Ostash, District Superintendent
Michelle Savko, Assistant Superintendent
113 W. Felspar Ave.
Ridgecrest, CA 93555
(760) 499-1622 • FAX (760) 375-3338
www.ssusd.org

Theodore H. Faller Elementary School
Melissa Christman, Principal
(760) 499-1690 • FAX (760) 499-1695

Gateway Elementary School
Margaret Bergens, Principal
(760) 499-1850 • FAX (760) 384-2608

Inyokern Elementary School
Michael Kennedy, Principal
(760) 499-1683 • FAX (760) 499-1687

Las Flores Elementary School
Susan Marvin, Principal
(760) 499-1860 • FAX (760) 375-8432

James Monroe Middle School
Beverly Ewbanks, Principal
(760) 499-1830 • FAX (760) 375-8781

Murray Middle School
Kirsti Smith, Principal
(760) 499-1820 • FAX (760) 446-3838

Pierce Elementary School
John Cosner, Principal
(760) 499-1670 • FAX (760) 499-1678

Richmond Elementary School
Michael Yancey, Principal
(760) 499-1840 • FAX (760) 446-3302

Burroughs High School
Bryan Auld, Principal
(760) 499-1800 • FAX (760) 375-1735

Mesquite Continuation High School
Joanne McClelland, Principal
(760) 499-1810 • FAX (760) 446-3328

Sierra Sands Adult School
Joanne McClelland, Principal
(760) 499-1725

SOUTHERN KERN UNIFIED SCHOOL DISTRICT
Barbara Gaines, District Superintendent
3082 Glendower St.
P.O. Drawer CC
Rosamond, CA 93560
256-5000 • FAX 256-1247
www.skusd.k12.ca.us

Abraham Lincoln Independent Study
Nino Torres, Principal
256-5090 • FAX 256-6868

Rosamond Elementary School
Santiago Meza, Principal
256-5050 • FAX 256-6248

Tropico Middle School
Nat Adams, Principal
256-5040 • FAX 256-630

Westpark Elementary School
Kathy Wilson, Principal
256-5030 • FAX 256-8300

Rare Earth Continuation High School
Nino Torres, Principal
256-5090 • FAX 256-6868

Rosamond High School
Harold Roney, Principal
256-5020 • FAX 256-6880

TEHACHAPI UNIFIED SCHOOL DISTRICT
Stacey Larson-Everson, District Supt.
300 S. Robinson St.
Tehachapi, CA 93561
822-2100 • FAX 822-8221
www.teh.k12.ca.us

Cummings Valley Elementary School
Traci Minjares, Principal
822-2180 • FAX 822-2128

Golden Hills Elementary School
Kendra Bailey, Principal
822-2160 • FAX 822-2186

Jacobsen Middle School
Sharon Heitman, Principal
822-2150 • FAX 822-2156

Tompkins Elementary School
Rebecca Castellanos, Principal
822-2170 • FAX 822-2198

Monroe Continuation High School
Steve Bsharah, Principal
822-2124 • FAX 822-2188
COMMUNITY COLLEGES

KERN COMMUNITY COLLEGE DISTRICT
Dr. Sandra V. Serrano, Chancellor
2100 Chester Ave.
Bakersfield, CA 93301
336-5100 ● FAX 336-5025
www.kccd.edu

Bakersfield College
Dr. Sonya Christian, President
395-4011 ● FAX 395-4698

Bakersfield College - Delano Center
Richard McCrow, Director
720-2000 ● FAX 720-2014

Cerro Coso Community College
Jill Board, President
(760) 384-6100 ● FAX (760) 384-6270

Porterville College
Rosa Flores Carlson, Ed.D., President
(559) 791-2200 ● FAX (559) 784-4779

WEST KERN COMMUNITY COLLEGE DISTRICT
Taft College
Dr. Dena P. Maloney, District Supt./President
29 Emmons Park Dr.
Taft, CA 93268
763-7700 ● FAX 763-7703
www.taftcollege.edu

UNIVERSITIES

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
Lynette Zelezny, President
9001 Stockdale Hwy.
Bakersfield, CA 93311-1022
654-CSUB
www.csusb.edu

VOCATIONAL AND OCCUPATIONAL SCHOOLS

NORTH KERN VOCATIONAL TRAINING CENTER
Amy Bean, Executive Director
2150 7th St.
Wasco, CA 93280
758-3045
nkvtc.org

REGIONAL OCCUPATIONAL CENTER
Herbert E. Martin Center
Mark Wyatt, Principal
501 S. Mt. Vernon Ave.
Bakersfield, CA 93307
831-3327 ● FAX 398-8239
roc.kernhigh.org

WESTSIDE REGIONAL OCCUPATIONAL PROGRAM
Sandi Banducci, Co-Director
Sandra Mittlesteadt, Co-Director
515 Ninth St.
mailing address: P.O. Box 1337
Taft, CA 93268
763-2390 ● FAX 763-2375

Please submit changes to mipalmer@kern.org.