#### MINUTES

#### RIALTO UNIFIED SCHOOL DISTRICT

March 22, 2023
Dr. John R. Kazalunas Education Center
182 East Walnut Avenue
Rialto, California

**Board Members** 

Present: Stephanie E. Lewis, President

Joseph W. Martinez, Clerk Evelyn P. Dominguez, Member

**Edgar Montes, Member** 

Steven Gaytan, Student Board Member

**Board Members** 

Absent: Nancy G. O'Kelley, Vice President

**Administrators** 

Present: Cuauhtémoc Avila, Ed.D., Superintendent

Rhea McIver Gibbs, Ed.D., Lead Strategic Agent Patricia Chavez, Ed.D., Lead Innovation Agent Diane Romo, Lead Business Services Agent

Rhonda Kramer, Lead Personnel Agent

Martha Degortari, Executive Administrative Agent and Jose

Reyes, Interpreter/Translator

### A. OPENING

A.1 CALL TO ORDER - 6:00 p.m.

The regular meeting of the Board of Education of the Rialto Unified School District was called to order at 6:00 p.m., by Board President, Stephanie E. Lewis, at the Dr. John R. Kazalunas Education Center, at 182 E. Walnut Avenue, Rialto, California 92376.

A.2 OPEN SESSION

#### A.3 CLOSED SESSION

As provided by law, the following are the items for discussion and consideration at the Closed Session of the Board Meeting:

- PUBLIC EMPLOYEE
   EMPLOYMENT/DISCIPLINE/DISMISSAL/RELEASE/
   REASSIGNMENT OF EMPLOYEES (GOVERNMENT CODE SECTION 54957)
- STUDENT EXPULSIONS/REINSTATEMENTS/EXPULSION ENROLLMENTS
- CONFERENCE WITH LABOR NEGOTIATORS

Agency designated representatives: Cuauhtémoc Avila, Ed.D., Superintendent; Rhonda Kramer, Lead Personnel Agent; Roxanne Dominguez, Lead Personnel Agent; and Armando Urteaga, Lead Personnel Agent, Personnel Services.

Employee organizations: California School Employees Association, Chapter 203 (CSEA), Rialto Education Association (REA), Communications Workers of America (CWA)

PURSUANT TO GOVERNMENT CODE SECTION 54956.9(d)
 and/or (d)(3). CONFERENCE WITH LEGAL COUNSEL ANTICIPATED LITIGATION SIGNIFICANT EXPOSURE
 LITIGATION

Number of Potential Claims: 1

#### COMMENTS ON CLOSED SESSION AGENDA ITEMS

Any person wishing to speak on any item on the Closed Session Agenda will be granted three minutes.

Steven Gaytan, Student Board Member joined the meeting at 7:00 pm.

Moved By Member Montes

Seconded By Member Dominguez

Vice President O'Kelley was absent. Vote by Board Members:

Time: 6:02 p.m.

#### A.4 ADJOURNMENT OF CLOSED SESSION

Moved By Member Montes

Seconded By Member Dominguez

Vice President O'Kelley was absent. Vote by Board Members to adjourn out of closed session:

Time: 7:00 p.m. Majority Vote

### A.5 OPEN SESSION RECONVENED - 7:00 p.m.

The meeting reconvened at 7:00 p.m.

### A.6 PLEDGE OF ALLEGIANCE

Eisenhower High School student, Alexis Zarazua led the pledge of allegiance, along with her classmates who assisted in reciting the pledge in American sign language.

### A.7 PRESENTATION BY EISENHOWER HIGH SCHOOL

Eisenhower High School American Sign Language (ASL) students, led by Teacher Mrs. Rebecca Barbee, shared about the ASL program and provided a brief lesson to the public.

### A.8 REPORT OUT OF CLOSED SESSION

None.

#### A.9 ADOPTION OF AGENDA

Moved By Member Dominguez

Seconded By Member Montes

Vice President O'Kelley was absent. Vote by Board Members to adopt the agenda and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### B. PRESENTATIONS

# B.1 HIGH SCHOOL - DISTRICT STUDENT ADVISORY COMMITTEE (DSAC)

The following DSAC students shared information and activities held at their school:

Santiago Baltazar, Eisenhower High School

Sienna Rivera, Rialto High School

Franchesqa Stevens, Milor High School

Jayda Johnson, Carter High School

### B.2 CARTER HIGH SCHOOL GIRLS SOCCER CIF STATE SO-CAL DIVISION V REGIONAL TITLE RECOGNITION

Clerk Martinez recognized Carter High School Girls Soccer team for winning the CIF State SoCal Division V championship.

### B.3 RIALTO HIGH SCHOOL GIRLS BASKETBALL CIF-SOUTHERN SECTION DIVISION 4AA TITLE RECOGNITION

Member Dominguez recognized Rialto High School Girls for winning the Basketball CIF-Southern Section Division 4AA Title game.

### C. COMMENTS

### C.1 PUBLIC COMMENTS NOT ON THE AGENDA

At this time, any person wishing to speak on any item <u>not on</u> the Agenda will be granted three minutes.

Sofia Gavea, Eisenhower High School parent, shared her dissatisfaction with the way in incident involving her son was handled by administration at the site. She met with Assistant Principal Dr. Richmond after, she claims, the teacher attempted to punch her son in the face. She shared the day her son came home and told her he was scared to go to school because teacher said he needed to be quiet or she would punch him in the face. She said son is autistic and makes certain noises. Mrs. Gavea indicated that when she brought concerns to Dr. Richmond, he said teacher must have been joking. She said that Dr. Richmond told her that he had met with other students in the class who witnessed the incident; and although they did hear the teacher make the statements, the students felt she was joking. Mrs. Gavea was not able to complete her comments and once her three minutes were over, she then shared her handwritten notes with the Board and the Superintendent for their review.

**Michael Montano, Rialto High School Teacher**, commented that this is his 9th year as resident of Rialto and his 14th year as teacher of the District.

He said that he has spoken before about teacher burnout, and said that unfortunately they are seeing more burnout towards the end of the year. He shared a quote, which he says is the sentiment of too many teachers and classified staff members. The quote was as follows, "Tired of bending over backwards for an employer that does not care if I break in half." He commented that those staff members are demoralized, which leads to burnout, and said this happens when their work is not validated. He clarified that he was not referring to teachers from Rialto High School.

### C.2 PUBLIC COMMENTS ON AGENDA ITEMS

Any person wishing to speak on any item <u>on</u> the Agenda will be granted three minutes.

None.

### C.3 COMMENTS FROM ASSOCIATION EXECUTIVE BOARD MEMBERS

- Rialto Education Association (REA)
- California School Employees Association (CSEA)
- Communications Workers of America (CWA)
- Rialto School Managers Association (RSMA)

Tobin Brinker, Rialto Education Association (REA) President, shared that he was upset at seeing so many people struggling. He commented that he was able to meet with Dr. Avila and Dr. Gibbs and they were able to make some headway with some of the issues taking place. He stated, however, that he internalizes what staff is struggling with and wanted to share that with the Board. He indicated that it is that time of the year when teachers receive notices of reassignment, which causes a lot of stress for teachers who are told they are being moved from a school or grade level where they have been teaching for many years. He shared some research of what this does to teachers and said that it causes a breakdown in the cohesiveness of the staff. He added that in cases where 60% of the school staff is being reassigned, it is not a good thing. He said his phone and emails are being inundated by calls and emails because these changes are not voluntary and in many cases, the teachers are not getting proper notice. He mentioned that in some situations, the teachers received a note in their box and in other cases they were called into the principal's office and were given the notice in what they felt was a punitive conversation.

Mr. Brinker also mentioned that some probationary staff members who were receiving notices of non-reassignment by March 15th, were in some cases hearing of this for the first time from him, or the proper process was not followed. Mr. Brinker understands that there are different reasons for letting teachers go and in some cases there are people who are not meant to be teachers. However, he asked that they be treated like human beings and that the District show some empathy and kindness. He was insulted that he was put in the position of having to give staff these notices.

Chris Crodasco, California School Employees Association (CSEA) President, presented the District with CSEA's contract proposal for the 2023-2024 school year.

- C.4 COMMENTS FROM THE STUDENT BOARD MEMBER
- C.5 COMMENTS FROM THE SUPERINTENDENT
- C.6 COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION
- D. PUBLIC HEARING None

### E. CONSENT CALENDAR ITEMS

All items on the Consent Calendar will be acted upon in one motion unless pulled by Board of Education members or the Superintendent for individual action.

Moved By Member Dominguez

Seconded By Member Montes

Vice President O'Kelley was absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### E.1 GENERAL FUNCTIONS CONSENT ITEMS

# E.1.1 SECOND READING OF REVISED BOARD POLICY 6176; WEEKEND/SATURDAY CLASSES

Moved By Member Dominguez

Seconded By Member Montes

Approve the second reading of revised Board Policy 6176; Weekend/Saturday Classes.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### **E.2 INSTRUCTION CONSENT ITEMS**

## E.2.1 INDEPENDENT STUDY SUMMER PROGRAM - RIALTO ADULT SCHOOL

Moved By Member Dominguez

Seconded By Member Montes

Approve the proposed 2023 Independent Study Summer Program for Rialto Adult School, effective June 6, 2023 through June 30, 2023, at a cost not-to-exceed \$7,500.00, and to be paid from the California Adult Education (CAEP) fund and Workforce Innovation, and Opportunity Act (WIOA) Grant.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### E.2.2 2023 CALIFORNIA FOSTER YOUTH EDUCATION SUMMIT

Moved By Member Dominguez

Seconded By Member Montes

Approve four (4) students and three (3) chaperones to attend the 2023 California Foster Youth Education Summit in Garden Grove, California, from March 26, 2023 through March 28, 2023, at a cost not-to-exceed \$1,500.00, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

### E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

#### E.3.1 WARRANT LISTING AND PURCHASE ORDER LISTING

Moved By Member Dominguez

Seconded By Member Montes

Approve the Warrant Listing Register and Purchase Order Listing for all funds from February 17, 2023 through March 2, 2023, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### **E.3.2 DONATIONS**

Moved By Member Dominguez

Seconded By Member Montes

Accept the listed donations from Therapy Travelers, and that a letter of appreciation be sent to the donors.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### E.3.3 RESERVE FOR MULTI-YEAR SCHOOL IMPROVEMENT - SUB FUND 40-9872

Moved By Member Dominguez

Seconded By Member Montes

Approve the establishment of the Reserve for Capital Outlay Sub Fund 40-9872.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

# E.3.4 AGREEMENT WITH ALL AMERICAN INSPECTION, INC. FOR IN-PLANT INSPECTION SERVICES FOR TWO PORTABLE CLASSROOMS AT MILOR HIGH SCHOOL

Moved By Member Dominguez

Seconded By Member Montes

Approve an agreement with All American, Inc., for In-Plant Inspection services for two (2) portable classroom buildings at Milor High School, effective March 23, 2023 through December 31, 2023, at a cost not-to-exceed \$5,500.00, and to be paid from the Capital Facilities Fund 25.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### E.3.5 AGREEMENT WITH ART SPECIALTIES, INC. - RIALTO MIDDLE SCHOOL

Moved By Member Dominguez

Seconded By Member Montes

Approve an agreement with Art Specialties, Inc. to provide signage and installation for Rialto Middle School, effective March 23, 2023, through June 30, 2023, at a cost not-to-exceed \$38,000.00, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### E.3.6 AGREEMENT WITH AMERICAN TRAINCO LLC dba TPC TRAINING

Moved By Member Dominguez

Seconded By Member Montes

Approve an agreement with American Trainco LLC dba TPC Training to provide a two (2) day in-person training for all District Electricians and HVAC Technicians, effective March 30, 2023 through June 30,

2023, at a cost not-to-exceed \$8,900.00, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### E.3.7 AGREEMENT WITH PEPPERMINT CANDY PUBLISHING COMPANY - DUNN ELEMENTARY SCHOOL

Moved By Member Dominguez

Seconded By Member Montes

Approve an agreement with Peppermint Candy Publishing Company to provide a presentation and workshop that promotes a message of literacy, writing, and social justice for students and parents at Dunn Elementary School, effective March 23, 2023 through March 31, 2023 at a cost not-to-exceed \$2,500.00, and to be paid from the General Fund (Title I).

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

E.3.8 AGREEMENT WITH WESTGROUP DESIGNS TO PROVIDE A PRE-DESIGN PROGRAMMING AND FEASIBILITY STUDY FOR THE KITCHEN UPGRADE PROJECT AT BOYD, CASEY, HENRY, MORGAN, AND PRESTON ELEMENTARY SCHOOLS

Moved By Member Dominguez

Seconded By Member Montes

Approve an agreement with Westgroup Designs, Inc. to provide a programming and feasibility study for the Kitchen Upgrade Project at Boyd, Casey, Henry, Morgan, and Preston Elementary Schools, effective March 23, 2023 through December 31, 2023, at a cost not-to-exceed \$39,750.00, and to be paid from the Special Reserve for Capital Outlay Fund 40. Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

MajorityVote

### E.3.9 AGREEMENT WITH TOON BOOM ANIMATION INC. - CARTER HIGH SCHOOL

Moved By Member Dominguez

Seconded By Member Montes

Approve a renewal agreement with Toon Boom Animation Inc. to provide 40 software licenses for the Harmony Software Program for thirty eight (38) animation students grades 9 through 12 and two (2) animation teachers at Carter High School, effective April 1, 2023 through April 1, 2024, at a cost not-to-exceed \$4,100.00, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

# E.3.10 AGREEMENT WITH BK ROGERS INC DBA KIDSREPTILEPARTIES.COM - RIALTO MIDDLE SCHOOL

Moved By Member Dominguez

Seconded By Member Montes

Approve an agreement with BK Rogers Inc. dba KidsReptilesParties.com to provide a one-time interactive lesson to students in the moderate to severe program at Rialto Middle School, effective March 23, 2023, through June 1, 2023, at a cost not-to-exceed \$500.00, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

#### **E.3.11 AGREEMENT WITH PUBLIC ECONOMICS INC.**

Moved By Member Dominguez

Seconded By Member Montes

Approve an agreement with Public Economics Inc. to perform an indepth analysis of future Community Redevelopment Fund revenues, effective March 23, 2023 through June 30, 2023, at a cost not-to-

exceed \$45,000.00 and to be paid from the Capital Facilities Fund 25.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### E.3.13 AGREEMENT WITH BASE EDUCATION - EISENHOWER HIGH SCHOOL

Moved By Member Dominguez

Seconded By Member Montes

Approve an agreement with BASE Education to provide three years of social-emotional learning and development to students and families at Eisenhower High School, effective April 1, 2023 through June 30, 2026, at a cost not-to-exceed \$34,500.00, and to be paid from the General Fund (Title I).

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

# E.3.14 AGREEMENT WITH MASTER SCHEDULE BUILDER TRAINING, EDUPOINT EDUCATION SYSTEMS, LLC.

Moved By Member Dominguez

Seconded By Member Montes

Approve an agreement with Edupoint Educational Systems, LLC for Master Schedule Builder training for six (6) days, effective March 23, 2023 through June 30, 2023 at a cost not-to-exceed \$9,000.00, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

## E.3.15 AGREEMENT WITH WESCOM CREDIT UNION - FRISBIE MIDDLE SCHOOL

Moved By

Member Dominguez

Seconded By

**Member Montes** 

Approve an agreement with Wescom Credit Union's "Bite of Reality" to provide a financial literacy program at Frisbie Middle School for students in grade 8, effective April 4, 2023 through June 30, 2023, at no-cost to the District.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### E.4 FACILITIES PLANNING CONSENT ITEMS - None

### **E.5 PERSONNEL SERVICES CONSENT ITEMS**

# E.5.1 PERSONNEL REPORT NO. 1295 FOR CLASSIFIED AND CERTIFICATED EMPOLOYEES

Moved By

**Member Dominguez** 

Seconded By

**Member Montes** 

Approve Personnel Report No. 1295 for classified and certificated employees.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### E.6 MINUTES

# E.6.1 MINUTES OF REGULAR BOARD OF EDUCATION MEETING HELD FEBRUARY 22, 2023

Moved By

Member Dominguez

Seconded By

Member Montes

Approve the minutes of the Regular Board of Education Meeting held February 22, 2023.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### E. CONSENT CALENDAR ITEMS

### E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

# E.3.12AGREEMENT WITH ALLIANCE ENVIRONMENTAL & COMPLIANCE, INC

Moved By President Lewis

Seconded By Member Dominguez

Approve an amendment to the agreement with Alliance Environmental & Compliance, Inc. increasing the cost by \$10,000.00 for a total contract cost not-to-exceed \$14,990.00, effective March 23, 2023 through June 30, 2023, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### F. DISCUSSION/ACTION ITEMS

# F.1 ACCEPT THE GRANT FROM CALIFORNIA ENERGY COMMISSION FOR THE CAL-SHAPE PROGRAM

Moved By Member Dominguez

Seconded By President Lewis

Accept grant funds from the California Energy Commission for the CalSHAPE grant in the amount of \$3,473,232.00.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

### F.2 APPROVE THE STUDENT TRANSPORTATION PLAN

Moved By President Lewis

Seconded By Member Dominguez

Approve the Student Transportation Plan, presented to the Board of Education under separate cover, in accordance to Education Code section 39800.1, which specifies the District must have a transportation plan, adopted by the governing board by April 1, 2023, and updated by April 1 each year thereafter.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### F.3 AGREEMENT AND CHANGE ORDER WITH UNIVERSAL ASPHALT CO. INC.

Moved By Member Dominguez

Seconded By President Lewis

Approve Amendment No. 2 to modify the work and schedule with Universal Asphalt Co. Inc. and accept Change Order No. 1 to Bid No. 20-21-002 in the amount of \$255,400.00, from an original amount of \$2,790,680.00 to \$3,046,080.00, and to be paid from the Deferred Maintenance Fund 14.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### F.4 AGREEMENT WITH EDUPOINT EDUCATIONAL SYSTEMS, LLC

Moved By Member Dominguez

Seconded By President Lewis

Approve an amendment to the renewal agreement with Edupoint Educational Systems, LLC to include Synergy MTSS module and extend the agreement to March 23, 2023 through June 30, 2024 at a cost not-to-exceed \$327,229.57, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### F.5 AGREEMENT WITH THERAPY TRAVELERS LLC

Moved By President Lewis

Seconded By Member Dominguez

Approve an amendment to the agreement with Therapy Travelers, LLC and 3Chords, Inc. to provide special education and medical related services to ensure compliance with students Health Care Plans and Individualized Education Programs, effective March 23, 2023 through June 30, 2023, at an increase cost of \$500,000.00 for a total contract not-to-exceed \$800,000.00, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

F.6 BOND RESOLUTION NO. 22-23-43 FOR THE ISSUANCE AND SALE OF THE 2022 MEASURE A BOND AUTHORIZATION NOT TO EXCEED \$80,000,000

Moved By Member Dominguez

Seconded By President Lewis

Approve Bond Resolution No. 22-23-43 of the Board of Education of the Rialto Unified School District authorizing the issuance and sale of not-to-exceed \$80,000,000 aggregate initial principal amount of bonds of the District, including bonds that allow for the compounding of interest, by a negotiated sale, prescribing the terms of sale, approving the form of and authorizing the execution and delivery of a bond purchase agreement and a continuing disclosure certificate, approving the form of an official statement for the bonds, and authorizing the execution of necessary documents and certificates and related actions.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

## F.7 BOARD OF EDUCATION MEETING SCHEDULE FOR THE 2023-2024 SCHOOL YEAR

Moved By Member Dominguez

Seconded By Clerk Martinez

Approve the Board of Education meeting schedule for the 2023-2024 school year.

Vice President O'Kelley was absent. Vote by Board Members and preferential vote by Student Board Member, Steven Gaytan:

**Majority Vote** 

### F.8 ADMINISTRATIVE HEARING

Moved By President Lewis

Seconded By Member Dominguez

Case Number: 22-23-60

Vice President O'Kelley was absent. Vote by Board Members:

**Majority Vote** 

### F.9 STIPULATED EXPULSIONS

Moved By President Lewis

Seconded By Member Dominguez

Case Numbers:

22-23-77

22-23-75

22-23-74

Vice President O'Kelley was absent. Vote by Board Members:

### G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on April 5, 2023, at 7:00 p.m. at the Dr. John Kazalunas Education Center, 182 East Walnut Ave, Rialto, California.

Materials distributed or presented to the Board of Education at the Board Meeting are available upon request from the Superintendent's Office.

Moved By President Lewis

Seconded By Member Dominguez

Vice President O'Kelley was absent. Vote by Board Members to adjourn and preferential vote by Student Board Member, Steven Gaytan:

Time: 8:37 p.m. Majority Vote

Clerk, Board of Education

Secretary, Board of Education