



# Board of Education Agenda

Wednesday, May 21, 2025



# RIALTO

UNIFIED SCHOOL DISTRICT  
BRIDGING FUTURES THROUGH INNOVATION

## **Mission**

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

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

## **Board of Education**

Dr. Stephanie E. Lewis, President  
Joseph W. Martinez, Vice President  
Edgar Montes, Clerk  
Evelyn P. Dominguez, LVN, Member  
Dakira R. Williams, Member  
Ivan Manzo, Student Member

## **RUSD Interim Superintendent**

Dr. Judy D. White

### ***Front Cover Picture:***

With joy, pride, and powerful tradition, the Inland Empire Black Graduate Recognition Ceremony returned to Cal State San Bernardino on May 4 to honor the accomplishments of African American high school seniors from across the region, including many from the Rialto Unified School District. The annual celebration — the largest of its kind in Southern California — featured music, cultural traditions, and the presentation of kente cloth stoles to graduating seniors. This year, IE Black Grad awarded an impressive \$47,000 in scholarships, including awarding three RUSD students from Eisenhower High School: **Mauriaja Johnson**, **Lalonie Taylor-Myles**, and **Marshall Plunkett**. A packed Coussoulis Arena cheered, danced, and celebrated students during an unforgettable afternoon of Black excellence.



## IMPORTANT PUBLIC NOTICE

For those that wish to participate in the meeting and/or make public comments, please follow the steps below:

- To access the Board Meeting via live stream, go to “Our Board,” scroll down to “Board Meeting Videos,” and click play.
- To access the meeting agenda, visit our website and click on “Our Board,” then scroll down to “Agendas and Minutes.”
- To make public comments, please arrive five minutes prior to the school Board meeting to allow time for you to submit your public comment request. Remember that comments are limited to three minutes on each item on or off the agenda.
- If you have any questions, please contact Martha Degortari, Executive Administrative Agent, at [mdegorta@rialtousd.org](mailto:mdegorta@rialtousd.org), or 1(909) 820-7700, ext. 2124.



**RIALTO UNIFIED SCHOOL DISTRICT  
REGULAR MEETING OF THE BOARD OF EDUCATION  
AGENDA**

**May 21, 2025**

**Dr. John R. Kazalunas Education Center  
182 East Walnut Avenue  
Rialto, California**

**Board Members:**

**Dr. Stephanie E. Lewis, President  
Joseph W. Martinez, Vice President  
Edgar Montes, Clerk  
Evelyn P. Dominguez, LVN, Member  
Dakira R. Williams, Member  
Ivan Manzo, Student Board Member**

**Interim Superintendent:**

**Judy D. White, Ed.D.**

Any individual who requires disability-related accommodations or modifications, including auxiliary aids and services, in order to participate in the Board meeting should contact the Superintendent or designee in writing.

**Pages**

**A. OPENING**

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

**A.2 OPEN SESSION**

**A.3 CLOSED SESSION**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

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**

**COMMENTS ON CLOSED SESSION AGENDA ITEMS**

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

**Vote by Board Members to move into Closed Session:**

Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_ Absent: \_\_\_\_\_

Time: \_\_\_\_\_

**A.4 ADJOURNMENT OF CLOSED SESSION**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Vote by Board Members to adjourn Closed Session:

Ayes:\_\_\_\_\_Noes:\_\_\_\_\_Abstain:\_\_\_\_\_Absent:\_\_\_\_\_

Time:\_\_\_\_\_

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

**A.6 PLEDGE OF ALLEGIANCE**

**A.7 PRESENTATION BY DOLLAHAN ELEMENTARY SCHOOL**

**A.8 REPORT OUT OF CLOSED SESSION**

**A.9 ADOPTION OF AGENDA**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Vote by Board Members to adopt the agenda:

Ayes:\_\_\_\_\_Noes:\_\_\_\_\_Abstain:\_\_\_\_\_Absent:\_\_\_\_\_

**B. PRESENTATIONS**

**B.1 RECOGNITION OF STUDENT BOARD MEMBER, IVAN MANZO, SCHOLARSHIP RECIPIENT**

**B.2 RECOGNITION OF DISTRICT CLASSIFIED EMPLOYEES OF THE YEAR**

- Nancy Aguilar, Office Assistant, Curtis Elementary School
- Mayra Esparza Diaz, Nutrition Service Worker III, Nutrition Services
- Erica Castillo, Health Services Assistant, Casey Elementary School
- Linda Sackett, Paraprofessional Moderate/Severe, Werner Elementary School
- Raul Dominguez, Technology Services Help Desk Technician, Technology Services

**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.

**C.2 PUBLIC COMMENTS ON AGENDA ITEMS**

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

**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)

**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**

<b>D.</b>	<b><u>PUBLIC HEARING</u></b>	<b>52</b>
<b>D.1</b>	<b>PUBLIC INFORMATION</b>	
<b>D.1.1</b>	<b>THIRD QUARTER WILLIAMS REPORT (JANUARY - MARCH) FISCAL YEAR 2024- 2025</b>	<b>53</b>
<b>D.1.2</b>	<b>THIRD QUARTER – 2024-2025 – WILLIAMS UNIFORM COMPLAINT REPORT</b>	<b>54</b>
<b>E.</b>	<b><u>CONSENT CALENDAR ITEMS</u></b>	<b>55</b>

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 \_\_\_\_\_

Seconded \_\_\_\_\_

**Vote by Board Members to approve Consent Calendar Items:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President



**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** 56

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

- E.1.2 APPROVE SECOND READING OF REVISED BOARD POLICIES 4132, 4232, AND 4332; PUBLICATION OR CREATION OF MATERIALS** 80

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

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

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.2 INSTRUCTION CONSENT ITEMS**

**E.2.1 APPROVE AN OVERNIGHT TRIP TO WESTMONT COLLEGE MEN'S BASKETBALL SUMMER HIGH SCHOOL TOURNAMENT - CARTER HIGH SCHOOL**

106

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve registration fees, lodging, and transportation for ten (10) Carter High School male student-athletes and three (3) chaperones (2 male, 1 female) to attend the Westmont College Men's Summer High School Tournament in Santa Barbara, California, effective June 20, 2025 through June 22, 2025, at a cost not-to-exceed \$8,000.00, and to be paid from the ASB and General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.2.2 APPROVE AN OVERNIGHT TRIP TO  
NORTHERN ARIZONA UNIVERSITY  
FOOTBALL CAMP - CARTER HIGH SCHOOL**

107

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve registration fees, lodging, and transportation for forty (40) Carter High School male students from the Football team and four (4) male chaperones to participate at the Flagstaff, Arizona NAU football camp and 7 on 7 tournament at Northern Arizona University in Flagstaff, Arizona, effective June 27, 2025 through June 29, 2025, at a cost not-to-exceed \$14,000.00, and to be paid from the Carter High School Football Booster Club and General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.2.3 APPROVE NEW COURSE OF STUDY FOR THE EARLY COLLEGE PROGRAM**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve the recommended courses of study for the Early College Program and recommend that these college courses not only earn California General Education Transferable Credit (CAL-GETC) but also allow students to receive high school credit in the specific areas outlined in the course descriptions required for graduation.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3 BUSINESS AND FINANCIAL CONSENT ITEMS**

**E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

All funds from April 16, 2025 through April 29, 2025, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Accept the listed donations from Amazon, and that a letter of appreciation be sent to the donor.

DISCUSSION

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.3 APPROVAL OF RFP NO. RIAN 2025-2026-001 DAIRY AND OTHER RELATED PRODUCTS TO DRIFTWOOD DAIRY FOR THE 2025-2026 SCHOOL YEAR**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve the Award Request for Proposal RFP NO. RIAN 2025-2026-001 DAIRY AND OTHER RELATED PRODUCTS to Driftwood Dairy effective July 1, 2025, through June 30, 2026, at a cost to be determined at the time of purchase and to be paid from the Cafeteria Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President



**E.3.4 APPROVAL OF RFP NO. RIANS 2025-2026-002 BREAD PRODUCTS TO GOLD STAR FOODS FOR THE 2025-2026 SCHOOL YEAR**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve the Award Request for Proposal RFP NO. RIANS 2025-2026-002 BREAD PRODUCTS to Gold Star Foods, effective July 1, 2025, through June 30, 2026, at a cost to be determined at the time of purchase and to be paid from the Cafeteria Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.5 SIGNATURE AUTHORIZATION FOR  
STATE/COUNTY DOCUMENTS**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve the authorization of Valeria Estrella, Fiscal Services Manager, to sign State/County documents and to electronically release County commercial warrants effective May 22, 2025, until revoked.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.6 APPROVE AN AMENDMENT TO THE AGREEMENT WITH POWERSCHOOL GROUP, LLC**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve an amendment and extension to the agreement with PowerSchool Group LLC for the Hoonuit platform, including the Essentials and LCAP modules, through June 30, 2026, at no cost to the District.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.7 APPROVE A RENEWAL AGREEMENT WITH  
TEXTHELP SOFTWARE**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Purchase the Read&Write Chrome extension for all staff and students, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$43,688.50, and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.8 APPROVE A RENEWAL AGREEMENT WITH DELTA MATH**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Provide supplemental materials for all District middle and high schools, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$23,584.00, and to be paid by the General Fund (Title I).

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.9 APPROVE A RENEWAL AGREEMENT WITH THE SAN JOAQUIN COUNTY OFFICE OF EDUCATION**

123

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve a renewal agreement with the San Joaquin County Office of Education for the Beyond SST platform to guide and store SST and 504 plans, effective July 1, 2025, through June 30, 2026, at a cost not-to-exceed \$30,165.00, and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.10 APPROVE A RENEWAL AGREEMENT WITH CALIFORNIA STUDENT OPPORTUNITY AND ACCESS PROGRAM (CAL-SOAP) INLAND EMPIRE IN PARTNERSHIP WITH CALIFORNIA STATE UNIVERSITY SAN BERNARDINO (CSUSB)**

124

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

This item is effective May 22, 2025 through June 30, 2028, at no cost to the District.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.11 APPROVE A RENEWAL AGREEMENT WITH  
ADVANCEMENT VIA INDIVIDUAL  
DETERMINATION (AVID)**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Provide AVID memberships and site licenses for eight (8) secondary school sites and three (3) elementary school sites, and include AVID EXCEL at Kolb Middle School, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$53,100.00, and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President



**E.3.12 APPROVE A RENEWAL AGREEMENT WITH  
ALTAIR ENGINEERING INC**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Provide Monarch software for Fiscal Services to extract data to process payroll, effective July 1, 2025, through June 30, 2026, at a cost not-to-exceed \$15,517.50 and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.13 APPROVE AN AGREEMENT WITH JOHN R. BYERLY, INC. TO PROVIDE GEOTECHNICAL ENGINEERING, SPECIAL INSPECTION, AND MATERIALS TESTING SERVICES FOR THE BASEBALL FIELD UPGRADES AT EISENHOWER AND RIALTO HIGH SCHOOLS**

127

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Provide geotechnical engineering, special inspection, and material testing services for the Baseball Field Upgrades Project at Eisenhower and Rialto High Schools, effective May 22, 2025, through June 30, 2026, at a cost not-to-exceed \$49,500.00 and to be paid from the Special Reserve for Capital Outlay Projects - Fund 40.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.14 APPROVE AN AGREEMENT WITH  
GENERATION ESPORTS**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Purchase the Generation Esports Course Pro Bundle for Carter High School, Eisenhower High School, and Rialto High School, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$16,937.50, and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.15 APPROVE AN AGREEMENT FOR CLINICAL EXPERIENCE WITH ST. CATHERINE UNIVERSITY**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Assist current and future college students with mentoring opportunities in their specialized fields from July 1, 2025 through June 30, 2028 at no cost to the District.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.16 APPROVE THE LEARNING ACTIVITY  
PLACEMENT AGREEMENT WITH  
CALIFORNIA STATE UNIVERSITY,  
FULLERTON**

130

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Assist current and future college students with mentoring opportunities in their specialized fields from July 1, 2025 through June 30, 2030 at no cost to the District.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.17 APPROVE A CLINICAL EXPERIENCES AGREEMENT WITH CALIFORNIA BAPTIST UNIVERSITY**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Assist current and future educators, counselors, and psychologists in completing state requirements for credentialing from July 1, 2025 through June 30, 2028.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.18 APPROVE A FIELD PLACEMENT AFFILIATION AGREEMENT WITH GRAND CANYON UNIVERSITY**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Assist current and future educators in completing state requirements for credentialing from July 1, 2025 through June 30, 2028.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.19 APPROVE THE SCHOOL COUNSELING PRACTICUM EXPERIENCE MEMORANDUM OF UNDERSTANDING WITH SOUTHEASTERN OKLAHOMA STATE UNIVERSITY**

133

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Assist current and future educators with mentoring opportunities in their specialized fields from July 1, 2025 through June 30, 2028, at no cost to the District.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President



**E.3.20 APPROVE THE MASTER CLINICAL FIELD EXPERIENCE AGREEMENT WITH CALIFORNIA BAPTIST UNIVERSITY**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Assist current and future Speech-Language Pathology Student Interns with mentoring opportunities in their specialized field from July 1, 2025 through June 30, 2028, at no cost to the District.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.21 APPROVE THE PLACEMENT AGREEMENT  
WITH WESTERN GOVERNORS UNIVERSITY**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Assist current and future educators in completing state requirements for credentialing from July 1, 2025 through June 30, 2028.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.22 APPROVE MEMORANDUM OF UNDERSTANDING (MOU) WITH PHARMACIES FOR RIALTO ADULT SCHOOL EXTERNSHIPS**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve a Memorandum of Understanding between Rialto Adult School and the aforementioned pharmacies to provide Pharmacy Technician students with externship hours, effective July 1, 2025 through June 30, 2028, at no cost to the District.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.23 APPROVE THE 2025 UMOJA SUMMER EXCELLENCE ENRICHMENT PROGRAM**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve the proposed student eligibility and priority plan, course of study, calendar, and schedule for up to 80 students for the Umoja Summer Excellence Enrichment Program, effective May 22, 2025 through June 30, 2025, at a cost not-to-exceed \$39,000.00, and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.24 APPROVE AN AGREEMENT WITH CURLS, COILS, AND CROWNS**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Provide two (2) one-hour Arts & Movement sessions Monday through Friday, staffing, materials, and curriculum for up to 80 students in grades 3-5 at the 2025 Umoja Summer Excellence Program be hosted at Fitzgerald Elementary School, effective June 2, 2025 through June 27, 2025, at a cost not-to-exceed \$24,500.00 and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.25 APPROVE AN AGREEMENT WITH QUANTUM UAV DRONE ACADEMY**

140

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Provide 18 sessions consisting of two (2) hours of teaching time (per session) for up to 60 diverse students from across the district in grades 3-5 at the 2025 Umoja Summer Excellence Program hosted at Fitzgerald Elementary School, effective June 10, 2025 through June 27, 2025, at a cost not-to-exceed \$25,000.00, and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.26 APPROVE AN AGREEMENT WITH JOURNAL TOGETHER**

141

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Provide targeted intervention and enrichment to identified students inclusive of: a family writing workshop, a writer’s showcase, and 18, 90-minute writing sessions for up to 20 students per session in grades 3-5 at the 2025 Umoja Summer Excellence Program hosted at Fitzgerald Elementary School, effective June 2, 2025 through June 27, 2025, at a cost not-to-exceed \$8,400.00, and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.3.27 APPROVE AN AGREEMENT WITH  
SOUNDBOX GROUP LLC**

142

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Provide 10 summer music workshops, two (2) sessions per school at Jehue, Kolb, Kucera, Frisbie and Rialto Middle Schools, effective June 1, 2025, through June 30, 2025, for a total cost not-to-exceed \$9,990.00, and to be paid from the General Fund (ELOP).

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

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



**E.5 PERSONNEL SERVICES CONSENT ITEMS**

**E.5.1 APPROVE PERSONNEL REPORT NO. 1337  
FOR CLASSIFIED AND CERTIFICATED  
EMPLOYEES**

143

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board  
Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**E.6 MINUTES**

149

**E.6.1 APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD APRIL 23, 2025**

150

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F. DISCUSSION/ACTION ITEMS**

171

**F.1 AWARD BID NO. 24-25-008 FOR DISTRICTWIDE FLOORING PHASE 3 TO FLOOR TECH AMERICA, INC.**

172

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Award Bid No. 24-25-008 to Floor Tech America, Inc. for a total cost of \$3,595,640.00, which includes a \$250,000.00 allowance for unforeseen conditions and to be paid from the General Fund (Routine Repair Maintenance Account).

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.2 APPROVE AN AMENDMENT TO THE AGREEMENT  
WITH INSPIRE SCHOOL SERVICES**

173

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Extend the contract effective July 1, 2025, through September 30, 2025, for an additional cost of \$35,000.00, bringing the new total amount not-to-exceed \$70,000.00, and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.3 APPROVE A RENEWAL AGREEMENT WITH THE COLLEGE BOARD**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Provide every 11th grade student the opportunity to take the PSAT NMSQT, every 12th grade student the opportunity to take the SAT, and to cover the costs of all AP exams for the 2025-2026 school year at a cost not-to-exceed \$310,000.00, and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.4 APPROVE A RENEWAL AGREEMENT WITH EDUPOINT EDUCATIONAL SYSTEMS, LLC**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Remove the Assessment module and GradeCam, effective July 1, 2025, through June 30, 2026, at a cost not-to-exceed \$370,000.00 and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.5 APPROVE A RENEWAL AGREEMENT WITH  
NORTHWEST EVALUATION ASSOCIATION (NWEA)**

176

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Purchase the Northwest Evaluation Association (NWEA) Map Growth Reading, Math, and Science assessments for all students in grades 9 through 11 and up to eight hours of professional development for teachers, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$125,000.00, and to be paid from the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.6 APPROVE A RENEWAL AGREEMENT WITH LIMINEX, INC.**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Purchase the GoGuardian platform for all students in grades 1 through 8 to enable teachers to monitor students' Chromebook activity, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$61,548.00, and to be paid by the General Fund.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President



**F.7 APPROVE A RENEWAL AGREEMENT WITH CURRICULUM ASSOCIATES, LLC**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Purchase the i-Ready Personalized Instruction module for all elementary and middle students, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$341,981.20.00, and to be paid from the General Fund (Title I).

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.8 ACCEPT THE CAREER TECHNICAL EDUCATION  
INCENTIVE GRANT**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Accept the CTEIG Round 10A Fiscal Year 2024 allocation of \$1,203,372.00 for the Career Technical Education program, effective July 1, 2024 through December 31, 2026, at no cost to the District.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.9 APPROVE THE 2025 STUDENT RECOGNITION SCHOLARSHIPS**

180

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Approve five (5) \$2,000.00 scholarships to be awarded to five (5) 2024-2025 graduates, effective May 22, 2025, for a total cost of \$10,000.00, and to be paid from the General Fund.

**DISCUSSION**

Vote by Board Members:

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.10 ADOPT RESOLUTION NO. 24-25-55 FOR COMMUNITY FACILITIES DISTRICT NO. 2019-1 ESTABLISHING ANNUAL SPECIAL TAX FOR FISCAL YEAR 2025-2026**

181

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**DISCUSSION**

Vote by Board Members:

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.11 ADOPT RESOLUTION NO. 24-25-56 AUTHORIZING THE INCREASE OF THE EXISTING BOARD MEMBERS' MONTHLY STIPEND BY 5% PURSUANT TO SECTION 35120(e) OF THE EDUCATION CODE FOR THE 2025-2026 SCHOOL YEAR**

186

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Preferential vote by Student Board Member, Ivan Manzo

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.12 SELECTION OF THE SEARCH FIRM FOR THE RECRUITMENT OF A NEW SUPERINTENDENT**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

\_\_\_\_\_ Hazard Young Attea & Associates

\_\_\_\_\_ Ray & Associates

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.13 APPROVE THE CONTRACT OF THE SEARCH FIRM  
SELECTED TO CONDUCT THE RECRUITMENT FOR A  
NEW SUPERINTENDENT**

188

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.14 ADMINISTRATIVE HEARING**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Case Number:

24-25-72

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**F.15 STIPULATED EXPULSION**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Case Number:

24-25-75

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Dakira R. Williams, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Member

\_\_\_\_\_ Edgar Montes, Clerk

\_\_\_\_\_ Joseph W. Martinez, Vice President

\_\_\_\_\_ Dr. Stephanie E. Lewis, President

**G. ADJOURNMENT**

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on June 11, 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** \_\_\_\_\_

**Seconded** \_\_\_\_\_

**Vote by Board Members to adjourn:**

Ayes:\_\_\_\_\_ Noes:\_\_\_\_\_ Abstain:\_\_\_\_\_ Absent:\_\_\_\_\_

Time:\_\_\_\_\_

**PUBLIC HEARING**



**Board of Education Agenda  
May 21, 2025**

**THIRD QUARTER WILLIAMS REPORT (JANUARY - MARCH)  
FISCAL YEAR 2024-25**

California Education Code 1240 requires that the San Bernardino County Superintendent of Schools (SBCSS) annually visits Williams-monitored schools identified in the county and must report to the District the results of any findings on a quarterly basis (October, January, April, and July). This report serves as the District's third quarterly report for the 2024-25 school year. Additionally, Education Code section 1240(c)(2)(C) requires that the results of the visits and/or reviews be reported to the governing board at a regularly scheduled meeting.

There are **no** findings to report in the following areas:

**Instructional Materials**

The instructional materials sufficiency reviews were conducted during the first quarter of the 2024-25 fiscal year as part of the Williams site visitation process and the findings were reported in the first quarterly reports generated in October 2024.

**School Accountability Report Cards (SARC)**

The SARC reviews were conducted during the second quarter of the 2024-25 fiscal year and the findings were reported in the second quarterly report generated in January 2025.

**School Facilities**

The facilities inspections were conducted during the first quarter of the 2024-25 fiscal year as part of the Williams site visitation process and the findings were reported in the first quarterly reports generated in October 2024.

**Teacher Assignments**

The 2023-24 annual assignment monitoring review findings were reported in the second quarterly report generated in January 2025. The annual assignment monitoring review for the 2024-25 fiscal year will begin once the necessary data is available from the Commission on Teacher Credentialing (CTC) and the California Department of Education (CDE), and a preliminary review of the data has been conducted by the county's reviewers. Findings will be available in the corresponding quarterly report.

**SUBMITTED/REVIEWED BY:** Diane Romo





**Board of Education Agenda  
May 21, 2025**

**THIRD QUARTER – 2024-2025 – WILLIAMS UNIFORM COMPLAINT REPORT**

<b>Number of Complaints this Quarter</b>			
	Received	Resolved	Unresolved
Instructional Materials	0	0	0
Facilities	0	0	0
Teacher Vacancies & Misassignments	0	0	0

**UCP CONTACT**

Name: Kevin Hodgson

Title: Academic Agent: Special Programs

Date Reported to Local Governing Board: 5/21/2025

Entered By:

Name: Kevin Hodgson

Title: Academic Agent: Special Programs

Entered On: 5/5/2025

**CONSENT CALENDAR ITEMS**



## RIALTO UNIFIED SCHOOL DISTRICT

### Personnel

BP 4119.21(a)

### Professional Standards

~~The Board of Education expects District employees to maintain the highest ethical standards, behave professionally, follow District policies and regulations, abide by state and federal laws, and exercise good judgment when interacting with students and other members of the school community. Employees shall engage in conduct that enhances the integrity of the District, advances the goals of the District's educational programs, and contributes to a positive school climate.~~

**The Board of Education expects District employees to uphold the highest ethical and professional standards, adhere to all applicable laws and policies, and demonstrate good judgment in their online and offline interactions with students and other members of the school community. District employees shall engage in conduct that enhances the District's integrity, advances its educational goals, and contributes to a positive school climate, including the responsible and transparent use of AI.**

The Board encourages District employees to accept as guiding principles the professional standards and codes of ethics adopted by educational or professional associations to which they may belong.

Each employee is expected to acquire the knowledge and skills necessary to fulfill his/her responsibilities and to contribute to the learning and achievement of District students.

### Inappropriate Conduct

Inappropriate employee conduct includes, but is not limited to:

1. Engaging in any conduct that endangers students, staff, or others, including, but not limited to, physical violence, threats of violence, or possession of a firearm or other weapon.
2. Engaging in harassing or discriminatory behavior towards students, parent/guardians, staff, or community members, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed
3. Physically abusing, sexually abusing, neglecting, or otherwise willfully harming or injuring a child
4. Engaging in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, or physical relationship with a student
5. Possessing or viewing any pornography on school grounds, or possessing or viewing child pornography or other imagery portraying children in a sexualized manner at any time

## Professional Standards

6. Using profane, obscene, or abusive language against students, parents/guardians, staff, or community members
7. Willfully disrupting District or school operations by loud or unreasonable noise or other action
8. Using tobacco, alcohol, or an illegal or unauthorized substance, or possessing or distributing any controlled substance, while in the workplace, on District property, or at a school-sponsored activity
9. Being dishonest with students, parents/guardians, staff, or members of the public, including, but not limited to, falsifying information in employment records or other school records
10. Divulging confidential information about students, District employees, or District operations to persons or entities not authorized to receive the information
11. Using District equipment or other District resources for the employee's own commercial purposes or for political activities
12. Using District equipment or communications devices for personal purposes while on duty, except in an emergency, during scheduled work breaks, or for personal necessity

Employees shall be notified that computer files and all electronic communications, including, but not limited to, email and voice mail, are not private. To ensure proper use, the Superintendent or designee may monitor employee usage of District technological resources at any time without the employee's consent.

13. Causing damage to or engaging in theft of property belonging to students, staff, or the District
14. Wearing inappropriate attire
15. **School District employees are prohibited from using AI-generated or digitally altered content, videos, images, or audio in any manner that is deceptive, harmful, discriminatory, or violates the privacy or dignity of students, colleagues, or community members.**

An employee who observes or has evidence of another employee's inappropriate conduct shall immediately report such conduct to the principal or Superintendent or designee. An employee who has knowledge of or suspects child abuse or neglect shall file a report pursuant to the District's child abuse reporting procedures as detailed in AR 5141.4 - Child Abuse Prevention and Reporting.

## Professional Standards

Any reports of employee misconduct shall be promptly investigated. Any employee who is found to have engaged in inappropriate conduct in violation of law or Board policy shall be subject to disciplinary action and, in the case of a certificated employee, may be subject to a report to the Commission on Teacher Credentialing. The Superintendent or designee shall notify local law enforcement as appropriate.

An employee who has knowledge of but fails to report inappropriate employee conduct may also be subject to discipline.

The District prohibits retaliation against anyone who files a complaint against an employee or reports an employee's inappropriate conduct. Any employee who retaliates against any such complainant, reporter, or other participant in the District's complaint process shall be subject to discipline.

## Notifications

The section(s) of the District's employee code of conduct addressing interactions with students shall be provided to parents/guardians at the beginning of each school year and shall be posted on school and/or District websites. (Education Code 44050)

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### Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

<b>State</b>	<b>Description</b>
5 CCR 80303	<u>Reports of change in employment status; alleged misconduct</u>
5 CCR 80331-80338	<u>Rules of conduct for professional educators</u>
Ed. Code 200-270	<u>Prohibition of discrimination</u>
Ed. Code 44050	<u>Employee code of conduct; interaction with students</u>
Ed. Code 44242.5	<u>Reports and review of alleged misconduct</u>
Ed. Code 48980	<u>Parent/Guardian notifications</u>
Pen. Code 11164-11174.4	<u>Child Abuse and Neglect Reporting Act</u>

## Professional Standards

Management Resources	Description
Commission on Teacher Credentialing Publication	<a href="#">California Professional Standards for Educational Leaders, February 2014</a>
Commission on Teacher Credentialing Publication	<a href="#">California Standards for the Teaching Profession (CSTP), October 2009</a>
Council of Chief State School Officers Publication	<a href="#">Professional Standards for Educational Leaders, 2015</a>
National Education Association Publication	<a href="#">Code of Ethics of the Education Profession, 1975</a>
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">Council of Chief State School Officers</a>
Website	<a href="#">California Federation of Teachers</a>
Website	<a href="#">California School Employees Association</a>
Website	<a href="#">California Teachers Association</a>
Website	<a href="#">Commission on Teacher Credentialing</a>
Website	<a href="#">Association of California School Administrators</a>
Website	<a href="#">WestEd</a>
Website	<a href="#">California Department of Education</a>
Website	<a href="#">CSBA</a>
WestEd Publication	<a href="#">Moving Leadership Standards into Everyday Work: Descriptions of Practice, 2003</a>

### Cross References

Code	Description
0200	<a href="#">Goals For The School District</a>
0410	<a href="#">Nondiscrimination In District Programs And Activities</a>
1113	<a href="#">District And School Websites</a>
1113	<a href="#">District And School Websites</a>

**Professional Standards**

<b>Code</b>	<b>Description</b>
1114	<u>District-Sponsored Social Media</u>
1114	<u>District-Sponsored Social Media</u>
1312.1	<u>Complaints Concerning District Employees</u>
1312.1	<u>Complaints Concerning District Employees</u>
1312.1-E PDF(1)	<u>Complaints Concerning District Employees</u>
1313	<u>Civility</u>
2111	<u>Superintendent Governance Standards</u>
3513.3	<u>Tobacco-Free Schools</u>
3513.3	<u>Tobacco-Free Schools</u>
3515.2	<u>Disruptions</u>
3515.2	<u>Disruptions</u>
3515.7	<u>Firearms On School Grounds</u>
3580	<u>District Records</u>
3580	<u>District Records</u>
4020	<u>Drug And Alcohol-Free Workplace</u>
4020-E PDF(1)	<u>Drug And Alcohol-Free Workplace</u>
4040	<u>Employee Use Of Technology</u>
4112.2	<u>Certification</u>
4112.2	<u>Certification</u>
4112.41	<u>Employee Drug Testing</u>
4112.41	<u>Employee Drug Testing</u>
4112.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4113.5	<u>Working Remotely</u>
4115	<u>Evaluation/Supervision</u>
4115	<u>Evaluation/Supervision</u>

**Professional Standards**

<b>Code</b>	<b>Description</b>
4117.7	<u>Employment Status Reports</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4119.1	<u>Civil And Legal Rights</u>
4119.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4119.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4119.22	<u>Dress And Grooming</u>
4119.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4119.25	<u>Political Activities Of Employees</u>
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>
4132	<u>Publication Or Creation Of Materials</u>
4136	<u>Nonschool Employment</u>
4158	<u>Employee Security</u>
4158	<u>Employee Security</u>
4212.41	<u>Employee Drug Testing</u>
4212.41	<u>Employee Drug Testing</u>
4212.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
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4215	<u>Evaluation/Supervision</u>
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4231	<u>Staff Development</u>
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<b>Code</b>	<b>Description</b>
4319.25	<u>Political Activities Of Employees</u>
4331	<u>Staff Development</u>
4331	<u>Staff Development</u>
4332	<u>Publication Or Creation Of Materials</u>
4336	<u>Nonschool Employment</u>
4358	<u>Employee Security</u>
4358	<u>Employee Security</u>
5141.4	<u>Child Abuse Prevention And Reporting</u>
5141.4	<u>Child Abuse Prevention And Reporting</u>
5141.4-E PDF(1)	<u>Child Abuse Prevention And Reporting - Child Abuse Reporting Procedures</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.3	<u>Nondiscrimination/Harassment</u>
6162.54	<u>Test Integrity/Test Preparation</u>
6162.6	<u>Use Of Copyrighted Materials</u>

Policy approved: July 28, 1999  
revised: January 13, 2010  
revised: August 27, 2014  
revised: February 27, 2019  
revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
Rialto, California



## RIALTO UNIFIED SCHOOL DISTRICT

### Personnel

BP 4219.21(a)

### Professional Standards

~~The Board of Education expects District employees to maintain the highest ethical standards, behave professionally, follow District policies and regulations, abide by state and federal laws, and exercise good judgment when interacting with students and other members of the school community. Employees shall engage in conduct that enhances the integrity of the District, advances the goals of the District's educational programs, and contributes to a positive school climate.~~

**The Board of Education expects District employees to uphold the highest ethical and professional standards, adhere to all applicable laws and policies, and demonstrate good judgment in their online and offline interactions with students and other members of the school community. District employees shall engage in conduct that enhances the District's integrity, advances its educational goals, and contributes to a positive school climate, including the responsible and transparent use of AI.**

The Board encourages District employees to accept as guiding principles the professional standards and codes of ethics adopted by educational or professional associations to which they may belong.

Each employee is expected to acquire the knowledge and skills necessary to fulfill his/her responsibilities and to contribute to the learning and achievement of District students.

### Inappropriate Conduct

Inappropriate employee conduct includes, but is not limited to:

1. Engaging in any conduct that endangers students, staff, or others, including, but not limited to, physical violence, threats of violence, or possession of a firearm or other weapon.
2. Engaging in harassing or discriminatory behavior towards students, parent/guardians, staff, or community members, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed
3. Physically abusing, sexually abusing, neglecting, or otherwise willfully harming or injuring a child
4. Engaging in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, or physical relationship with a student
5. Possessing or viewing any pornography on school grounds, or possessing or viewing child pornography or other imagery portraying children in a sexualized manner at any time

## Professional Standards

6. Using profane, obscene, or abusive language against students, parents/guardians, staff, or community members
7. Willfully disrupting District or school operations by loud or unreasonable noise or other action
8. Using tobacco, alcohol, or an illegal or unauthorized substance, or possessing or distributing any controlled substance, while in the workplace, on District property, or at a school-sponsored activity
9. Being dishonest with students, parents/guardians, staff, or members of the public, including, but not limited to, falsifying information in employment records or other school records
10. Divulging confidential information about students, District employees, or District operations to persons or entities not authorized to receive the information
11. Using District equipment or other District resources for the employee's own commercial purposes or for political activities
12. Using District equipment or communications devices for personal purposes while on duty, except in an emergency, during scheduled work breaks, or for personal necessity  
Employees shall be notified that computer files and all electronic communications, including, but not limited to, email and voice mail, are not private. To ensure proper use, the Superintendent or designee may monitor employee usage of District technological resources at any time without the employee's consent.
13. Causing damage to or engaging in theft of property belonging to students, staff, or the District
14. Wearing inappropriate attire
15. **School District employees are prohibited from using AI-generated or digitally altered content, videos, images, or audio in any manner that is deceptive, harmful, discriminatory, or violates the privacy or dignity of students, colleagues, or community members.**

An employee who observes or has evidence of another employee's inappropriate conduct shall immediately report such conduct to the principal or Superintendent or designee. An employee who has knowledge of or suspects child abuse or neglect shall file a report pursuant to the District's child abuse reporting procedures as detailed in AR 5141.4 - Child Abuse Prevention and Reporting.

## Professional Standards

Any reports of employee misconduct shall be promptly investigated. Any employee who is found to have engaged in inappropriate conduct in violation of law or Board policy shall be subject to disciplinary action and, in the case of a certificated employee, may be subject to a report to the Commission on Teacher Credentialing. The Superintendent or designee shall notify local law enforcement as appropriate.

An employee who has knowledge of but fails to report inappropriate employee conduct may also be subject to discipline.

The District prohibits retaliation against anyone who files a complaint against an employee or reports an employee's inappropriate conduct. Any employee who retaliates against any such complainant, reporter, or other participant in the District's complaint process shall be subject to discipline.

## Notifications

The section(s) of the District's employee code of conduct addressing interactions with students shall be provided to parents/guardians at the beginning of each school year and shall be posted on school and/or District websites. (Education Code 44050)

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### Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 80303	<u>Reports of change in employment status; alleged misconduct</u>
5 CCR 80331-80338	<u>Rules of conduct for professional educators</u>
Ed. Code 200-270	<u>Prohibition of discrimination</u>
Ed. Code 44050	<u>Employee code of conduct; interaction with students</u>
Ed. Code 44242.5	<u>Reports and review of alleged misconduct</u>
Ed. Code 48980	<u>Parent/Guardian notifications</u>
Pen. Code 11164-11174.4	<u>Child Abuse and Neglect Reporting Act</u>

## Professional Standards

Management Resources	Description
Commission on Teacher Credentialing Publication	<a href="#"><u>California Professional Standards for Educational Leaders, February 2014</u></a>
Commission on Teacher Credentialing Publication	<a href="#"><u>California Standards for the Teaching Profession (CSTP), October 2009</u></a>
Council of Chief State School Officers Publication	<a href="#"><u>Professional Standards for Educational Leaders, 2015</u></a>
National Education Association Publication	<a href="#"><u>Code of Ethics of the Education Profession, 1975</u></a>
Website	<a href="#"><u>CSBA District and County Office of Education Legal Services</u></a>
Website	<a href="#"><u>Council of Chief State School Officers</u></a>
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Website	<a href="#"><u>California School Employees Association</u></a>
Website	<a href="#"><u>California Teachers Association</u></a>
Website	<a href="#"><u>Commission on Teacher Credentialing</u></a>
Website	<a href="#"><u>Association of California School Administrators</u></a>
Website	<a href="#"><u>WestEd</u></a>
Website	<a href="#"><u>California Department of Education</u></a>
Website	<a href="#"><u>CSBA</u></a>
WestEd Publication	<a href="#"><u>Moving Leadership Standards into Everyday Work: Descriptions of Practice, 2003</u></a>

### Cross References

Code	Description
0200	<a href="#"><u>Goals For The School District</u></a>
0410	<a href="#"><u>Nondiscrimination In District Programs And Activities</u></a>
1113	<a href="#"><u>District And School Websites</u></a>
1113	<a href="#"><u>District And School Websites</u></a>

**Professional Standards**

<b>Code</b>	<b>Description</b>
1114	<u>District-Sponsored Social Media</u>
1114	<u>District-Sponsored Social Media</u>
1312.1	<u>Complaints Concerning District Employees</u>
1312.1	<u>Complaints Concerning District Employees</u>
1312.1-E PDF(1)	<u>Complaints Concerning District Employees</u>
1313	<u>Civility</u>
2111	<u>Superintendent Governance Standards</u>
3513.3	<u>Tobacco-Free Schools</u>
3513.3	<u>Tobacco-Free Schools</u>
3515.2	<u>Disruptions</u>
3515.2	<u>Disruptions</u>
3515.7	<u>Firearms On School Grounds</u>
3580	<u>District Records</u>
3580	<u>District Records</u>
4020	<u>Drug And Alcohol-Free Workplace</u>
4020-E PDF(1)	<u>Drug And Alcohol-Free Workplace</u>
4040	<u>Employee Use Of Technology</u>
4112.2	<u>Certification</u>
4112.2	<u>Certification</u>
4112.41	<u>Employee Drug Testing</u>
4112.41	<u>Employee Drug Testing</u>
4112.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4113.5	<u>Working Remotely</u>
4115	<u>Evaluation/Supervision</u>
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**Professional Standards**

<b>Code</b>	<b>Description</b>
4117.7	<u>Employment Status Reports</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4119.1	<u>Civil And Legal Rights</u>
4119.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4119.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4119.22	<u>Dress And Grooming</u>
4119.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4119.25	<u>Political Activities Of Employees</u>
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>
4132	<u>Publication Or Creation Of Materials</u>
4136	<u>Nonschool Employment</u>
4158	<u>Employee Security</u>
4158	<u>Employee Security</u>
4212.41	<u>Employee Drug Testing</u>
4212.41	<u>Employee Drug Testing</u>
4212.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4213.5	<u>Working Remotely</u>
4215	<u>Evaluation/Supervision</u>
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**Professional Standards**

<b>Code</b>	<b>Description</b>
4219.11	<u>Sex Discrimination and Sex-Based Harassment</u>
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<b>Code</b>	<b>Description</b>
4319.25	<u>Political Activities Of Employees</u>
4331	<u>Staff Development</u>
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Policy  
 approved: July 28, 1999  
 revised: January 13, 2010  
 revised: August 27, 2014  
 revised: February 27, 2019  
 revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California



## RIALTO UNIFIED SCHOOL DISTRICT

### Personnel

BP 4319.21(a)

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3515.2	<u>Disruptions</u>
3515.7	<u>Firearms On School Grounds</u>
3580	<u>District Records</u>
3580	<u>District Records</u>
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**Professional Standards**

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4119.25	<u>Political Activities Of Employees</u>
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>
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**Professional Standards**

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5145.3	<u>Nondiscrimination/Harassment</u>
5145.3	<u>Nondiscrimination/Harassment</u>
6162.54	<u>Test Integrity/Test Preparation</u>
6162.6	<u>Use Of Copyrighted Materials</u>

Policy  
 approved: July 28, 1999  
 revised: January 13, 2010  
 revised: August 27, 2014  
 revised: February 27, 2019  
 revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California



## RIALTO UNIFIED SCHOOL DISTRICT

### Personnel

BP 4132(a)

#### **Publication or Creation of Materials**

The Board of Education recognizes the importance of creating a work environment that encourages employee innovation in creating and developing high-quality materials to improve student achievement and the efficiency of District operations.

**The Board of Education embraces the potential of technological resources, including Artificial Intelligence (AI) tools, to transform how we educate, communicate, and operate. These tools empower our employees to innovate and excel in providing a high-quality educational experience for all students, while also fostering creativity and new approaches to problem-solving.**

**The Board of Education recognizes the importance of creating a work environment that encourages employees to leverage these tools to create and develop high-quality materials that improve student achievement and the efficiency of District operations.**

The Superintendent or designee shall oversee the development of instructional materials, computer programs, and other copyrightable materials by employees, independent contractors, and consultants. An employee, independent contractor, or consultant shall notify the Superintendent or designee of his/her intent to publish or register a work developed in whole or in part within the scope of his/her employment.

Instructional materials, computer programs, and other copyrightable materials developed by an employee within the scope of his/her employment shall be the property of the District.

If an employee has developed copyrightable material during both work and non-working hours, and the work was within the scope of his/her employment, the Superintendent or designee shall negotiate a contract with the employee to protect the District's right as to the ownership or partial ownership of the copyright.

The Superintendent or designee shall ensure that any contract with an independent contractor or consultant contains a provision specifying the District's right to ownership of the copyright of any work produced by the contractor or consultant for the District.

The Superintendent or designee may secure copyrights in the name of the District for all copyrightable works developed by the District. All royalties or revenues from these copyrights shall be used for the benefit of the District. (Education Code 35170)

## Publication or Creation of Materials

### Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

<b>State</b>	<b>Description</b>
Ed. Code 32360	<a href="#"><u>Copyrights; use of funds</u></a>
Ed. Code 32361	<a href="#"><u>Copyrights; use of employee work time</u></a>
Ed. Code 35170	<a href="#"><u>Authority to secure copyrights</u></a>
Ed. Code 35182	<a href="#"><u>Marketing or licensing noneducational mainframe electronic data-processing software</u></a>
Ed. Code 60076	<a href="#"><u>Royalties or other compensation</u></a>
Lab. Code 2870-2872	<a href="#"><u>Inventions made by an employee</u></a>

<b>Federal</b>	<b>Description</b>
17 USC 101-122	<a href="#"><u>Subject matter and scope of copyright</u></a>
17 USC 201	<a href="#"><u>Copyright ownership and transfer</u></a>

<b>Management Resources</b>	<b>Description</b>
Court Decision	<a href="#"><u>Community for Creative Non-Violence v. Reid (1989) 490 U.S. 730</u></a>
Website	<a href="#"><u>CSBA District and County Office of Education Legal Services</u></a>
Website	<a href="#"><u>Copyright Clearance Center</u></a>
Website	<a href="#"><u>Copyright Society of the USA</u></a>
Website	<a href="#"><u>U.S. Copyright Office</u></a>

### Cross References

<b>Code</b>	<b>Description</b>
1113	<a href="#"><u>District And School Websites</u></a>
1113	<a href="#"><u>District And School Websites</u></a>
1114	<a href="#"><u>District-Sponsored Social Media</u></a>
1114	<a href="#"><u>District-Sponsored Social Media</u></a>
3312	<a href="#"><u>Contracts</u></a>
3600	<a href="#"><u>Consultants</u></a>

**Publication or Creation of Materials**

<b>Code</b>	<b>Description</b>
4040	<u>Employee Use Of Technology</u>
4119.1	<u>Civil And Legal Rights</u>
4119.21	<u>Professional Standards</u>
4119.21-E PDF(1)	<u>Professional Standards</u>
4136	<u>Nonschool Employment</u>
4219.1	<u>Civil And Legal Rights</u>
4219.21	<u>Professional Standards</u>
4236	<u>Nonschool Employment</u>
4319.1	<u>Civil And Legal Rights</u>
4319.21	<u>Professional Standards</u>
4319.21	<u>Professional Standards</u>
4319.21-E PDF(1)	<u>Professional Standards</u>
4336	<u>Nonschool Employment</u>
6161.11	<u>Supplementary Instructional Materials</u>
6162.6	<u>Use Of Copyrighted Materials</u>
6163.1	<u>Library Media Centers</u>

Policy approved: August 11, 1999  
revised: November 10, 2010  
revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
Rialto, California



## RIALTO UNIFIED SCHOOL DISTRICT

### Personnel

BP 4232(a)

#### Publication or Creation of Materials

~~The Board of Education recognizes the importance of creating a work environment that encourages employee innovation in creating and developing high-quality materials to improve student achievement and the efficiency of District operations.~~

**The Board of Education embraces the potential of technological resources, including Artificial Intelligence (AI) tools, to transform how we educate, communicate, and operate. These tools empower our employees to innovate and excel in providing a high-quality educational experience for all students, while also fostering creativity and new approaches to problem-solving.**

**The Board of Education recognizes the importance of creating a work environment that encourages employees to leverage these tools to create and develop high-quality materials that improve student achievement and the efficiency of District operations.**

The Superintendent or designee shall oversee the development of instructional materials, computer programs, and other copyrightable materials by employees, independent contractors, and consultants. An employee, independent contractor, or consultant shall notify the Superintendent or designee of his/her intent to publish or register a work developed in whole or in part within the scope of his/her employment.

Instructional materials, computer programs, and other copyrightable materials developed by an employee within the scope of his/her employment shall be the property of the District.

If an employee has developed copyrightable material during both work and non-working hours, and the work was within the scope of his/her employment, the Superintendent or designee shall negotiate a contract with the employee to protect the District's right as to the ownership or partial ownership of the copyright.

The Superintendent or designee shall ensure that any contract with an independent contractor or consultant contains a provision specifying the District's right to ownership of the copyright of any work produced by the contractor or consultant for the District.

The Superintendent or designee may secure copyrights in the name of the District for all copyrightable works developed by the District. All royalties or revenues from these copyrights shall be used for the benefit of the District. (Education Code 35170)

## Publication or Creation of Materials

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<b>State</b>	<b>Description</b>
Ed. Code 32360	<a href="#"><u>Copyrights; use of funds</u></a>
Ed. Code 32361	<a href="#"><u>Copyrights; use of employee work time</u></a>
Ed. Code 35170	<a href="#"><u>Authority to secure copyrights</u></a>
Ed. Code 35182	<a href="#"><u>Marketing or licensing noneducational mainframe electronic data-processing software</u></a>
Ed. Code 60076	<a href="#"><u>Royalties or other compensation</u></a>
Lab. Code 2870-2872	<a href="#"><u>Inventions made by an employee</u></a>

<b>Federal</b>	<b>Description</b>
17 USC 101-122	<a href="#"><u>Subject matter and scope of copyright</u></a>
17 USC 201	<a href="#"><u>Copyright ownership and transfer</u></a>

<b>Management Resources</b>	<b>Description</b>
Court Decision	<a href="#"><u>Community for Creative Non-Violence v. Reid (1989) 490 U.S. 730</u></a>
Website	<a href="#"><u>CSBA District and County Office of Education Legal Services</u></a>
Website	<a href="#"><u>Copyright Clearance Center</u></a>
Website	<a href="#"><u>Copyright Society of the USA</u></a>
Website	<a href="#"><u>U.S. Copyright Office</u></a>

### Cross References

<b>Code</b>	<b>Description</b>
1113	<a href="#"><u>District And School Websites</u></a>
1113	<a href="#"><u>District And School Websites</u></a>
1114	<a href="#"><u>District-Sponsored Social Media</u></a>
1114	<a href="#"><u>District-Sponsored Social Media</u></a>
3312	<a href="#"><u>Contracts</u></a>
3600	<a href="#"><u>Consultants</u></a>

**Publication or Creation of Materials**

<b>Code</b>	<b>Description</b>
4040	<u>Employee Use Of Technology</u>
4119.1	<u>Civil And Legal Rights</u>
4119.21	<u>Professional Standards</u>
4119.21-E PDF(1)	<u>Professional Standards</u>
4136	<u>Nonschool Employment</u>
4219.1	<u>Civil And Legal Rights</u>
4219.21	<u>Professional Standards</u>
4236	<u>Nonschool Employment</u>
4319.1	<u>Civil And Legal Rights</u>
4319.21	<u>Professional Standards</u>
4319.21	<u>Professional Standards</u>
4319.21-E PDF(1)	<u>Professional Standards</u>
4336	<u>Nonschool Employment</u>
6161.11	<u>Supplementary Instructional Materials</u>
6162.6	<u>Use Of Copyrighted Materials</u>
6163.1	<u>Library Media Centers</u>

Policy approved: August 11, 1999  
revised: November 10, 2010  
revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
Rialto, California





**Personnel**

BP 4332(a)

**Publication or Creation of Materials**

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Ed. Code 32361	<a href="#">Copyrights; use of employee work time</a>
Ed. Code 35170	<a href="#">Authority to secure copyrights</a>
Ed. Code 35182	<a href="#">Marketing or licensing noneducational mainframe electronic data-processing software</a>
Ed. Code 60076	<a href="#">Royalties or other compensation</a>
Lab. Code 2870-2872	<a href="#">Inventions made by an employee</a>

Federal	Description
17 USC 101-122	<a href="#">Subject matter and scope of copyright</a>
17 USC 201	<a href="#">Copyright ownership and transfer</a>

Management Resources	Description
Court Decision	<a href="#">Community for Creative Non-Violence v. Reid (1989) 490 U.S. 730</a>
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">Copyright Clearance Center</a>
Website	<a href="#">Copyright Society of the USA</a>
Website	<a href="#">U.S. Copyright Office</a>

### Cross References

Code	Description
1113	<a href="#">District And School Websites</a>
1113	<a href="#">District And School Websites</a>
1114	<a href="#">District-Sponsored Social Media</a>
1114	<a href="#">District-Sponsored Social Media</a>
3312	<a href="#">Contracts</a>
3600	<a href="#">Consultants</a>

**Publication or Creation of Materials**

<b>Code</b>	<b>Description</b>
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4319.21	<u>Professional Standards</u>
4319.21-E PDF(1)	<u>Professional Standards</u>
4336	<u>Nonschool Employment</u>
6161.11	<u>Supplementary Instructional Materials</u>
6162.6	<u>Use Of Copyrighted Materials</u>
6163.1	<u>Library Media Centers</u>

Policy  
 approved: August 11, 1999  
 revised: November 10, 2010  
 revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California



## RIALTO UNIFIED SCHOOL DISTRICT

### Personnel

BP 4151(a)

### Employee Compensation

In order to recruit and retain employees committed to the District's goals for student learning, the Board of Education recognizes the importance of offering a competitive compensation package, which includes salaries and health and welfare benefits.

The Board shall adopt separate salary schedules for certificated, classified, and supervisory, and administrative personnel. These schedules shall comply with law and collective bargaining agreements and shall be printed and made available for review at the District office. (Education Code 45022, 45023, 45160, 45162, **45268**)

Each certificated employee, except an employee in an administrative or supervisory position, shall be classified on the salary schedule on the basis of uniform allowance for years of training and years of experience, unless the Board and employee organization negotiate and mutually agree to a salary schedule based on different criteria. Certificated employees shall not be placed in different classifications on the schedule, nor paid different salaries, solely on the basis of the grade levels at which they teach. (Education Code 45028)

Salary schedules for staff who are not a part of a bargaining unit shall be determined by the Board at the recommendation of the Superintendent or designee.

The Board shall determine the frequency and schedule of salary payments, including whether payments for employees who work less than 12 months per year will be made over the course of the school year or in equal installments over the calendar year. (Education Code 45038, 45039, 45048, 45165)

The Superintendent or designee shall post a notice explaining the Fair Labor Standards Act's wage and hour provisions in a conspicuous place at each work site. (29 CFR 516.4)

### Overtime Compensation

A District employee shall be paid ~~an~~ an overtime rate of not less than one and one-half times ~~his/her~~ **their** regular rate of pay for any hours worked in excess of eight hours in one day **and/or** 40 hours in one work week. However, employees shall be exempt from overtime rules if they are employed as teachers or school administrators or if they qualify as being employed in an executive, administrative, or professional capacity and are paid a fixed salary at or above the salary level established by federal regulations. (Labor Code 510; 29 USC 213; 29 CFR 541.0-541.710, 553.27, 553.32)

## **Employee Compensation**

### **Wage Overpayment**

**If the District determines an employee has been overpaid, the District shall notify the employee in writing of the overpayment, afford the employee an opportunity to respond before commencing any recoupment actions, and inform the employee of the employee's rights to dispute the existence or amount of the claimed overpayment. If the employee agrees there was an overpayment in the claimed amount, reimbursement shall be made to the District through one of the methods described in Education Code 44042.5, as mutually agreed upon by the employee and the District. (Education Code 44042.5)**

**If a mutual agreement on a method of reimbursement is not reached, within 30 days of the employee verifying the overpayment amount, the District shall recoup the overpayment through payroll deductions in accordance with Education Code 44042.5.**

**If the employee does not respond or disputes the existence or amount of the District's claimed overpayment, the District may only recover the overpayment after pursuing appropriate legal action. (Education Code 44042.5)**

**If the employee separates from the District before the overpayment is fully repaid, the District shall withhold the remaining balance due from any money owed to the employee upon separation, provided that the state minimum wage is still paid to the employee as required by Education Code 44042.5. The Superintendent or designee may consult with legal counsel to calculate the amount to withhold.**

**If an outstanding overpayment balance still remains, the District may exercise any legal means to recover the remaining amount owed by the employee. (Education Code 44042.5)**

**Legal action to recover any overpayment under this policy shall be initiated within three years from the date of the overpayment, which, for leave credits, is the date that the employee receives compensation in exchange for leave erroneously credited to the employee. (Education Code 44042.5)**

## Employee Compensation

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State	Description
8 CCR 11040	<u>Wages and hours; definitions of administrative, executive, and professional employees</u>
Ed. Code 42238.016	<u>Salary and Benefit Schedule for the Bargaining Units (Form J-90)</u>
Ed. Code 44042.5	<u>Wage overpayment</u>
Ed. Code 45022-45061.5	<u>Salaries for certificated employees</u>
Ed. Code 45023	<u>Availability of salary schedule</u>
Ed. Code 45028	<u>Salary schedule and exceptions</u>
Ed. Code 45127-45133.5	<u>Classified employees; work week; overtime provisions</u>
Ed. Code 45160-45169	<u>Salaries for classified employees</u>
Ed. Code 45268	<u>Salary schedule for classified service in merit system districts</u>
Ed. Code 45500	<u>Classified School Employee Summer Assistance Program</u>
Gov. Code 3540-3549.3	<u>Meeting and negotiating</u>
Gov. Code 3543.2	<u>Scope of representation</u>
Gov. Code 3543.7	<u>Duty to meet and negotiate in good faith</u>
Lab. Code 226	<u>Employee access to payroll records</u>
Lab. Code 232	<u>Disclosure of wages</u>
Lab. Code 510	<u>Overtime Compensation</u>
Federal	Description
26 CFR 1.409A-1	<u>Definitions and covered plans</u>
26 USC 409A	<u>Deferred compensation plans</u>
29 CFR 516.4	<u>Notice of minimum wage and overtime provisions</u>
29 CFR 516.5-516.6	<u>Records</u>

**Employee Compensation**

<b>State</b>	<b>Description</b>
29 CFR 541.0-541.710	<u>Exemptions for executive, administrative, and professional employees</u>
29 CFR 553.1-553.51	<u>Fair Labor Standards Act; applicability to public agencies</u>
29 USC 201-219	<u>Fair Labor Standards Act</u>
29 USC 203	<u>Definitions</u>
29 USC 207	<u>Fair Labor Standards Act</u>
29 USC 213	<u>Exemptions from minimum wage and overtime requirements</u>

**Management Resources**

	<b>Description</b>
Court Decision	<u>Johnson v. Arvin-Edison Water Storage District (2009) 174 Cal.App.4th 729</u>
Court Decision	<u>Flores v. City of San Gabriel (9th Cir., 2016) 824 F.3d 890</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>U.S. Department of Labor, Wage and Hour Division</u>
Website	<u>Internal Revenue Service</u>
Website	<u>School Services of California, Inc.</u>
Website	<u>California Department of Education</u>
Website	<u>CSBA</u>

**Cross References**

<b>Code</b>	<b>Description</b>
3100	<u>Budget</u>
3100	<u>Budget</u>
3400	<u>Management Of District Assets/Accounts</u>
3400	<u>Management Of District Assets/Accounts</u>

**Employee Compensation**

<b>Code</b>	<b>Description</b>
3580	<u>District Records</u>
3580	<u>District Records</u>
4000	<u>Concepts And Roles</u>
4030	<u>Nondiscrimination In Employment</u>
4030	<u>Nondiscrimination In Employment</u>
4113.5	<u>Working Remotely</u>
4121	<u>Temporary/Substitute Personnel</u>
4121	<u>Temporary/Substitute Personnel</u>
4140	<u>Bargaining Units</u>
4141	<u>Collective Bargaining Agreement</u>
4143	<u>Negotiations/Consultation</u>
4154	<u>Health And Welfare Benefits</u>
4154	<u>Health And Welfare Benefits</u>
4212	<u>Appointment And Conditions Of Employment</u>
4213.5	<u>Working Remotely</u>
4240	<u>Bargaining Units</u>
4241	<u>Collective Bargaining Agreement</u>
4243	<u>Negotiations/Consultation</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4312.1	<u>Contracts</u>
4313.5	<u>Working Remotely</u>
4340	<u>Bargaining Units</u>
4354	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
6115	<u>Ceremonies And Observances</u>
6115	<u>Ceremonies And Observances</u>

Policy  
 approved: August 11, 1999  
 revised: November 10, 2010  
 revised: January 25, 2017  
 revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California





## RIALTO UNIFIED SCHOOL DISTRICT

### Personnel

BP 4251(a)

### Employee Compensation

In order to recruit and retain employees committed to the District's goals for student learning, the Board of Education recognizes the importance of offering a competitive compensation package, which includes salaries and health and welfare benefits.

~~(cf. 3100—Budget)~~

~~(cf. 3400—Management of District Assets/Accounts)~~

~~(cf. 4000—Concepts and Roles)~~

~~(cf. 4154/4254/4354—Health and Welfare Benefits)~~

The Board shall adopt separate salary schedules for certificated, classified, and supervisory and administrative personnel. These schedules shall comply with law and collective bargaining agreements and shall be printed and made available for review at the District office. (Education Code 45022, 45023, 45160, 45162)

~~(cf. 4121—Temporary/Substitute Personnel)~~

~~(cf. 4141/4241—Collective Bargaining Agreement)~~

~~(cf. 4143/4243—Negotiations/Consultation)~~

Each certificated employee, except an employee in an administrative or supervisory position, shall be classified on the salary schedule on the basis of uniform allowance for years of training and years of experience, unless the Board and employee organization negotiate and mutually agree to a salary schedule based on different criteria. Certificated employees shall not be placed in different classifications on the schedule, nor paid different salaries, solely on the basis of the grade levels at which they teach. (Education Code 45028)

~~(cf. 4030—Nondiscrimination in Employment)~~

Salary schedules for staff who are not a part of a bargaining unit shall be determined by the Board at the recommendation of the Superintendent or designee.

~~(cf. 4140/4240/4340—Bargaining Units)~~

~~(cf. 4312.1—Contracts)~~

**The Board shall determine the frequency and schedule of salary payments, including whether payments for employees who work less than 12 months per year will be made over the course of the school year or in equal installments over the calendar year. (Education Code 45038, 45039, 45048, 45165)**

## Employee Compensation

The Superintendent or designee shall post a notice explaining the Fair Labor Standards Act's wage and hour provisions in a conspicuous place at each work site. (29 CFR 516.4)

## Overtime Compensation

A District employee shall be paid ~~an~~ overtime rate of not less than one and one-half times ~~his/her~~ **their** regular rate of pay for any hours worked in excess of eight hours in one day **and/or** 40 hours in one work week. However, ~~employees shall be exempt from overtime rules if they are employed as teachers, or school administrators, or if they qualify as being employed in an~~ **and other employees in positions established by the Board as** executive, administrative, or professional capacity ~~and are paid a fixed salary at or above the salary level established by federal regulations~~ **shall be exempt from overtime rules.** (~~Labor Code 510; 29 USC 213; 29 CFR 541.0-541.710, 553.27, 553.32~~) (**Education Code 45128, 45130; 29 USC 213; 29 CFR 541.204, 541.303, 541.600, 553.27, 553.32**)

When authorized in a collective bargaining agreement or other agreement between the District and employees, an employee may take compensatory time off in lieu of overtime compensation, provided ~~he/she~~ **the employee** has not accrued compensatory time in excess of the limits specified in 29 USC 207. An employee who has requested the use of compensatory time shall be allowed to use such time within a reasonable period after making the request if the use of the compensatory time does not unduly disrupt District operations. (**Education Code 45129;** 29 USC 207; 29 CFR 553.20-553.25)

For each nonexempt employee, the Superintendent or designee shall maintain records on the employee's wages, hours, and other information specified in 29 CFR 516.5-516.6.

~~(cf. 3580—District Records)~~

~~(cf. 4112.6/4212.6/4312.6—Personnel Files)~~

## Employee Compensation

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State	Description
8 CCR 11040	<u>Wages and hours; definitions of administrative, executive, and professional employees</u>
Ed. Code 42238.016	<u>Salary and Benefit Schedule for the Bargaining Units (Form J-90)</u>
Ed. Code 44042.5	<u>Wage overpayment</u>
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Lab. Code 510	<u>Overtime Compensation</u>
Federal	Description
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26 USC 409A	<u>Deferred compensation plans</u>
29 CFR 516.4	<u>Notice of minimum wage and overtime provisions</u>
29 CFR 516.5-516.6	<u>Records</u>

**Employee Compensation**

<b>State</b>	<b>Description</b>
29 CFR 541.0-541.710	<u>Exemptions for executive, administrative, and professional employees</u>
29 CFR 553.1-553.51	<u>Fair Labor Standards Act; applicability to public agencies</u>
29 USC 201-219	<u>Fair Labor Standards Act</u>
29 USC 203	<u>Definitions</u>
29 USC 207	<u>Fair Labor Standards Act</u>
29 USC 213	<u>Exemptions from minimum wage and overtime requirements</u>

**Management Resources**

	<b>Description</b>
Court Decision	<u>Johnson v. Arvin-Edison Water Storage District (2009) 174 Cal.App.4th 729</u>
Court Decision	<u>Flores v. City of San Gabriel (9th Cir., 2016) 824 F.3d 890</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
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Website	<u>Internal Revenue Service</u>
Website	<u>School Services of California, Inc.</u>
Website	<u>California Department of Education</u>
Website	<u>CSBA</u>

**Cross References**

<b>Code</b>	<b>Description</b>
3100	<u>Budget</u>
3100	<u>Budget</u>
3400	<u>Management Of District Assets/Accounts</u>
3400	<u>Management Of District Assets/Accounts</u>

**Employee Compensation**

<b>Code</b>	<b>Description</b>
3580	<u>District Records</u>
3580	<u>District Records</u>
4000	<u>Concepts And Roles</u>
4030	<u>Nondiscrimination In Employment</u>
4030	<u>Nondiscrimination In Employment</u>
4113.5	<u>Working Remotely</u>
4121	<u>Temporary/Substitute Personnel</u>
4121	<u>Temporary/Substitute Personnel</u>
4140	<u>Bargaining Units</u>
4141	<u>Collective Bargaining Agreement</u>
4143	<u>Negotiations/Consultation</u>
4154	<u>Health And Welfare Benefits</u>
4154	<u>Health And Welfare Benefits</u>
4212	<u>Appointment And Conditions Of Employment</u>
4213.5	<u>Working Remotely</u>
4240	<u>Bargaining Units</u>
4241	<u>Collective Bargaining Agreement</u>
4243	<u>Negotiations/Consultation</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4312.1	<u>Contracts</u>
4313.5	<u>Working Remotely</u>
4340	<u>Bargaining Units</u>
4354	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
6115	<u>Ceremonies And Observances</u>
6115	<u>Ceremonies And Observances</u>

Policy  
 approved: August 11, 1999  
 revised: November 10, 2010  
 revised: January 25, 2017  
 revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California



## RIALTO UNIFIED SCHOOL DISTRICT

### Personnel

BP 4351(a)

### Employee Compensation

In order to recruit and retain employees committed to the District's goals for student learning, the Board of Education recognizes the importance of offering a competitive compensation package, which includes salaries and health and welfare benefits.

~~(cf. 3100—Budget)~~

~~(cf. 3400—Management of District Assets/Accounts)~~

~~(cf. 4000—Concepts and Roles)~~

~~(cf. 4154/4254/4354—Health and Welfare Benefits)~~

The Board shall adopt separate salary schedules for certificated, classified, and supervisory and administrative personnel. These schedules shall comply with law and collective bargaining agreements and shall be printed and made available for review at the District office. (Education Code 45022, ~~45023~~, 45160, 45162, **45268**)

~~(cf. 4121—Temporary/Substitute Personnel)~~

~~(cf. 4141/4241—Collective Bargaining Agreement)~~

~~(cf. 4143/4243—Negotiations/Consultation)~~

**Each certificated employee, except an employee in an administrative or supervisory position, shall be classified on the salary schedule on the basis of uniform allowance for years of training and years of experience, unless the Board and employee organization negotiate and mutually agree to a salary schedule based on different criteria. Certificated employees shall not be placed in different classifications on the schedule, nor paid different salaries, solely on the basis of the grade levels at which they teach. (Education Code 45028)**

### Longevity Increments:

**Management Team members may receive 14 years of previous school district experience within 15 years of the date of hire towards longevity increments. The Management member shall receive longevity at the beginning of the following designated years of service at the noted amounts and will be ongoing and to be paid monthly. When the new longevity increment takes effect, the old longevity amount will cease. The following longevity amount is effective July 1, 2024:**

**17 years - \$2,404 per year**

**20 years - \$4,857 per year**

**23 years - \$7,359 per year**

**26 years - \$9,911 per year**

**29 years - \$12,512 per year**

## **Employee Compensation**

**The longevity amount is reflected on the Management, Supervisor, and Confidential salary schedule and shall be increased by the same percentage that is applied to the salary schedule.**

**Salary guides for other certificated and classified management personnel may be reviewed at the Personnel Office.**

### **Confidential Stipend:**

**Confidential staff shall receive \$50.00 per month as designated on the Management, Supervisory, and Confidential salary schedule.**

### **Professional Growth:**

**Classified employees who receive professional growth and promote to a management, confidential, or supervisory position shall continue to receive their professional growth until they separate from the District. A total of four (4) professional growth increments of \$350.00 annually (maximum of \$1,400.00) may be achieved through voluntary participation in the professional growth program.**

**Certificated and classified management, supervisory, and confidential personnel who have acquired an earned doctorate (Ed.D. or Ph.D.), or a professional degree (M.D., J.D., or D.D.S.) shall qualify for a doctoral stipend (5% of their base salary, exclusive of longevity) if they also hold a master's degree.**

~~(cf. 4030—Nondiscrimination in Employment)~~

Salary schedules for staff who are not a part of a bargaining unit shall be determined by the Board at the recommendation of the Superintendent or designee.

~~(cf. 4140/4240/4340—Bargaining Units)~~

~~(cf. 4312.1—Contracts)~~

**The Board shall determine the frequency and schedule of salary payments, including whether payments for employees who work less than 12 months per year will be made over the course of the school year or in equal installments over the calendar year. (Education Code 45038, 45039, 45048, 45165)**

The Superintendent or designee shall post a notice explaining the Fair Labor Standards Act's wage and hour provisions in a conspicuous place at each work site. (29 CFR 516.4)

## Employee Compensation

### Overtime Compensation

A District employee shall be paid ~~an~~ overtime rate of not less than one and one-half times ~~his/her~~ **their** regular rate of pay for any hours worked in excess of eight hours in one day **and/or** 40 hours in one work week. However, ~~employees shall be exempt from overtime rules if they are employed as teachers, or school administrators, or if they qualify as being employed in an~~ **and other employees in positions established by the Board as** executive, administrative, or professional capacity ~~and are paid a fixed salary at or above the salary level established by federal regulations~~ **shall be exempt from overtime rules.** (~~Labor Code 510; 29 USC 213; 29 CFR 541.0 541.710, 553.27, 553.32~~) **(Education Code 45128, 45130; 29 USC 213; 29 CFR 541.204, 541.303, 541.600, 553.27, 553.32)**

When authorized in a collective bargaining agreement or other agreement between the District and employees, an employee may take compensatory time off in lieu of overtime compensation, provided ~~he/she~~ **the employee** has not accrued compensatory time in excess of the limits specified in 29 USC 207. An employee who has requested the use of compensatory time shall be allowed to use such time within ~~a reasonable period after making the request~~ **12 calendar months following the month the overtime was worked** if the use of the compensatory time does not unduly disrupt District operations. (**Education Code 45129;** 29 USC 207; 29 CFR 553.20-553.25)

For each nonexempt employee, the Superintendent or designee shall maintain records on the employee's wages, hours, and other information specified in 29 CFR 516.5-516.6.

~~(cf. 3580—District Records)~~

~~(cf. 4112.6/4212.6/4312.6—Personnel Files)~~

### Wage Overpayment

If the ~~d~~**D**istrict determines an employee has been overpaid, the ~~d~~**D**istrict shall notify the employee in writing of the overpayment, afford the employee an opportunity to respond before commencing any recoupment actions, and inform the employee of the employee's rights to dispute the existence or amount of the claimed overpayment. If the employee agrees there was an overpayment in the claimed amount, reimbursement shall be made to the ~~d~~**D**istrict through one of the methods described in Education Code 44042.5, as mutually agreed upon by the employee and the ~~d~~**D**istrict. (Education Code 44042.5)

If a mutual agreement on a method of reimbursement is not reached, within 30 days of the employee verifying the overpayment amount, the ~~d~~**D**istrict shall recoup the overpayment through payroll deductions in accordance with Education Code 44042.5.



## Employee Compensation

If the employee does not respond or disputes the existence or amount of the ~~d~~District's claimed overpayment, the ~~d~~District may only recover the overpayment after pursuing appropriate legal action. (Education Code 44042.5)

If the employee separates from the ~~d~~District before the overpayment is fully repaid, the ~~d~~District shall withhold the remaining balance due from any money owed to the employee upon separation, provided that the state minimum wage is still paid to the employee as required by Education Code 44042.5. The Superintendent or designee may consult with legal counsel to calculate the amount to withhold.

If an outstanding overpayment balance still remains, the ~~d~~District may exercise any legal means to recover the remaining amount owed by the employee. (Education Code 44042.5)

Legal action to recover any overpayment under this policy shall be initiated within three years from the date of the overpayment, which, for leave credits, is the date that the employee receives compensation in exchange for leave erroneously credited to the employee. (Education Code 44042.5)

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### Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
8 CCR 11040	<u>Wages and hours; definitions of administrative, executive, and professional employees</u>
Ed. Code 42238.016	<u>Salary and Benefit Schedule for the Bargaining Units (Form J-90)</u>
Ed. Code 44042.5	<u>Wage overpayment</u>
Ed. Code 45022-45061.5	<u>Salaries for certificated employees</u>
Ed. Code 45023	<u>Availability of salary schedule</u>
Ed. Code 45028	<u>Salary schedule and exceptions</u>
Ed. Code 45127-45133.5	<u>Classified employees; work week; overtime provisions</u>
Ed. Code 45160-45169	<u>Salaries for classified employees</u>
Ed. Code 45268	<u>Salary schedule for classified service in merit system districts</u>

**Employee Compensation**

<b>State</b>	<b>Description</b>
Ed. Code 45500	<u>Classified School Employee Summer Assistance Program</u>
Gov. Code 3540-3549.3	<u>Meeting and negotiating</u>
Gov. Code 3543.2	<u>Scope of representation</u>
Gov. Code 3543.7	<u>Duty to meet and negotiate in good faith</u>
Lab. Code 226	<u>Employee access to payroll records</u>
Lab. Code 232	<u>Disclosure of wages</u>
Lab. Code 510	<u>Overtime Compensation</u>

<b>Federal</b>	<b>Description</b>
26 CFR 1.409A-1	<u>Definitions and covered plans</u>
26 USC 409A	<u>Deferred compensation plans</u>
29 CFR 516.4	<u>Notice of minimum wage and overtime provisions</u>
29 CFR 516.5-516.6	<u>Records</u>
29 CFR 541.0-541.710	<u>Exemptions for executive, administrative, and professional employees</u>
29 CFR 553.1-553.51	<u>Fair Labor Standards Act; applicability to public agencies</u>
29 USC 201-219	<u>Fair Labor Standards Act</u>
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29 USC 207	<u>Fair Labor Standards Act</u>
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4154	<u>Health And Welfare Benefits</u>
4212	<u>Appointment And Conditions Of Employment</u>

**Employee Compensation**

<b>Code</b>	<b>Description</b>
4213.5	<u>Working Remotely</u>
4240	<u>Bargaining Units</u>
4241	<u>Collective Bargaining Agreement</u>
4243	<u>Negotiations/Consultation</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4312.1	<u>Contracts</u>
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4340	<u>Bargaining Units</u>
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Policy  
 approved: August 11, 1999  
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**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California



**Board of Education Agenda  
May 21, 2025**

**APPROVE AN OVERNIGHT TRIP TO WESTMONT COLLEGE MEN'S  
BASKETBALL SUMMER HIGH SCHOOL TOURNAMENT - CARTER HIGH SCHOOL**

**BACKGROUND:**

The Westmont College Men's Basketball Summer High School Tournament, held in Santa Barbara, California, from June 20-22, 2025, is the longest-running off-season tournament in the state, dating back to 1973. Designed to provide a competitive experience for high school teams, the event allows coaches to focus on team dynamics and off-season goals in a retreat-like setting.

**REASONING:**

The purpose of this trip is to provide the opportunity for our athletes to compete at Westmont College in Santa Barbara. Transportation will be arranged through the District Transportation Department. Accommodations will be at Westmont College. The experience will provide an opportunity for our athletes to show their talents in a competitive environment and experience the life of staying on a college campus in dorms. Aside from student-athlete/program development, the educational benefit is that when learning shifts from the classroom to real-life situations, it becomes far more powerful.

**RECOMMENDATION:**

To approve registration fees, lodging, and transportation for ten (10) Carter High School male student-athletes and three (3) chaperones (2 male, 1 female) to attend the Westmont College Men's Summer High School Tournament in Santa Barbara, California, effective June 20, 2025 through June 22, 2025, at a cost not-to-exceed \$8,000.00, and to be paid from the ASB and General Fund.

**SUBMITTED/REVIEWED BY:** Adam Bailey, Ph.D./Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE AN OVERNIGHT TRIP TO NORTHERN ARIZONA UNIVERSITY  
FOOTBALL CAMP - CARTER HIGH SCHOOL**

**BACKGROUND:**

Athletic teams often engage in tournaments that take place beyond their regular season games, allowing them to compete against a diverse range of opponents. These tournaments can provide valuable opportunities for teams to hone their skills, test their strategies, and build camaraderie. Participation in such events enhances the athletes' experience and plays a crucial role in their development, fostering teamwork, discipline, and resilience in a competitive environment.

**REASONING:**

The purpose of this trip is to provide the opportunity for our athletes to compete at Northern Arizona University in Flagstaff, Arizona. Transportation will be arranged through the District Transportation Department for a bus. Accommodations will be at a recommended hotel in the Flagstaff area. The experience will provide an opportunity for our athletes to show their talents in a competitive environment.

**RECOMMENDATION:**

To approve registration fees, lodging, and transportation for forty (40) Carter High School male students from the Football team and four (4) male chaperones to participate at the Flagstaff, Arizona NAU football camp and 7 on 7 tournament at Northern Arizona University in Flagstaff, Arizona, effective June 27, 2025 through June 29, 2025, at a cost not-to-exceed \$14,000.00, and to be paid from the Carter High School Football Booster Club and General Fund.

**SUBMITTED/REVIEWED BY:** Adam Bailey, Ph.D./Manuel Burciaga, Ed.D.



## Board of Education Agenda May 21, 2025

### APPROVE NEW COURSE OF STUDY FOR THE EARLY COLLEGE PROGRAM

#### BACKGROUND:

Education Services requests the Board of Education approve the following Valley College courses for the Early College Program, which will earn students both high school and college credit. Offered at no extra cost to incoming freshmen at all Rialto comprehensive high schools, students take college courses during the first two periods of the school day, two to three times a week, until their senior year. Textbooks and college support courses, which are UC approved, are also provided to ensure student success. College courses are weighted like honors or AP courses, with an A counting for 5 credits, a B for 4 credits, and a C for 3 credits. A grade of D or F requires students to retake the course over the summer for college credit or a similar high school course for graduation credit. The selected courses meet A-G requirements and count for California General Education Transferable Credit (CAL-GETC) within the UC/CSU system. Credit amounts and subject areas for high school are indicated next to each course title.

#### DESCRIPTION OF COURSES

##### Required Courses (not IGETC related)

**SDEV 102 Pathways for College and Life Success Lecture: 54 contact hours**  
(College Credit - **3 Units** / High School Credit - **10 elective credits**)

This introductory course is designed for students seeking direction in setting academic and life goals. A bio-psycho-social perspective will be used to highlight the person-environment dynamics crucial to a well-rounded preparation for academic and life success. Major topics will include evaluation of personal interests, abilities and values, educational planning, goal setting, and academic success strategies. Besides college credit, this course counts towards high school elective credit. **Associate Degree Applicable. Transfers to both UC/CSU.**

## **ENGLISH COMMUNICATION**

**UC: TWO (2) years required, CSU: Three (3) years required**

**ENGL 087 2 Units Fundamentals for College Composition Lecture: 36 contact hours** (College Credit - **Pass/No Pass** / High school Credit - **5 elective credits**)

**Corequisite: ENGL 101**

This course provides intensive support for English 101, including fundamentals for successful college-level reading, writing, and critical thinking. This course is offered as Pass/No Pass only. **Associate Degree Applicable**

**ENGL 101 Freshman Composition Lecture: 72 contact hours**

Prerequisite: Eligibility for ENGL 101 or ENGL 101H as determined through the SBVC assessment process. Corequisite: Students who require supplemental support to succeed in ENGL 101 may be required to take ENGL 086 or ENGL 087, depending on assessment. (College Credit - 4 Units, High School Credit - 10 English credits) This is a writing course emphasizing expository and argumentative essays, which helps students develop writing skills necessary for other degree-applicable courses. It includes reading and analysis of various forms of writing, instruction in library research and preparation of documented research papers. This course counts towards high school English credit. **Associate Degree Applicable. Transfers to both UC/CSU.**

**ENGL 102 Intermediate Composition and Critical Thinking Lecture: 72 contact hours**

Prerequisite: ENGL 101 or ENGL 101H (College Credit - 4 Units, High School Credit - 10 English credits) This course provides further work in argumentative and critical writing, critical thinking, analysis of non-fiction texts (and a work of literature), research and documentation. This course counts towards high school English credit. **Associate Degree Applicable Transfers to both UC/CSU.**



**COMMST 140 Small Group Communication Lecture: 54 contact hours**  
Advisory: READ 015 or eligibility for ENGL 101 or 101H as determined by the SBVC assessment process. (College Credit - **3 Units**, High School Credit - **10 elective credits**) This course explores discussion principles, communication skills, conflict management, participation practices, and leadership within small groups in a variety of contexts. Group formation, verbal and nonverbal communication, listening, and decision-making procedures are also examined. Emphasis is on group participation, group discussion, and group projects/presentations. This course counts toward high school English Credit. **Associate Degree Applicable. Transfers to both UC/CSU.**

**AREA 2: MATHEMATICAL CONCEPTS & QUANTITATIVE REASONING**  
**One (1) course required. Offered during the summer between the junior and senior year**

This area can be met if a student gets a 3, 4, or 5 on an AP Statistics, AP Calculus AB, or AP Calculus BC course. Students are also given an option to explore a college course in mathematics after consulting with their high school counselor and Valley College Counselor. Students are required to take at least one of the courses listed below.

**MATH 102 4 Units College Algebra Lecture: 72 contact hours**  
(College Credit - **4 Units**, High School Credit - **10 Math Credits**)

Prerequisite: MATH 095 or MATH 096 or eligibility for MATH 102 as determined through the SBVC assessment process. This course is designed for students with a strong foundation in algebra. It includes the study of polynomial rational functions and inequalities, exponential and logarithmic functions, conics, systems of nonlinear equations and inequalities, and an introduction to sequences, series, and the Binomial Theorem. This course counts toward high school mathematics credit. **Associate Degree Applicable. Transfer to both UC/CSU.**

**MATH 108 Introduction to Probability and Statistics Lecture: 72 contact hours**  
(College Credit - **4 Units**, High School Credit - **10 Math Credits**)

Prerequisite: MATH 095 or MATH 096 or eligibility for MATH 108 as determined through the SBVC assessment process. This course is designed for students with a strong foundation in algebra. It includes the study of polynomial rational functions and inequalities, exponential and logarithmic functions, conics, systems of nonlinear equations and inequalities, and an introduction to sequences, series, and the Binomial Theorem. This course counts toward high school mathematics credit. **Associate Degree Applicable. Transfer to both UC/CSU.**

**MATH 151 Pre-Calculus Lecture: 72 contact hours**  
(College Credit - **4 Units**, High School Credit - **10 Math Credits**)

Prerequisite: MATH 102 and MATH 103 or eligibility for MATH 151 as determined through the SBVC assessment process. This course provides foundational skills to facilitate success in **Calculus**. Topics include polynomials and rational functions, exponential and logarithmic functions, systems of nonlinear equations and inequalities, parametric and polar equations, trigonometric functions, and limits. This course counts towards high school mathematics credit. **Associate Degree Applicable. Transfers to both UC/CSU.**

**AREA 3: ARTS & HUMANITIES**

**Minimum three (3) courses - One (1) from Art, One (1) from Humanities, and One (1) from either Art/Humanities**

**ART 103 Art Appreciation Lecture: 54 contact hours** (College Credit - **3 Units**, High School Credit - **10 VAPA credits**) Advisory: ENGL 101 or ENGL 101H

The course is an introduction to two- and three-dimensional art from a multicultural perspective. Art in a historical and worldwide context, the function of art in society, art processes, and visual vocabulary are examined. Students will develop an increased appreciation of the differences and similarities among the styles, content, and expression of world art. This course counts towards fine arts credit. **Associate Degree Applicable. Transfers to both UC/CSU.**

**MUS 100 Music Appreciation Lecture: 54 contact hours** (College Credit - **3 Units**, High School Credit - **10 VAPA credits**)

Advisory: ENGL 101 or ENGL 101H or eligibility as determined by the SBVC assessment process. This course introduces students to music in Western civilization and methods of music listening. Included in this course are guidelines for thoughtful music selection, basic musical forms, cross-cultural studies in music, music periods and styles, a discussion of patrons and audiences, careful consideration of the role of women in creating music, history of art music, popular music, world music, and jazz. This course counts towards fine arts credit. **Associate Degree Applicable. Transfers to both UC/CSU.**

**HIST 100 United States History to 1877 Lecture: 54 contact hours** (College Credit - **3 Units**, High School Credit - **10 US History credits**)

Advisory: ENGL 101 or ENGL 101H This course provides a general survey of United States history with an emphasis on political, economic, social, and cultural developments from the pre-Colonial period through the Civil War and Reconstruction period. This course counts towards high school U.S. History. **Associate Degree Applicable. Transfers to both UC/CSU.**

#### **AREA 4: SOCIAL AND BEHAVIORAL SCIENCES**

**Three courses from two disciplines**

**CD 102 Child Growth and Development Lecture: 54 contact hours** (College Credit - **3 Units**, High School Credit - **10 elective units**)

Advisory: ENGL 101 or ENGL 10H This course examines the major physical, psychosocial, and cognitive/language developmental milestones for children, both typical and atypical, from conception through adolescence. There is an emphasis on interactions between maturational processes and environmental factors. While studying developmental theory and investigative research methodologies, students will observe children, evaluate individual differences and analyze characteristics of development at various stages. This course counts towards high school elective credit. **Associate Degree Applicable. Transfers to both UC/CSU.**

**POLIT 100 American Politics Lecture: 54 contact hours** College Credit - (3 Units, High School Credit - 10 Government credits)

Advisory: ENGL 015 or eligibility for ENGL 101 as determined by the SBVC assessment process and READ 015. This course is a basic introduction to American politics that is designed to meet requirements in the United States and California constitutions and government, with primary emphasis on the American national government. Topics covered include the political philosophy of democracy and constitutionalism; the specific provisions of the United States Constitution and Bill of Rights; the operations of national political institutions, including Congress, the President, and the Supreme Court; the role of political parties; and an overview of California government and politics. This course counts toward high school government credit. **Associate Degree Applicable. Transfers to both UC/CSU.**

**ECON 100 Introduction to Economics Lecture: 54 Contact Hours** College Credit (3 Units, High School Credit - 10 Economics credits)

This course is an entry-level, general education course which introduces and surveys basic macroeconomic, microeconomic, and personal finance principles. This course emphasizes the causes and consequences of the business cycle on output, employment, and prices, as well as basic supply and demand analysis across different market structures. Analysis further includes the role of the government in the macro-economy and the micro-economy. This course counts toward high school economics credit. **Associate Degree Applicable. Transfer to both UC/CSU.**

#### **AREA 5: PHYSICAL AND BIOLOGICAL SCIENCES**

**Two (2) courses, one (1) in Physical Science and one (1) in Biological Science**

This area can be met if a student gets a 3, 4, or 5 on an AP Physics 1/ AP Physics C (11th grade) AND AP Biology course (12 grade). Students are also given the option to explore two (2) Valley College courses to meet this requirement.

**BIOL 100 General Biology Lecture: 54 Contact Hours** College Credit (4 Units, High School Credit - 10 Life Science credits)

This is an introductory course that explores biological concepts in our everyday lives as they are closely connected to racial, sociocultural, health, and environmental issues. This course counts towards high school biological credit and meets the UC biological science credit. It also meets the UC Lab requirements. **Associate Degree Applicable. Transfers to both UC/CSU.**

**ENVSCI 100 - Introduction to Environmental Science Lecture: 54 Contact Hours** College Credit (3 Units, High School Credit - 10 Physical Science credits)

Introduction to Environmental Science. This course is an introduction to environmental issues from a scientific perspective. It focuses on physical, chemical, and biological processes within the Earth system, the interaction between humans and these processes, environmental racism and environmental justice, and the role of science in finding sustainable, culturally appropriate solutions. **Associate Degree Applicable. Transfers to both UC/CSU.**

#### **AREA 6: PROFICIENCY IN A FOREIGN LANGUAGE**

**2 years of high school foreign language study with a C or better OR passing one (1) advanced placement AP French Language & Culture, AP French Literature & Culture, AP Spanish Language & Culture, AP Spanish Literature & Culture with a 3, 4, and 5. One (1) community college course is being offered for students who do not meet this requirement. Valley College foreign language courses are offered in the summer between the sophomore and junior school years.**

**ASL 109 American Sign Language I Lecture: 72 Hours** College Credit (4 Units, High School Credit - 20 Units (meets 2 year requirement for foreign language))

In this course, students develop communication skills in American Sign Language, including the alphabet, basic vocabulary, and grammar of ASL. Both receptive and expressive abilities are emphasized. Students review the characteristics of the deaf community and culture. **Associate Degree Applicable. Transfers to both UC/CSU**

**SPAN 101 5 Units College Spanish I Lecture: 90 Contact Hours College Credit (5 Units, High School Credit - 20 Units (meets 2 year requirement for foreign language))**

In this course, students will develop the ability to converse, read, and write in Spanish. This course includes the study of the essentials of pronunciation, vocabulary, idioms, and grammatical structures, along with an introduction to the cultures of Spanish-speaking countries. This course corresponds to the first two years of high school Spanish. **Associate Degree Applicable. Transfers to both UC/CSU.**

**AREA 7: ETHNIC STUDIES**

**Minimum of 3 semester units/ 4 quarter units requirement fulfills Education Code Section 89032.**

The course explores the impact of identity on film as an art form and cultural artifact by confronting ideologies of race, class, gender, and sexual orientation as they are reflected in cinematic representation. American film is used as the primary lens through which to view how social, political, and cultural values have been formulated over the last century. Students analyze major films, figures, character types, and narrative strategies to evaluate the relationship between film and identity. This course counts towards high school elective credit and will meet the ethnic studies future graduation requirement. **Transfers to both UC/CSU.**

**REASONING:**

These courses were planned and implemented during the 2023-2024 school year and refined in the 2024-2025 school year to meet student graduation needs and comply with CAL-GETC requirements.

**RECOMMENDATION:**

To approve the recommended courses of study for the Early College Program and recommend that these college courses not only earn California General Education Transferable Credit (CAL-GETC) but also allow students to receive high school credit in the specific areas outlined in the course descriptions required for graduation.

**SUBMITTED/REVIEWED BY:** Ed D'Souza, Ph.D./Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**DONATIONS**

Monetary Donation(s)

None

Non-Monetary Donation(s)

Location: Fiscal Services

Donor: Amazon

Items: 14 pallets of various items

**RECOMMENDATION:**

Accept the donation(s) and send a letter of appreciation to the donor(s): Amazon.

Monetary Donations - May 21, 2025	\$	0.00
Donations - Fiscal Year-to-Date	\$	83,732.56

**SUBMITTED/REVIEWED BY:** Diane Romo



**Board of Education Agenda  
May 21, 2025**

**APPROVAL OF RFP NO. RIANS 2025-2026-001 DAIRY AND OTHER RELATED PRODUCTS TO DRIFTWOOD DAIRY FOR THE 2025-2026 SCHOOL YEAR**

**BACKGROUND:**

On March 24, 2025, the Rialto Unified School District Child Nutrition released a Request for Proposals (“RFP”) for Dairy and Other Related Products as required per Public Contract Code (“PCC”) 20111 (c).

**REASONING:**

As legally required, the Rialto Unified School District published a Notice Calling for Proposals in the San Bernardino County Sun on March 24, 2025, and March 31, 2025. The RFP was also published on the District’s Child Nutrition webpage and an outreach mail was sent to various qualified Dairy Products vendors.

The Rialto Unified School District Child Nutrition program provides nutritionally balanced meals to all children every day through the operation of the National School Lunch Program, the School Breakfast Program, Snack Program, and Child and Adult Care Food Program (Supper). The RFP included a variety of items procured to continue serving Dairy and Other Related Products at all school sites.

Upon review of the submissions, the District’s Child Nutrition has determined that the proposal submitted by Driftwood Dairy is responsive and achieved the highest score. Per PCC 20111 (c), “awards shall be let to the most responsive and responsible party. The price shall be the primary consideration, but not the only determining factor.” The award of the RFP shall be for the period of one (1) year with an option to renew for two (2) additional one-year periods.

<u>Bidders</u>	<u>Ranking</u>
Driftwood Dairy	97
Hollandia Dairy, Inc.	81
Clearbrook Farms, Inc.	77

**RECOMMENDATION:**

Approve the Award Request for Proposal RFP NO. RIANS 2025-2026-001 DAIRY AND OTHER RELATED PRODUCTS to Driftwood Dairy effective July 1, 2025, through June 30, 2026, at a cost to be determined at the time of purchase and to be paid from the Cafeteria Fund.

**SUBMITTED/REVIEWED BY:** Michael Devlin/Diane Romo





**Board of Education Agenda  
May 21, 2025**

**APPROVAL OF RFP NO. RIAN5 2025-2026-002 BREAD PRODUCTS TO  
GOLD STAR FOODS FOR THE 2025-2026 SCHOOL YEAR**

**BACKGROUND:**

On March 24, 2025, the Rialto Unified School District Child Nutrition released a Request for Proposals (“RFP”) for Bread Products as required per Public Contract Code (“PCC”) 20111(c).

**REASONING:**

As legally required, the Rialto Unified School District published a Notice Calling for Proposals in the San Bernardino County Sun on March 24, 2025, and March 31, 2025. The RFP was also published on the District’s Child Nutrition webpage and an outreach mail was sent to various qualified Bread Products vendors.

The Rialto Unified School District Child Nutrition program provides nutritionally balanced meals to all children every day through the operation of the National School Lunch Program, the School Breakfast Program, Snack Program, and Child and Adult Care Food Program (Supper).

Upon receiving only one submission, the District’s Child Nutrition has determined that the proposal submitted by Gold Star Foods is the only responsive vendor. Per PCC 20111 (c), “awards shall be let to the most responsive and responsible party. The price shall be the primary consideration, but not the only determining factor.” The award of the RFP shall be for the period of one (1) year with an option to renew for two (2) additional one-year periods.

Bidder: Gold Star Foods

**RECOMMENDATION:**

Approve the Award Request for Proposal RFP NO. RIAN5 2025-2026-002 BREAD PRODUCTS to Gold Star Foods, effective July 1, 2025, through June 30, 2026, at a cost to be determined at the time of purchase and to be paid from the Cafeteria Fund.

**SUBMITTED/REVIEWED BY:** Michael Devlin/Diane Romo



**Board of Education Agenda  
May 21, 2025**

**SIGNATURE AUTHORIZATION FOR STATE/COUNTY DOCUMENTS**

**BACKGROUND:**

In order to comply with Education Code Sections 35161, 35250, and 72600, it is necessary to have Board approval of District individuals authorized to sign State/County documents and to electronically release County commercial warrants.

**REASONING:**

To comply with Education Code Sections 35161, 35250, and 72600

**RECOMMENDATION:**

Approve the authorization of Valeria Estrella, Fiscal Services Manager, to sign State/County documents and to electronically release County commercial warrants effective May 22, 2025, until revoked.

**SUBMITTED/REVIEWED BY:** Nicole Albiso/Diane Romo



**Board of Education Agenda  
May 21, 2025**

**APPROVE AN AMENDMENT TO THE AGREEMENT WITH POWERSCHOOL  
GROUP, LLC**

**BACKGROUND:**

PowerSchool has more than two decades of experience providing cloud-based software to K-12 districts that connects students, teachers, administrators, and parents with the shared goal of improving student outcomes. Rialto Unified School District has partnered with PowerSchool since the 2021-2022 school year to implement Hoonuit, a data visualization platform. The system gathers information from our student information system (Synergy), iReady, College Board, and State Assessments to create dashboards for administrators and staff to review their school's and the District's data. This partnership has been instrumental in helping the District make data-informed decisions to support student achievement.

**REASONING:**

PowerSchool has offered to extend our current contract through June 30, 2026, at no cost to the district. This extension will allow us to continue using the Essentials and LCAP modules, both of which are crucial sources of data for day-to-day operations. The Essentials module provides core analytics that summarize enrollment, absenteeism, and behavior data, while the LCAP module helps track and report on Local Control and Accountability Plan metrics and goals. The Hoonuit platform has become an integral part of our data analysis infrastructure, enabling staff to access real-time data, monitor student progress, and implement timely interventions. By continuing this partnership at no additional cost, the district will maintain access to these valuable tools while directing financial resources to other educational priorities.

**RECOMMENDATION:**

To amend and extend the agreement with PowerSchool Group LLC for the Hoonuit platform, including the Essentials and LCAP modules, through June 30, 2026, at no cost to the District.

**SUBMITTED/REVIEWED BY:** Paulina Villalobos/Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE A RENEWAL AGREEMENT WITH TEXTHELP SOFTWARE**

**BACKGROUND:**

Texthelp was founded in 1996 after its CEO, Martin McKay, faced communication challenges due to a severe stroke. For over two decades, the company has been driven by a mission to develop technologies that empower individuals to read, write, and communicate with confidence, aiming to enable people of all ages - from students in school to professionals at work - to achieve their maximum potential. Among its offerings, the Read&Write extension for the Chrome browser stands out. This tool is equipped with features such as speech-to-text and predictive typing, which help support the learning experience. Since the 2020-2021 academic year, the Rialto Unified School District has purchased the Read&Write extension for all its students and staff, reinforcing the commitment to inclusivity and educational success.

**REASONING:**

Purchasing the Read&Write Chrome extension is congruent with our District's focus on literacy. Read&Write is a literacy support tool that helps with tasks such as reading text out loud, understanding unfamiliar words, researching assignments, and proofing written work. Furthermore, students with specific learning needs may require accessibility resources to fully engage and demonstrate mastery of content during instruction and on assessments. To ensure their success, the Read&Write extension provides a wide range of supports and accommodations to guarantee that students are able to engage with the digital content. From August 2024 through April 2025, there have been over 149,000 interactions with the Read&Write extension. An interaction is defined as a student using one of the tools on the Read&Write toolbar, demonstrating the significant impact and utilization of this resource across the district. The top three tools used are text-to-speech, word prediction, and the screenshot reader.

**RECOMMENDATION:**

To purchase the Read&Write Chrome extension for all staff and students, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$43,688.50, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Paulina Villalobos/Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE A RENEWAL AGREEMENT WITH DELTA MATH**

**BACKGROUND:**

In the 2021-2022 school year, Delta Math was introduced as a supplementary resource in all high schools within the district. This program, developed by teachers for teachers, encompasses math content ranging from elementary levels to high school calculus. Delta Math was created in 2009 by Zach Korzyk, who began by writing a simple program for substituting values into the Quadratic Formula. In its first year as a fully functional site, Delta Math was used by 100 teachers and 5,000 students. Over the years, Zach dedicated his nights, weekends, and summers to expanding the content and features of Delta Math, teaching himself database management, web servers, and JavaScript. By the 2019-2020 school year, the platform had grown to over 100,000 teacher users and 4 million student users. Additionally, for the 2023-2024 school year, middle schools were also included in the Delta Math program.

**REASONING:**

Teachers at Rialto appreciate several features of Delta Math, including pre-made guided cloze notes and videos that cover key skills aligned with the Common Core Grade Level Standards. The platform allows teachers to customize assignments based on individual students' mathematics levels, enabling them to scaffold topics from previous grades to the current grade level. This approach provides students with mini-tutorials that enhance their understanding of grade-level standards. Delta Math also offers valuable data points to track students' progress on these standards. Additionally, it serves as a useful resource for parents who want to assist their children at home when they are struggling with mathematics. Last year, all three high schools in the district utilized the program. Informal surveys indicated that students preferred Delta Math as a resource for helping them meet grade-level mathematics standards, particularly appreciating the videos and guided notes provided by the program. To date, for the 2024-2025 academic year, the program has been used by 16,585 middle and high school students.

**RECOMMENDATION:**

To provide supplemental materials for all District middle and high schools, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$23,584.00, and to be paid by the General Fund (Title I).

**SUBMITTED/REVIEWED BY:** Ed D'Souza, Ph.D./Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE A RENEWAL AGREEMENT WITH THE SAN JOAQUIN COUNTY OFFICE OF EDUCATION**

**BACKGROUND:**

The San Joaquin County Office of Education facilitates the Beyond SST platform, aiding districts in efficiently managing SST (Student Success Team) and 504 plans. The SST process employs a collaborative approach to support students facing academic or other school-related challenges. A 504 Plan is a plan developed to ensure that a child who has a disability identified under the law and is attending an elementary or secondary educational institution receives accommodations that will ensure their academic success and access to the learning environment.

**REASONING:**

Providing the Beyond SST Platform through the San Joaquin County Office of Education supports one of the District's Strategic Plan objectives: "Every student excels at the highest level throughout his/her career at Rialto Unified School District." The Beyond SST system will allow staff to monitor interventions and progress outcomes for any Kindergarten through twelfth-grade student to ensure an equitable educational experience. Additionally, the platform is integrated with the Special Education Information System (SEIS), a web-based tool used for managing IEPs and other special education data. This integration enhances our capability to provide comprehensive support. Beyond SST offers various forms vetted through the Office of Civil Rights to use during the SST and 504 process. Currently, about 1,600 students are being monitored through an SST plan, and 350 students have a 504 plan.

**RECOMMENDATION:**

To approve a renewal agreement with the San Joaquin County Office of Education for the Beyond SST platform to guide and store SST and 504 plans, effective July 1, 2025, through June 30, 2026, at a cost not-to-exceed \$30,165.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Paulina Villalobos/Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE A RENEWAL AGREEMENT WITH CALIFORNIA STUDENT OPPORTUNITY AND ACCESS PROGRAM (CAL-SOAP) INLAND EMPIRE IN PARTNERSHIP WITH CALIFORNIA STATE UNIVERSITY SAN BERNARDINO (CSUSB)**

**BACKGROUND:**

The California Student Opportunity and Access Program (Cal-SOAP) was established by the California State Legislature in 1978 to achieve three main goals: (1) Increase access to college and career information, (2) Improve achievement levels for high school graduates to be college-ready and career-eligible, and (3) Use at least 30% of annual grant funding for tutoring or peer advising. Alongside Rialto Unified School District, nine other school districts, three four-year colleges, five community colleges, the San Bernardino County Superintendent of Schools (SBCSS), and ten community-based organizations participate in Cal-SOAP. Rialto USD provides FAFSA workshops, Cash for College workshops, and NCAA workshops for student-athletes with Cal-SOAP's support. Cal-SOAP has collaborated with the District since its establishment in 2022, significantly benefiting our students.

**REASONING:**

The goals of this grant align with Rialto USD's Strategic Plan, specifically Strategy II: ensuring resources and assets are allocated and developed to directly support students, and Strategy IV: cultivating a culture of high expectations. Rialto USD will provide "in-kind" contributions, such as spaces for information displays, tutoring, and workshops, funds for substitutes, supplies, and student lunches for field trips. At the K-8 level, the grant will focus on Family Engagement through the Families in Schools program, financial literacy, and high school transitions. Cal-SOAP funds two Rialto teachers during the summer to assist 8th graders transitioning to 9th grade in STEM. For high schools, services will include coaching and advising for 10% of 9th and 10th graders, along with financial literacy support. For 11th and 12th graders, the program will offer tutoring, workshops, family events, college application assistance, and support for FAFSA and the Dream Act.

**RECOMMENDATION:**

To approve a renewal agreement with the Cal-SOAP Inland Empire Program, effective May 22, 2025 through June 30, 2028, at no cost to the District.

**SUBMITTED/REVIEWED BY:** Ed D'Souza, Ph.D./Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2026**

**APPROVE A RENEWAL AGREEMENT WITH ADVANCEMENT VIA INDIVIDUAL DETERMINATION (AVID)**

**BACKGROUND:**

AVID is a program that aims to increase the college-going rate of first-generation college students. It helps students succeed in a rigorous curriculum, enroll in four-year colleges, and become responsible leaders in society. The program started in 1989 at Eisenhower High School and has since expanded to all comprehensive high schools, all middle schools, and two elementary schools in the Rialto Unified School District. Over 90% of AVID seniors go on to attend a four-year college. AVID Excel was launched a few years ago to help long-term English Language Learners (ELs) transition to high school and take college classes alongside AVID courses, providing more opportunities for students to go to college.

**REASONING:**

As part of the District's Strategic Plan, the goal is to provide rigorous learning experiences for each student's holistic development and allocate resources to support them. The implementation of AVID (Advancement Via Individual Determination) across the Rialto Unified School District aims to foster a culture of high expectations. The AVID membership agreement offers training for educators and staff on effective teaching strategies. AVID resources include software for grades K-12, the AVID Weekly Newsletter, coaching, coordinator workshops, and access to regional training. AVID students in Rialto high schools have shown higher A-G participation rates, with EHS at 62%, CHS at 85%, and RHS at 67.5%. AVID memberships will be extended to various schools, including Carter, Eisenhower, and Rialto High Schools, as well as several middle and elementary schools. Additionally, Kolb Middle School is continuing the AVID EXCEL pilot program for long-term English Learner students to help them reclassify before entering high school.

**RECOMMENDATION:**

To provide AVID memberships and site licenses for eight (8) secondary school sites and three (3) elementary school sites, and include AVID EXCEL at Kolb Middle School, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$53,100.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Edward D'Souza, Ph.D./Manuel Burciaga, Ed.D.





**Board of Education Agenda  
May 21, 2025**

**APPROVE A RENEWAL AGREEMENT WITH ALTAIR ENGINEERING INC**

**BACKGROUND:**

Altair Engineering provides a platform (Monarch) that can quickly convert disparate data formats into rows and columns for use in data analytics. Monarch connects to multiple data sources, including structured and unstructured data, cloud-based data, and big data. Connecting to data, cleansing, and manipulating data requires no coding. Models built in Monarch can be exported into common analytics platforms.

**REASONING:**

Currently, Fiscal Services uses Monarch to extract data to process payroll and complete other required reporting.

**RECOMMENDATION:**

Approve a renewal agreement with Altair Engineering Inc., to provide Monarch software for Fiscal Services to extract data to process payroll, effective July 1, 2025, through June 30, 2026, at a cost not-to-exceed \$15,517.50 and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Nicole Albiso/Diane Romo



**Board of Education Agenda  
May 21, 2025**

**APPROVE AN AGREEMENT WITH JOHN R. BYERLY, INC. TO PROVIDE GEOTECHNICAL ENGINEERING, SPECIAL INSPECTION, AND MATERIALS TESTING SERVICES FOR THE BASEBALL FIELD UPGRADES AT EISENHOWER AND RIALTO HIGH SCHOOLS**

**BACKGROUND:**

On April 9, 2025, the Board of Education awarded Bid No. 24-25-004 to upgrade and renovate the baseball fields at Eisenhower and Rialto High Schools. Per the Division of the State Architect (DSA), a geotechnical engineering and materials testing and special inspections laboratory is responsible for ensuring that all code-prescribed special inspection and materials testing services required during construction are completed in compliance with the approved construction plans and specifications.

**REASONING:**

To ensure full compliance with Division of the State Architect (DSA) requirements for the Baseball Field Upgrades Project at Eisenhower and Rialto High Schools, the District requires the services of a qualified geotechnical engineering firm to perform special inspections and materials testing. These services are critical to certify that all required testing and inspections are conducted in accordance with DSA approved plans and specifications.

John R. Byerly, Inc. was selected to provide these services, based on the firm's extensive experience and proven track record in delivering DSA compliant geotechnical engineering, special inspections, and materials testing on prior District projects. The proposed fees for their services are \$26,560.00 for Eisenhower High School and \$22,940.00 for Rialto High School, for a total of \$49,500.00.

**RECOMMENDATION:**

Approve an agreement with John R. Byerly, Inc. to provide geotechnical engineering, special inspection, and material testing services for the Baseball Field Upgrades Project at Eisenhower and Rialto High Schools, effective May 22, 2025, through June 30, 2026, at a cost not-to-exceed \$49,500.00 and to be paid from the Special Reserve for Capital Outlay Projects - Fund 40.

**SUBMITTED/REVIEWED BY:** Angie Lopez/Diane Romo



**Board of Education Agenda  
May 21, 2025**

**APPROVE AN AGREEMENT WITH GENERATION ESPORTS**

**BACKGROUND:**

With over 160 collective years of experience in all aspects of education, Generation Esports brings unparalleled expertise to the integration of gaming and learning. Their team comprises former educators and specialists who have created curriculum, professional development, coaching resources, and research-based strategies to embed scholastic gaming and esports into school environments. Their leadership ensures that students experience a rigorous, standards-aligned, and engaging elective curriculum that builds real-world skills through esports education. Generation Esports' extensive experience makes them uniquely qualified to support the District's efforts to provide innovative and future-ready learning opportunities for students.

**REASONING:**

To support the growth of Esports as an engaging and academically relevant elective, the District would like to purchase the Generation Esports' Gaming Concepts for Rialto High School, Carter High School, and Eisenhower High School. This comprehensive package includes one year of digital access to a Gaming Concepts course, as well as access to Valor, a specialized training platform that helps students develop strategic skills across various Esports titles. In addition to curriculum access and training, the partnership with Generation Esports includes unlimited passes to seasonal High School Esports League (HSEL) competitions in the fall, winter, and spring, giving students the opportunity to compete for scholarships and recognition on a national level. The package also features a professional development session for staff and coaching certification opportunities, ensuring educators are equipped to guide students effectively in this innovative learning environment.

**RECOMMENDATION:**

To purchase the Generation Esports Course Pro Bundle for Carter High School, Eisenhower High School, and Rialto High School, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$16,937.50, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Paulina Villalobos/Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE THE LEARNING ACTIVITY PLACEMENT AGREEMENT WITH  
CALIFORNIA STATE UNIVERSITY, FULLERTON**

**BACKGROUND:**

The purpose of this Learning Activity Placement Agreement is to enter into a mutually beneficial education/training agreement with California State University, Fullerton, to provide education fieldwork experiences to college students enrolled in their programs. College students enrolled in these programs will gain experience in the practice setting and on campus with experienced professionals within the Rialto Unified School District.

**REASONING:**

California State University, Fullerton will offer college students opportunities to flourish with guidance from experienced mentors in our District. This is in order to further their education toward becoming effective and efficient in their specialized field with the hope that they will come back and return their knowledge to the children of the District and its community.

**RECOMMENDATION:**

Approve the Learning Activity Placement Agreement with California State University, Fullerton to assist current and future college students with mentoring opportunities in their specialized fields from July 1, 2025 through June 30, 2030 at no cost to the District.

**SUBMITTED/REVIEWED BY:** Ricardo Carranza/Rhonda Kramer, Roxanne Dominguez & Armando Urteaga



**Board of Education Agenda  
May 21, 2025**

**APPROVE THE LEARNING ACTIVITY PLACEMENT AGREEMENT WITH  
CALIFORNIA STATE UNIVERSITY, FULLERTON**

**BACKGROUND:**

The purpose of this Learning Activity Placement Agreement is to enter into a mutually beneficial education/training agreement with California State University, Fullerton, to provide education fieldwork experiences to college students enrolled in their programs. College students enrolled in these programs will gain experience in the practice setting and on campus with experienced professionals within the Rialto Unified School District.

**REASONING:**

California State University, Fullerton will offer college students opportunities to flourish with guidance from experienced mentors in our District. This is in order to further their education toward becoming effective and efficient in their specialized field with the hope that they will come back and return their knowledge to the children of the District and its community.

**RECOMMENDATION:**

Approve the Learning Activity Placement Agreement with California State University, Fullerton to assist current and future college students with mentoring opportunities in their specialized fields from July 1, 2025 through June 30, 2030 at no cost to the District.

**SUBMITTED/REVIEWED BY:** Ricardo Carranza/Rhonda Kramer, Roxanne Dominguez & Armando Urteaga



**Board of Education Agenda  
May 21, 2025**

**APPROVE A CLINICAL EXPERIENCES AGREEMENT WITH CALIFORNIA BAPTIST UNIVERSITY**

**BACKGROUND:**

The California Commission on Teacher Credentialing requires teacher/psychology/counselor/ candidates that are enrolled in a college/university program to complete student teaching/fieldwork/ internship/practicum before the university student can receive their preliminary credential.

**REASONING:**

California Baptist University provides fieldwork, education and training for university student teachers, psychology and counseling students. University students enrolled in the programs at California Baptist University will gain experience with mentors from Rialto Unified School District in their specialized fields in the process of completing their credential requirements.

**RECOMMENDATION:**

Approve the Clinical Experiences Agreement with California Baptist University to assist current and future educators, counselors, and psychologists in completing state requirements for credentialing from July 1, 2025 through June 30, 2028.

**SUBMITTED/REVIEWED BY:** Ricardo Carranza/Rhonda Kramer, Roxanne Dominguez & Armando Urteaga



**Board of Education Agenda  
May 21, 2025**

**APPROVE A FIELD PLACEMENT AFFILIATION AGREEMENT WITH GRAND CANYON UNIVERSITY**

**BACKGROUND:**

The California Commission on Teacher Credentialing requires teacher/counselor candidates that are enrolled in a college/university program to complete student teaching/fieldwork/internship before the university student can receive their preliminary credential.

**REASONING:**

Grand Canyon University provides fieldwork, education and training for university student teachers, and counseling students. University students enrolled in the programs at Grand Canyon University will gain experience with mentors from Rialto Unified School District in their specialized fields in the process of completing their credential requirements.

**RECOMMENDATION:**

Approve the Field Placement Affiliation Agreement with Grand Canyon University to assist current and future educators in completing state requirements for credentialing from July 1, 2025 through June 30, 2028.

**SUBMITTED/REVIEWED BY:** Ricardo Carranza/Rhonda Kramer, Roxanne Dominguez & Armando Urteaga



**Board of Education Agenda  
May 21, 2025**

**APPROVE THE SCHOOL COUNSELING PRACTICUM EXPERIENCE  
MEMORANDUM OF UNDERSTANDING WITH SOUTHEASTERN OKLAHOMA  
STATE UNIVERSITY**

**BACKGROUND:**

The purpose of this School of Counseling Practicum Experience Memorandum of Understanding is to enter into a mutually beneficial education/training agreement with Southeastern Oklahoma State University, to provide internship, practicum, and observation experiences to students enrolled in the School of Counseling program. Students enrolled in these programs will gain experience in the practice setting and on campus with experienced professionals within the Rialto Unified School District.

**REASONING:**

Southeastern Oklahoma State University will offer students opportunities to flourish with guidance from experienced mentors in our District. This is in order to further their education toward becoming effective and efficient future school counselors, with the hope that they will come back and return their knowledge to the children of the District and its community.

**RECOMMENDATION:**

Approve the School Counseling Practicum Experience Memorandum of Understanding with Southeastern Oklahoma State University to assist current and future educators with mentoring opportunities in their specialized fields from July 1, 2025 through June 30, 2028 at no cost to the District.

**SUBMITTED/REVIEWED BY:** Ricardo Carranza/Rhonda Kramer, Roxanne Dominguez & Armando Urteaga





**Board of Education Agenda  
May 21, 2025**

**APPROVE THE MASTER CLINICAL FIELD EXPERIENCE AGREEMENT WITH CALIFORNIA BAPTIST UNIVERSITY**

**BACKGROUND:**

The purpose of this Master Clinical Field Experience Agreement is to enter into a mutually beneficial education and training agreement with California Baptist University for Speech-Language Pathology Student Interns. Students enrolled in the field of Speech-Language Pathology at California Baptist University will gain experience in the clinical setting with experienced professionals within the Rialto Unified School District.

**REASONING:**

California Baptist University will offer students opportunities to flourish in an actual work environment within the school setting. This is in order to further their education toward becoming effective and efficient future Speech-Language Pathologists with the hope that they will come back and return their knowledge to the children of the district and its community.

**RECOMMENDATION:**

Approve the Master Clinical Field Experience Agreement with California Baptist University for mentoring opportunities to assist current and future Speech-Language Pathology Student Interns with mentoring opportunities in their specialized field from July 1, 2025 through June 30, 2028 at no cost to the District

**SUBMITTED/REVIEWED BY:** Ricardo Carranza/Rhonda Kramer, Roxanne Dominguez & Armando Urteaga



**Board of Education Agenda  
May 21, 2025**

**APPROVE THE PLACEMENT AGREEMENT WITH WESTERN GOVERNORS  
UNIVERSITY**

**BACKGROUND:**

The California Commission on Teacher Credentialing requires teaching candidates that are enrolled in a college/university program to complete student teaching/fieldwork/internship before the university student can receive their preliminary credential.

**REASONING:**

Western Governors University provides fieldwork, education and training for university students enrolled in their Licensure Program. University students enrolled in this program will gain experience with mentors from Rialto Unified School District in their specialized fields in the process of completing their credential requirements.

**RECOMMENDATION:**

Approve the Placement Agreement with Western Governors University to assist current and future educators in completing state requirements for credentialing from July 1, 2025 through June 30, 2028.

**SUBMITTED/REVIEWED BY:** Ricardo Carranza/Rhonda Kramer, Roxanne Dominguez & Armando Urteaga



**Board of Education Agenda  
May 21, 2025**

**APPROVE MEMORANDUM OF UNDERSTANDING (MOU) WITH PHARMACIES FOR RIALTO ADULT SCHOOL EXTERNSHIPS**

**BACKGROUND:**

Rialto Adult School collaborates with local pharmacies to offer externship opportunities for our Pharmacy Technician students, enabling them to fulfill their certification requirements. As a result of these partnerships, 95% of participants successfully complete the program and go on to become certified pharmacy technicians. This request seeks to maintain and continue the established partnerships with these valued pharmacy partners.

**REASONING:**

Rialto Adult School enrolls up to thirty adult students annually in its Pharmacy Technician training program, equipping them with the skills and knowledge necessary for careers as certified Pharmacy Technicians. To support student success, the school is committed to maintaining strong partnerships with local pharmacies, which provide invaluable real-world experience and industry connections. The following pharmacies continue to play a vital role in this initiative: Brand New Pharmacy in Redlands, CVS Pharmacy in Woonsocket, Kaiser Permanente Pharmacy in Pasadena, Larson's Drug in Colton, North Rialto Drug Pharmacy in Rialto, Rialto Family Pharmacy in Rialto, and Walgreens Pharmacy in Placentia. These collaborations align with the Rialto Unified School District's Strategic Plan, reinforcing its commitment to providing rigorous and relevant learning experiences that support students' holistic development while strengthening connections between education and the community.

**RECOMMENDATION:**

To approve a Memorandum of Understanding between Rialto Adult School and the aforementioned pharmacies to provide Pharmacy Technician students with externship hours, effective July 1, 2025 through June 30, 2028, at no cost to the District.

**SUBMITTED/REVIEWED BY:** Kimberly Watson/Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE THE 2025 UMOJA SUMMER EXCELLENCE ENRICHMENT PROGRAM**

**BACKGROUND:**

The Umoja Summer Excellence Program is designed to offer targeted intervention and enrichment for students across the district. These students were selected to participate using iReady scores from the last assessments. The Umoja Summer Excellence program is a pilot program designed to monitor and support students' growth in Math and Reading throughout the year. A hands-on project-based learning approach will maintain engagement and foster confidence in STEAM literacy. It is proposed that direct small-group reading and math support be offered. The summer school and enrichment program will be hosted at Fitzgerald Elementary School for various students across the district. The focus will be on reading, writing, language acquisition, and math support for targeted students. It will address the needs of underserved students across different subjects and grade levels.

**Elementary School Overview**

Calendar: June 2, 2025 - June 27, 2025 (19 days of instruction)

**Time and Format**

8:00 a.m. - 1:30 p.m.

**Course of Study and Format**

Elementary students will receive enrichment in reading, writing, and math support. The offering of courses and the number of sections are contingent upon enrollment, with a maximum staffing ratio of 20:1.

**Staffing**

Site Administrator (1) - Up to \$3,150 based on the length of the program

Teacher (4) four - 5 hours per day/10 hours of prep

Reading Specialist (2) two - 5 hours per day/10 hours of prep

**REASONING:**

Umoja Summer Excellence Program will support and create opportunities for various district elementary students, including reading, writing, and math interventions and enrichment. The priority is to provide students with targeted academic enrichment support.

**RECOMMENDATION:**

To approve the proposed student eligibility and priority plan, course of study, calendar, and schedule for up to 80 students for the Umoja Summer Excellence Enrichment Program, effective May 22, 2025 through June 30, 2025, at a cost not-to-exceed \$39,000.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Ayanna Balogun, Ed.D./Ingrid Lin, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE AN AGREEMENT WITH CURLS, COILS, AND CROWNS**

**BACKGROUND:**

Curls, Coils, and Crowns (CCC) was founded in 2016 to promote self-love in diverse students in the Inland Empire area and has done so for the last 5 years. CCC hosts workshops, activities, and mentorships that focus on young people and families' social and emotional health. Curls, Coils, & Crowns (CCC) desires to partner with Rialto Unified School District for the 2025 Umoja Summer Excellence Program. CCC proposes a summer enrichment program rooted in cultural Arts, Movement & Music designed to uplift, educate, and inspire up to 80 students in grades 3 through 5 through two dynamic, interactive, and transformative daily one-hour sessions. With a strong commitment to excellence and cultural relevance, CCC will provide all staff, materials, and curriculum necessary to deliver a meaningful and enriching experience.

**REASONING:**

Curls, Coils, & Crowns proposed a program offering two one-hour Cultural Arts & Movement sessions daily, blending creative expression with cultural awareness. The curriculum will explore Visual Arts inspired by Cultural patterns, symbolism, and historical art forms, alongside Cultural Dance and Drumming to foster rhythm, movement, and a sense of community connection. Music Exploration will highlight influential musicians of color and encourage student-created musical storytelling, while movement-based SEL activities will help build confidence, emotional awareness, and a stronger community bond. Additionally, each week will feature a Spotlight on Influential People of Color, showcasing cultural icons from across the African Diaspora in art, music, and movement.

**RECOMMENDATION:**

To provide two (2) one-hour Arts & Movement sessions Monday through Friday, staffing, materials, and curriculum for up to 80 students in grades 3-5 at the 2025 Umoja Summer Excellence Program be hosted at Fitzgerald Elementary School, effective June 2, 2025 through June 27, 2025, at a cost not-to-exceed \$24,500.00 and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Ayanna Ibrahim-Balogun, Ed.D./Ingrid Lin, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE AN AGREEMENT WITH QUANTUM UAV DRONE ACADEMY**

**BACKGROUND:**

The Quantum UAV Drone Academy Program is an immersive, hands-on learning experience for elementary school students. It provides them with technical skills and real-world applications in drone technology and STEM. Key benefits of the program include a comprehensive introduction to drone technology, advanced STEM integration, real-world applications and problem-solving, an emphasis on safety and compliance, opportunities for collaboration and leadership development, and exposure to emerging technologies. Through this dynamic curriculum, students gain valuable expertise that bridges classroom knowledge with practical industry applications, preparing them for future careers in technology and innovation.

**REASONING:**

The Quantum UAV Drone Academy Program promotes STEM Literacy, enhancing collaboration, critical thinking, creativity, communication, and problem solving. Rialto students need to develop these skills while doing hands-on, engaging activities. The academy will occur over six days across three weeks, starting June 10, 2025. Three rotating sessions will occur twice a week for three weeks. Each session includes two hours of dedicated instruction, an additional hour for setup, and one hour for breakdown, ensuring a smooth and organized experience. The academy can accommodate 60 3rd through 5th grade students, who will be divided into three cohorts of 20 students each, with structured rotations designed to maximize engagement and provide hands-on learning opportunities.

**RECOMMENDATION:**

To provide 18 sessions consisting of two (2) hours of teaching time (per session) for up to 60 diverse students from across the district in grades 3-5 at the 2025 Umoja Summer Excellence Program hosted at Fitzgerald Elementary School, effective June 10, 2025 through June 27, 2025, at a cost not-to-exceed \$25,000.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Ayanna Ibrahim-Balogun, Ed.D./Ingrid Lin, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE AN AGREEMENT WITH JOURNAL TOGETHER**

**BACKGROUND:**

Journal Together is dedicated to allowing students to build their writing capacity in individual journaling. Through the transformational journaling process, students explore their thoughts and emotions and reflect on their unique experiences. Journal Together believes writing can foster self-reflection, enhance mental clarity, and cultivate personal growth. The commitment of Journal Together is to inspire writers to embrace journaling as a valuable habit for lifelong learning and self-discovery. By the end of the program, all students will have access to creative and supportive writing spaces that encourage creativity and individual mindfulness as they document their journey and discover what lies within them.

**REASONING:**

Congruent with the District's strategic plan under Strategy 1, Action Plan 2, the program offers challenging and relevant instruction tailored to each student's learning style. It incorporates evidence-based programs focusing on literacy, alongside independent journaling, to support academic growth and social-emotional well-being. The Journal Together program emphasizes essential life skills such as discipline, creativity, and teamwork, equipping students to succeed in college and their future careers. A consultant will allow students to embrace journalism and inspire them to become writers during the six ninety-minute sessions. For the 2025 Umoja Summer Excellence Program hosted at Fitzgerald Elementary, students will engage in activities that increase literacy and numeracy skills, self-reflection, and individual goal setting. Students enrolled at any Rialto Unified School District elementary school are invited to participate.

**RECOMMENDATION:**

To provide targeted intervention and enrichment to identified students inclusive of: a family writing workshop, a writer's showcase, and 18, 90-minute writing sessions for up to 20 students per session in grades 3-5 at the 2025 Umoja Summer Excellence Program hosted at Fitzgerald Elementary School, effective June 2, 2025 through June 27, 2025, at a cost not-to-exceed \$8,400.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Ayanna Ibrahim-Balogun, Ed.D./Ingrid Lin, Ed.D.





**Board of Education Agenda  
May 21, 2025**

**APPROVE AN AGREEMENT WITH SOUNDBOX GROUP LLC**

**BACKGROUND:**

Soundbox Group offers dynamic audio workshops designed to introduce students to the fundamentals and career pathways within the audio and music industry, with a focus on Disc Jockeying (DJing). The program features a structured curriculum that allows students to explore and develop artistic sound techniques through modern music platforms. This curriculum is led by internationally renowned DJ IZ Avila, who has performed globally as a live DJ for Usher, and at prestigious events such as Bill Clinton's charity concert at the Hollywood Bowl alongside Bono (U2) and Stevie Wonder. IZ Avila currently partners with the Boys & Girls Club to deliver engaging music workshops for youth.

**REASONING:**

Aligned with the District's Strategic Plan — Strategy 1, Action Plan 2 — this program provides relevant, student-centered instruction that supports diverse learning styles and promotes social-emotional well-being. For the Summer 2025 enrichment program, middle school students will have the opportunity to participate in these music workshops, which emphasize technical skills development, discipline, self-regulation, career exploration, and social-emotional growth.

**RECOMMENDATION:**

To provide 10 summer music workshops, two (2) sessions per school at Jehue, Kolb, Kucera, Frisbie and Rialto Middle Schools, effective June 1, 2025, through June 30, 2025, for a total cost not-to-exceed \$9,990.00, and to be paid from the General Fund (ELOP).

**SUBMITTED/REVIEWED BY:** Norberto Perez



**Board of Education Agenda  
May 21, 2025**

**CLASSIFIED EXEMPT – PERSONNEL REPORT NO. 1337**

**BACKGROUND/CRIMINAL HISTORY CHECKS HAVE BEEN COMPLETED, AS PER LAW,  
ON ALL INDIVIDUALS RECOMMENDED FOR EMPLOYMENT.**

**NON-CERTIFICATED COACHES**

A search of the certificated staff of the Rialto Unified School District has failed to fulfill the District’s coaching needs. Pursuant to the Title 5 California Code of Regulations, Section 5531, this is to certify that the following non-certificated coaches employed by the Rialto Unified School District are competent in first aid and emergency procedures as related to coaching techniques in the sports to which they are assigned:

Rialto Middle School

Cabrera, Jessica	Track, Boys’	2024/2025	\$1,434.00
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Rialto High School

Gonzales, Angelica	JV Head, Girls’ Track & Field	05/01/2025	\$ 136.03
Lopez, Javier	Frosh Head, Girls’ Track & Field	05/01/2025	\$ 136.03
Rudd, Ronald	Varsity Head, Girls’ Flag Football	2025/2026	\$5,047.00

**SUBMITTED/REVIEWED BY:** Roxanne Dominguez, Rhonda Kramer, and Armando Urteaga



**Board of Education Agenda  
May 21, 2025**

**CLASSIFIED EMPLOYEES – PERSONNEL REPORT NO. 1337**

**BACKGROUND/CRIMINAL HISTORY CHECKS HAVE BEEN COMPLETED, AS PER LAW, ON ALL INDIVIDUALS RECOMMENDED FOR EMPLOYMENT.**

**PROMOTION**

Alba, Alma (Repl. N. Villegas)	To: Personnel Technician Personnel Services	05/12/2025	1-3	\$36.17 per hour (8 hours, 12 months) Management Salary Schedule
	From: Accounting Assistant I Kolb Middle School		36-6	\$34.02 per hour (8 hours, 227 days)
Chapparo, David (Repl. R. Hour)	To: Instructional Technology Assistant Frisbie Middle School	05/14/2025	32-6	\$30.78 per hour (7 hours, 237 days)
	From: Workability Liaison Aide Carter High School		30-6	\$29.28 per hour (8 hours, 203 days)
Perez, Laura (Repl. H. Lukes)	To: Buyer Purchasing Services	05/12/2025	41-1	\$30.18 per hour (8 hours, 12 months)
	From: Purchasing Assistant Purchasing Services		37-2	\$28.70 per hour (8 hours, 12 months)

**EMPLOYMENT**

Alvarez, Elizabeth	Behavioral Support Assistant Special Services/ Carter High School	05/12/2025	33-1	\$24.71 per hour (8 hours, 203 days)
Cabbil-Hewitt, Amandia	Behavioral Support Assistant Special Services/ Milor High School	04/24/2025	33-1	\$24.71 per hour (7 hours, 203 days)
Estrada, Leslie	Paraprofessional Moderate/Severe Dunn Elementary School	05/08/2025	30-1	\$22.92 per hour (6 hours, 203 days)
Felix Medina, Cinthya (Repl. O. Viveros-Alejandre)	Attendance/Records Clerk Rialto Middle School	05/12/2025	32-1	\$24.10 per hour (8 hours, 217 days)
Flournoy, Rhema	Behavioral Support Assistant Special Services/ Morris Elementary School	05/19/2025	33-1	\$24.71 per hour (7 hours, 203 days)

**EMPLOYMENT** (Continued)

Fox, Lindsay (Repl. T. Duncan)	Paraprofessional Moderate/Severe Carter High School	05/19/2025	30-1	\$22.92 per hour (7 hours, 203 days)
Knight, Shayne (Repl. D. Kull)	Wide Area Network Specialist Technology Services	05/14/2025	61-6	\$63.57 per hour (8 hours, 12 months)
Rhoads, Daniel (Repl. D. Torres)	Custodian I** Maintenance & Operations	05/12/2025	34-1	\$25.34 per hour (8 hours, 12 months)
Trujillo, Brianna	Paraprofessional Moderate/Severe Dollahan Elementary School	04/24/2025	30-1	\$22.92 per hour (6 hours, 203 days)
Woods, Matthew	Behavioral Support Assistant Special Services/ Carter High School	05/12/2025	33-1	\$24.71 per hour (8 hours, 203 days)

**RE-EMPLOYMENT**

Granados, Juan (Repl. D. Chapparo)	Workability Liaison Aide Carter High School	05/14/2025	30-6	\$29.28 per hour (8 hours, 203 days)
Monreal Hernandez, Ricardo (Repl. W. Brown)	Print Services Technician Printing Services	05/06/2025	41-1	\$30.18 per hour (8 hours, 12 months)

**PLACED ON THE 39-MONTH REEMPLOYMENT LIST**

Valencia, Birdie	School Administrative Assistant Kelley Elementary School	06/05/2025		
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**RESIGNATIONS**

Dones, Yesica	Nutrition Service Worker I Hughbanks Elementary School	05/09/2025		
Herbert, Stephanie	School Administrative Assistant Dollahan Elementary School	05/30/2025		

**SUBSTITUTE**

Dones, Yesica                      Nutrition Service Worker I                      05/10/2025

**SHORT TERM ASSIGNMENT**

Office Support                      Frisbie Middle School                      04/22/2025-                      \$20.28 per hour  
To increase previously approved                      05/31/2025  
amount by 126 hours, not to exceed  
a total of 310 hours)

**TERMINATION OF SUBSTITUTE CLASSIFIED EMPLOYEE**

Employee No. 2244635                      Health Aide                      05/02/2025

**CERTIFICATION OF ELIGIBILITY LIST** – Administrative Secretary

Eligible: 05/22/2025

Expires: 11/22/2025

**CERTIFICATION OF ELIGIBILITY LIST** – Buyer

Eligible: 05/22/2025

Expires: 11/22/2025

**CERTIFICATION OF ELIGIBILITY LIST** – Grounds Maintenance Worker III

Eligible: 05/22/2024

Expires: 11/22/2025

**CERTIFICATION OF ELIGIBILITY LIST** – Warehouse/Support Specialist

Eligible: 05/22/2024

Expires: 11/22/2025

\*\*Position reflects the equivalent to a two-Range increase for night differential

\*\*\* Position reflects a \$50.00 monthly stipend for Confidential position

**SUBMITTED/REVIEWED BY:** Roxanne Dominguez, Rhonda Kramer, and Armando Urteaga



**Board of Education Agenda  
May 21, 2025**

**CERTIFICATED EMPLOYEES – PERSONNEL REPORT NO. 1337**

**BACKGROUND/CRIMINAL HISTORY CHECKS HAVE BEEN COMPLETED, AS PER LAW, ON ALL INDIVIDUALS RECOMMENDED FOR EMPLOYMENT.**

**GUEST TEACHER** (To be used as needed at the appropriate rate per day, effective May 22, 2025, unless earlier date is indicated)

Maldonado-Espino, Sebastian                      05/05/2025

**RESIGNATION**

Davis, Melissa                                              CTE Teacher                                              06/29/2025  
Rialto High School

**RETIREMENT**

Henry, Karen                                              Elementary Teacher                                      05/31/2025  
Dunn Elementary School

Liptak, Darlene                                              Elementary Teacher                                      05/31/2025  
Trapp Elementary School

**REMOVED FROM 39-MONTH LIST**

Ortega, Patricia                                              Elementary Teacher                                      04/11/2025

**SUPPLEMENTAL SERVICES** (Ratify retired teacher to continue to provide intervention at Dollahan Elementary School for English Language Arts and mathematics, at an hourly rate of \$55.52 per hour, not to exceed 156 hours, from January 2025 through May 2025, to be charged to Title I Funds)

Franco, Rose

**EXTRA DUTY COMPENSATION** (Ratify CTE teachers to help support Career Technical Education Organization (Family Career & Community Leaders of America), (Future Health Professionals) at Carter High School and Rialto High School, from August 1, 2024 through May 30, 2025, for a total stipend amount of \$2,500 each, to be charged to the Carl D. Perkins Grant)

Cervantes, Bunnie                                              Munoz, Marcella

**CERTIFICATED COACHES**

Kucera Middle School

Sullinger, Melissa

Track, Boys'

2024/2025

\$1,434.00

**SUBMITTED/REVIEWED BY:** Roxanne Dominguez, Rhonda Kramer, and Armando Urteaga





**MINUTES**

**RIALTO UNIFIED SCHOOL DISTRICT**

**April 23, 2025**

**Dr. John R. Kazalunas Education Center  
182 East Walnut Avenue  
Rialto, California**

**Board Members**

**Present:** Dr. Stephanie E. Lewis, President  
Edgar Montes, Clerk  
Evelyn P. Dominguez, LVN, Member  
Ivan Manzo, Student Board Member

**Board Members**

**Absent:** Joseph W. Martinez, Vice President  
Dakira R. Williams, Member

**Administrators**

**Present:** Judy D. White, Ed.D., Interim Superintendent  
Rhea McIver Gibbs, Ed.D., Lead Strategic Agent  
Nicole Albiso, Lead Fiscal Services Agent  
Derek Harris, Lead Risk Management & Transportation Agent  
Manuel Burciaga, Lead Innovation Agent: Secondary  
Armando Urteaga, 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** Member Dominguez

**Seconded By** Clerk Montes

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.**

**Vice President Martinez and Member Williams were absent. Vote by Board Members to move into Closed Session:**

Time: 5:32 p.m.

**Majority Vote**

**A.4 ADJOURNMENT OF CLOSED SESSION**

**Moved By** Member Dominguez

**Seconded By** Clerk Montes

**Vice President Martinez and Member Williams were absent. Vote by Board Members to adjourn Closed Session:**

Time: 7:02 p.m.

**Majority Vote**

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

Open session reconvened at 7:02 p.m.

**A.6 PLEDGE OF ALLEGIANCE**

Kordyak Elementary School, second-grade student Reagan Leslie, led the Pledge of Allegiance.

**A.7 PRESENTATION BY KORDYAK ELEMENTARY SCHOOL**

Kordyak Elementary School's second-grade class, led by Mr. Carlos Torres, shared a preview of Kordyak Sings, the all-school music program happening on May 16, 2025. This year's school theme is "rewind, where students will take us on a musical journey through the 70s, 80s, 90s, and 2000s."

**A.8 REPORT OUT OF CLOSED SESSION**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

The Board of Education accepted the administrative appointment of Valeria Estrella, Fiscal Services Manager, Fiscal Services.

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

**Majority Vote**

**Moved By** President Dr. Lewis

**Seconded By** Clerk Montes

The Board of Education accepted the administrative appointment of Germaine Gray, Middle School Principal, effective July 1, 2025.

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

**Majority Vote**

**A.9 ADOPTION OF AGENDA**

**Moved By** Member Dominguez

**Seconded By** Clerk Montes

**Prior to adoption of the agenda, the following Board Item was pulled:**

**Discussion/Action item F-8 - Deny Liability Claim No. 24-25-23.**

**Vice President Martinez and Member Williams were absent. Vote by Board Members to adopt the agenda as amended:**

**Majority Vote**

**B. PRESENTATIONS**

**B.1 MIDDLE SCHOOLS - DISTRICT STUDENT ADVISORY COMMITTEE (DSAC)**

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

Kolb Middle School - Daveaney Tapia

Frisbie Middle School - Aidan Morales

Jehue Middle School - Breanda Avila

Kucera Middle School - Melanie Nehls

Rialto Middle School - Nicole Enosegbe

## 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.

**Angelica Cuevas, District Parent**, shared on behalf of many parents of Rialto Unified School District, their gratitude for the years of service provided by Dr. Marina Madrid. She highlighted Dr. Madrid's professionalism and vision for helping the students and parents. She spoke of the care and support she has provided to so many, and empowered moms to be better. She shared that Dr. Madrid will be greatly missed, but her legacy will continue. They congratulated her on her retirement.

**Janete Gutierrez, District Parent**, also acknowledged the immense dedication to the students and parents by Dr. Marina Madrid during her years of service with Rialto Unified School District. She shared that the work of Dr. Madrid has opened many doors and built many bridges for so many. She congratulated Dr. Madrid, on behalf of many parents, for the legacy she leaves behind.

**Carlos Nava, District Parent**, also highlighted the many reasons they are grateful for the support of Dr. Madrid. He spoke of the opportunities and programs she provided to parents. He shared that thanks to her, he took a computer course and learned Word and Excel. He mentioned the need to have more people like her who provide support to the community without concern for age or financial status.

**Jailynn Olmedo, a District Student**, shared her experience and excitement as a participant in the HBCU Tour. She spoke of the highlights of the trip, which changed her perspective on attending a university such as Howard or Winston. She was grateful for the opportunity and encouraged others to attend.

**Doni George, a District Student**, also shared her experience as a participant in the HBCU tour. She spoke of her excitement in visiting Howard University and explained the importance of supporting these trips.

**Bernadette Pinchback, the Grandmother of Student Doni George**, shared the impact that this journey has had on these African American students and the amazing experience. She gave special thanks to Dr. Ayanna Balogun. She recommends that this opportunity continue for future

students, and also suggested that the students be prepared prior to their tour to expand their experience.

**Camilia Horton, 12th Grade Student at Carter High School**, thanked those who made the HBCU tour possible. She shared some of the highlights of her experience, emphasizing the inspiration of being around other students who looked like her. She shared the possibility of her attending either Alabama State University or Virginia State. She recommended that other students take advantage of this opportunity.

**Aliya Thomas, Senior at Rialto High School**, also started by thanking everyone who made the HBCU tour possible, including the parents who allowed their children to participate. She thanked the parents for their trust and for believing in the students. She shared that this trip has opened her eyes and connected her to new possibilities, which gave her a sense of belonging. She encouraged students to take advantage of this opportunity and requested that the District continue to support this tour.

**Flora Hinijosa, a Student at Carter High School**, also thanked each and every one for making the HBCU Tour possible and acknowledged Dr. Ayanna Balogun and the teachers who accompanied the students on the tour. She shared that this tour opened her eyes to a rich culture with many opportunities. She requested that the District continue to fund this opportunity.

**Samantha Brookins, Student at Eisenhower High School**, also thanked the District for making this trip possible and providing students with this opportunity. She shared that she now has a clear understanding of which school would be best for her.

**Se'ven Lakee, Student at Rialto High School**, shared that he also had the opportunity to attend the HBCU tour for the second time this year. He is excited about the possibility of attending one of the universities and thanked the District for supporting this opportunity.

**Patrick Kelley, Consultant and Retired Superintendent**, thanked the Board for the opportunity to assist the District in providing guidance and support. He shared his experience as both Superintendent and Assistant Superintendent of Human Resources for nine years prior to that. He shared his desire to support the needs of the employees of Rialto Unified School District and said it is an honor to be here in this community.

**David Hernandez Rios, Senior of Rialto High School**, shared his concerns and opinions on a recent news publication regarding students and

LGBTQ. He spoke of how his peers are affected by the publication. He spoke of intolerance and recommended that parents remain involved.

**Daniel Enriquez, Father of Isabella, Student at Curtis Elementary School**, requested the District's support in retaining their daughter from promoting to 6th grade due to IEP failures, and the lack of support from teachers and the Principal. He explained that their daughter has missed an extensive amount of school and is not prepared to enter the sixth grade. He is concerned about Isabella's academic performance and safety. He blames Mr. Owen Ross, School Principal.

**Donna Enriquez, Mother of Isabella, Student at Curtis Elementary School**, shared her disappointment with Principal Ross and elaborated on several concerns, including a negative experience when a student eloped from the campus. She requested the Board's support in their decision to retain their daughter and to provide her with the education that she deserves. She said neither she nor her husband has any bad intentions and are requesting to meet with Interim Superintendent, Dr. Judy White, to discuss this further.

**Shiela Umbaji Futch, President of Toastmasters**, thanked the Board and Superintendent for their support in the recent recognition of the Distinguished Citizens. She indicated that they were proud to recognize Riardo Carlos, Matthew Peters, and Edith Ortiz, who have gone above and beyond in supporting the community. She also extended an invitation to the community to join Rialto Toastmasters. She concluded by thanking the District for building a stronger Rialto.

**Sandra Aguilar, Frisbie Middle School Parent**, addressed the Board and Interim Superintendent and indicated that their help continues to be minimal. She indicated that she came to ask for an appointment to speak with Dr. White on April 11, 2025. She was told that she was not available and that Dr. Burciaga would be calling her, but she has not received a call back. She read out a statement written by her son and spoke of negative comments made by his teacher. She wants to address the issues involving Principal Alex Vara and Board Member Mr. Montes. She demanded the support of the District.

**Steven Figueroa, Community Advocate**, spoke in support of Mrs. Sandra Aguilar and the violation committed by Board Member Montes when interfering and taking the microphone from her hand when speaking. He commented that Principal Vara cannot be allowed back and demanded that the Board listen to this parent's requests.

**Paula Bailey, District Parent,** spoke in support of Child Abuse Awareness Month and distributed pinwheels to the Board and the Interim Superintendent, as a symbol of prevention of child abuse. She reminded everyone to wear jeans on April 30, 2025, to acknowledge the victims of child abuse. She also shared the great things happening at Eisenhower High School.

**Ana Gonzalez, District Parent and Advocate,** thanked Juanita Chan for her support in the Community Action Summit. She also shared concerns of Milor High School violating Title V by prohibiting the use of the cafeteria. She elaborated by stating that her daughter attends the school, and not allowing her to eat her lunch in the cafeteria goes against her IEP. Her daughter does not do well with the air quality outdoors, and she and other students need to have access to the library and the cafeteria. She demanded that this be looked into immediately.

**Sandra Trujillo Langdon, Parent of Student at Kucera Middle School,** shared that she filed a formal complaint against Principal Mrs. Cuevas. She highlighted an incident that took place on April 14, 2025, and the negative interactions she had with the Principal. She felt that she was treated unprofessionally and demanded to be contacted to address her concerns.

**Mirna Ruiz, Community Member,** shared concerns of special needs students at Milor High School being assigned to do custodial duties. She requested this be looked into immediately, as it could be interpreted as discriminatory rather than a career pathway. She asked that special needs students be given the same access as all other students. She asked the Board to suspend the program.

**Celia Saravia, representing Amigos Unidos, a Support Group for Parents of Special Needs Students,** spoke of the programs she and other parents have been able to participate in and thanked the District for the opportunity. She shared the benefits of the UCLA math courses and the USC literacy courses. She thanked Dr. Marina Madrid for her continued support to parents, and thanked Dr. Manuel Burciaga and Dr. Rhea McIver Gibbs. She also requested that the District pay attention to the needs of special education students at Milor High School and look into the issue mentioned by Mrs. Ruiz.



## **C.2 PUBLIC COMMENTS ON AGENDA ITEMS**

Any person wishing to speak on any item on 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 President (REA)**, shared that the association will be purchasing tickets to attend this year's RITZ Gala to support students. He also spoke of the upcoming We Honor Our Own celebration, where so many staff members will be recognized for their retirement and years of service with the District. He also voiced his concerns regarding the budget cuts, particularly the decision to cut the Reading Specialists. He highlighted the importance of this position and the support that Reading Specialists provide students. He stated that literacy is non-negotiable and emphasized the need to serve students first.

**Christine Acosta, California School Employees Association (CSEA) President**, shared concerns on behalf of classified staff members regarding safety and security. She spoke of staff members getting injured by students when addressing behavior challenges. She indicated that staff are not equipped to handle these situations, and they feel unsupported. She requested that the Board and District consider investing in staff training. She also spoke of the recent temporary staff reassignments in Nutrition Services. She shared concerns about placing staff who are not properly trained for these positions and recommended that the District take a closer look at this matter and bring in a prepared leader.

**Dr. Nalik Davis, Assistant Principal at Carter High School and representing the Rialto School Management Association (RSMA)**, shared a reminder of the student scholarships awarded to District students and reminded staff that the deadline to apply is May 2, 2025. He stated that RSMA scholarships are also available for children of District staff who are members of RSMA. Dr. Davis also reminded the community that a Young Men's Summit will be held at Carter High School on May 9, 2025.

- 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**

**D.1 OPEN PUBLIC HEARING**

Any person wishing to speak on the item on the Public Hearing agenda will be granted three minutes.

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

**2025-2026 INITIAL PROPOSAL TO CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA) RIALTO CHAPTER NO. 203**

**Vice President Martinez and Member Williams were absent. Vote by Board Members to open Public Hearing:**

Time: 9:23 p.m.

**Majority Vote**

**D.2 2025-2026 INITIAL PROPOSAL TO CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA) RIALTO CHAPTER NO. 203**

Pursuant to the requirements of Government Code and Board Policy, The attached initial contract successor proposal for the 2025-2026 school year, submitted by the Rialto Unified School District for an agreement between California School Employees Association (CSEA), Rialto Chapter 203, and the Rialto Unified School District Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

**D.3 CLOSE PUBLIC HEARING**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

**2025-2026 INITIAL PROPOSAL TO CALIFORNIA SCHOOL  
EMPLOYEES ASSOCIATION (CSEA) RIALTO CHAPTER NO. 203**

**Vice President Martinez and Member Williams were absent. Vote by  
Board Members to close Public Hearing:**

Time: 9:24 p.m.

**Majority Vote**

**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** President Dr. Lewis

**Seconded By** Member Dominguez

**Vice President Martinez and Member Williams were absent. Vote by Board  
Members to approve Consent Calendar Items:**

**Majority Vote**

**E.1 GENERAL FUNCTIONS CONSENT ITEMS**

**E.1.1 APPROVE THE SECOND READING OF BOARD POLICIES  
4119.24, 4219.24, AND 4319.24; MAINTAINING APPROPRIATE  
ADULT-STUDENT INTERACTIONS**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

**Vice President Martinez and Member Williams were absent.  
Vote by Board Members:**

**Majority Vote**

**E.1.2 APPROVE THE SECOND READING OF REVISED BOARD  
POLICY 5145.6; PARENT GUARDIAN NOTIFICATIONS**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

**Vice President Martinez and Member Williams were absent.  
Vote by Board Members:**

**Majority Vote**

**E.2 INSTRUCTION CONSENT ITEMS**

**E.2.1 APPROVE AN OVERNIGHT TRIP EVERY 15 MINUTES IN PARTNERSHIP WITH RIALTO POLICE DEPARTMENT - CARTER HIGH SCHOOL**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Approve twenty-one (21) Carter High School Seniors (6 male, 15 female) and three (3) chaperones (1 male, 2 female) on an overnight trip, effective April 24, 2025, at no cost to the District.

**Vice President Martinez and Member Williams were absent.**

**Vote by Board Members:**

**Majority Vote**

**E.2.2 APPROVE FAMILY LEADERSHIP INSTITUTE (FLI) PARENTS, STUDENTS AND STAFF TO ATTEND THE UNIVERSITY OF CALIFORNIA SANTA BARBARA COLLEGE TOUR**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Approve twenty (20) Parents/Guardians, one to ten (1-10) children/students, and seven (7) staff members to attend the University of California Santa Barbara on May 7, 2025, in Santa Barbara, California, at a cost not-to-exceed \$3,700.00, and to be paid from the General Fund (CEI Grant).

**Vice President Martinez and Member Williams were absent.**

**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 March 19, 2025 through April 1, 2025, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

**Vice President Martinez and Member Williams were absent.**

**Vote by Board Members:**

**Majority Vote**

**E.3.2 DONATIONS**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Accept the listed donations from Amazon, and that a letter of appreciation be sent to the donor.

**Vice President Martinez and Member Williams were absent.**

**Vote by Board Members:**

**Majority Vote**

**E.3.3 APPROVE AMENDMENT NO 1. TO THE AGREEMENT WITH ECS IMAGING INC**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Extend the term of the agreement from March 31, 2025, to August 31, 2025, to convert data from legacy databases. All other terms and conditions of the agreement will remain the same.

**Vice President Martinez and Member Williams were absent.**

**Vote by Board Members:**

**Majority Vote**

**E.3.4 SURPLUS OF EQUIPMENT AND MISCELLANEOUS ITEMS**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

**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.**

**Vice President Martinez and Member Williams were absent.**

**Vote by Board Members:**

**Majority Vote**

**E.3.5 ACCEPT THE FACTORS FORUM IMPLEMENTATION FUND GRANT FROM MenloEDU**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

**Accept the Factors Forum Implementation Fund Grant for \$30,000.00 to be received from menloEDU, effective April 24, 2025 through October 30, 2025, at no cost to the District.**

**Vice President Martinez and Member Williams were absent.**

**Vote by Board Members:**

**Majority Vote**

**E.3.6 APPROVE AN AGREEMENT WITH EDDY SUMAR DBA ER\$ CONSULTING SERVICES**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

**Provide five (5) days of professional development and curriculum support for all Career Technical Education teachers, effective April 24, 2025 through June 30, 2025, at a cost not-to-exceed \$15,000.00, and to be paid from the General Fund (CTEIG).**

**Vice President Martinez and Member Williams were absent.  
Vote by Board Members:**

**Majority Vote**

**E.3.7 APPROVE AN AGREEMENT WITH PABLO DAMAS - KORDYAK  
ELEMENTARY SCHOOL**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Provide students in grade TK-5 with a painting event at Kordyak Elementary School, effective April 24, 2025 through May 29, 2025, at a cost not-to-exceed \$14,445.00, and to be paid from the General Fund (Prop 28 AMS).

**Vice President Martinez and Member Williams were absent.  
Vote by Board Members:**

**Majority Vote**

**E.3.8 APPROVE AN AGREEMENT WITH VILLAGE LIFE EDUCATION**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Approve an agreement with Village Life Education for consultant services provided by Dr. Kirk Kirkwood, effective May 1, 2025 through June 30, 2025, at a cost not-to-exceed \$37,500.00, and to be paid from the General Fund.

**Vice President Martinez and Member Williams were absent.  
Vote by Board Members:**

**Majority Vote**

**E.4 FACILITIES PLANNING CONSENT ITEMS**

**E.4.1 NOTICE OF COMPLETION FOR SILVER CREEK MODULAR, LCC FOR THE ZUPANIC VIRTUAL ACADEMY PROJECT**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Accept the work completed March 28, 2025, by Silver Creek Modular, LCC, for the Zupanic Virtual Academy project, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.

**Vice President Martinez and Member Williams were absent.**

**Vote by Board Members:**

**Majority Vote**

**E.5 PERSONNEL SERVICES CONSENT ITEMS**

**E.5.1 APPROVE PERSONNEL REPORT NO. 1335 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

**Vice President Martinez and Member Williams were absent.**

**Vote by Board Members:**

**Majority Vote**

**E.6 MINUTES**

**E.6.1 APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD MARCH 5, 2025**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

**Vice President Martinez and Member Williams were absent.**

**Vote by Board Members:**

**Majority Vote**



**F. DISCUSSION/ACTION ITEMS**

**F.1 APPROVE AMENDMENT NO. 2 TO THE AGREEMENT WITH DLR GROUP ARCHITECTURE TO PROVIDE ARCHITECTURAL SERVICES FOR THE INTERNATIONAL HEALING GARDEN**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Increase the original contract amount of \$268,000.00 by an additional cost of \$11,745.00 for additional architectural services required for the International Healing Garden project, for a revised contract amount of \$279,745.00. All other terms and conditions will remain the same.

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

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

**Majority Vote**

**F.2 ACCEPT THE CALIFORNIA DEPARTMENT OF FOOD AND AGRICULTURE GRANT**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Farm to Fork Grant for \$350,000.00, effective April 24, 2025 through June 30, 2026, at no cost to the District.

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

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

**Majority Vote**

**F.3 APPROVE AN AGREEMENT WITH SAN BERNARDINO COMMUNITY COLLEGE DISTRICT**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Approve the Subgrantee/Project Agreement subaward for \$127,124.00 to be received from San Bernardino Community College District, effective April 24, 2025 through June 30, 2026, at no cost to the District.

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

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

**Majority Vote**

**F.4 APPROVE THE BOARD OF EDUCATION MEETING SCHEDULE FOR THE 2025-2026 SCHOOL YEAR**

**Moved By** Member Dominguez

**Seconded By** President Dr. Lewis

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

**Majority Vote**

**F.5 APPROVE THE 2025 STUDENT BOARD MEMBER SCHOLARSHIP**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Authorize a scholarship check in the amount of \$3,000.00 for Student Board Member, Ivan Manzo, and to be paid from the General Fund.

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

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

**Majority Vote**

**F.6 ADOPT RESOLUTION NO. 24-25-49 TRANSFERS OF APPROPRIATIONS FOR 2025-2026**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Authorize staff to process the necessary transfers of funds to revise budget amounts during the course of the fiscal year to reflect changes in District operations.

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

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

**Majority Vote**

**F.7 DISCUSSION AND POSSIBLE ACTION TO SELECT SUPERINTENDENT SEARCH FIRMS FOR INTERVIEW**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

The Governing Board requested proposals from Superintendent Search Firms to assist in the recruitment and selection of a new Superintendent. The Governing Board will discuss the submitted proposals and may vote to select search firms for an interview, to be held at a subsequent meeting.

**The Board of Education took action to approve the following search firms to move forward for interview at an upcoming regularly scheduled Board Meeting:**

- **Ray & Associates**
- **Hazard Young Attea Associates**

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

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

**Majority Vote**

**F.8 DENY LIABILITY CLAIM NO. 24-25-23**

The item was pulled at the request of the Board of Education and will be brought back for future action.

**F.9 ADMINISTRATIVE HEARING**

**Moved By** President Dr. Lewis

**Seconded By** Member Dominguez

Case Number:  
24-25-59

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

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

**Majority Vote**

**F.10 STIPULATED EXPULSION**

**Moved By** Member Dominguez

**Seconded By** President Dr. Lewis

Case Number:  
24-25-65

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

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

**Majority Vote**

**F.11 EXPULSION REINSTATEMENT**

**Moved By** Member Dominguez

**Seconded By** President Dr. Lewis

Case Numbers:  
24-25-36  
24-25-41

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

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

**Majority Vote**

**F.12 APPEAL ON RECOMMENDATION OF EXPULSION**

**Moved By** Member Dominguez

**Seconded By** President Dr. Lewis

Case Number:  
24-25-59

**Vice President Martinez and Member Williams were absent. Vote by Board Members:**

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

**Majority Vote**

**G. ADJOURNMENT**

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on May 7, 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** Member Dominguez

**Seconded By** President Dr. Lewis

**Vice President Martinez and Member Williams were absent. Vote by Board Members to adjourn:**

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

Time: 9:43 p.m.

**Majority Vote**

\_\_\_\_\_  
Clerk, Board of Education

\_\_\_\_\_  
Secretary, Board of Education





**Board of Education Agenda  
May 21, 2025**

**AWARD BID NO. 24-25-008 FOR DISTRICTWIDE FLOORING PHASE 3  
TO FLOOR TECH AMERICA, INC.**

**BACKGROUND:**

On March 12, 2025, the District released a bid to remove and replace flooring at five (5) schools: Dollahan Elementary School, Curtis Elementary School, Rialto High School, Rialto Middle School, and Werner Elementary School. Per Public Contract Code (“PCC”) section 22032(c) the District is required to formally bid any public works project which exceeds \$200,000.

**REASONING:**

As legally required, the District published a Notice of Inviting Bids (“NIB”) in the San Bernardino County Sun on March 12, 2025, and March 19, 2025. The bid was also published on the District’s webpage and an outreach email containing the bid information was sent to local contractors. Six (6) bidders attended the mandatory job walk on March 20, 2025. On April 24, 2025, the District received and opened two (2) bids.

The District has determined Floor Tech America, Inc. to be the lowest responsive and responsible bidder. The District will add a \$250,000 allowance to the lowest bidder’s contract for unforeseen conditions during the project. An outline of all bids received and amounts are listed below.

<u>Contractor</u>	<u>Base Bid Amount</u>
Floor Tech America, Inc.	\$3,345,640.00
Lawrence W. Rosine Co.	\$4,600,000.00

**RECOMMENDATION:**

Award Bid No. 24-25-008 to Floor Tech America, Inc. for a total cost of \$3,595,640.00, which includes a \$250,000.00 allowance for unforeseen conditions and to be paid from the General Fund (Routine Repair Maintenance Account).

**SUBMITTED/REVIEWED BY:** Ricardo G. Salazar/Diane Romo



**Board of Education Agenda  
May 21, 2025**

**APPROVE AN AMENDMENT TO THE AGREEMENT WITH INSPIRE SCHOOL SERVICES**

**BACKGROUND:**

On April 9, 2025, the Board took action to approve an agreement with Inspire School Services with a cost not-to-exceed \$35,000.00, effective through June 30, 2025. We are requesting to extend this agreement through September 30, 2025, with an additional cost of \$35,000.00. This is necessary to continue to ensure the effective delivery of instructional programs, curriculum development, and student support services; therefore, the District plans to hire an Associate Superintendent of Education Services position. To provide continuity, address operational gaps, and support crisis recovery efforts, the District requires the expertise of an experienced educational leader to provide guidance during this transitional period.

**REASONING:**

The consultant will fulfill two key roles. First, they will serve as the Project Lead for the District's Crisis Recovery and Community Healing initiative, guiding efforts to support students, staff, families, and community members through restorative practices, trauma-informed development, social-emotional support, and open communication.

In addition, the consultant will provide coaching as needed to foster team effectiveness and delivering transitional support until the Associate Superintendent of Education Services position is filled. This role is important in ensuring stability, continuity, and progress during this period of change.

To support this effort, the District requests approval of a contract with Inspire School Services, led by Dr. Kennon Mitchell. Dr. Mitchell brings over 30 years of experience in TK-12 education, having served in various leadership roles, including teacher, school administrator, Director of State & Federal Programs, Assistant Superintendent of Instruction, Assistant Superintendent of Student Services, Assistant Superintendent of Education Services, and Superintendent. His extensive background and expertise will be invaluable in ensuring a smooth and effective transition.

**RECOMMENDATION:**

Approve an amendment to the agreement for consultant services with Inspire School Services provided by Dr. Kennon Mitchell, for an extension to the contract effective July 1, 2025, through September 30, 2025, for an additional cost of \$35,000.00, bringing the new total amount not-to-exceed \$70,000.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Rhea McIver Gibbs, Ed.D./Judy D. White, Ed.D





## Board of Education Agenda May 21, 2025

### **APPROVE A RENEWAL AGREEMENT WITH THE COLLEGE BOARD**

#### **BACKGROUND:**

The College Board is a mission-driven, non-profit organization dedicated to connecting students with college success through a variety of programs, services, and assessments, including the PSAT, SAT, and Advanced Placement (AP) exams. For the last few years, Rialto Unified School District has provided these valuable testing opportunities to all high school students.

#### **REASONING:**

The SAT Suite of Assessments, encompassing both the SAT and PSAT NMSQT, provides detailed information about student learning. Each assessment reports a total score and section scores, and the additional data gives an enhanced profile of students' skills and understanding. The suite of exams uses a common scale score, providing consistent feedback across assessments to help educators and students monitor growth across grades and identify areas in need of improvement. In the 2025-2026 school year, all 11th graders will take the PSAT NMSQT, and all 12th graders will take the SAT in October as part of the universal PSAT/SAT testing plan. This adjustment allows for timely feedback, helping students identify strengths and weaknesses and enabling targeted academic interventions at critical points. The adjustment also ensures that 11th grade students have the opportunity to qualify for the National Merit Scholarship Program. Students taking Advanced Placement courses will complete the AP exams in May. This school year, the District paid for 2,641 AP exams for 1,676 students. In the 2023-2024 school year, 41% of exams received a score of 3 or higher. The District's goal is to increase the number of students who pass the AP exams with a score of 3 or higher.

#### **RECOMMENDATION:**

To provide every 11th grade student the opportunity to take the PSAT NMSQT, every 12th grade student the opportunity to take the SAT, and to cover the costs of all AP exams for the 2025-2026 school year at a cost not-to-exceed \$310,000.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Paulina Villalobos/Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE AN AMENDMENT TO THE RENEWAL AGREEMENT WITH EDUPOINT EDUCATIONAL SYSTEMS, LLC**

**BACKGROUND:**

Edupoint Educational Systems has been providing student information systems to K-12 districts since 1982. Their flagship product, Synergy Education Platform, is a comprehensive suite that manages various aspects of student data, including student information, learning management, special education, and assessment. The district has utilized Edupoint Educational Systems' student information system, Synergy, since the 2011-12 school year. Synergy manages student data, including academic performance, attendance, disciplinary actions, and program information.

**REASONING:**

The District's current agreement with Edupoint Educational Systems, LLC provides several services, including State Reporting, ParentVue/StudentVue, Master schedule builder, TeacherVue with Gradebook, Online Registration, Multi-Tiered Systems of Support, Assessment, and GradeCam. The District proposes to remove the Assessment module and GradeCam from this agreement. The Assessment module will be replaced by a different product, and GradeCam, which was used in conjunction with the Assessment module, is no longer needed.

**RECOMMENDATION:**

Approve the renewal with an amendment to the existing contract with Edupoint Educational Systems, LLC., and remove the Assessment module and GradeCam, effective July 1, 2025, through June 30, 2026, at a cost not-to-exceed \$370,000.00 and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Beth Ann Scantlebury/Diane Romo



**Board of Education Agenda  
May 21, 2025**

**APPROVE A RENEWAL AGREEMENT WITH NORTHWEST EVALUATION ASSOCIATION (NWEA)**

**BACKGROUND:**

The Northwest Evaluation Association (NWEA) collaborates with educational institutions to enhance student learning outcomes nationwide. NWEA's MAP Growth, part of its Growth Activation Solution, provides reliable assessments for K–12 students in math, reading, and science. These assessments deliver precise, actionable data that help educators tailor their instructional methods to fit student needs. According to NWEA's research study, there is a notable correlation between MAP Growth RIT scores and State Assessments (SBAC) scores, with coefficients of 0.82 for grade 11 ELA and 0.89 for grade 11 Math. Given the significant predictive power of MAP Growth scores, Rialto Unified would like to continue the partnership with NWEA and purchase the MAP Growth assessments for students in grades 9 through 11 for the 2025-2026 academic year.

**REASONING:**

Implementing NWEA's MAP Growth assessments aligns with the District's commitment to literacy, numeracy, and science, supporting holistic student development. For the 2025-2026 school year, the District is expanding the MAP Growth assessments to include science for all students in grades 9-11. This ensures that all educators receive relevant data to inform instruction effectively. Additionally, through the partnership with NWEA, middle school teachers will have the option to pilot the MAP Growth assessment during the school year.

**RECOMMENDATION:**

To purchase the Northwest Evaluation Association (NWEA) Map Growth Reading, Math, and Science assessments for all students in grades 9 through 11 and up to eight hours of professional development for teachers, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$125,000.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Paulina Villalobos/Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE A RENEWAL AGREEMENT WITH LIMINEX, INC.**

**BACKGROUND:**

GoGuardian is a comprehensive K-12 software solution that provides teachers with the ability to monitor and manage student computer usage across various devices, operating systems, and browsers. It delivers a real-time view of student activities to ensure a safe, engaging online learning environment and promotes digital citizenship by empowering students with confident digital exploration. Rialto Unified purchased GoGuardian for all students in grades 1-8 in the 2024-2025 school year.

**REASONING:**

Renewing the agreement with Liminex for the GoGuardian platform aligns with the District's Strategic Plan Strategy I, aiming to provide "rigorous and relevant learning experiences that foster each student's holistic development." This platform empowers teachers to effectively oversee student activities on Chromebooks during class, enhancing engagement and focus. Teachers can manage digital content access, direct students to specific resources, and maintain a focus on educational tasks by restricting access to non-educational websites. On average, teachers have created over 67,000 sessions this school year. The most popular tools are taking screenshots of student work, closing distractor tabs for students, and annotating student screens.

**RECOMMENDATION:**

To purchase the GoGuardian platform for all students in grades 1 through 8 to enable teachers to monitor students' Chromebook activity, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$61,548.00, and to be paid by the General Fund.

**SUBMITTED/REVIEWED BY:** Paulina Villalobos/Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**APPROVE A RENEWAL AGREEMENT WITH CURRICULUM ASSOCIATES, LLC**

**BACKGROUND:**

i-Ready Personalized Instruction continues to be an integral tool in the District's strategy for improving student learning outcomes in literacy and mathematics. This adaptive, research-based online platform creates individualized learning paths informed by each student's Diagnostic results. With over 11 million students using i-Ready nationwide, the platform has demonstrated strong potential for accelerating student growth through personalized learning opportunities.

**REASONING:**

i-Ready Personalized Instruction remains a critical tool, helping close learning gaps for struggling students while continuing to challenge high-achievers. Its alignment with District goals to improve outcomes in core academic areas and to offer differentiated instruction supports the broader vision for academic excellence. Following the Winter 2024 administration of the i-Ready Diagnostic, District data revealed that students who engaged in high usage of the i-Ready Personalized Instruction—defined as meeting the recommended 40+ minutes per subject per week—demonstrated significantly higher progress toward both their annual typical and stretch growth goals. In particular: 1) Students who completed an average of more than one lesson per week achieved higher average Typical Growth in Reading (up to 12%) and Math (up to 13%), and 2) schools with consistent and high-fidelity usage saw greater gains compared to other schools, reinforcing the correlation between lesson completion and growth. This growth underscores the importance of providing every student with access to a personalized instructional path, enabling them to work at their level and pace while allowing educators to tailor support based on real-time progress monitoring.

**RECOMMENDATION:**

To purchase the i-Ready Personalized Instruction module for all elementary and middle students, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$341,981.20.00, and to be paid from the General Fund (Title I).

**SUBMITTED/REVIEWED BY:** Paulina Villalobos/Ingrid Lin, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**ACCEPT THE CAREER TECHNICAL EDUCATION INCENTIVE GRANT**

**BACKGROUND:**

The California Department of Education (CDE) and the State Board of Education (SBE) FY24 Round 10A allocation. The California Career Technical Education Incentive Grant (CTEIG) is a state education, economic, and workforce development initiative to provide pupils with the knowledge and skills necessary to transition to employment and postsecondary education.

**REASONING:**

For the 2024-26 cycle, Rialto Unified School District has been awarded \$1,203,372 through the Career Technical Education Incentive Grant (CTEIG). In 2025-26, the District will focus on enhancing student achievement in CTE Model Curriculum Standards, emphasizing technical writing, Common Core integration, and career readiness through staff development. Courses will be revised to align with the 12 elements of High-Quality College and Career Programs, while equipment upgrades will ensure students have access to industry-standard tools. The District will also work to increase awareness of CTE programs through branding efforts and strengthen support for Career Technical Student Organizations. Industry-responsive professional development will be provided, particularly for students in Special Populations, alongside additional funding for under-represented students. Early college credit opportunities with a CTE emphasis will be expanded to help students transition smoothly into postsecondary education and careers. Through these initiatives, Rialto Unified is committed to preparing students for success in high-demand fields.

**RECOMMENDATION:**

To accept the CTEIG Round 10A Fiscal Year 2024 allocation of \$1,203,372.00 for the Career Technical Education program, effective July 1, 2024 through December 31, 2026, at no cost to the District.

**SUBMITTED/REVIEWED BY:** Juanita Chan-Roden/Manuel Burciaga, Ed.D.



**Board of Education Agenda  
May 21, 2025**

**2025 STUDENT RECOGNITION SCHOLARSHIPS**

**BACKGROUND:**

The mission of the school District is to ensure that every student achieves both personal and career fulfillment. In congruence with this mission, the Board of Education would like to recognize five (5) graduating students from the Class of 2024–2025 for their outstanding achievements and to support their continued educational journey through the award of a scholarship.

**REASONING:**

A scholarship awarded to a student who has shown resilience, determination, and personal growth can be a powerful motivator. A scholarship can provide inspiration to students, validating the student's hard work, instilling confidence in their abilities and creating hope for their future aspirations.

**RECOMMENDATION:**

To approve five (5) \$2,000.00 scholarships to be awarded to five (5) 2024-2025 graduates, effective May 22, 2025, for a total cost of \$10,000.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Manuel Burciaga, Ed.D./Rhea McIver Gibbs, Ed.D.



**RESOLUTION NO. 24-25-55**  
**RESOLUTION OF THE RIALTO UNIFIED SCHOOL DISTRICT**  
**COMMUNITY FACILITIES DISTRICT NO. 2019-1**  
**ESTABLISHING ANNUAL SPECIAL TAX FOR**  
**FISCAL YEAR 2025-2026**

**WHEREAS**, the Board of Education of the Rialto Unified School District, located in San Bernardino County ("County"), California (hereinafter referred to as the "Legislative Body"), has initiated proceedings, held a public hearing, conducted an election, and received a favorable vote from the qualified electors relating to the levy of a special tax in a community facilities district, all as authorized pursuant to the terms and provisions of the "Mello-Roos Community Facilities Act of 1982", being Chapter 2.5, Part 1, Division 2, Title 5 of the Government Code of the State of California. This Community Facilities District shall hereinafter be referred to as the "District"; and,

**WHEREAS**, this Legislative Body by Ordinance, as authorized by Section 53340 of the Government Code of the State of California, has authorized the levy of a special tax to pay for costs and expenses related to said District, and this Legislative Body is desirous to establish the specific rate of the special tax to be collected for the next fiscal year.

**NOW, THEREFORE, IT IS HEREBY RESOLVED AS FOLLOWS:**

**SECTION 1.** That the above recitals are all true and correct.

**SECTION 2.** That the estimated maximum rate and amount of the special tax to be collected to pay for the costs and expenses for the next fiscal year (FY 2025-2026 for the referenced District is hereby determined and established as set forth in the attached, referenced, and incorporated Exhibit "A").

**SECTION 3.** That the rate as set forth herein does not exceed the amount as previously authorized by Ordinance of this Legislative Body and is not in excess of that as previously approved by the qualified electors of the District and is exempt from Section XIII D of the California State Constitution, which was enacted by the passage of Proposition 218.



**SECTION 4.** That the proceeds of the special tax shall be used to pay, in whole or in part, the costs of the following:

- A. Payment of principal and interest on any outstanding authorized bonded indebtedness, if appropriate;
- B. Necessary replenishment of bond reserve funds or other reserve funds, if appropriate;
- C. Payment of costs and expenses of authorized public facilities;
- D. Repayment of advances and loans, if appropriate; and,
- E. Payment of District administrative costs.

The proceeds of the special taxes shall be used as set forth above and shall not be used for any other purpose.

**SECTION 5.** The special tax shall be collected in the same manner as ordinary ad valorem property taxes are collected and shall be subject to the same penalties and same procedure and sale in cases of any delinquency for ad valorem taxes, and the Tax Collector of the County is hereby authorized to deduct reasonable administrative costs incurred in collecting any said special tax.

**SECTION 6.** All monies above collected shall be paid into the District funds, including any bond fund and reserve fund.

**SECTION 7.** The Auditor of the County is hereby directed to enter in the next County assessment roll on which taxes will become due, opposite each lot or parcel of land effected in a space marked "public improvements, special tax" or by any other suitable designation, the installment of the special tax and for the exact rate and amount of said tax, reference is made to the attached Exhibit "A".

**SECTION 8.** The County Auditor shall then, at the close of the tax collection period, promptly render to this Agency a detailed report showing the amount and/or amounts of such special tax installments, interest, penalties, and percentages so collected and from what property collected and also provide a statement of any percentages retained for the expense of making any such collection.

**APPROVED AND ADOPTED** by the Governing Board of the Rialto Unified School District of San Bernardino County, at a regular meeting of the Board of Education held May 21, 2025, by the following vote:

AYES: \_\_\_\_\_  
NOES: \_\_\_\_\_  
ABSENT: \_\_\_\_\_  
ABSTAIN: \_\_\_\_\_

RIALTO UNIFIED SCHOOL DISTRICT

By: \_\_\_\_\_  
Dr. Stephanie E. Lewis  
President, Board of Education

By: \_\_\_\_\_  
Dr. Judy D. White  
Interim Secretary, Board of Education

**I HEREBY CERTIFY** that the foregoing resolution was duly and regularly introduced, passed and adopted by the members of the Board of Education of the Rialto Unified School District, at a public meeting of said Board held on May 21, 2025.

\_\_\_\_\_  
Edgar Montes  
Clerk, Board of Education  
Rialto Unified School District

**SUBMITTED/REVIEWED BY:** Diane Romo

**EXHIBIT "A"**

**RIALTO UNIFIED SCHOOL DISTRICT  
Community Facilities District No. 2019-1  
Fiscal Year 2025 - 2026 Proposed Special Tax Rates**

For Fiscal Year (FY) 2025-2026 the effective proposed special tax rates for each of the tax categories are as follows:

<b>DEVELOPED PROPERTY</b>			
<b>LAND USE CLASS</b>	<b>BUILDING SQUARE FOOTAGE</b>	<b>ASSIGNED ANNUAL SPECIAL TAX RATE</b>	<b>PROPOSED SPECIAL TAX RATE</b>
1	≤ 1,600 sq. ft.	\$585.60	\$585.60
2	1,601 – 1,800 sq. ft.	\$604.75	\$604.74
3	1,801 – 2,000 sq. ft.	\$623.89	\$623.88
4	2,001 – 2,200 sq. ft.	\$680.20	\$680.20
5	2,201 – 2,400 sq. ft.	\$727.50	\$727.50
6	2,401 – 2,600 sq. ft.	\$756.78	\$756.78
7	2,601 – 2,800 sq. ft.	\$784.94	\$784.92
8	2,801 – 3,000 sq. ft.	\$827.73	\$827.72
9	3,001 – 3,200 sq. ft.	\$851.38	\$851.36
10	> 3,200 sq. ft.	\$875.03	\$875.02

**EXHIBIT "A"**

**RIALTO UNIFIED SCHOOL DISTRICT  
Community Facilities District No. 2019-1  
Fiscal Year 2025 - 2026 Proposed Special Tax Rates**

<b>UNDEVELOPED PROPERTY AND PROVISIONAL UNDEVELOPED DEVELOPED PROPERTY</b>		
<b>ZONE</b>	<b>MAXIMUM SPECIAL TAX RATE</b>	<b>PROPOSED SPECIAL TAX RATE</b>
1	\$6,794.14 per Acre	\$0.00 per Acre
2	\$5,861.68 per Acre	\$0.00 per Acre
3	\$5,425.85 per Acre	\$0.00 per Acre
4	\$6,216.42 per Acre	\$0.00 per Acre
5	\$8,612.89 per Acre	\$0.00 per Acre
6	\$6,432.64 per Acre	\$0.00 per Acre



**Board of Education Agenda  
May 21, 2025**

**RESOLUTION NO. 24-25-56  
AUTHORIZING THE INCREASE OF THE EXISTING BOARD MEMBERS'  
MONTHLY STIPEND BY 5% PURSUANT TO SECTION 35120(e)  
OF THE EDUCATION CODE FOR THE 2025-2026 SCHOOL YEAR**

**WHEREAS**, the Rialto Unified School District’s (“District”) Board Bylaw 9250 (“BB 9250”), regarding annual increases in compensation of its Board Members, follows the provisions in Section 35120 of the Education Code.

**WHEREAS**, Section 35120 of the Education Code (“Section 35120”) and BB 9250 entitle members of the District’s Board of Education who attend all board meetings to receive monthly compensation for their services, at a rate that is based on the District’s average daily attendance (“ADA”).

**WHEREAS**, Section 35120(e) and BB 9250 authorize the Board of Education to increase the monthly stipend amount for its members by up to 5% each year.

**WHEREAS**, the Board desires to increase the monthly stipend amount paid to the members of the Board of Education by 5% for the 2025-2026 school year.

**NOW THEREFORE, BE IT RESOLVED AND ORDERED** that the Board authorizes a 5% increase to the current monthly stipend for members of the Board of Education, to be effective July 1, 2025.

**BE IT FURTHER RESOLVED AND ORDERED** that should any portion of this Resolution be held invalid, the invalidity shall not affect other provisions or applications of the Resolution which can be given effect without the invalid provisions or application, and to this end, the provisions of this Resolution are declared to be severable.

**PASSED AND ADOPTED** by the Board of Education of the Rialto Unified School District, at a regular meeting of the Board of Education held May 21, 2025, by the following vote:

AYES: \_\_\_\_\_  
NOES: \_\_\_\_\_  
ABSENT: \_\_\_\_\_  
ABSTAIN: \_\_\_\_\_

RIALTO UNIFIED SCHOOL DISTRICT

By: \_\_\_\_\_  
Dr. Stephanie E. Lewis  
President, Board of Education

By: \_\_\_\_\_  
Dr. Judy D. White  
Interim Secretary, Board of Education

**I HEREBY CERTIFY** that the foregoing resolution was duly and regularly introduced, passed, and adopted by the members of the Board of Education of the Rialto Unified School District, at a public meeting of said Board held on May 21, 2025.

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Edgar Montes  
Clerk, Board of Education  
Rialto Unified School District

**SUBMITTED/REVIEWED BY:** Judy D. White, Ed.D.

**LETTER OF AGREEMENT**

**HYA Signature Search**

**Purpose**

The purpose of this Letter of Agreement (the "Agreement") is to document the working arrangement between Hazard, Young, Attea & Associates ("HYA"), and Rialto Unified School District (the "District") and its Board of Education (the "Board") to support the Board in its effort to recruit and employ talented leadership.

**Section I: HYA Responsibilities**

HYA shall provide the following services and deliverables:

*Engage Phase:*

- A. Conduct a planning meeting with the Board and provide a summary of said meeting which will detail the timeline and steps of the search process and decisions made by the Board;
- B. Coordinate the survey of community constituents electronically and provide a report of findings. The *HYA Community and Leadership Profile Survey* is a research-based instrument that is specifically designed for the search process and has a specific analysis, scoring logic and reporting framework. The *HYA State of the District Survey* offers more questions and provides an in-depth picture of the quality of programming, equity efforts, and priorities for the Superintendent in the next 3-5 years. Customization of up to 10 forced-choice questions and 3 open-ended questions is available for both survey options. The HYA surveys are provided in English and Spanish. Additional world languages are available. Administering the survey in paper format is not supported; paper administration can be quoted but note, that will change the timeline for delivery of the *Leadership Profile Report*. The HYA surveys, world languages, custom questions and further customization, as selected and paid for by the Board;
- C. Provide up to 24 one-hour engagement sessions to gather input from constituent groups, as decided by the Board (a session is defined as an interview, focus group, or town hall meeting). Additional sessions can be added per the Additional Consulting Day rate in Section IV: Fees and Payment Schedule.
- D. Prepare and present the *Leadership Profile Report* to the Board, and propose a set of desired characteristics based on the data from the survey, interviews with district and community representatives and other material made available to the Associate(s);

*Recruit Phase:*

- E. Coordinate and place advertisements;
- F. Recruit and contact candidates utilizing state and national networks;
- G. Correspond with candidates regarding the search process, timeline, *Leadership Profile Report* and desired characteristics;
- H. Interview candidates;
- I. Conduct reference checks;
- J. Identify best qualified candidates;
- K. Prepare application materials of selected slate of candidates for Board consideration;

*Select Phase:*

- L. Present a slate of candidates, the number of candidates to be determined by the Board with a recommendation from HYA;
- M. Conduct the Interview Workshop and provide materials and protocol to ensure informative effective Board interviews;

- N. Schedule interviews for the Board with selected semi-finalists and finalists;
- O. Facilitate Board discussion to narrow candidate pool after each round of interviews;
- P. Coordinate and provide investigative background check(s) of candidates to the Board President, as selected and paid for by the Board;

*Transition Phase:*

- Q. Communicate with all unsuccessful candidates at the close of the search and the appointment of the new Superintendent;
- R. Hold a transition meeting with the new Superintendent (after employed) regarding information learned throughout the search and next steps in the transition process;
- S. Offer other transitional services to be considered by the Board and if desired, paid for by the Board.

**Section II: Board and District Responsibilities**

To effectuate the search and selection of a successor superintendent, the Board has the following responsibilities:

- A. The Board will approve the search process at the planning meeting;
- B. The Board President or its attorneys will inform HYA if there are any members of the Board that are not permitted involvement in the search process under state law;
- C. The Board will select survey enhancements; Should the Board elect to have open-ended questions as part of the survey, the comments will be provided verbatim and under separate cover; the Board should consult its attorneys before disseminating open-ended comments as they may contain student or personnel information. HYA assumes no responsibility for the release of open-ended comments;
- D. The Board accepts full responsibility for using the information it receives from the executive due diligence services (investigative background check) in a legally acceptable fashion and to comply with all federal, state and local laws regarding the use of background checks and the consequences of use.
- E. The Board will conduct interviews of finalists shortly after a slate is presented.
- F. The Board will have its attorneys approve the job posting, the Board's process for interviewing candidates, and the requirements for transparency of finalist(s) to comply with open meeting laws and public employment laws in their state.
- G. The Board will decide whether to reimburse candidates for expenses and will reimburse candidates directly.
- H. The Board will write and execute the employment contract with the selected superintendent, with the assistance of its attorneys. The HYA Associate(s) will support the Board and its attorneys, if requested.
- I. The Board will communicate with local media regarding the search process and appointment of a superintendent with its community relations/public relations designee.

**Section III: Guarantees**

- A. Throughout the search process the HYA Associate(s) will be available to counsel with the Board about the search. The HYA Associate(s) will assist the Board until the Board determines it has found the appropriate candidate for the position.
- B. If the Superintendent departs from the position during the first year and a majority of the Board by vote is still in place, HYA will recruit new candidates for the Board at no additional cost barring travel, advertising and due diligence expenses. This only applies to HYA slated candidates recommended for Board consideration.



- C. Should the Board choose to end the search before a superintendent is selected, the Board is responsible for all expenses incurred prior to their decision based on the Fees and Payment Schedule outlined herein.

**Section IV: Fees and Payment Schedule**

In consideration for Services, the District will pay to Hazard, Young, Attea & Associates for:

- A. Consulting Fee and all necessary support services: Base fee for the search in the amount of 30% of the selected Superintendent's compensation. The fee includes all services including survey, advertising, and background check(s) of finalist(s).
- B. This fee is due in three installments.
  - \$50,000 will be invoiced upon contract signing and completion of the Planning Meeting
  - \$25,000 will be invoiced after the slate is presented
  - Balance due based on total compensation after appointment

Optional:

- C. Additional On-site Consulting Days billed at \$2,500/day/associate.
- D. Survey Customization and World Languages. Customization is \$1,000 for up to 10 forced choice and three open ended. World languages are \$415 per language.
- E. Materials, Printing and Postage: If the Board requests hard copies of the materials, the district will be invoiced to cover the costs of printing, binding and shipping materials.
- F. Recruitment for Other Positions: if the Board employs an HYA recruited candidate within one year of the close of the superintendent search, in addition to the position of Superintendent, 10% of the base salary will be due to HYA for the recruitment of said candidate.
- G. HYA can collaborate with and support community/public relations personnel and district vendors at a rate of \$300/hour.
- H. HYA can collaborate with and support the district's legal counsel at a rate of \$300/hour.
- I. HYA can research and present a comparative salary range with a letter of reasonableness for a fee of \$2,500.

**Section V: Reimbursement Costs**

- A. Travel expenses for HYA Associate(s) to meet with the Board and/or conduct interviews will be borne by the Board. Expenses are billed after the presentation of the *Leadership Profile Report*, after the slate is presented, and at the conclusion of the search. Mileage reimbursement is based on current IRS guidelines. HYA invoices \$50/day for meals when an overnight stay is required.
- B. Travel expenses of candidates will be submitted by the candidate directly to the District.

**Section VI: Additional Services**

- A. If and when selected, the transition workshop(s) costs will be added pursuant to the Transition Services options provided to the Board at the end of the search. The rates are congruent with the daily rate outlined in this agreement.
- B. If the Board wishes to secure additional services beyond those described in this agreement or to design customized workshops and services, these services can be discussed and defined with the Associate(s) and added to this contract as an addendum.

**Section VII: Business Relationship**

- A. The District and HYA agree that HYA does not have the status of employee, shall not be entitled to any employee fringe benefits, and shall function as an independent contractor.
- B. The District agrees that any and all Intellectual Property and technology designed, made or conceived by HYA (solely or jointly with others) arising from HYA's work for the District, is the sole property of HYA, without royalty or other consideration to the District.
- C. All information, notes, interview sheets, lists, and other documents developed by HYA consultants shall remain the property of HYA.
- D. The District and the Board understand that it is unlawful for it to either disclose to any person outside of the District's employment or make any unauthorized use of HYA trade secrets or confidential information unless it can be shown that such information has become public knowledge through no act of the District or Board.
- E. The Board's decision to hire or not hire a particular candidate is at the sole discretion of the Board; and the Board takes responsibility for that decision.

**Section VIII: Term and Termination**

This Agreement shall become effective on the date the Agreement is signed by the District and will continue in effect until the search is completed and mutually terminated by both parties.

**Hazard, Young, Attea & Associates:**

**Rialto Unified School District:**

\_\_\_\_\_  
Signature                                      Date

\_\_\_\_\_  
Signature                                      Date

\_\_\_\_\_  
Name and Title

\_\_\_\_\_  
Name and Title



TERMS OF AGREEMENT FOR  
SUPERINTENDENT SEARCH SERVICES

FOR THE

**RIALTO UNIFIED SCHOOL DISTRICT**

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**SECTION I**

WHEREAS, the Rialto Unified School District is desirous of obtaining professional services and Ray and Associates, Inc., a consulting firm, is desirous of providing such services, and it is agreed between the parties that the following terms and conditions shall be in effect:

**RAY AND ASSOCIATES WILL DO THE FOLLOWING ITEMS  
(INCLUDED IN THE BASE FEE):**

1. Comply with all Rialto Unified School District and California legal requirements.
2. Customize the search process to meet the needs and expectations of the Rialto Unified School District.
3. Conduct individual Board member interviews to assess the Board's priorities, goals and objectives to aid in the development of the criteria and qualifications for the Superintendent position.
4. Work with the Board to establish a timeline that lists each step in the search process.

5. Discuss with the Board the requirements and salary range for the Superintendent position.
6. Work with the Rialto Unified School District staff and those selected by the Board in the development of an accurate informational flyer and approval of the online application form.
7. Offer an online survey option for stakeholder feedback. We will provide a link to the survey to post on the district's website. The survey can be translated into foreign languages at no additional cost.
8. Provide the Board with cost-saving options to minimize expenses by utilizing Zoom, or other virtual platform, to reduce paper copies, travel expenses and shipping costs.
9. Develop all required forms for the application and screening process.
10. Conduct all aspects of the recruitment process on a statewide, regional and national basis as follows:
  - Notify all associates to actively recruit potential candidates.
  - Contact individuals in our firm's database whose interests match District criteria.
  - Actively recruit applications from qualified individuals.
  - Solicit nominations from knowledgeable people in the education and other related fields.
  - Contact other professional consultants in private and public sectors.
  - Discuss with all candidates the district's characteristics and the Board's profile and criteria for the new Superintendent position.
  - Advertise nationally in the following as selected by the Board: AASA website, Education Week website, Ray and Associates website, the California School Board Association (CSBA), Association of California School Administrators (ACSA), California Association of Latino Superintendents and Administrators (CALSA), and other publications selected by the Board.
11. Develop and manage the candidate screening process. All applicants are screened from the perspective of a viable match with District criteria to determine their capabilities, strengths and weaknesses. The search team thoroughly reviews each file and seeks alignment of qualifications with District expectations. Those who emerge successfully from this screening are deemed viable candidates.

12. Check references provided and conduct additional background investigation of viable, leading candidates. The firm will interview each viable candidate that meets Board criteria and verifies their qualifications and experience. A check of a candidate's work history is also completed utilizing online resources such as Google, Yahoo, Facebook, Twitter and other social media sources as well as checking for blogs.
13. Provide the Board with an opportunity to observe each top candidate interviewed with questions specifically designed by Ray and Associates, Inc. through video technology.
14. Provide an impartial and objective consensus building matrix instrument developed by Ray and Associates to assist the Board in determining the finalists for an interview.
15. Assist the Board in establishing the interview format and in developing interview questions.
16. Determine and coordinate constituent and staff involvement in the interview process, if desired by the Board.
17. Help arrange the details of interviews for leading candidates.
18. Provide the Board with criminal, civil litigation, social security, motor vehicle record checks and verification of educational degrees for the top (2-3) candidates at no additional fee.
19. Coordinate with the Rialto Unified School District Business Office the procedure for reimbursement of candidates' expenses.
20. Assist the District in negotiating the contract with the successful candidate at no additional cost to the district.
21. After the appointment, dispose of the files and send appropriate communications to the candidates not interviewed by the Board.
22. If desired, assist the district in preparing a press release, upon request, announcing the appointment of the new Superintendent.
23. Provide the Board with a report of the Board Self-Assessment Survey Results at no additional cost.

## SECTION II

### GENERAL PROVISIONS

#### Confidentiality

Ray and Associates, Inc. will preserve the confidential nature of any information that becomes available to the firm resulting from the services rendered to the Board.

#### Satisfaction Guarantee

Ray and Associates, Inc or Rialto Unified School District may terminate this contract at any time for any reason by giving at least **fourteen (14)** days' notice in writing. If the contract is terminated by the Rialto Unified School District as provided herein, Ray and Associates, Inc. shall be paid a mutually agreed upon payment as negotiated between Ray and Associates, Inc. and the Rialto Unified School District for the work completed as of the date of notification of termination. Ray and Associates, Inc. shall incur no additional fees and expenses payable by the Rialto Unified School District after notice of termination without written authorization from the Rialto Unified School District.

If the Superintendent departs from the position during the first year under any circumstances or within **two (2)** years if a majority of the Board is still in place and departure is due to dissatisfaction and not health related matters, personal or familial reasons, Ray and Associates Inc will recruit new candidates for the Board at no additional cost barring travel, advertising, and due diligence expenses.

#### Consultant Fee

The base fee for the performance of the Rialto Unified School District Superintendent search by the consultant as provided in the Proposal will be twenty-seven thousand five hundred dollars (\$27,500.00).

Any services requested by the district after the new Superintendent is hired and the search is closed, will be billed as an additional fee. This fee will be determined based upon the services requested and agreed to prior to the services being rendered.

The Superintendent search fee shall be paid in three (3) installments; 1/2 of the total fee is due upon signing of the contract; 1/4 of the fee is due at the time of the stakeholder

meetings; and the final 1/4 of the fee is due at the time of the presentation of the candidates. All invoices must be paid no later than 30 business days from receipt.

There is also no charge by Ray and Associates for the services to assist the Board in negotiating a contract with the new superintendent and the development of the contract terms.

### Consultant Reimbursed Expenses

Certain expenses, including travel, lodging, meals, advertising, and other search-related expenses, are to be reimbursed by the district. Said expenses will be invoiced as they occur and will include a detailed account listing of such expenses.

### Candidate Expenses

If the District determines to reimburse candidates for interview expenses, expenses may include travel, lodging, and meals for the candidate and spouse. Candidates are to submit all receipts and expense documentation to a designated individual at the district and said expenses will be paid as they occur.

## SECTION III

WHEREAS, the parties have agreed upon the above terms and conditions, they have this date set their signatures as evidence of said agreement.

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Dr. Stephanie Lewis, Board President  
Rialto Unified School District

-----  
Date

-----  
Molly Schwarzhoff, Vice President  
Ray and Associates, Inc.

-----  
Date

## Beliefs

We believe that...

- Everyone has unique talent
- There is unlimited power in all of us
- All people have equal inherent worth
- Diversity is strength
- Each person deserves to be treated with respect
- High expectations lead to high achievement
- Risk is essential for success
- Common goals take priority over individual interest
- Integrity is critical to trust
- Honest conversation leads to understanding
- Music is the universal language
- A strong community serves all of its members
- Everyone has the ability to contribute to the good of the community

## Parameters

- We will make all decisions in the best interest of students
- We will honor the worth and dignity of each person
- We will hold the highest expectations of everyone
- We will assert the unlimited potential of every student
- We will practice participatory decision-making throughout the district
- We will not allow the past to determine our future

### ***Back Cover Pictures:***

**Top Photo:** A student and teacher share a moment of learning and laughter at the Nancy Kordyak Elementary School booth during an interactive activity at the annual Literacy, Numeracy, and Future Ready Fair, held Saturday, May 3, 2025, at the Cesar Chavez/Dolores Huerta Center for Education. The Hollywood-inspired event, themed “Lights, Camera, Action!,” featured engaging academic booths, live performances, and free books and prizes for families across the District – a wonderful celebration of learning and academics.

**Bottom Photo:** Rialto High School senior **Carrington Davis** (pictured center) is joined by family, coaches, and supporters after being named the 2025 Ken Hubbs Female Athlete of the Year on May 12, 2025 at Indian Springs High School. A UC Davis basketball commit, Davis led the Knights to a CIF-Southern Section championship in 2023. She was honored with the prestigious Ken Hubbs Award for her excellence in athletics, academics, leadership, and character.



