

MINUTES
RIALTO UNIFIED SCHOOL DISTRICT

May 7, 2025
Dr. John R. Kazalunas Education Center
182 East Walnut Avenue
Rialto, California

Board Members

Present: **Dr. Stephanie E. Lewis, President**
 Joseph W. Martinez, Vice President
 Edgar Montes, Clerk
 Evelyn P. Dominguez, LVN, Member
 Dakira R. Williams, Member

Board Members

Absent: **Ivan Manzo, Student Board Member**

Administrators

Present: **Judy D. White, Ed.D., Interim Superintendent**
 Rhea McIver Gibbs, Ed.D., Lead Strategic Agent
 Diane Romo, Lead Business Services Agent
 Ingrid Lin, Ed.D., Lead Academic Agent, Elementary
 Roxanne Dominguez, Lead Personnel Agent
 Also present was Martha Degortari, Executive Administrative
 Agent, and Jose Reyes, Interpreter/Translator

A. OPENING

A.1 CALL TO ORDER 5:30 p.m.

 The meeting was called to order at 5:30 p.m.

A.2 OPEN SESSION

A.3 CLOSED SESSION

Moved By Vice President Martinez

Seconded By Member Dominguez

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: Judy D. White, Ed.D., Interim Superintendent; Lead Personnel Agents: Rhonda Kramer, Roxanne Dominguez, and Armando Urteaga, 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**
- **REVIEW LIABILITY CLAIM NO. 24-25-23**

COMMENTS ON CLOSED SESSION AGENDA ITEMS

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

None.

Vote by Board Members to move into Closed Session:

Time: 5:32 p.m.

Approved by a Unanimous Vote

A.4 ADJOURNMENT OF CLOSED SESSION

Moved By Clerk Montes

Seconded By Vice President Martinez

Vote by Board Members to adjourn Closed Session:

Time: 7:00 p.m.

Approved by a Unanimous Vote

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

Open session reconvened at 7:00 p.m.

A.6 PLEDGE OF ALLEGIANCE

Frisbie Middle School 8th-grade student, **Kimberly Espinoza**, to lead us in the Pledge of Allegiance.

A.7 PRESENTATION BY FRISBIE MIDDLE SCHOOL

Falcon Choir, led by music teacher Ms. Sierrah Perez, sang "*We Shall Overcome*." This song has touched generations with its message of resilience, peace, and the power of change.

A.8 REPORT OUT OF CLOSED SESSION

Moved By President Dr. Lewis

Seconded By Vice President Martinez

The Board of Education accepted the administrative appointment of Victor Gomez, Adult Education Principal, effective July 1, 2025.

Approved by a Unanimous Vote

A.9 ADOPTION OF AGENDA

Prior to the adoption of the agenda, the Board of Education took steps to pull the following Consent Calendar Items:

E.1.1 - APPROVE THE FIRST READING OF REVISED BOARD POLICIES 4119.21, 4219.21, AND 4319.21; PROFESSIONAL STANDARDS

E.3.5 - APPROVE COMPREHENSIVE SCHOOL SAFETY PLANS FOR THE 2024-2025 AND 2025-2026 SCHOOL YEAR.

Moved By Vice President Martinez

Seconded By Clerk Montes

Vote by Board Members to adopt the agenda as amended:

Approved by a Unanimous Vote

B. PRESENTATIONS

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

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

Carter High School - Nadia Valladares

Eisenhower High School - Isaac Alejandre

Rialto High School - Crystal Magana

B.2 RECOGNITION OF DISTRICT CERTIFICATED EMPLOYEES OF THE YEAR

- Wendy Brody, Carter High School, Athletic Director
- Kimberly Williams, Myers Elementary School, 5th Grade Teacher

Ms. Wendy Brody, Carter High School, Athletic Director, and Ms. Kimberly Williams, Myers Elementary School Teacher, were recognized as Rialto USD Certificated Employees of the Year.

B.3 SUPERINTENDENT SEARCH FIRM, HAZARD YOUNG ATTEA ASSOCIATES

Mr. Micah Ali of Hazard Young Attea Associates conducted a presentation on their superintendent search proposal to the Board of Education. (See attached copy)

B.4 SUPERINTENDENT SEARCH FIRM, RAY & ASSOCIATES

Dr. James Hammond and Ms. Libra Forde of Ray & Associates conducted a presentation on their superintendent search proposal to the Board of Education. (See attached copy)

C. COMMENTS

C.1 PUBLIC COMMENTS NOT ON THE AGENDA

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

Edwin Delgado, on behalf of Fifth District Supervisor Joe Baca Jr., praised the accomplishments of students in the Rialto Unified School District and promoted the Youth Advisory Council (YAC), highlighting its impact on students and encouraging the District to continue supporting and promoting student participation for the upcoming school year.

Steve Figueroa, Community Education Advocate, emphasized the importance of selecting a superintendent who can effectively reduce litigation and maintain strong relationships with families, particularly in special education. Drawing from his decades of experience in districts across California, he spoke of a recent local case where a parent was denied the opportunity to file a police report after her daughter was assaulted at Rialto High School. He shared his disappointment with the systemic disregard for due process and students' rights. He urged the Board to prioritize candidates who are independent, ethical, understand education law (like FERPA), and who will not be influenced by individual Board members. He praised Dr. Judy White as an example of the high leadership standard the District should aim to uphold.

Frank Montes, Community Member, began by thanking Principal Dr. Bailey from Carter High School for his compassion in handling a student-related issue, crediting him with positively changing a student's life. He praised the Ritz event, sharing how students were actively engaged and expressing his appreciation for the performances and the work behind the scenes. However, he shared his concerns about the District's efforts to

engage the Latino community, pointing out broken trust due to certain Board members and staff he characterized as corrupt or risky. He warned against hiring a superintendent firm connected to these individuals and recommended involving trusted community figures like Ana Gonzalez to rebuild authentic engagement. He also recommended the hiring of an independent superintendent who will resist inappropriate Board interference.

Kelly Graham, a Veteran Teacher with 36 years in the District, started by sharing that she is 16 days from retirement. She addressed the Board to advocate for the District's Elementary VAPA (Visual and Performing Arts) program. She explained that the VAPA team provides not only critical prep time for K-5 teachers, including those in special education, but also delivers high-quality instruction in music, theatre, and visual arts. She shared her concerns about the District's abrupt decision to require supplemental credentials in the final weeks of the school year, leaving non-retiring VAPA teachers scrambling to adjust their summer and academic year plans to maintain their positions. While she acknowledged that all ten affected educators are committed to fulfilling new requirements, she called the last-minute communication unprofessional and questioned the urgency behind restructuring a successful 11-year-old program without adequate planning or transparency.

Paula Bailey, Community Member, expressed her appreciation for retirees and recognized Eisenhower High School's notable improvements in attendance and student behavior. She praised the school's progress, stating suspensions and office referrals have significantly decreased from the previous year. She credited staff dedication for these improvements and shared her pride as a committed parent.

Windi Joseph, a Gun Violence Activist, shared her concern over the District's decision to increase SRO officers on campuses, stating it should have been a last resort. She referenced the Uvalde tragedy to illustrate that armed officers do not guarantee safety and urged the District to invest more in community programs, student voices, and preventative resources. She cited AB28 as an example of proactive legislation and emphasized the need for districts to evolve and communicate better.

Sandra Aguilar, Frisbie Middle School Parent, thanked staff for supporting her child and allowing him to participate in a field trip, but raised concerns about fairness, noting three other IEP students were excluded. She described how a lack of support from the District can deepen emotional

struggles for students and parents. Additionally, she demanded an explanation regarding a past incident where she was interrupted while speaking at a Board meeting and urged parents to vote wisely for leaders who prioritize children.

Jeneen Stubblefield, Secondary Math Coach at Kucera Middle School, highlighted the success of the recent Black Graduation Celebration at Cal State San Bernardino, emphasizing its unity, pride, and representation of African-American student excellence. She praised the contributions of District staff and organizers, the cultural significance of the event, and the inspirational message delivered by the keynote speaker. She recommended continued investment in opportunities that uplift and honor Black scholars.

Mirna Ruiz, Community Member, thanked special education service providers for their support and acknowledged Dr. White and others for engaging in dialogue about improving special education. She expressed frustration that concerns often go unheard and emphasized the need for school and District leadership to actively listen to parents who feel ignored at every level. She stated that many parents don't come forward because they have lost trust in the system.

C.2 PUBLIC COMMENTS ON AGENDA ITEMS

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

Mirna Ruiz, Community Member, recommends involving the County Office of Education in the superintendent search to ensure a transparent, community-driven process. She criticized the use of students receiving special services as a "sales pitch" in recruitment presentations and called for a candidate who reflects the District's values, includes all voices, and fosters trust. She stressed the importance of listening sessions, open forums, and full stakeholder inclusion throughout the process.

Frank Montes, Community Member, urged the Board to hire a superintendent willing to address serious allegations of misconduct, including the protection of staff accused of harming students. He called for accountability at all levels and criticized certain Board members for neglecting the Latino community. He emphasized the need for strong leadership and warned that continued failures will keep concerned citizens like him returning to demand change.

Steve Figueroa, Community Education Advocate, agreed with prior concerns and called for a superintendent who understands and supports special education reforms, like forming a SELPA for better resource allocation. He emphasized the need for Board training on confidentiality and protocol, citing concerns over student and staff privacy. He stressed that leadership sets the tone and that a superintendent must be equipped to restore trust, respond to abuse cases appropriately, and engage all stakeholders in meaningful ways.

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, began with acknowledgments during Teacher Appreciation Week, thanking the 1,300 Rialto teachers, as well as individuals like Wendy Brody, Kim Williams, Roxanne Dominguez, Derek Harris, Dr. Judy White, and Dr. Ed D'Souza for their contributions and service. He shared his appreciation for the new School Resource Officer at Rialto High School.

He then shared his disappointment with recent District decisions. He expressed deep concern over cuts of reading specialists, instructional strategists, and math coaches. He said these cuts are inequitable and damaging to students, especially at larger schools like Curtis and Werner Elementary Schools. He also criticized the District's sudden change in credentialing interpretation that disqualified current elementary VAPA teachers, saying it lacked collaboration and threatens both contract compliance and essential prep time. Lastly, they urged the Board to meaningfully include educators in the superintendent hiring process, and suggested teacher, classified, and community panels, as well as opportunities for educators to submit interview questions.

Wendy Gavini, California School Education Association (CSEA) representative, spoke on the year's challenges, noting leadership turnover and growing staffing shortages, with staff expected to do more with less. She indicated that despite the strain, staff remain committed, but explained that morale and student services, especially for special education and mental health, are suffering. She shared concern over retirements that

result in the loss of institutional knowledge and called for stronger retention efforts. She recommended that the Board commit to transparency, consistency, and equity. She then ended with a hopeful note by acknowledging students' accomplishments, from academic milestones to graduations, and emphasized the shared responsibility to build a stable, supportive learning environment. She thanked Dr. Judy White for bringing hope and unity back to the District.

C.4 COMMENTS FROM THE STUDENT BOARD MEMBER

C.5 COMMENTS FROM THE INTERIM 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 Vice President Martinez

Prior to adoption of the agenda, the Board of Education took steps to pull the following Consent Calendar Items:

E.1.1 - APPROVE THE FIRST READING OF REVISED BOARD POLICIES 4119.21, 4219.21 AND 4319.21; PROFESSIONAL STANDARDS

E.3.5 - APPROVE COMPREHENSIVE SCHOOL SAFETY PLANS FOR THE 2024-2025 AND 2025-2026 SCHOOL YEAR.

Vote by Board Members to approve Consent Calendar Items:

Majority Vote

E.1 GENERAL FUNCTIONS CONSENT ITEMS

E.1.1 APPROVE THE FIRST READING OF REVISED BOARD POLICIES 4119.21, 4219.21 AND 4319.21; PROFESSIONAL STANDARDS

Prior to the adoption of the agenda, this item was pulled.

E.1.2 APPROVE THE FIRST READING OF REVISED BOARD POLICIES BP 4132, 4232, AND 4332; PUBLICATION OR CREATION OF MATERIALS

Moved By Member Dominguez

Seconded By Vice President Martinez

Vote by Board Members:

Majority Vote

E.1.3 APPROVE THE FIRST READING OF REVISED BOARD POLICIES 4151, 4251 AND 4351; EMPLOYEE COMPENSATION

Moved By President Dr. Lewis

Seconded By Member Dominguez

Vote by Board Members:

Approved by a Unanimous Vote

E.2 INSTRUCTION CONSENT ITEMS

E.2.1 APPROVE AN OVERNIGHT TRIP TO THE 2025 INTERNATIONAL SEAPERCH CHALLENGE AT THE UNIVERSITY OF MARYLAND - RIALTO HIGH SCHOOL

Moved By Member Dominguez

Seconded By Vice President Martinez

Approve the registration fees, lodging, meals and transportation for six (6) male Rialto High School students in the MESA program and two (2) male advisors/chaperones, to participate in the 2025 International SeaPerch Challenge at the University of Maryland and tour historical sites and colleges, effective May 28, 2025 through June 2, 2025, at a cost not-to-exceed \$20,000.00, and to be paid from the General Fund.

Vote by Board Members:

Majority Vote

**E.2.2 APPROVE AN OVERNIGHT TRIP TO CALIFORNIA
ASSOCIATION OF DIRECTORS OF ACTIVITIES 2025 SUMMER
LEADERSHIP CAMP - CARTER HIGH SCHOOL**

Moved By Member Dominguez

Seconded By Vice President Martinez

Approve the registration fees, lodging, meals, and transportation for twenty (20) Associated Student Body leaders (15 females, 5 males) and three (3) adult chaperones (2 females, 1 male) to attend the California Association of Directors of Activities (CADA) Summer Leadership Camp in Santa Barbara, California for four (4) days of leader training, effective July 12, 2025 through July 15, 2025, at a cost not-to-exceed \$17,600.00, and to be paid from the ASB and General Fund.

Vote by Board Members:

Majority Vote

**E.2.3 APPROVE AN OVERNIGHT TRIP TO MESA NATIONAL
ENGINEERING DESIGN COMPETITION (NEDC) STATE
CHAMPIONSHIP COMPETITION - CARTER HIGH SCHOOL**

Moved By Member Dominguez

Seconded By Vice President Martinez

Approve registration fees, lodging, and transportation for three (3) students (1 girl, 2 boys) of the Wilmer Amina Carter High MESA program and two (2) adult chaperones (one female, one male) to attend the MESA NEDC State Championship Competition at San Jose State University, effective May 16, 2025 through May 18, 2025, at a cost not-to-exceed \$1,600.00, and to be paid from the General Fund.

Vote by Board Members:

Majority Vote

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING

Moved By President Dr. Lewis

Seconded By Member Dominguez

All funds from April 2, 2025, through April 15, 2025, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

Vote by Board Members:

(Ayes) President Lewis, Vice President Martinez, Clerk Montes, Member Dominguez

(Abstain) Member Williams

Approved by a Unanimous Vote

E.3.2 DONATIONS

Moved By Member Dominguez

Seconded By Vice President Martinez

Accept the listed donations from SeaWorld Parks & Entertainment Inc., Soboba Casino Resort, Golden Entertainment, Fiesta Village Family Fun Park, Newport Landing, and the Aquarium of the Pacific, and that a letter of appreciation be sent to the donor.

Vote by Board Members:

Majority Vote

E.3.3 APPROVE THE SURPLUS OF EQUIPMENT AND MISCELLANEOUS ITEMS

Moved By Member Dominguez

Seconded By Vice President Martinez

Declare the specified surplus equipment and miscellaneous items as obsolete and not serviceable for school use and authorize the Superintendent/designee to sell or dispose of these items as specified in the Education Code Sections 17545 and 17546.

Vote by Board Members:

Majority Vote

**E.3.4 APPROVE A RENEWAL AGREEMENT WITH INTERQUEST
DETECTION CANINES**

Moved By Member Dominguez

Seconded By Vice President Martinez

Provide contraband inspection services, effective July 1, 2025 through June 30, 2026 at a cost not-to-exceed \$32,000.00 and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

**E.3.5 APPROVE COMPREHENSIVE SCHOOL SAFETY PLANS FOR
THE 2024-2025 AND 2025-2026 SCHOOL YEAR**

~~Approve the Comprehensive School Safety Plans for all K-12 Rialto Unified School District schools. Plans have been approved by each school's School Site Council (SSC) and are now being presented to the Board for approval.~~

Prior to the adoption of the agenda, the Board of Education approved to pull this item and table it for the next Board Meeting.

**E.3.6 APPROVE AN AGREEMENT WITH JOURNAL TOGETHER -
KRYSTINA A. SWEIS**

Moved By Member Dominguez

Seconded By Vice President Martinez

Provide six (6) ninety (90) minute extended learning opportunities for up to fifteen (15) Rialto Middle School, students from RUSD who are currently participating in the Bridge Builders Program, effective June 11, 2025 through June 25, 2025, at a cost not-to-exceed \$2,100.00, and to be paid from the General Fund (SBHIP).

Vote by Board Members:

Majority Vote

**E.3.7 APPROVE AN AMENDMENT TO THE RENEWAL AGREEMENT
WITH JOSE MARTIN REYES FOR BOARD MEETING
INTERPRETING SERVICES**

Moved By Member Dominguez

Seconded By Vice President Martinez

Increase the original amount of \$25,000.000 by an additional \$12,000.00, to cover the additional Board meetings through June 30, 2025, for an overall total of \$37,000.00, and to be paid from the General Fund. All other terms and conditions will remain the same.

Vote by Board Members:

Majority Vote

E.4 FACILITIES PLANNING CONSENT ITEMS - None

E.5 PERSONNEL SERVICES CONSENT ITEMS

**E.5.1 APPROVE PERSONNEL REPORT NO. 1336 FOR CLASSIFIED
AND CERTIFICATED EMPLOYEES**

Moved By President Dr. Lewis

Seconded By Member Dominguez

Vote by Board Members:

(Ayes) President Lewis, Vice President Martinez, Member Dominguez, Member Williams

(Abstain) Clerk Montes

Majority Vote

E.6 MINUTES

**E.6.1 APPROVE THE MINUTES OF THE REGULAR BOARD OF
EDUCATION MEETING HELD ON MARCH 19, 2025**

Moved By Member Dominguez

Seconded By Vice President Martinez

Vote by Board Members:

Majority Vote

**E.6.2 APPROVE THE MINUTES OF THE REGULAR BOARD OF
EDUCATION MEETING HELD ON APRIL 9, 2025**

Moved By Member Dominguez

Seconded By Vice President Martinez

Vote by Board Members:

Majority Vote

F. DISCUSSION/ACTION ITEMS

**F.1 AWARD BID NO. 24-25-006 FOR HUGHBANKS ELEMENTARY
CONCRETE TO D F PEREZ CONSTRUCTION INC**

Moved By President Dr. Lewis

Seconded By Clerk Montes

In the award for Bid No. 24-25-006, the District (i) rejects the Bids submitted by Kindness General Contractors LLC and Jergensen Concrete Inc. because each bidder failed to comply with the Prequalification Requirement; (ii) award the Contract to D F Perez Construction, Inc. for a total cost of \$1,160,987.30, which includes a \$105,544.30 allowance for unforeseen conditions and to be paid from the General Fund (Routine Repair Maintenance Account).

Member Dominguez was absent during this vote. Vote by Board Members:

Majority Vote

**F.2 REJECT ALL BIDS RECEIVED FOR BID NO. 24-25-007
DISTRICTWIDE PAINTING PHASE 3**

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Member Dominguez was absent during this vote. Vote by Board Members:

Majority Vote

F.3 AWARD BID NO. 24-25-009 FOR SCHOOL ASPHALT REPLACEMENT PHASE 3 TO BEN'S ASPHALT, INC.

Moved By President Dr. Lewis

Seconded By Clerk Montes

In the award of Bid No. 24-25-009, the District (i) rejects the Bid submitted by PaveWest, Inc. because the bidder failed to provide all of the required bid documents; and (ii) award the Contract to Ben's Asphalt, Inc. for a total cost of \$6,009,495.00, which includes a \$250,000.00 allowance for unforeseen conditions and to be paid from the General Fund (Routine Repair Maintenance Account).

Vote by Board Members:

Majority Vote

F.4 RATIFY APPROVAL OF THE MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY OF SAN BERNARDINO AND THE RIALTO UNIFIED SCHOOL DISTRICT FOR ONE (1) SCHOOL RESOURCE OFFICER ASSIGNED TO RIALTO HIGH SCHOOL

Moved By President Dr. Lewis

Seconded By Member Dominguez

Provide one (1) School Resource Officer to be assigned to Rialto High School campus at a cost equal to the officer's fully burdened rate. The term of this agreement shall be for three (3) years commencing on May 6, 2025 and ending on June 30, 2028. All costs to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

F.5 APPROVE AN AGREEMENT WITH PF VISION INC., TO PROVIDE DIVISION OF STATE ARCHITECT (DSA) INSPECTION SERVICES FOR THE BASEBALL FIELD UPGRADES AT EISENHOWER AND RIALTO HIGH SCHOOLS

Moved By President Dr. Lewis

Seconded By Member Dominguez

For DSA inspection services for the Baseball Fields Upgrade Projects at Eisenhower and Rialto High Schools, effective May 8, 2025, through June 30, 2026, at a cost not-to-exceed \$103,000.00 and to be paid from the Special Reserve for Capital Outlay Projects - Fund 40.

Vote by Board Members:

Approved by a Unanimous Vote

F.6 APPROVE AN AGREEMENT WITH FOOTSTEPS TO FREEDOM

Moved By President Dr. Lewis

Seconded By Member Dominguez

Approve the registration fees, lodging, meals, and transportation for twelve (12) Rialto Unified School District staff members which includes one (1) board member, four (4) teachers, five (5) administrators, and two (2) program specialists to attend one of four Footsteps to Freedom Tours along with the Underground Railroad for a total of 8 days taking place between June 3, 2025 through July 29, 2025, at a cost not-to-exceed \$77,700.00, and to be paid from the General Fund (Title I; Title II; Title IV; and Unrestricted Sources).

Vote by Board Members:

(Ayes) President Lewis, Vice President Martinez, Clerk Montes, Member Dominguez

(Abstain) Member Williams

Majority Vote

F.7 ADOPT RESOLUTION NO. 24-25-50 FOR MANAGEMENT, CONFIDENTIAL, AND SUPERVISORY STIPENDS

Moved By President Dr. Lewis

Seconded By Member Dominguez

Vote by Board Members:

Approved by a Unanimous Vote

F.8 ADOPT RESOLUTION NO. 24-25-51 FOR REMUNERATION

Moved By President Dr. Lewis

Seconded By Member Dominguez

Excuse the absence of Board Vice President, Joseph W. Martinez, from the Wednesday, April 23, 2025, regular meeting of the Board of Education.

Vote by Board Members:

(Ayes) President Lewis, Clerk Montes, Member Dominguez, Member Williams

(Abstain) Vice President Martinez

Majority Vote

F.9 ADOPT RESOLUTION NO. 24-25-52 FOR REMUNERATION

Moved By President Dr. Lewis

Seconded By Member Dominguez

Excuse the absence of Board Member Dakira R. Williams from the Wednesday, April 23, 2025, regular meeting of the Board of Education.

Vote by Board Members:

(Ayes) President Lewis, Vice President Martinez, Clerk Montes, Member Dominguez

(Abstain) Member Williams

Majority Vote

F.10 ADOPT RESOLUTION NO. 24-25-53 APPROVING THE SELECTION OF A CONSULTANT FIRM, FORM OF AGREEMENT FOR CONSULTANT SERVICES RELATED TO MENTAL HEALTH, COUNSELING, AND SOCIAL-EMOTIONAL LEARNING (“SEL”) SUPPORT SERVICES, AND RELATED ACTIONS BY DISTRICT STAFF

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Vote by Board Members: **Approved by a Unanimous Vote**

F.11 DENY LIABILITY CLAIM NO. 24-25-23

Moved By President Dr. Lewis

Seconded By Member Dominguez

Vote by Board Members:

(Ayes) President Lewis, Vice President Martinez, Member Dominguez, Member Williams

(Abstain) Clerk Montes

Majority Vote

F.12 STIPULATED EXPULSIONS

Moved By President Dr. Lewis

Seconded By Member Dominguez

Case Numbers:

24-25-66

24-25-67

24-25-70

24-25-71

Vote by Board Members:

(Ayes) President Lewis, Clerk Montes, Member Dominguez, Member Williams

(Noes) Vice President Martinez

Majority Vote

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on May 21, 2025, 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 Dr. Lewis

Seconded By Member Dominguez

The Board of Education adjourned the Board meeting with a moment of silence in honor of Mrs. Cindy Freeman, a former teacher at Dunn, Werner, and Henry Elementary Schools. Mrs. Cindy Freeman passed away on April 16, 2025, at the age of 74. She was hired in 1990 as a teacher. She retired from the district after 24 years of decorated service.

Vote by Board Members to adjourn:

Time: 10:45 p.m.

Approved by a Unanimous Vote


Clerk, Board of Education


Secretary, Board of Education



SUPERINTENDENT SEARCH PROPOSAL

MAY 7, 2025

HYA HAZARD
YOUNG
ATTEA
ASSOCIATES

BOARD'S LEADERSHIP RESPONSIBILITY:

- Understand diverse community views and insights - seek to engage ALL constituents
- Select a leader that meets the expectations of Rialto USD's diverse constituent base
- Demonstrate Board Leadership for, and Representation of, the School Community



HYA HAZARD
YOUNG
ATTEA
ASSOCIATES

HYA IS YOUR TRUSTED PARTNER:

- Superintendent Searches garner interest by the community and the media.
- HYA has extensive experience working in large, urban, complex and politically challenging environments.
- This is the most important decision to be made by a board. Tonight, you are picking a partner that is going to stand with you and be your voice in the process and highly regarded by boards and candidates.



HYA CAPACITY



Executive Lead

Khalid Ali



Chief Operating Officer

Dr. Juanita Jones



Tahli Vinson
Client Support



Daneyelle Martell
Project Manager



Christina Heilen
Associate Support



Mariela Renteria
Community Engagement
Contributor



ABOUT THE FIRM



- 35 years of Executive Search
- 2,000+ searches
- 80+ searches per year
- 130+ nationwide Associates (35% persons of color; 49% women; woman owned)
- 9.4/10.0 Client Satisfaction Rating
- Research & Analytics
- Full-time back office and IT staff
- National, State and University Partnerships

HYA HAZARD
YOUNG
ATTEA
ASSOCIATES

URBAN HYA EXPERIENCE

Sampling of Clients past 5 years

- Atlanta Public Schools (GA)
- Phoenix Union (AZ)
- Jefferson County (KY)
- Maryland State Department of Ed (MD)
- Virginia Beach City Public Schools (VA)
- Lincoln Public Schools (NE)
- Fort Worth ISD (TX)
- San Francisco USD (CA)
- Albuquerque Public Schools (NM)
- Arizona Public Schools (CO)
- Montgomery (AL)
- Clark County/Las Vegas (NV)
- Memphis Shelby (TN)
- Jefferson County Public Schools (CO)
- Los Angeles Unified School District (CA)
- Loudoun County Public Schools (VA)
- Portland Public Schools (OR)
- Prince George's County Public Schools (MD)
- Montgomery County (MD)
- Anne Arundel (MD)
- Fort Bend ISD (TX)
- Los Angeles USD (CA)
- Clear Creek Independent SD (TX)
- Collier County Public Schools (FL)

All Slated Candidates:

- 17% Black
- 10% Latino/Hispanic
- 5.6% Asian
- 34% Women

Urban Slated Candidates:

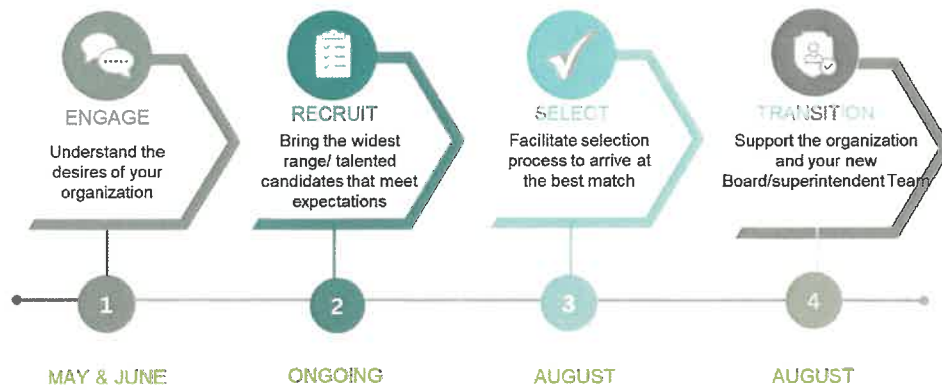
- 55% Black
- 6% Latinx/Hispanic
- 2% Asian
- 26% Women

Click [HERE](#) to see full report on the HYA website



HYA HAZARD
YOUNG
ATTEA
ASSOCIATES

HYA'S SIGNATURE SEARCH PROCESS



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SUCCESSFUL and DEEP COMMUNITY ENGAGEMENT



HOW WE FACILITATE YOUR FOCUS GROUPS

Versatile Meeting Formats

- Face-to-face
- Zoom
- Microsoft Teams
- Google Meet

Flexible Meeting Times

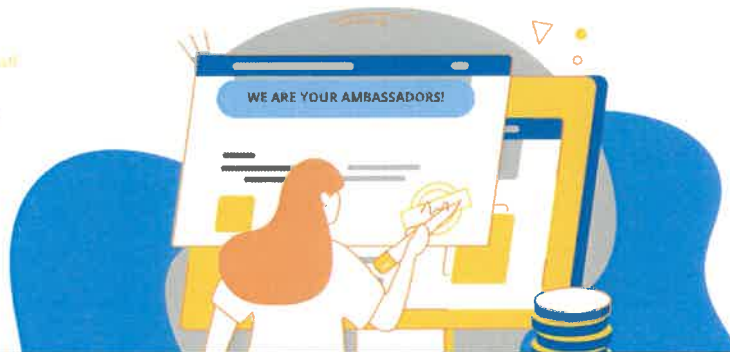
- Morning/Afternoon/Evening
- Weekday/Weekend

Potential Focus Groups

- High school students
- Parents
- Certified staff/union staff
- Administrators
- Business partnerships
- Businesses
- Care groups
- Families (school PTA)

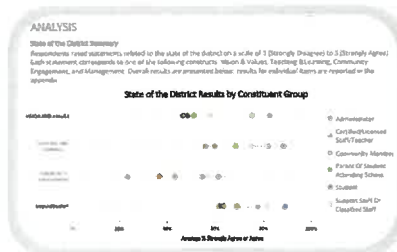
Diverse & Inclusive

- Seek to reach ALL community members and stakeholders
- Conducted for various languages



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RESEARCH BASED STAKEHOLDER SURVEY



State of the District

RESEARCH BASED
Assess strategies that have been proven to have the greatest likelihood of affecting student learning.

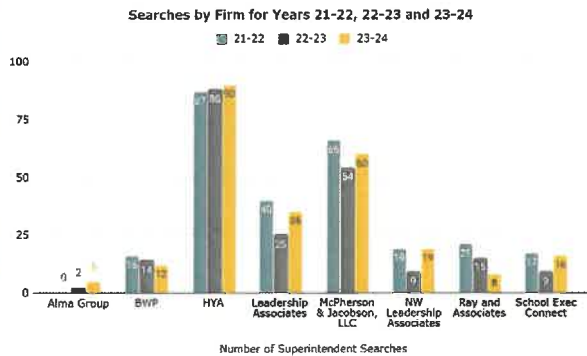


NORM REFERENCED
Designed to compare and rank survey takers in relation to one another or within subgroups.

Leadership Profile

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WHY HYA



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Recruiting Advantage

- 30,000+ email subscribers to our Monthly Newsletter
- 46,000 Unique users on our website Find a Job page since Jan 1, 2023
- Candidate Profile System - 7,000+ Registered Candidates
- We work with superintendents as a result of our Strategic Planning, Equity, and Executive Coaching Collaboratives.
- Our associates lead the Superintendent's Academy and Central Office Academy through our Partnerships with Universities.

94% superintendents stay full term of first contract (placed in the last 10 years)

75% superintendents recruited by HYA Associates

HYA's EXCLUSIVE CANDIDATE RECRUITMENT TOOL

CANDIDATE PROFILE SYSTEM SEARCH DASHBOARD

- Leaders across the country keep their leadership profile current.
- Additions are downloaded nightly to our leadership profile query.
- Can query by qualifications listed in the leadership profile. (Experience, Degree, Size of District, State, etc.)
- Access to applicants from every search.
- Behavior Assessments

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RECRUITMENT CONSIDERATIONS in CA

- Balance of Candidates' need for confidentiality and public's right to know.
- Recruitment process is confidential.
- Candidates will remain confidential. Only those candidates the Board has selected to interview should be made public for the best applicant pool. HYA has proven and effective public interview structures.
- Recruitment is active; 75% of our slated candidates were recruited; they did not simply apply.
- We do passive recruitment but only as a complement to the work we are doing in the field to actively recruit.
- Many examples of passive recruitment are on our website and social media.



TRANSITION TOOLS

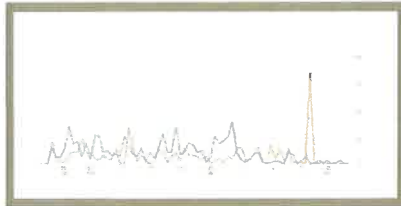
100 DAY SUPERINTENDENT'S TRANSITION PLAN

- Focus on the development of the board/superintendent relationship
- Mentor and support after placement/ Executive Coaching
- Document what was learned during the search process
- Map out activities for the transition phase
- Communicate accountability to the Board and community
- Define school quality based on the priorities of the Board and community stakeholders
- Connect and communicate with the school community

Transition Dashboard provides transparent and ongoing monitoring.

[Example of most recent 100 day plan](#)

HYA ADVERTISING ANALYTICS



Page title and content details	Views	Views per user	Average engagement time	Event count All events
Supernovae - Aurora, CO Hazard Young Attea, Associates HYA	1,480	1.53	1m 04s	4,398

HYA HELPS BOARDS UNDERSTAND THE AMOUNT OF INTEREST IN THEIR POSITION

IS MORE OUTREACH NEEDED?
IS THE SALARY AND BENEFITS COMPETITIVE?
ARE THE EXPECTATIONS FOR THE SLATE ACCURATE?

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SEARCH DRAFT TIMELINE

Dates and times are subject to change based on District needs.

Dates	Events
MAY 2025	<ul style="list-style-type: none"> The HYA Team will meet with the Rialto USD Board to plan the search and determine the process, finalize the timeline, etc.
MAY-JUNE	<ul style="list-style-type: none"> Post position on HYA site, social media. Advertising as selected and paid for by the Board Networking with other HYA associates Accepting applications and recruiting Open and close survey to all stakeholders Stakeholder interviews, in-person focus groups, forums Submittal of the District Leadership Profile Report
AUGUST	<ul style="list-style-type: none"> Presentation of slate to the Board Board first round interviews Board Meets to Identify semi-finalists Final Interviews HYA third party background check Select/appoint superintendent Transition process begins
MID-AUG, 2025	<ul style="list-style-type: none"> Superintendent begins

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QUESTIONS?

We wish you all the best on your search
and we hope to be working with you!

Please reach out with additional questions.

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Ray and Associates

in partnership with

Rialto Unified School District

Ray & Associates
RECRUITING. DEVELOPING. ENGAGING.



May 7, 2025

Dr. James Hammond and Ms. Libra Forde

Executing Your Vision



Dr. James Q. Hammond, Regional Search Associate

James serves our firm as a Regional Search Associate, team member and background investigator and as such performs recruiting and screening of candidates. He received a Bachelor of Arts from St. Martin's College, a master's degree from Gonzaga University and an Ed.D. in Education from Washington State University. He previously served as Superintendent of the Tukwila School District in Washington State for three years and the Davis Joint Unified School District in California for three years. He is currently Superintendent at the Ontario-Montclair School District in California where he has served for fifteen years.



Ms. Libra Forde, Regional Search Associate

Libra serves our firm as a Regional Search Associate, team member and background investigator and as such performs recruiting and screening of candidates. She received a Bachelor of Arts from Brandeis University and a Master of Business Administration from the University of Phoenix. She has over 25 years of educational advocacy experience in Hawaii and Oregon. She is a former President of the North Clackamas School District Board of Education and currently serves on the Oregon State Board of Education.

Our Team

Executing Your Vision



Mr. Richard Lasso, Regional Search Associate, Puyallup, WA

Richard received a Bachelor of Arts from the University of Washington, a Master of Teaching from Evergreen State University, an ESA School Counselor Certification from St. Martin's University, and an Educational Administration Certification from Heritage University. A native Spanish speaker, he is a former Assistant Principal, Principal, Executive Director of Secondary Schools, and currently the Assistant Superintendent of Equity and Instructional Leadership with the Puyallup School District. He is a team member on the search for the Northshore School District and was a team member on searches for North Mason School District, Bremerton School District and North Thurston Public Schools



Dr. Steve Chestnut, Regional Search Associate

Steve received a bachelor's degree from Pacific Lutheran University, a M.B.A. from City University of Seattle, a M.Ed. from Central Washington University and his Ed.D. in from Seattle University. He was a superintendent in Washington State for over 20 years and is a previous Washington Superintendent of the Year. He served as a superintendent in Arizona for 6 years and was an Executive Director and Associate Superintendent of the Scottsdale Unified School District. He has served as an adjunct faculty member for Heritage University, Eastern Washington University, and Grand Canyon University.

Our Team

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MISSION

The mission of the Rialto Unified School District, the bridge that connects students to their aspirations for the future, is to ensure each student achieves personal and career fulfillment within a global society, through a vital system distinguished by:

- High expectation for student achievement
- Safe and engaging learning environments
- Effective family and community involvement
- Learning opportunities beyond the traditional school setting
- Appreciation of universal diversity

BRIDGING
Learning
THROUGH
INNOVATION







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Suggested Timeline – 5 Stages

Stage 1	4/23	Consultant planning meeting with the Board and discussion regarding individual Board member interviews.
	4/24	Begin preparing information for the District promotional flyer/slides and online application.
	4/24	Notify all associates and other professional contacts of vacancy.
	4/24	District to begin working on constituent/stakeholder groups for input meetings on 5/6 and 7.
Stage 2	4/25	Online survey link available on District website from 4/25 to 5/12.
Stage 3	4/29	Draft promotional flyer/slides information due for board review.
	4/30	Email promotional information and online application instructions to interested candidates.
	5/6-7	Meetings with constituent and stakeholder group representatives.
	5/12	8 a.m. deadline for survey/input from constituents, stakeholders and Board members, including online survey.
	5/29	Board to finalize Superintendent profile with consultants.
Stage 4	5/29	Deadline for all application materials.
	6/10	Top candidates are presented to the Board. Consultants assists Board in selecting finalists.
	Week of 6/16	Interview top candidates (1 st round).
	Week of 6/16	Meeting with consultants following the last interview.
	Week of 6/23	Interview finalist candidates (2 nd round).
Stage 5	Week of 6/23	Final meeting with consultants following the last interview. (Time: TBD)

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ANY QUESTIONS?

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