



DATE May 7, 2025
TIME 12:00 PM
LOCATION CAPK Administrative Office
Board Room
1300 18th Street, 3rd Floor
Bakersfield, CA 93301

Personnel Committee Agenda

1. Call to Order

2. Roll Call

Denise Boshers (Chair)
Jonathan Mullings

Guadalupe Perez
Lily Pimentel-Stratton

3. Public Forum

The public may address the Committee on items not on the agenda but under the jurisdiction of the Committee. Speakers are limited to 3 minutes. If more than one person wishes to address the same topic, the total group time for the topic will be 10 minutes. Please state your name before making your presentation.

4. New Business

a. Rain – Earned Wage Access (EWA) – **Action Item (p. 2-12)**

Tracy Webster, Chief Financial Officer &
Lisa McGranahan, Chief Human Resources Officer

b. Position Title Change: Head Start–Home Visiting Supervisor -
Action Item (p. 13-18)

Jerry Meade, Assistant Director – Program, Head
Start & State Child Development

c. Head Start Personnel Update – **Info Item (p. 19-20)**

Robert Espinosa, Program Design and
Management Administrator

5. Committee Member Comments

6. Next Scheduled Meeting

Personnel Committee
12:00 pm
June 4, 2025
1300 18th Street, 3rd Floor
Bakersfield, CA 93301

7. Adjournment

This is to certify that this Agenda Notice was posted in the lobby of the CAPK Administrative Office at 1300 18th Street, Bakersfield, CA 93301, and online at www.capk.org by 12:00 pm, May 2, 2025, by Amy Tapia, Administrative Coordinator.



MEMORANDUM

To: Personnel Committee

From: Tracy Webster, Chief Financial Officer

Lisa McGranahan, Chief Human Resources Officer

Date: May 7, 2025

Subject: *Agenda Item 4(a):* Rain – Earned Wage Access (EWA) – **Action Item**

Earned Wage Access:

Earned wage access (EWA) is a financial service that allows employees to access a portion of their earned wages before their scheduled payday. It provides workers with early access to money they've already earned, helping to cover unexpected expenses or avoid high-interest debt. EWA is typically offered through employers or third-party providers.

Proposed Implementation of RAIN:

Finance and Human Resources would like to implement an EWA program and will be partnering with Rain, a trusted provider that integrates with payroll platforms such as ADP Workforce Now to calculate earned wages in real time.

EWA has been shown to improve employee retention, attendance, and hiring outcomes. With rising inflation and increasing living costs, this program aims to reduce financial stress by giving employees flexible access to wages they've already earned. Employees can transfer funds to an existing bank account via ACH for free (1–3 business days) or access them instantly for a small fee, including a \$3.99 charge for direct debit card transfers.

Rain's platform is free for employers and includes dedicated support from technical setup through post-launch. Once CAPK finalizes the agreement, employees can download and use the Rain app at no cost.

Data from Rain indicates that the average wage draw is approximately \$100. This suggests employees are not falling into debt but rather using their already earned wages to meet essential needs in financially difficult times. This approach aligns with CAPK's ongoing efforts to support employees' well-being during economic challenges.

Selection Process:

To offer employees an added benefit and aid them in times of need, CAPK initiated an evaluation of the earned wage access (EWA) landscape. The EWA provider space has matured since the initial emergence of early wage access options over a decade ago. Today, several providers offer services compatible with our payroll system, ADP Workforce Now.

In collaboration with ADP sales and support, Human Resources, in partnership with the Finance department, conducted a review of leading EWA providers. We focused on three vendors known for secure, customer-centered, and low-cost or free solutions with minimal impact on payroll processes: Daily Pay, Rapid!, and Rain.

We evaluated each provider based on the following criteria:

- **Security and Data Requirements** – What employee data is needed, and how securely is it handled?
- **Employee Experience** – How intuitive is the enrollment and wage access process? Are educational tools available? Can employees securely link their banking information?
- **Employer Controls** – What administrative options are available to limit frequency and amount of wage access?
- **Payroll Process Impact** – Will integration require significant changes or early funding from CAPK?
- **Regulatory Compliance** – Is the solution compliant with California wage laws? (Answer: Yes. This model is permissible and does not require additional reporting or payment obligations.)

After evaluating demonstrations and offerings, we selected Rain as the best fit for CAPK. Key factors in this decision included:

- **Minimal Data Integration** – Rain requires less sensitive employee data than competitors and integrates securely with ADP. (Emilio participated in reviewing the data requirements.)
- **Transparent User Experience** – The mobile app clearly displays wage information and linked account balances, aiding informed financial decisions.
- **Affordable Access** – Employees can access wages for free (next business day) or pay a small fee for instant access. No credit check or pay card is required.
- **Robust Administrative Tools** – HR can monitor activity and apply limits via Rain's employer portal.
- **Payroll Alignment** – Rain does not require CAPK to pre-fund wages or significantly alter existing payroll practices. A single biweekly file will be added to ADP for reconciliation.
- **Ongoing Support and Communication** – Rain provides dedicated support before and after launch, including employee training and marketing materials.
- **Cost to Employer** – Rain's services are offered at no cost to CAPK.

This analysis was conducted several months ago, and Rain has remained responsive and engaged throughout the process, consistently demonstrating readiness to support CAPK and its workforce.

Strategic Plan Alignment:

The implementation of Rain’s EWA program aligns with Strategic Plan Goal #4, which aims to position CAPK as an employer of choice by attracting and retaining a high-quality workforce to achieve organizational goals.

Fiscal Impact:

None.

Recommendation:

Staff recommends the Personnel Committee approve the Rain – Earned Wage Access contract and further recommend approval by the full Board at the May 28, 2025 meeting. This includes the authorization for the Chief Executive Officer to sign and execute the contract and all amendments during the contract term.

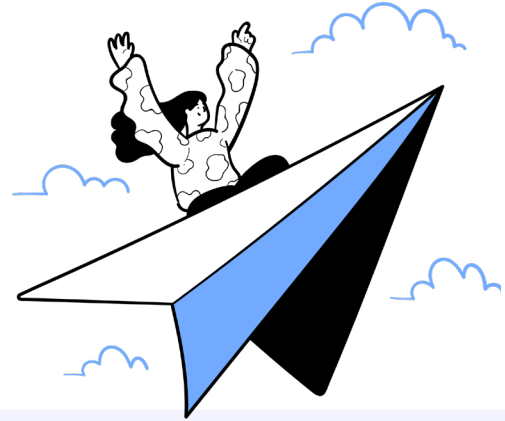
Attachments:

Rain Overview

Rain Data Privacy and Security

Introducing Earned Wage Access

Rain is reinventing the way people are getting paid. We partner with employers and enable their employees to get paid instantly after each shift instead of waiting until payday. This sought after benefit is proven to enhance employee financial wellbeing while providing a competitive edge in any industry.



Why employers love Rain

Increased Retention

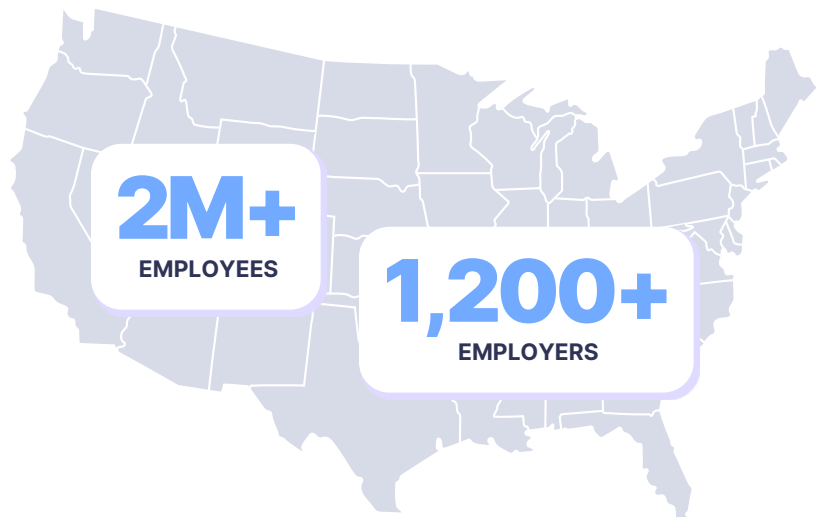
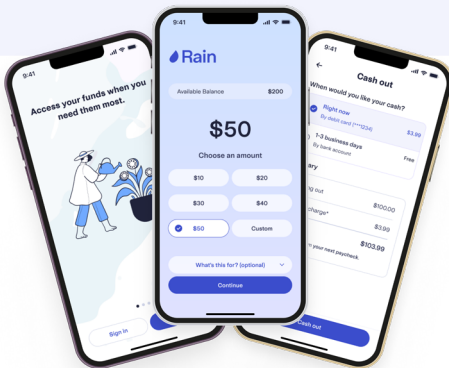
Rain users have **+22 days** longer tenure on average and a **49% increase** in retention after 6 months

Improved Attendance

Rain users work **+17 hours** per month on average vs. non-users

Improved Hiring Results

Employers using Rain get up to **2x more** job applications



Rain proudly serves the biggest names across all industries and over 2M employees.

Rain's Acclaimed EWA Program

We're dedicated to delivering a truly seamless EWA experience.



Rain's superior model makes EWA simple

1

Earned wage data is imported

Rain integrates with HCM | T&A platforms to calculate earned wages in near-time.

2

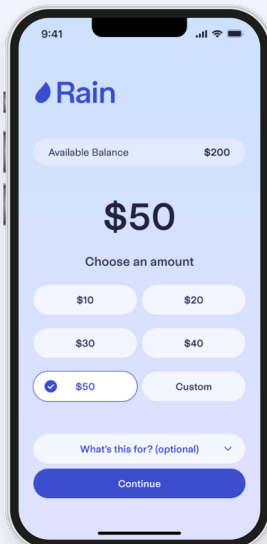
Wages are accessed via Rain App

Rain provides the funding. Employees transfer to existing bank accounts for free via ACH or instantly for a small fee.

3

Advanced wages are withheld & Rain is repaid

Rain integrates with existing payroll systems, seamlessly facilitating deductions.



Why choose Rain

Responsibility & Transparency

Rain requires the **least amount of data** out of all US providers. Employers have the ability to set guardrails on employee transactions, preventing unsustainable habits and fees.

Program Reliability

Rain's payroll adjustment model allows employers to maintain **complete control over payroll** with minimal operational involvement.

Best-In-Class Support

Our industry leading overall **NPS score of +71** shows just how serious we are about providing quality client support. Plus, our US-based user care team is available 24/7 to answer employee requests with an average response time of under 1 minute.

FAQ

Want to learn more?

Get in touch with us at contactus@rain.us and a certified associate will reach out.



What is Earned Wage Access (EWA)?

EWA is a company benefit that allows employees to access earned wages in near-time. Rain users can withdraw up to 50% of their pay between paychecks for unexpected expenses and emergencies. EWA is *not* a loan. There's no interest and no hidden fees.

How easy is it to implement Rain?

Rain offers a seamless onboarding experience that reflects the quality of our teams, processes, and expertise.

Average go-live is less than 45 days.

Rain is partnered and integrated with major payroll and timekeeping providers, ensuring the timeliest of launches.

Rain has a perfect NPS score of +100 in implementations.

Our team delivers on exceptional support, from technical implementation to launch strategy to hypercare.

Our average adoption rate is upwards of 25%+.

Rain puts real energy and dedicated resources into making sure employees are fully equipped to use Rain.

How does Rain benefit employees?

Rain provides greater financial control and peace of mind for employees who are living paycheck to paycheck. They no longer need to rely on debt traps like late payment fees, overdrafts, high interest credit cards, and payday loans in order to access funds for urgent needs. Their earned wage balance is available for transfer anytime via the Rain App.

What does Rain cost?

Rain is free for employers. We also provide complimentary white-glove support—from technical implementation to onboarding to post-launch—ensuring a positive EWA experience every step of the way.

The Rain App is free to download for employees once their employers contract with us. We offer two convenient types of transfer options:

1. A free ACH transfer to existing bank account (1-3 days)
2. A \$3.99 fee for an immediate push to personal debit card

Data Security & Privacy

For Rain, protecting employer-customers' data and employees' personal financial information is at the center of our business. We take securing and defending the exchanged data seriously.

Sometimes Rain's employer-customers ask about the data that Rain needs for its platform, how Rain uses that data, whether Rain provides data to third parties, and the choices that employees may have, particularly for opting out of disclosures or deleting data from Rain's systems. As each employer goes through the process of deciding on an Earned Wage Access provider, Rain appreciates that each one needs to be satisfied with Rain's information security and privacy policies.

Below is more information about Rain's data, privacy, and security practices, as well as some frequently asked questions we often get asked.

What data does Rain require to operate?

Rain has **minimal data requirements** to allow employees to use the Rain app for Earned Wage Access. Rain primarily relies on three elements:

- Unique employee ID / First and Last Name;
- Contact information, email and phone - in order to match employees when they sign up for the Rain app; and
- Pay Rate information, such as frequency, pay type (e.g., hourly), and amount or rate

Rain **does not require any additional personally identifiable information** (e.g. Social Security number or date of birth is not necessary)

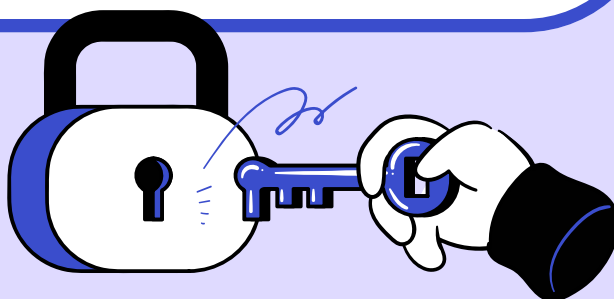
How does Rain use data?

Rain uses data the Employer provides to:

- **calculate** the employee's actual earned wages; and
- **identify** the employee when they attempt to sign up on the Rain app

The contact information is used for

- **identification** purposes; and
- **communicating** to employees to raise awareness of the benefit



Data Security & Privacy

Is data disclosed to third parties?

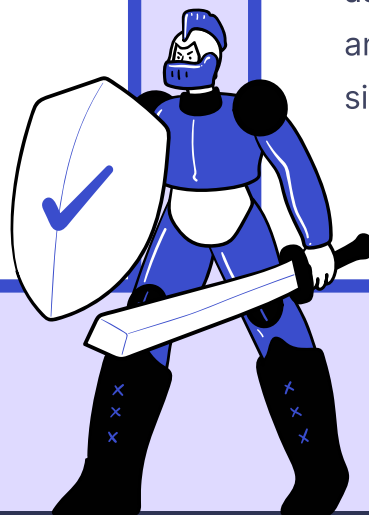
Rain operates its own proprietary data ingestion system in order to offer its Earned Wage Access product to employees. Raw employment data provided to Rain by the employer customer are **never shared to any third party.**

Rain uses sub-processors for personal data (e.g. Braze Inc.) to provide certain services that support Rain's day-to-day operations; the data that Rain discloses to its service providers are kept to a minimum.

Rain **does not sell personally identifiable data** about any employee.

Can employees opt out?

- **Communication:** At any time, an employee may opt out of any communication from Rain.
- **Pre sign-up:** Upon request from an employee to delete their data, Rain will delete any data received. In turn, the employer must stop sending data of those employees to prevent further data ingestion by Rain.
- **Post sign-up:** As a financial institution, Rain needs to preserve its records relating to any employee-customer's account with the Rain app, such as for recordkeeping purposes and to guard against fraud or similar conduct.



FAQs

Data Security & Privacy

1. What data does Rain collect from an employer?

Rain collects the following elements: First Name, Last Name, Wage Rate, Email Address and/or Phone Number, Timekeeping Punch Data, and Unique Employee Identifier.

2. What data is *not* collected from an employer?

Rain does not collect Social Security number, Date of Birth, Deduction Information, Personal Garnishment Information, Benefit Information, or Historical Earnings Information.

3. What authentication methods does Rain make available?

Rain uses two-factor authentication, with OTP sent by email.

4. Is Rain SOC certified?

Rain is SOC 1 Type 2 and SOC 2 Type 2 compliant, and was evaluated by A-LIGN (independent consulting firm) to receive certification.

5. Is the Rain app PCI compliant?

Rain complies with the requirements of the PCI DSS by regularly completing the self-attestation form that are required by Rain's service providers that process card payments.

6. Does Rain have a dedicated Chief Compliance Officer (CCO) and Compliance department?

Yes. Rain's CCO, Tom Scanlon, supervises the company's Compliance Department, and he has decades of experience in consumer financial products and services, particularly for privacy and information security controls that financial institutions must adopt.

FAQs

Data Security & Privacy

7. Can you provide more details on Rain's technical support offerings?

Rain has L1 support with the company's customer service team, escalations to L2 and L3 with the Technical Support team, and escalations to L3 if needed; at that stage, the issue is addressed by one of several engineering teams responsible for each service module of Rain's platform. Rain uses an Intercom chat embedded in the Rain app for faster response to the customer, and then integration with Zendesk and Jira for the escalation workflow.

8. Does Rain's solution OOTB support LDAP based SSO? If not, what authentication process does Rain support?

No standard protocol is used at the time, as a majority of Rain's end-users do not have accounts in their employers' directories. Instead, the authorization is done by Rain's own set of roles and permissions, which include multi-factor authentication of end-user email addresses.

9. How does Rain manage requests for deactivating a customer's account?

Account deactivations are automated through API and are based upon the status of the eligible employee. Because Rain does not require an employee to establish a direct deposit account via Rain for receiving earnings from their employer, deactivating a Rain account is painless - for both the employer and the employee-customer.

10. What detailed level reporting is Rain able to provide for employees' accounts being accessed or modified?

Rain has an overview of its employee through Google Workspace, cloud-related accounts through AWS IAM/CloudWatch, and Rain app customers through DataDog.

11. Please provide information on the system maintenance windows, along with the server patch management approach/frequency.

Minor update maintenance windows are on Saturdays and will not affect availability due to Rain's redundancy strategies. Security and Critical Patches are applied in the maintenance windows after tests and approval.

FAQs

Data Security & Privacy

12. Do you have a data retention policy in place? How long do you hold employee data?

Rain's data retention policy consists of two main classes of data:

(1) Employer-Customer Data: Data that the employer provides (*i.e.*, timekeeping data) about the employees who do NOT have accounts with Rain. This class of data is subject to return to the employer-customer (or destroyed) when the term of that employer's agreement ends.

(2) Employee-Customer Data: Rain's data about its employee-customers who DO have accounts with Rain, which are retained by Rain for an appropriate period in order to service the accounts.

Rain may retain transactions and employee-customers data to comply with legal and/or regulatory requirements.

Customers may file a data deletion request by sending an email to data-deletion@rain.us.

13. What fraud prevention strategies are in place?

Rain has several account and identify verification checks that bar employee-customers from using the Rain app with bank accounts that are not held by them. Rain validates legal names, and our service providers do KYC (know-your-customer) validation, using the best-in-class technology to check if the employee-customer poses a fraud risk.

14. What is Rain's protocol if an account is fraudulently used or taken over?

Rain takes responsibility for investigating, confirming, and rectifying fraudulent activity. While it's extremely rare due to the safeguards Rain has in place, any account used for fraudulent activity would be immediately restricted from further transactions. All associated cards and bank accounts would be investigated and potentially restricted from future use, depending on the investigation's findings.

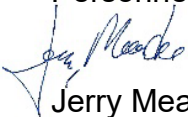
15. Does Rain work with Plaid? How does that relationship work?

Yes. Plaid is a data aggregator that helps many different types of financial institutions have access to financial data. When an employee connects their external bank account to use the Rain app, Rain processes that part of the sign-up process through Plaid. One of the benefits of using Plaid's services is that Rain can provide free ACH transfers without storing customers' bank account information.



MEMORANDUM

To: Personnel Committee

From:  Jerry Meade, Assistant Director ~ Program

Date: May 7, 2025

Subject: *Agenda Item 4(b):* Head Start and State Child Development position title change –
Action Item

The Head Start and State Child Development Division is presenting a revised organizational structure and the Home Visiting Supervisor Job Description for review and approval. The organizational structure reflects changes specifically to the departments under the Program Services Administrator.

Program staff have worked with Human Resources to revise the Home Visiting Coordinator job description to reflect the revised hierarchy to the title of Home Visiting Supervisor. The majority of the tasks associated with the position remain unchanged. However, one significant change is the addition of supervisory responsibilities of the Home Visiting Liaison position. The changes were re-pointed in Human Resources and did not affect the current grade 9 in the CAPK compensation schedule.

The change in the organizational structure and job title will be reflected in the 2025-2026 Home Visiting Program contract with the Kern County Department of Human Services. The effective date of these changes will be July 1, 2025, which marks the beginning of the next project period for the county contract.

As part of the Strategic Plan, Goal 4: CAPK seeks to be an employer of choice and attract and retain a high-quality workforce to achieve the organization's desired results. This proposal supports staff development, growth, and retention by aligning the job description like positions within the division.

Recommendation

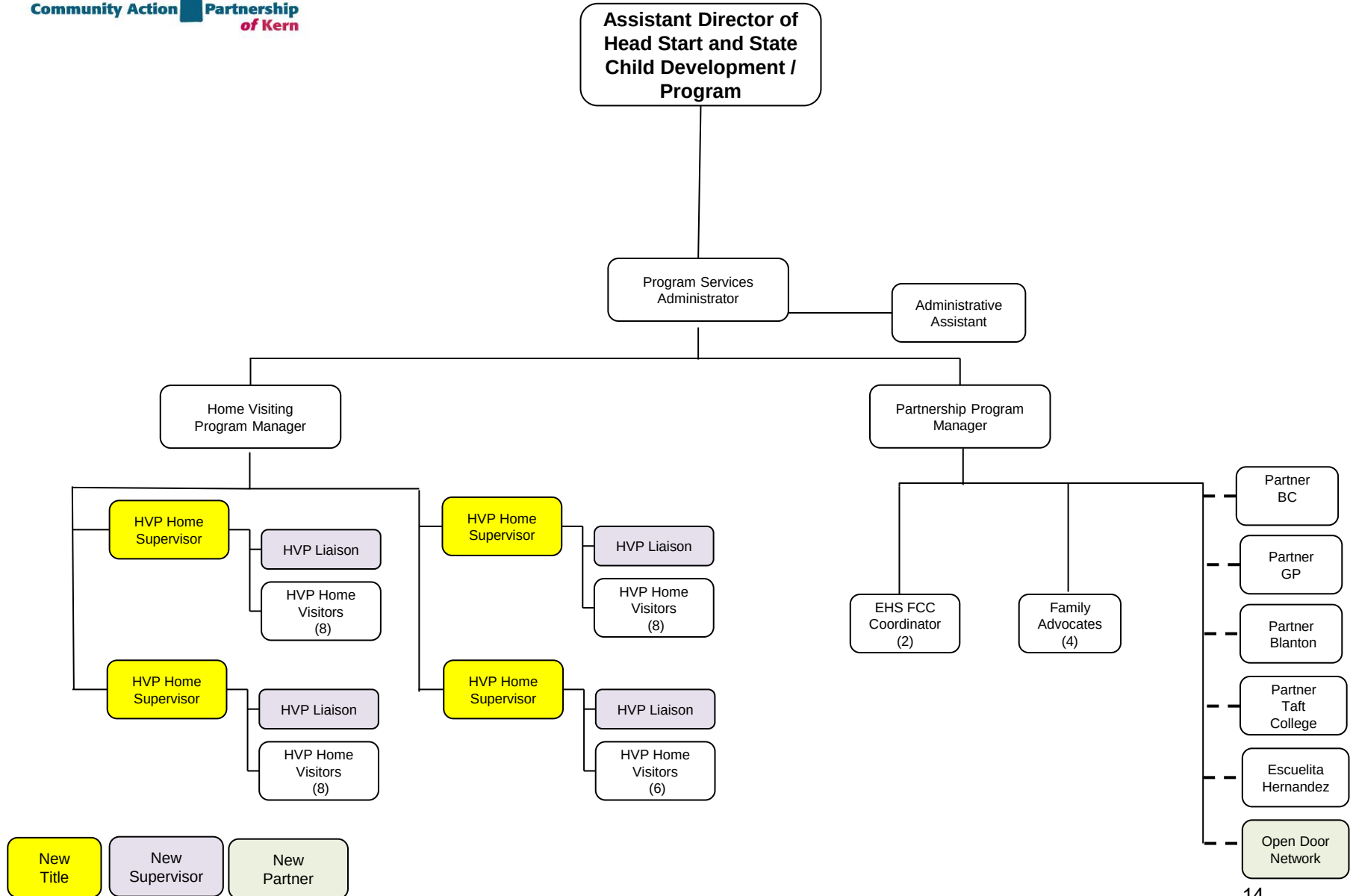
Staff recommends the Personnel Committee approve the revised organizational structure as presented and Job Description for the Home Visiting Supervisor at a Grade 9.

Attachments:

HSSCD PSA Org Chart

Home Visiting Supervisor Job Description

Head Start/State Child Development Programs





Home Visiting Supervisor

Disclaimer: Job descriptions are written as a representative list of the ADA essential duties performed by a job class. They cannot include nor are they intended to include all duties performed by all positions occupying a class.

Salary Range: Grade 10

FLSA Status: Non-Exempt

Date Approved: TBD

SUMMARY:

Under the direction of the Home Visiting Program Manager, the Home Visiting Supervisor will supervise and guide a team of HVP Home Visitors and Liaison's in preparing parents of young children for self-sufficiency. The Home Visiting Supervisor is responsible for ensuring consistent implementation of best practices, the documentation of family outcomes, alignment of school readiness goals, and service delivery. This position will provide regular reflective supervision, conduct observations, and feedback to provide high-quality and comprehensive services. The Home Visiting Supervisor will model and promote professionalism and collaboration within the HVP team, across the agency, and in partnership with the Department of Human Services (DHS). This includes developing and maintaining supportive, professional relationships with children and their families to strengthen parent education, effective communication, family involvement, and advocacy efforts.

SUPERVISION RECEIVED:

Receives supervision from the Home Visiting Program Manager.

SUPERVISION EXERCISED:

Direct supervision of HVP Home Visitors and HVP Liaison.

DUTIES AND RESPONSIBILITIES:

Disclaimer – This list is meant to be representative, not exhaustive. Some incumbents may not perform all the duties listed or may perform related duties as assigned. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.

Essential Job Specific Duties:

- Responsible for the supervision and support for full compliance of required regulations from Home Visiting Program assigned staff.
- Ensures collaborative planning and evaluation systems are followed between DHS, Liaison and HVP Home Visitors to foster continuous program improvement.
- Conduct regular supervision with each HVP Home Visitor to review case records, enrollment levels, and assignment of cases; and to provide assigned staff support and guidance in meeting program requirements and implementing policies and procedures.
- Monitor and supervise assigned HVP Home Visitors and Liaison through staffing, observations during home visits, group socializations, and program events to identify strengths and provide constructive feedback. Hold assigned staff accountable for meeting performance expectations.
- Completes performance evaluations based on measurable and objective criteria which are related to program services, school readiness and personal goals, and provides and implements professional development and training plan.
- Ensures staff follows all policies, procedures, and legal mandates including HIPAA, client



confidentiality, and release of information.

- Oversee the timely implementation of all education assessments, screenings, and transition.
- Conduct follow-up on non-compliance items identified through monitoring to ensure corrective actions have been implemented.
- Ensure that assigned staff follow ChildPlus procedures accurately and that reports are regularly used to monitor delivery of services.
- Mandated Reporter of suspected cases of child abuse and neglect in accordance with California State and Kern County regulations. Reports suspected cases of child abuse and neglect to Home Visiting Program Manager.
- Attend workshops, conferences, and continuing education training about best practices in home visiting, program expectations, and effective leadership and supervision.
- Performs other duties as assigned.
- Monitors enrollment criteria and selection processes are implemented, as per HVP contract and funding requirements.
- Supports Liaisons with collaboration with DHS, HVP Home Visitors, the Enrollment and Attendance Department, the Support Services Department, finance, and community members, as appropriate.
- Assists with audits and funding source review.
- Manages the developing, maintaining, and updating of written policies and procedures as needed.
- Coordinates collaboration with DHS and the CAPK Community Development division.

Other Job Specific Duties:

- Attend all meetings, trainings, and conferences assigned.
- Maintains a safe and functional work environment.
- Work alternative hours as required, including nights and weekends.
- Performs any other like duties as assigned

MINIMUM QUALIFICATIONS:

The requirements listed below are representative of the knowledge, skills, and abilities required to satisfactorily perform the essential duties and responsibilities.

Knowledge of:

- Agency policies and procedures.
- Applicable federal, state, and local laws, codes, and regulations.
- Departmental policies and procedures.
- Modern office practices, methods, procedures, and equipment including computers.
- Word processing, spreadsheet, database, and other related software applications.

Ability to:

- Ability to deal with conceptual matters.
- Ability to plan, organize, allocate, and control substantial resources.
- Ability to communicate effectively.
- Good interpersonal skills.
- Effectively present program to the public.
- Establish professional working relationships with staff, agencies, and parents.



- Understand complex instructions or procedures.

EDUCATION AND EXPERIENCE:

The following requirements generally demonstrate possession of the minimum requisite knowledge and ability necessary to perform the duties of the position.

- Associate or bachelor's degree from accredited college or university. Major in one of the following disciplines: social services, early childhood development, public or business administration.
- Any equivalent combination of education and/or experience may be acceptable.
- Three (3) years' experience in a social service program, agency, or related program
- One-year supervisory experience.
- Bilingual language fluency (Spanish/English) highly desirable.

OTHER REQUIREMENTS:

- Possession of a valid California Driver's License and State automobile insurance, and acceptable driving record substantiated by a DMV printout.
- Must be fingerprinted if required by funding source or state licensing and have such records filed with the State Department of Social Services, Community Care Licensing
- Successful completion of physical, substance abuse screening, TB, and all required vaccinations.

WORK ENVIRONMENT:

The work environment characteristics described are representative of those an employee encounters in performing the essential functions of this job.

- Work is primarily performed indoors.
- Noise level is quiet to moderately quiet.
- Hazards are minimal.

ESSENTIAL PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodation may be provided to enable employees with disabilities to perform the essential duties.

POSITION TITLE Home Visiting Supervisor			
Activity Day	NEVER 0 HOURS	OCCASIONALLY UP TO 4 HOURS	FREQUENTLY 4-8 HOURS
Sitting			X
Walking			X
Standing			X
Bending (neck)			X
Bending (waist)			X
Squatting		X	
Climbing	X		
Kneeling		X	
Crawling	X		



Twisting (neck)			X
Twisting Waist			X
Is repetitive use of hand required?			X
Simple Grasping (right hand)			X
Simple Grasping (left hand)			X
Power Grasping (right hand)		X	
Power Grasping (left hand)		X	
Fine Manipulation (right hand)			X
Fine Manipulation (left hand)			X
Pushing & Pulling (right hand)		X	
Pushing & Pulling (left hand)		X	
Reaching (above shoulder level)		X	
Reaching (below shoulder level)		X	

	LIFTING			CARRYING		
	NEVER 0 HOURS	OCCASIONALLY UP TO 4 HOURS	FREQUENTLY 4-8 HOURS	NEVER 0 HOURS	OCCASIONALLY UP TO 4 HOURS	FREQUENTLY 4-8 HOURS
0-10 lbs			X			X
11-25 lbs		X			X	
26-50 lbs		X			X	
51-75lbs	X			X		
76-100lb	X			X		
100lbs+	X			X		



MEMORANDUM

To: Personnel Committee

A handwritten signature in blue ink, appearing to read "Jerry Meade".

From: Jerry Meade, Assistant Director of Program

A handwritten signature in blue ink, appearing to read "Robert Espinosa".

Robert Espinosa, Program Design and Management Administrator

Date: May 7, 2025

Subject: *Agenda Item 4(c): Head Start Personnel Update – Info Item*

The Head Start and State Child Development Division is committed to continue providing an ongoing update regarding personnel challenges affecting the Head Start program.

For the month of March 2025, the following information is provided to the Personnel Committee:

- 643 Staff employed.
- 24 Vacant Positions.
- Onboard two (2) new staff members.
- One (1) staff member rehired.
- Five (5) Resignations.

Job opportunities are continuously posted on the Head Start California website, accompanied by dedicated recruitment efforts for our direct service positions.

Attached is a document that details the closed classrooms and staff vacancies for the closed and open classrooms as of April 29, 2025.

Attachment:

Enrollment Staffing Data Sheet

Enrollment Staffing Data Sheet

Site	Funded	Reportable Enrollment	% Enrolled	Budgeted Staffed	Currently Staffed	Staff Vacancies	% Staffed
Alberta Dillard (PY)	34	34	100%	6	6	0	100%
Alicante	20	20	100%	3	2	1	67%
Angela Martinez EHS	24	24	100%	9	9	0	100%
Angela Martinez HS	51	51	100%	9	8	1	89%
Bakersfield College	32	29	91%				
Blanton	16	12	75%				
Broadway (PY)	37	37	100%	6	6	0	100%
California City (PY)	17	20	118%	2	2	0	100%
California Street	24	26	108%	9	8	1	89%
Cleo Foran EHS	8	9	113%	3	3	0	100%
Cleo Foran HS	15	15	100%	3	3	0	100%
Delano (PY)	60	60	100%	12	12	0	100%
Escuelita Hernandez	16	16	100%				
Fairfax (PY)	34	34	100%	6	6	0	100%
Family Childcare EHS	20	26	130%				
Family Childcare HS	10	15	150%				
Garden Pathways	11	12	109%				
Gianone	16	16	100%	3	3	0	100%
Harvey L. Hall EHS	68	68	100%	24	24	0	100%
Harvey L. Hall	74	74	100%	9	9	0	100%
Heritage (PY)	17	17	100%	2	1	1	50%
Kennedy	16	19	119%	6	5	1	83%
Lathrop	24	25	104%	9	9	0	100%
Lodi	32	32	100%	9	9	0	100%
M. Massei	24	25	104%	9	9	0	100%
MJM EHS	16	16	100%	6	6	0	100%
MJM HS	34	32	94%	6	6	0	100%
Oasis EHS (PY)	4	4	100%	3	2	1	67%
Oasis (PY)	34	26	76%	6	5	1	83%
Pete Parra EHS	48	47	98%	15	15	0	100%
Pete Parra HS	68	69	101%	9	9	0	100%
Primeros Pasos EHS	16	16	100%	6	6	0	100%
Primeros Pasos HS	51	51	100%	9	9	0	100%
Rosamond (PY)	51	51	100%	9	9	0	100%
San Diego EHS	32	36	113%	12	12	0	100%
Shafter EHS	24	24	100%	9	9	0	100%
Shafter	17	19	112%	3	3	0	100%
TBD	8	0	0%	3	3	0	100%
Stockdale HS	45	37	82%	12	8	4	67%
Sterling EHS	72	66	92%	26	23	3	88%
Sterling HS	53	53	100%	9	9	0	100%
Sunrise Villa (PY)	17	18	106%	3	3	0	100%
Taft (PY)	51	60	118%	15	15	0	100%
Taft College	22	16	73%				
Tehachapi (PY)	15	17	113%	2	2	0	100%
Vineland (PY)	17	14	82%	2	2	0	100%
Virginia (PY)	17	20	118%	2	2	0	100%
Willow (PY)	37	37	100%	9	9	0	100%
Home Base Kern 160	160	160	100%	16	16	0	100%
SJC EHS HB 80	80	79	99%	8	8	0	100%
Total	1689	1684	100%	339	325	14	96%

Funded Enrollment	1689	1684
		100%

Active Enrollment	1654	1684
		102%

Closed Classrooms	Funded Enrollment	Staff Vacancies
Stockdale HS ~ 45		
Class A	8	3
Sterling EHS ~ 80		
Class 9	9	2
EHS HB ~ 100		
ECE 10	10	0
TBD~ 8		
Class 1	8	0
Classrooms Fully	Total Slots	Staff Vac.
4	35	5
* TBD- St. Mary's- slots pending		
	Slots	Staff Vac.
Closed Enrollment	2%	35.71%
Open Enrollment	98%	64.29%