

BEFORE THE BOARD OF TRUSTEES OF THE KERN COMMUNITY COLLEGE DISTRICT

COUNTY OF KERN, STATE OF CALIFORNIA

RESOLUTION NO.R-xx-2025

NON-REELECTION OF DENISE JACKSON AS A TENURED (PERMANENT) EMPLOYEE

WHEREAS, Dr. Denise Jackson is employed by the Kern Community College District as a contract or probationary academic employee, currently employed in the fourth year of her third consecutive contract of probationary employment pursuant to Education Code section 8787609; and

WHEREAS, Dr. Jackson has been evaluated in accordance with the standards and procedures established by the District in accordance with the provisions of Education Code Section 87660 *et seq.*; and

WHEREAS, the President of Bakersfield College and the Chancellor have recommended to this Board that it not employ Dr. Jackson as a tenured employee, pursuant to Education Code Section 87609, a copy of which recommendations are attached as Exhibit 1; and

WHEREAS, this Board has received the most recent statements of evaluation for Dr. Jackson, and supporting documentation, copies of which are attached to Exhibit 1; and

WHEREAS, this Board has considered the statements of evaluation, supporting documentation, and the President of Bakersfield College's and the Chancellor's recommendations in a lawful meeting; and

WHEREAS, Dr. Jackson's performance has not been sufficient to justify advancement to tenure.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. That Dr. Jackson not be employed as a tenured (permanent) employee of the Kern Community College District for the 2025-2026 and subsequent academic years.

2. That the reason for this Board's decision is the performance of Dr. Jackson as described in the statements of evaluation, and supporting documentation, received by this Board and in the recommendations of the President of Bakersfield College and the Chancellor, all of which are attached to this Resolution.

3. That Dr. Jackson be given notice of her non-reelection by the Chancellor or designee on or before March 15, 2025.

4. That the Chancellor or designee shall have the authority to do all things necessary and proper to accomplish the purposes of this Resolution.

The foregoing Resolution was adopted by the Board of Trustees of the Kern Community College District on the 13th day of March, 2025, by the following vote:

AYES: _____

NOES: _____

ABSENT: _____

John S. Corkins
President, Board of Trustees
Kern Community College District

I, Yovani Jimenez, Clerk to the Board of Trustees of the Kern Community College District, do certify that the foregoing Resolution was regularly introduced, passed and adopted by the Board of Trustees at its regular meeting held on March 13, 2025.

Yovani Jimenez
Clerk, Board of Trustees
Kern Community College District

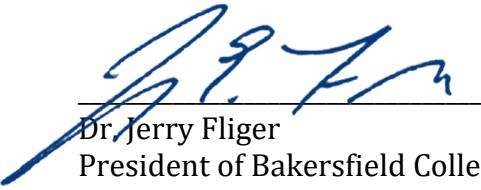
EXHIBIT 1

**RECOMMENDATION OF THE PRESIDENT OF BAKERSFIELD COLLEGE TO NOT
REELECT DENISE JACKSON AS A TENURED OR PERMANENT EMPLOYEE IN THE KERN
COMMUNITY COLLEGE DISTRICT**

TO THE BOARD OF TRUSTEES OF THE KERN COMMUNITY COLLEGE DISTRICT:

The undersigned, President of Bakersfield College of the Kern Community College District, recommends to this Board, pursuant to Education Code Section 87607(c), that it not reelect Dr. Denise Jackson, a probationary employee of the District, as a tenured employee for the 2025-2026 and subsequent academic years. The reason for this recommendation to you is the performance of Dr. Jackson, as described in detail in the accompanying statements of evaluation.

Respectfully submitted,



Dr. Jerry Fliger
President of Bakersfield College
Kern Community College District

Enclosure: Faculty Evaluations – Mode A, Years 1, 3, 4, and employee responses

**RECOMMENDATION OF THE CHANCELLOR TO NOT REELECT DENISE JACKSON AS A
TENURED OR PERMANENT EMPLOYEE IN THE KERN COMMUNITY COLLEGE DISTRICT**

TO THE BOARD OF TRUSTEES OF THE KERN COMMUNITY COLLEGE DISTRICT:

The undersigned, Chancellor of the Kern Community College District, recommends to this Board, pursuant to Education Code Section 87607(c), that it not reelect Dr. Denise Jackson, a probationary employee of the District, as a tenured employee for the 2025-2026 and subsequent academic years. The reason for this recommendation to you is the performance of Dr. Jackson, as described in detail in the accompanying statements of evaluation.

It is further recommended that this Board direct the Chancellor, or designee, to send notice to Dr. Jackson that she will not be employed as a tenured (permanent) employee of the Kern Community College District for the 2025-2026 academic year.

Respectfully submitted,



Dr. Steven Bloomberg
Chancellor
Kern Community College District

Enclosure: Faculty Evaluations – Mode A, Years 1, 3, 4, and employee responses