



19TH ANNUAL
THE RITZ
 Gala
 CSBA GOLDEN BELL AWARD WINNER

Board of Education Agenda

Wednesday, May 7, 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:

Rialto Unified School District students lit up the stage at the 2025 RITZ Gala, held on Saturday, April 26, 2025, at Wilmer Amina Carter High School, with a spectacular showcase of talent and creativity. The evening featured everything from vocal performances of contemporary chart-toppers to classical piano and violin solos, cultural dances, a magic act, gymnastics, and even an original student-composed song, celebrating the full spectrum of artistic expression. Now in its 19th year, the RITZ Gala was hosted by five-time Grammy Award-winning duo The Avila Brothers. **Issiah “IZ” Avila** and **Bobby “Ahviah” Ross Avila** — proud graduates of Rialto USD — returned home to share stories, inspire students, and generate plenty of laughter. With auction baskets and a high-energy live auction, the event raised thousands of dollars for the RUSD’s Sharing Our Love Foundation, supporting students and families across the District.



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, or 1(909) 820-7700, ext. 2124.



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

May 7, 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
- 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.

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 FRISBIE MIDDLE 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 HIGH SCHOOL - DISTRICT STUDENT ADVISORY COMMITTEE (DSAC)

B.2 RECOGNITION OF DISTRICT CERTIFICATED EMPLOYEES OF THE YEAR

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

B.3 SUPERINTENDENT SEARCH FIRM, HAZARD YOUNG ATTEA ASSOCIATES

B.4 SUPERINTENDENT SEARCH FIRM, RAY & ASSOCIATES

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

D. PUBLIC HEARING - None

29

E. CONSENT CALENDAR ITEMS

31

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
BORD POLICIES 4119.21, 4219.21
AND 4319.21 ; PROFESSIONAL STANDARDS**

32

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 THE FIRST READING OF REVISED
BOARD POLICIES BP 4132, 4232, AND 4332;
PUBLICATION OR CREATION OF MATERIALS**

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

65

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 THE 2025 INTERNATIONAL SEAPERCH CHALLENGE AT THE UNIVERSITY OF MARYLAND - RIALTO HIGH SCHOOL

82

Moved _____

Seconded _____

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

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
CALIFORNIA ASSOCIATION OF DIRECTORS
OF ACTIVITIES 2025 SUMMER LEADERSHIP
CAMP - CARTER HIGH SCHOOL**

83

Moved _____

Seconded _____

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

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

84

Moved _____

Seconded _____

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

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

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

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

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

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

Moved _____

Seconded _____

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.

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 APPROVE A RENEWAL AGREEMENT WITH
INTERQUEST DETECTION CANINES**

87

Moved _____

Seconded _____

Provide contraband inspection services,
effective July 1, 2025 through June 30, 2026 at a
cost not-to-exceed \$32,000,00 and to be paid
from the General Fund.

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

88

Moved _____

Seconded _____

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

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 _____

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

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

90

Moved _____

Seconded _____

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

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. 1336
FOR CLASSIFIED AND CERTIFICATED
EMPLOYEES**

91

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.6.1 APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD ON MARCH 19, 2025 97

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.6.2 APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD ON APRIL 9, 2025 128

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

164

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

165

Moved _____

Seconded _____

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

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

166

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

Moved _____

Seconded _____

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

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

169

Moved _____

Seconded _____

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

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

170

Moved _____

Seconded _____

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

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 _____

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

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

172

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

174

Moved _____

Seconded _____

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

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 _____

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

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. 24-25-53 APPROVING THE SELECTION OF A CONSULTANT FIRM, FORM OF AGREEMENT FOR CONSULTANT SERVICES RELATED TO MENTAL HEALTH, COUNSELING, AND SOCIAL-EMOTIONAL LEARNING (“SEL”) SUPPORT SERVICES, AND RELATED ACTIONS BY DISTRICT STAFF

176

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 DENY LIABILITY CLAIM NO. 24-25-23

179

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.12 STIPULATED EXPULSIONS

Moved _____

Seconded _____

Case Numbers:

24-25-66

24-25-67

24-25-70

24-25-71

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 May 21, 2025, at 7:00 p.m. at the Dr. John Kazalunas Education Center, 182 East Walnut Ave, Rialto, California.

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

Moved _____

Seconded _____

Vote by Board Members to adjourn:

Ayes:_____Noes:_____Abstain:_____Absent:_____

Time:_____

PUBLIC HEARING

PUBLIC HEARING

NONE

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 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.

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

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Code	Description
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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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Code	Description
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>
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Code	Description
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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>
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RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4219.21(a)

Professional Standards

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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

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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.

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3580	<u>District Records</u>
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4315	<u>Evaluation/Supervision</u>
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4317.7	<u>Employment Status Reports</u>
4319.1	<u>Civil And Legal Rights</u>
4319.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4319.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4319.22	<u>Dress And Grooming</u>
4319.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>

Professional Standards

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

Federal	Description
17 USC 101-122	Subject matter and scope of copyright
17 USC 201	Copyright ownership and transfer

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

Cross References

Code	Description
1113	District And School Websites
1113	District And School Websites
1114	District-Sponsored Social Media
1114	District-Sponsored Social Media
3312	Contracts
3600	Consultants

Publication or Creation of Materials

Code	Description
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

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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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4219.21	<u>Professional Standards</u>
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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 4332(a)

Publication or Creation of Materials

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Publication or Creation of Materials

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Lab. Code 2870-2872	Inventions made by an employee

Federal	Description
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Court Decision	Community for Creative Non-Violence v. Reid (1989) 490 U.S. 730
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Website	Copyright Clearance Center
Website	Copyright Society of the USA
Website	U.S. Copyright Office

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1113	District And School Websites
1113	District And School Websites
1114	District-Sponsored Social Media
1114	District-Sponsored Social Media
3312	Contracts
3600	Consultants

Publication or Creation of Materials

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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
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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 ~~on~~ 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

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>
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

State	Description
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	Description
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	

Code	Description
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

Code	Description
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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Gov. Code 3540-3549.3	<u>Meeting and negotiating</u>
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Federal	Description
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29 CFR 516.4	<u>Notice of minimum wage and overtime provisions</u>
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Employee Compensation

State	Description
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3400	<u>Management Of District Assets/Accounts</u>
3400	<u>Management Of District Assets/Accounts</u>

Employee Compensation

Code	Description
3580	<u>District Records</u>
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4030	<u>Nondiscrimination In Employment</u>
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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>
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4254	<u>Health And Welfare Benefits</u>
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4313.5	<u>Working Remotely</u>
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4354	<u>Health And Welfare Benefits</u>
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6115	<u>Ceremonies And Observances</u>

Policy
 approved: August 11, 1999
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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)

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

State	Description
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>
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	Description
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>

Employee Compensation

Management Resources	Description
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	

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

Employee Compensation

Code	Description
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



**Board of Education Agenda
May 7, 2025**

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

BACKGROUND:

SeaPerch is an innovative underwater robotics program that equips teachers and students with the resources they need to build an underwater remotely operated vehicle (ROV). The purpose of this trip is to provide the opportunity for our student engineers to participate in an international high-level competition. At the 2025 International SeaPerch Challenge in Maryland, students will build the ROV from a kit comprised of low-cost, easily accessible parts, following a curriculum that teaches basic engineering and science concepts with a marine engineering theme. It is also requested that the group be allowed to travel a couple days prior to the competition and a couple days after the competition in order to experience the vast history of the greater Washington D.C. area; to be able to tour museums and the numerous historical sites that our students have only read about in their textbooks. The non-senior students would also like to tour several colleges in the area, such as George Washington University and Georgetown University. Students would also like tours of the U.S. Capitol, Library of Congress, and the White House, as well as visit the various Smithsonian Museums. Transportation will be via airline and rental cars, and accommodations will be at the recommended hotel in Washington, D.C.

REASONING:

The SeaPerch Program offers students the chance to explore robotics, engineering, science, and mathematics (STEM) through the construction of an underwater remotely operated vehicle (ROV). This program is part of a science and engineering technology curriculum. The International SeaPerch Challenge is an event where 250 teams from around the world compete with their Seaperch ROVs.

RECOMMENDATION:

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

SUBMITTED/REVIEWED BY: Caroline Sweeney, Ed.D./Manuel Burciaga, Ed.D.



**Board of Education Agenda
May 7, 2025**

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

BACKGROUND:

Since 1984, CADA Summer Leadership Camps have trained student leaders in California, providing them with practical skills and innovative ideas to enhance school culture. At the University of California, Santa Barbara, our Associated Student Body leaders will participate in engaging workshops and group sessions led by professional educators. This camp promotes personal growth and prepares students for success in high school, college, and their future careers. Campers will stay in UC Santa Barbara residence halls, sharing rooms in pairs or small groups, while advisors will also get a taste of campus life. Transportation will be provided by district bus.

REASONING:

The CADA Summer Leadership Camp is designed to equip our Associated Student Body leaders with essential skills to promote a positive school culture and climate. Participants will learn how to better serve, engage, and connect with our student community. This program aligns with our Site Strategic Plan, which aims to strengthen school spirit and enhance the overall school atmosphere. Additionally, it supports Carter High School's Student Plan for Student Achievement (SPSA) Goal 1 by providing diverse opportunities that empower students to prepare for success in college and careers.

RECOMMENDATION:

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

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



**Board of Education Agenda
May 7, 2025**

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

BACKGROUND:

Members of the Carter High School Mathematics, Engineering, Science Achievement (MESA) program worked diligently to create a community project aimed at helping Rialto. The students focused on "Containing Biomass to Decrease Decomposition Time" for the local MESA DAY competition on March 1, 2025, at UC Riverside. They placed 1st overall and advanced to the MESA Southern Regional Competition at UC Irvine on April 5, 2025, competing against schools from Irvine, San Diego, and Imperial Valley. Carter High took 2nd place, advancing to the State Championship at San Jose State University on May 17, 2025, with UC Riverside providing accommodations.

REASONING:

The primary objective of this trip is to participate in the prestigious State Championship Competition held in San Jose. Our goal is not only to compete but also to secure a State Championship title that will qualify us for the upcoming National Championship at San Diego State University in June. This competition represents a significant opportunity for our team, as it showcases our hard work, dedication, and the skills we have honed over the season. We are eager to demonstrate our abilities and strive for success on this larger stage, with the aspiration of bringing home the title and elevating our program to new heights.

RECOMMENDATION:

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

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



**Board of Education Agenda
May 7, 2025**

DONATIONS

Non-Monetary Donation(s)

Location: Personnel Services

Purpose: We Honor Our Own (Staff Recognition)

Donor: SeaWorld Parks & Entertainment Inc.

Items: 4 tickets to SeaWorld (valued at \$460)

Items: 4 tickets to Sesame Place (valued at \$360)

Donor: Soboba Casino Resort

Items: 2-night, Deluxe King accommodations at the Soboba Hotel (valued up to \$499)

Items: 1 round of golf for two (valued at \$250)

Items: One-year Pickleball Membership (valued at \$200)

Items: Free Slot Play (valued at \$100)

Items: Dining Credit for Canyons Steakhouse (valued at \$200)

Donor: Golden Entertainment

Items: 2-nights at Aquarius or Edgewater Hotel in Laughlin, Nevada

Donor: Fiesta Village Family Fun Park

Items: 4 Miniature Golf Passes (valued at \$80)

Donor: Newport Landing

Items: 2 Passes for Whale Watching Cruise (valued at \$101)

Donor: Aquarium of the Pacific

Items: 2 Passes to the Aquarium

RECOMMENDATION:

Accept the donation(s) and send a letter of appreciation to the donor(s): SeaWorld Parks & Entertainment Inc.; Soboba Casino Resort; Golden Entertainment; Fiesta Village Family Fun Park; Newport Landing; and the Aquarium of the Pacific.

Monetary Donations - May 7, 2025

\$ 0.00

Donations - Fiscal Year-to-Date

\$ 83,732.56

SUBMITTED/REVIEWED BY: Diane Romo



**Board of Education Agenda
May 7, 2025**

SURPLUS OF EQUIPMENT AND MISCELLANEOUS ITEMS

Quantity	Description	Quantity	Description
3	CPU	475	Laptop
8	Document Camera	1	PC Module, Viewsonic
14	Probook	15	IPad
3	Surface Pro	1	Poster Printer
12	Cart, Computer	672	Graphing Calculators
4	Stationary Bikes	2	Pallet, Hand Sanitizer
3	Stand, Hand Sanitizer	3	Ban Saw
2	Cabinet	2	Lathe
36	Table	45	Desk, Student
21	File Cabinet	5	Bookcase
53	Chair, Student	2	Rolling Cabinet
3	Portable Sink	1	P.E. Mat
10	Stool	2	Cabinet Saw
4	Machinery, Dayton	24	Fuel Tank, oxygen
1	Mill & Turn, EMCO	1	Sander Combo
1	Break, Baliegh		

RECOMMENDATION:

It is recommended that the Board of Education 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.

SUBMITTED/REVIEWED BY: Ricardo G. Salazar/Diane Romo



**Board of Education Agenda
May 7, 2025**

APPROVE A RENEWAL AGREEMENT WITH INTERQUEST DETECTION CANINES

BACKGROUND:

Interquest provides contraband inspection services utilizing non-aggressive contraband detection canines. Such inspections are conducted unannounced to district personnel on a random basis. Visits are conducted with INTERQUEST acting as an agent of the District while conducting such inspections.

REASONING:

Safety Support Services requests the Board of Education to approve a renewal agreement with Interquest Detection Canines (INTERQUEST) to provide contraband inspection services utilizing non-aggressive contraband detection canines. Such inspections may be conducted on an unannounced basis under the auspices and direction of the District administration, with INTERQUEST acting as an agent for the District while conducting such inspections. Communal areas, lockers, gym areas, parking lots (automobiles), grounds, and other select areas as directed by District officials shall be subject to inspection.

This preventive safety measure has proven to be invaluable in assisting Safety Support Services in its effort to keep our school campuses free of illicit drugs and weapons.

- 2018—2019 (35 Campus Visits) Illicit drugs 39/ Weapons 1
- 2019—2020 (11 Campus Visits) Illicit drugs 28/ Weapons 3
- 2022---2023 (48 Campus Visits) Illicit drugs 40/ Weapons 1
- 2023---2024 (50 Campus Visits) Illicit drugs 68/ Weapons 2
- 2024—2025 (42 Campus Visits) Illicit drugs 57/ Weapons 1

Although the raw/statistical number(s) vary (increases or decreases) from year to year, there is consistency in the reliability of the detection canine service to alert school officials to the concealed presence of contraband items on campus at any particular time.

RECOMMENDATION:

To provide contraband inspection services, effective July 1, 2025 through June 30, 2026 at a cost not-to-exceed \$32,000,00 and to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Norberto Perez



**Board of Education Agenda
May 7, 2025**

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

BACKGROUND:

Safety Services requests the Board of Education to approve the Comprehensive School Safety Plans for the 2024-2025 and 2025-2026 school years for the following schools: Bemis, Boyd, Casey, Curtis, Dollahan, Dunn, Fitzgerald, Garcia, Henry, Hugbanks, Kelley, Kordyak, Morgan, Morris, Myers, Preston, Simpson, Trapp, and Werner Elementary Schools; Frisbie, Jehue, Kolb, Kucera, and Rialto Middle Schools; Carter, Eisenhower, Milor, and Rialto High Schools and Zupanic Virtual Academy.

REASONING:

The California Education Code (Sections 32280-32288) outlines the requirements of all schools that include grades K through Twelve, to write and develop a school safety plan relevant to the needs and resources of that particular school. In 2004, the Legislature and Governor recast and renumbered the Comprehensive School Safety Plan provisions in SB 719 and AB 115. It is the intent of the Legislature in enacting the provisions to support California public schools as they develop their mandated comprehensive safety plans that are the result of a systematic planning process, that include strategies aimed at the prevention of, and education about, potential incidents involving crime and violence on school campuses. The Comprehensive School Safety Plan must be reviewed, updated, and approved by the School Site Council every year by the first of March. School safety plans are living documents that may be amended at any time based on safety needs. Education Code does not specify a date by which the safety plan must be approved by the District.

RECOMMENDATION:

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

SUBMITTED/REVIEWED BY: Norberto Perez



**Board of Education Agenda
May 7, 2025**

APPROVE AN AGREEMENT WITH JOURNAL TOGETHER - KRYSTINA A. SWEIS

BACKGROUND:

Journal Together is dedicated to providing students with an opportunity to build their writing capacity in the area of individual journaling. Through the transformational process of journaling, students explore their thoughts, emotions, and reflect on the individual experiences that make them unique. Journal Together believes that the act of 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 engage in 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 provide students with the opportunity to embrace journalism and inspire them to become writers during the six, ninety-minute sessions. For the summer 2025 extending learning program, selected middle and high school students will engage in activities that increase literacy and numeracy skills, self-reflection, and individual goal setting.

RECOMMENDATION:

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

SUBMITTED/REVIEWED BY: Robin McMillon, Ed.D./Ingrid Lin, Ed.D.



**Board of Education Agenda
May 7, 2025**

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

BACKGROUND:

The District requires a consultant to provide Spanish Language/Interpreting services for the 2024-2025 Board Meetings. Since 2016, Jose M. Reyes has provided this service to the District. On April 10, 2024, the Board approved a renewal agreement for the 2024-2025 school year with Jose M. Reyes in the amount not to exceed \$25,000.00. Due to additional Special Board meetings added, it is necessary to increase the agreement by \$12,000.00 to cover the remaining meetings through June 30, 2025.

REASONING:

The California Department of Education requires through Federal Program Monitoring Review that the Local Education Agency (LEA) must provide parents and guardians with information on school and parent activities in a format, and to the extent practicable, in a language the parents can understand (20 U.S.C. § 5318 (e)(5)).

RECOMMENDATION:

Approve an amendment to the renewal agreement with Jose M. Reyes to provide Spanish Language interpreting services for the 2024-2025 Board Meetings, to increase the original amount of \$25,000.000 by an additional \$12,000.00, to cover the additional Board meetings through June 30, 2025, for an overall total of \$37,000.00, and to be paid from the General Fund. All other terms and conditions will remain the same.

SUBMITTED/REVIEWED BY: Judy D. White, Ed.D.



**Board of Education Agenda
May 7, 2025**

CLASSIFIED EXEMPT – PERSONNEL REPORT NO. 1336

**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:

Kolb Middle School

Parker, Michael	Track, Boys'	2024/2025	\$1,434.00
Parker, Michael	Track, Girls'	2024/2025	\$1,431.00

Rialto High School

Henderson, Derwin	Varsity Head, Football	2025/2026	\$7,112.00
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SUBMITTED/REVIEWED BY: Roxanne Dominguez, Rhonda Kramer, and Armando Urteaga



**Board of Education Agenda
May 7, 2025**

CLASSIFIED EMPLOYEES – PERSONNEL REPORT NO. 1336

BACKGROUND/CRIMINAL HISTORY CHECKS HAVE BEEN COMPLETED, AS PER LAW, ON ALL INDIVIDUALS RECOMMENDED FOR EMPLOYMENT.

PROMOTION

Kamakawiwoole, Kapena (Repl. D. Way)	To: Maintenance Supervisor Maintenance & Operations	04/30/2025	5-4	\$48.46 per hour (8 hours, 225 days) Management Salary Schedule
	From: Maintenance Foreman Maintenance & Operations		2-5	\$45.11 per hour (8 hours, 225 days) Management Salary Schedule

EMPLOYMENT

Almanza, Jessica (Repl. T. Coffee)	Credential Analyst Personnel Services	05/05/2025	2-1	\$39.00 per hour (8 hours, 12 months) Management Salary Schedule
Jimenez, Maria D. (Repl. J. Leon Gonzalez)	Health Aide Kordyak Elementary School	04/30/2025	25-1	\$20.20 per hour (6 hours, 203 days)
Ramirez, Alejandra (Repl. G. Arango)	Nutrition Service Worker I Rialto High School	04/28/2025	25-1	\$20.20 per hour (3 hours, 203 days)

RESIGNATIONS

Anaya, Albert	Applied Behavior Analysis Specialist Special Services	05/19/2025
Carrillo, Andrew	Custodian I Rialto Middle School	04/30/2025
Carrillo, Kevin	Custodian I Bemis/Myers Elementary Schools	04/25/2025
Fernandez, Omar	Grounds Maintenance Worker III Carter High School	05/02/2025

RESIGNATIONS (Continued)

Montes Torres, Maria	Nutrition Service Worker I Morgan Elementary School	04/15/2025
Rubio, Sara	Nutrition Service Worker I Rialto High School	05/02/2025

RETIREMENT

Lewis, Laura	Transportation Supervisor Transportation Services	06/30/2025
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SUBSTITUTES

Banales-Ramos, Selena	Health Aide	04/04/2025	\$20.20 per hour
Montes de Oca, Monica	Nutrition Service Worker I	04/25/2025	\$20.20 per hour
Morales, Maria	Health Aide	04/18/2025	\$20.20 per hour
Santos, Brian	Paraprofessional	04/18/2025	\$20.72 per hour

SHORT TERM ASSIGNMENT

Library Media Support (Ret. T. Day)	Jehue Middle School (not to exceed 40 hours)	05/08/2025- 05/30/2025	\$31.60 per hour
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CERTIFICATION OF ELIGIBILITY LIST – Administrative Support Agent**Eligible:** 05/08/2025**Expires:** 11/08/2025**CERTIFICATION OF ELIGIBILITY LIST** – Workability Liaison Aide**Eligible:** 05/08/2025**Expires:** 11/08/2025

**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 7, 2025**

CERTIFICATED EMPLOYEES – PERSONNEL REPORT NO. 1336

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 8, 2025, unless earlier date is indicated)

Carrillo, Kevin 04/26/2025

EMPLOYMENT

Anderson, Shaylin Speech Therapist 04/21/2025 I-1 \$102,869.00 (184 days)
Special Services

RESIGNATIONS

Bailey, Adam High School Principal 06/30/2025
Carter High School

Batiz, Ubaldo Elementary Teacher 06/30/2025
Boyd Elementary School

RETIREMENT

D'Souza, Edward Lead Academic Agent: 06/30/2025
Math and Early
College Programs

Gillespie, Nancy Adult Education Teacher 07/01/2025
Adult School

HOME AND HOSPITAL TEACHERS (To be used during the 2024/2025 school year, as needed, at the regular hourly rate of \$55.52)

Austin, Keema
Da Silva, Donald
Magee, Jermaine
Scott, Mistic
Viveros, Monica

Bances, Karolina
Felix, Georgi
Montesinos, Miriam
Sortino, Dorothy

Carmona, Jannette
Gandy, Zulema
Ramirez, Katia
Torres, Anel

EXTRA DUTY COMPENSATION (Ratify certificated teachers to work through CA Serves-Seal of Civic Engagement, as well as work with students, to complete the requirements for the Seal of Civic Engagement, from January 2025 through April 2025, at the hourly rate of \$55.52, not to exceed 73 hours total, to be charged to the General Fund)

Augustus, Joshua
Martinelli, Michael

Haro, Imelda

Lam, Pauline

CERTIFICATED COACHES

Rialto Middle School

Camacho, Michelle

Wrestling, Boys'

2024/2025

\$1,434.00

SUBMITTED/REVIEWED BY: Roxanne Dominguez, Rhonda Kramer, and Armando Urteaga

MINUTES
RIALTO UNIFIED SCHOOL DISTRICT

March 19, 2025
Dr. John R. Kazalunas Education Center
182 East Walnut Avenue
Rialto, California

Board Members

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

Board Members

Absent: **Dakira R. Williams, Member**

Administrators

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

A. OPENING

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

 The meeting was called to order at 5:32 p.m.

A.2 OPEN SESSION

A.3 CLOSED SESSION

COMMENTS ON CLOSED SESSION AGENDA ITEMS

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

Veronica Jefferson, District Math Coach shared the significant contributions of secondary math coaches to student achievement, highlighting various projects, professional development initiatives, and District-wide collaboration efforts. She questioned the rationale behind eliminating the math coaching positions, arguing that their work has had a measurable impact on student learning and engagement. She also noted that their initiatives, such as data literacy and the Thinking Classroom model, have gained recognition beyond the District.

Lisa Castro, District Math Coach, reinforced the idea that math coaches create a ripple effect of collaboration and best practices among teachers, which would be lost if their positions were cut. She detailed how their coaching efforts have unified instructional approaches across schools and questioned why the district would willingly eliminate progress. She shared that their work has directly influenced thousands of students and provided valuable professional development to teachers.

Janeen Stubblefield, District Math Coach, urged the Board to reconsider their decision, pointing out the District's past spending on outside consultants while the math coaches have been making tangible improvements at no extra cost. She emphasized that eliminating math coaches would halt the progress they have made and predicted a decline in student achievement if their positions were removed. She called on board members and stakeholders to recognize the value of the coaching team and to invest in them rather than external programs.

Teresa Capalla, District Math Coach, relinquished her three minutes to Mrs. Janeen Stubblefield to finish her public comments. She spoke of the support for the math coaches by questioning why the District had shifted from valuing their contributions in February to considering their elimination in March. She praised the recent data analysis that highlighted improvements in student performance, using it as evidence of the coaching team's impact.

Moved By President Dr. Lewis

Seconded By Vice President Martinez

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**

Member Williams was absent. Vote by Board Members to move into Closed Session:

Time: 5:44 p.m.

Majority Vote

A.4 ADJOURNMENT OF CLOSED SESSION

Moved By Vice President Martinez

Seconded By Member Dominguez

Member Williams was absent. Vote by Board Members to adjourn Closed Session:

Time: 7:01 p.m.

Majority Vote

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

Open session reconvened at 7:01 p.m.

A.6 PLEDGE OF ALLEGIANCE

Chino Police Officer Ryan Tillman led the Pledge of Allegiance. Officer Tillman is a graduate of Rialto High School, Class of 2005.

A.7 REPORT OUT OF CLOSED SESSION

Moved By President Dr. Lewis

Seconded By Clerk Montes

The Board of Education accepted the administrative appointment of Tabreshia Lang, Elementary School Principal, Casey Elementary School.

Member Williams was absent. Vote by Board Members:

Majority Vote

Moved By Vice President Martinez

Seconded By President Dr. Lewis

The Board of Education accepted the administrative appointment of Leonardo Manso, Middle School Assistant Principal, Kucera Middle School.

Member Williams was absent. Vote by Board Members:

Majority Vote

Moved By Vice President Martinez

Seconded By President Dr. Lewis

The Board of Education accepted the administrative appointment of Jamekia Roy, Middle School Assistant Principal, effective July 1, 2025.

Member Williams was absent. Vote by Board Members:

Majority Vote

A.8 ADOPTION OF AGENDA

Moved By Vice President Martinez

Seconded By President Dr. Lewis

Member Williams was absent. Vote by Board Members to adopt the agenda:

Majority Vote

B. PRESENTATIONS

B.1 UNIVERSAL FEATURES OF THE SUPERINTENDENT SEARCH PROCESS

Presentation by District Governance Advisors, Dick Bray and Dr. Mitch Hovey, San Bernardino County Superintendent of Schools.

Presentation on the Universal Features of the Superintendent Search Process conducted by District Governance Advisors, Mr. Dick Bray and Dr. Mitch Hovey, of the San Bernardino County Superintendent of Schools. (See Attached)

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.

Devona Robertson, Community Member and Parent Organizer with Congregations Organized for Prophetic Engagement (C.O.P.E), shared that she advocates for the Ebony Triangle initiative, emphasizing the need for partnership with the District to support Black students, particularly Black girls. She spoke of the systemic issues affecting Black girls in education and spoke of her concerns about their emotional, spiritual, and physical safety. She urged the District to work collaboratively with community partners and requested another meeting with District leaders to continue discussions.

Ryan Tilman, Rialto Unified Alumnus and Police Officer, spoke of a recent critical incident at Jehue Middle School. He indicated that rather than assigning blame, he encouraged leadership and community members to work together with empathy, respect, and love. He praised the District for its past successes and urged the community to unite in supporting students and fostering a positive environment.

Steve Figueroa, Community Member, and Advocate spoke on behalf of a Frisbie Middle School mother whose son, who has an IEP, was denied a field trip due to non-compliance with his accommodations. He criticized the District for legal discrimination and alleged retaliation against parents who raise concerns. He spoke of the importance of collaboration between parents and the District to improve school safety and compliance with special education policies.

Frank Montes, Community Member, shared his concerns with the District's leadership and misconduct by certain administrators and faculty members, including allegations of assault and inappropriate behavior. He spoke of his frustration over the District's handling of these issues, particularly regarding the treatment of both African American and Latino students. He called for accountability and immediate action against those accused of wrongdoing.

Yesenia Higuera, Parent at Boyd Elementary School, shared her concerns about inequality in the treatment of students during a school field trip. She noted that only one class received goodie bags, which she attributed to favoritism, either toward the DLI program or due to a Board Member's presence. She demanded equal treatment for all students and called on the district to eliminate preferential treatment.

Tabitha Plunkett, District Parent and Advocate, criticized the District for systemic gatekeeping that prevents parental involvement. She pointed out inconsistencies between the District's stated policies on safety and inclusion versus actual incidents of neglect and discrimination. She cited multiple violent incidents where students were left unprotected by staff, highlighting a systemic failure in student safety. She requested increased training for staff in de-escalation, better emergency response systems, and transparency regarding incidents. She also commented on the District suppressing evidence and failing to prioritize student well-being, urging the community to demand change.

Lisa Lindberg , Retired Rialto USD Teacher and Former Rialto Education Association (REA) President, expressed disappointment that school violence remains a major issue despite past efforts to address it. She recalled a prior protest where teachers voiced concerns about campus violence, emphasizing that the problem persists. She urged the school Board to take immediate action by providing teachers and students with the necessary support, whether through training, security, or administrative

assistance. She called for concrete steps to ensure a safe and effective learning environment, stressing that teachers and students deserve better.

Patricia Kabada, Concerned Citizen from Outside the District, expressed deep concern over the violent incident at Jehue Middle School, particularly concerning whether immediate medical attention was provided to the injured Students. She questioned the lack of supervision that allowed the situation to escalate and emphasized the need for proactive measures to prevent further division within the community. She urged the District to educate students on racial slurs and emotional control to foster a safer environment. She also spoke of the possible need for parent activist groups and pro bono law firms to get involved in this matter.

Ana Gonzalez, District Parent and Community Member, shared concerns regarding the recent classified staff layoffs, stating that they were unjust and violated collective bargaining agreements. She also commented that the recent incident at Jehue Middle School is due to the District's systemic racism, lack of accountability, and failure to protect students. She requested immediate action to support students, particularly those from marginalized communities, and challenged the District to prioritize student well-being over financial decisions that harm essential support staff.

Shelby Morgan, District 8th-Grade ELA Teacher, commented on the urgent need for a clear and comprehensive plan to address school violence. She shared a personal experience where a student physically attacked another in her classroom, and security took 15 minutes to respond, only for the student to return to class in the same period. She spoke of the fear among teachers to intervene due to the risk of lawsuits or termination. Additionally, she commented on the District's inadequate training on handling violence, which included only a 45-minute YouTube video and an unpaid, voluntary weekend training. She requested immediate action to prevent escalating violence.

Lavelle Davidson, a Youth Organizer with C.O.P.E., shared his concerns with the recent incident at Jehue Middle School, where a young Black girl was left unconscious after a fight. He expressed frustration over the systemic failures that allow such incidents to happen and criticized the lack of adult intervention. He also warned against the tendency to criminalize students rather than support them, leading to lifelong consequences. He requested accountability and urgent action to create a safer environment for students, emphasizing that passive responses from staff contribute to a failing system.

Michael Townsend, representing State Senator Eloise Gomez Reyes, read a statement from her emphasizing the need for school staff to be properly trained to intervene in violent situations, following the March 10, 2025, incident at Jehue Middle School. He acknowledged the District's swift response but stressed that more attention was needed on how staff can prevent violence in real time. He also spoke of his ongoing communication with state legislators and leaders about the issue, detailing the importance of addressing racial tensions within the community and ensuring compassion and empathy for all students.

Christian O'Neal, a District Parent, shared his concerns over ongoing racial harassment at Frisbie Middle School, where his daughter had been called the n-word multiple times. He expressed frustration from attending meetings and being told that issues like the stabbing incident at the school were downplayed. Mr. O'Neal, who shared he is a law enforcement veteran, criticized the District's leadership for its lack of accountability and failure to address these incidents effectively. He spoke of organizing a lawsuit if the District did not take action, and commented on the need for professionalism and responsibility in handling such matters.

Jeneen Stubbefield, Math Coach at Kucera Middle School, shared her concerns about the ongoing issue of racial slurs, particularly the n-word, being used in schools. She spoke of the violent altercation at Jehue Middle School where an African-American student was assaulted and left unconscious. She also commented on the District's failure to address the use of racial slurs, which she believes is part of a broader, systemic problem. She requested immediate action, including the adoption of a zero-tolerance policy for racial slurs, mandatory anti-racism training for staff, and the creation of safe spaces for affected students. She emphasized that Black students need not just sympathy, but protection and policies ensuring their safety and dignity.

Patricia Minor, Great-grandmother of District Students, spoke through a representative, who shared her concern about an incident where her 14-year-old granddaughter was physically assaulted by an adult outside Jehue Middle School. She described the lack of resolution or follow-up from the District despite her efforts to address the issue. She expressed frustration over the District's failure to handle the situation properly, referencing other incidents and videos of violence involving students at the same school. She requested greater accountability from the District, emphasizing the need for action to ensure student safety and that parents feel supported.

Ulysses Nera, Representing Assembly Member Robert Garcia's office, thanked Interim Superintendent White for discussing concerns about Jehue Middle School. He reiterated the office's commitment to student safety and emphasized the need for proper staff training and intervention strategies. He urged transparency in conflict resolution and anti-bullying initiatives and expressed a desire to maintain open communication between the District and the Assembly Member's office to prevent future violent incidents.

Anthony Noriega, District Director for LULAC Inland Empire, voiced concerns about student safety, racial bias, and the lack of educator intervention in a violent altercation at Jehue Middle School. He criticized delayed responses to violent incidents and spoke of a past student stabbing incident at Frisbie Middle School as part of the District's safety issues. He called for three key actions: ongoing training for staff in conflict resolution, continuous anti-hate initiatives, and greater transparency and accountability. He warned that inaction could lead to tragic consequences, referencing a multimillion-dollar settlement in Moreno Valley following a student's death due to bullying. He urged immediate and proactive measures to ensure student safety.

Latarsha Salter, District Parent, shared her personal experience as a parent, detailing how her daughter was assaulted at Jehue Middle School and later at Rialto Middle School. She accused the District of failing to comply with her daughter's 504 Plan and IEP, leading to multiple expulsion attempts. She described an incident in which school staff allegedly strip-searched her daughter without notifying her, despite her daughter being a victim of sexual violence. She spoke of the District's lack of action despite her repeated complaints and questioned the presence of attorneys at IEP meetings. She urged the Board to take action and warned that parents would push for new leadership if concerns continued to be ignored.

Rayfiel Plunket, a Grandmother of four children in the District, spoke on an LA County report on hate crimes, which highlights the disproportionate victimization of Black individuals. She criticized the District for failing to provide a safe and engaging learning environment, and spoke of her nine-year-old granddaughter's assault in a classroom where racial slurs were used, and adults failed to intervene. She condemned the actions of a substitute teacher who mishandled her injured granddaughter and expressed frustration over being excluded from volunteering despite being an award-winning reader. She is requesting genuine parental involvement and urges the District to take meaningful action.

Mirna Ruiz, Community Member, shared her frustration over the District's lack of accountability and spoke of a complaint submitted against a vice principal at Kucera Middle School related to an AP process. She criticized the administration for failing to follow up on parents' concerns and allowing ongoing issues to persist. She warned that inaction could lead to tragic consequences, questioning whether leadership would respond differently if their own children were affected. She emphasized that many incidents go unreported due to fear or lack of video evidence and urged the Board to move beyond policies and take action to support students and hold administrators accountable.

C.2 PUBLIC COMMENTS ON AGENDA ITEMS

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

Devona Robertson, Community Member and Parent Organizer with Congregations Organized for Prophetic Engagement (C.O.P.E), welcomed Dr. Judy White as the Interim Superintendent and urged the Board to be diligent in selecting a permanent superintendent who prioritizes the best interests of all students. She emphasized the importance of strong leadership to guide the District in a positive direction. She acknowledged that the public is unaware of all internal processes but stressed that decisions must be made with integrity and without favoritism. She also addressed concerns that some speakers may have been encouraged by District officials to voice their concerns, calling such claims dismissive of the community's efforts. She urged the Board to make a wise and courageous choice in selecting the next superintendent.

Ana Gonzalez, District Parent, and Community Member requested corrections to the meeting minutes, including the proper spelling of her name and the misrepresentation of her stance on school security. She clarified that she has never supported metal detectors or increased policing at school sites. Instead, she advocates for increased mental health services, more counselors, and improvements to classroom environments to make them more welcoming. She also requested better teacher training in cultural sensitivity, particularly for teachers working with a diverse student population, and emphasized the importance of IEP compliance.

C.3 COMMENTS FROM ASSOCIATION EXECUTIVE BOARD MEMBERS

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

Tobin Brinker, Rialto Education Association (REA) President, spoke about the ongoing concerns regarding safety in the District, particularly at the middle school level. He indicated that over the past five years, hundreds of middle school parents have raised concerns about bullying and violence. He recounted previous efforts to address safety, including a 2019 teacher rally and multiple appeals to the Board for better training, which were often met with inaction. He also spoke of the District's inadequate response to teacher training, and mentioned a reduction in proact training opportunities and a lack of clear guidelines on handling violent situations. Despite a recent attempt at a training session following a stabbing incident, the provided materials were insufficient. He urged the Board to ensure that all teachers receive proper training on managing severe violence before the next school year, emphasizing that current measures are ineffective.

Christina Acosta, California School Employee Association (CSEA) President, spoke of the need for unity and understanding among staff, acknowledging the challenges the District faces due to ongoing issues and investigations. She praised classified employees for their dedication to students and urged everyone to be patient, as change takes time. She rejected the notion that current tensions stem from racial divides, instead attributing them to frustration over unaddressed concerns, particularly regarding the lack of training. She suggested we all stand as a community.

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 Clerk Montes

Seconded By Member Dominguez

2025-2026 PROPOSAL FROM RIALTO EDUCATION ASSOCIATION (REA)

Member Williams was absent. Vote by Board Members to open Public Hearing:

Time: 9:52 p.m.

Majority Vote

D.1.1 2025-2026 PROPOSAL FROM RIALTO EDUCATION ASSOCIATION (REA)

Pursuant to the requirements of Government Code and Board Policy, the attached initial contract proposal for the 2025-2026 school year submitted by the Rialto Education Association (REA) for an agreement between Rialto Education Association (REA) and Rialto Unified School District Board of Education, is hereby posted in compliance with legislative requirement for public notice.

D.2 CLOSE PUBLIC HEARING

Moved By President Dr. Lewis

Seconded By Member Dominguez

2025-2026 PROPOSAL FROM RIALTO EDUCATION ASSOCIATION (REA)

Member Williams was absent Vote by Board Members to close Public Hearing:

Time: 9:53 p.m.

Majority Vote

D.3 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 Vice President Martinez

2025-2026 PROPOSAL TO COMMUNICATIONS WORKERS OF AMERICA (CWA) LOCAL 9588

Member Williams was absent. Vote by Board Members to open Public Hearing:

Time: 9:53 p.m.

Majority Vote

D.3.1 2025-2026 PROPOSAL TO COMMUNICATIONS WORKERS OF AMERICA (CWA) LOCAL 9588

Pursuant to the requirements of Governmental Code and Board Policy, the attached initial contract proposal for the 2025-2026 school year submitted by Rialto Unified School District for an agreement between the Communications Workers of America (CWA), Rialto Unified School District, and the Board of Education is hereby posted in compliance with the legislative requirements for public notice.

D.4 CLOSE PUBLIC HEARING

Moved By President Dr. Lewis

Seconded By Member Dominguez

2025-2026 PROPOSAL TO COMMUNICATIONS WORKERS OF AMERICA (CWA) LOCAL 9588

Member Williams was absent. Vote by Board Members to close Public Hearing:

Time: 9:54 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 Vice President Martinez

Prior to approval of the consent items, the Board pulled the Minutes of the Regular Board Meeting of February 19, 2025, to revise the public comment of Mrs. Ana Gonzalez.

Member Williams was absent. Vote by Board Members to approve Consent Calendar Items:

Majority Vote

E.1 GENERAL FUNCTIONS CONSENT ITEMS - None

E.2 INSTRUCTION CONSENT ITEMS

**E.2.1 APPROVE A TRIP TO CALIFORNIA SCHOOL GARDEN
ADVOCACY DAY**

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Approve registration fees, meals, and transportation to attend the California School Garden Advocacy Day in Sacramento, California for 40 students and 4 chaperones, effective April 9, 2025, at a cost not-to-exceed \$30,000.00, and to be paid from the General Fund (Cal Serves Grant).

Member Williams was absent. Vote by Board Members:

Majority Vote

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 CORRECTION TO THE BOARD ITEM FOR GUIDED DISCOVERIES, INC - KUCERA MIDDLE SCHOOL

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Correct the cost on the December 18, 2024, board item amount with Guided Discoveries, from a cost not-to-exceed \$14,000.00 to the correct cost not-to-exceed \$17,000.00.

Member Williams was absent. Vote by Board Members:

Majority Vote

E.3.2 APPROVE A RENEWAL AGREEMENT WITH 365 EVENTS

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Provide an event space for the CTE Gala 2025, effective April 1, 2024 through June 30, 2025, at a cost not-to-exceed \$16,000.00, and to be paid from the General Fund (CTEIG).

Member Williams was absent. Vote by Board Members:

Majority Vote

E.3.3 APPROVE AN AGREEMENT WITH NEVER STOP GRINDING SUMMER ENRICHMENT – FRISBIE, JEHUE, KOLB, KUCERA & RIALTO MIDDLE SCHOOLS

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Provide 50 summer enrichment sessions, 10 sessions per school at Frisbie, Jehue, Kolb, Kucera, and Rialto Middle Schools, effective June 1, 2025 through June 30, 2025, for a total cost not-to-exceed \$36,150.00, and to be paid from the General Fund (ELOP).

Member Williams was absent. Vote by Board Members:

Majority Vote

E.4 FACILITIES PLANNING CONSENT ITEMS - None

E.5 PERSONNEL SERVICES CONSENT ITEMS

E.5.1 APPROVE PERSONNEL REPORT NO. 1333 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Vote by Board Members:

Majority Vote

E.5.2 ADOPT RESOLUTION NO. 24-25-46 FOR ENGLISH LEARNER AUTHORIZATION WAIVER

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Authorize the Lead Personnel Agent, Personnel Services, to employ or assign identified individuals additional time to complete the requirements for the credential that authorizes the service or to provide employing agencies time to fill the assignment with an individual who either holds an appropriate credential or qualifies under one of the available assignment options. This includes waivers to employ or assign identified individuals when the employing agency finds there is an insufficient number of certificated persons who meet the specified employment criteria for the position.

Vote by Board Members:

Majority Vote

E.6 MINUTES

E.6.1 APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD FEBRUARY 19, 2025

Prior to approval of the consent items, the Board pulled the Minutes of the Regular Board Meeting of February 19, 2025, to revise the public comment of Mrs. Ana Gonzalez.

F. DISCUSSION/ACTION ITEMS

F.1 APPROVE AN AGREEMENT WITH LIFT ENRICHMENT LLC

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Provide summer enrichment literacy and cooking lessons at all 19 elementary schools, effective March 20, 2025 through June 30, 2025, at a cost not-to-exceed \$113,050.00 and to be paid from the General Fund (ELOP).

Member Williams was absent. Vote by Board Members:

Majority Vote

F.2 APPROVE A RENEWAL AGREEMENT WITH SMG ONTARIO ARENA, LLC

Moved By President Dr. Lewis

Seconded By Member Dominguez

This agreement is for high school and adult education graduation ceremonies to be held on Sunday, June 1, 2025, for a total cost not-to-exceed \$180,000.00 including license fees and other reimbursable expenses, and to be paid from the General Fund.

Vote by Board Members:

Majority Vote

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on April 9, 2025, at 7:00 p.m. at the Dr. John Kazalunas Education Center, 182 East Walnut Ave, Rialto, California.

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

Moved By President Dr. Lewis

Seconded By Clerk Montes

Prior to adjournment, the Board requested a moment of silence in honor of the passing San Bernardino Sheriff Deputy Hector Cuevas who passed during a vehicle pursuit in the City of Victorville on Monday, March 17, 2025. Mr. Cuevas was a 2007 graduate of Wilmer Amina Carter High School.

Vote by Board Members to adjourn:

Time: 10:00 p.m.

Majority Vote

Clerk, Board of Education

Secretary, Board of Education

Universal Features of the Superintendent Search Process

**Presented By District Governance Advisors
Dick Bray & Dr. Mitch Hovey**

**Developed for
The Governing Board of
Rialto Unified School District**

March 19, 2025



Before the Superintendent Search Begins

When beginning the search for a new Superintendent, the Governing Board has three options:

1. Conduct the Search in-house (Not Advisable)
2. Ask a search firm of your choosing to conduct the Search
3. Ask search firms to submit proposals and select the one that best meets your needs



Relationship Between the Search Consultant and District

DURING THE SEARCH PROCESS:

- The District holds all the decision-making powers
- The Search Consultant role is in an advisory capacity only
- With the consultant's facilitation, the District Board will:
 - Make the decision as to which of eligible candidates are to be interviewed
 - Conduct all interviews
 - Select the candidate it deems best to serve as the District's next Superintendent



Search Phases



1. Initial meeting with the Board of Education to determine expected profile
2. Website content support
3. Community Input



Initial Meeting with District Board

- Search consultants will meet with the Board to finalize parameters of the Superintendent Search, including a proposed search timeline
- Discuss characteristics the Board would like to see in their next Superintendent
- Discuss qualifications and experience desired
- Discuss contract parameters for the new Superintendent
- Discuss process the Board would like to use to gather community, parent, and staff input



Website Support

If desired, Search Consultants will develop appropriate content and information for the district to use if they wish to include a Superintendent Search component on the district's website



Community/Parent/Employee Input

- Schedule and receive input regarding qualities desired of a new Superintendent from administrators, teachers, classified staff, parents, and community members
- Based on the Board's preference, this may be accomplished through electronic surveys and/or in-person meetings
- This information will be compiled for the Board and Search Consultants to use during the search process





4. Develop recruiting materials

5. Publication of Vacancy



Recruiting Materials

- Search Consultants will develop job opening announcements and brochures based upon input received from the Board
- Materials will be provided to the Board for review and will not be published until the Board has given final approval



Publication of Vacancy

- Search Consultants will typically publicize the position in several statewide job-posting websites such as ACSA's Weekly EdCal publication and EDJOIN
- If a nationwide search is desired by the Board, the position vacancy may be posted in Education Week at an additional District cost



6. Application Support
7. Screening Applications
8. Background & Reference Checks

Application Support

- Search Consultants will send application packets to interested candidates, answer questions from candidates, as well as receive and track all applications, credentials, and support materials



Screening of Applications

- Search Consultants will conduct paper screening of application materials for completeness
- Check with CTC for current credentials



Background & Reference Checks

- Detailed background and reference checks on candidates that meet screening criteria will be conducted including social media
- If desired by the Board, an investigative entity will be engaged for an in-depth background investigation at an additional cost to the district



Selection of Finalists

- During a Closed Session Board meeting, the Search Consultants will bring all eligible candidate names forward to the Board to share screening and reference-check findings
- Board will determine which candidates they wish to be invited for an interview
- Search Consultants will also discuss the process for interviews, as well as establish interview date, time, and location
- Finalize interview questions with the Board



Board Interviews Selected Candidates

- The Board conducts interviews of the selected candidates in closed session, often at a special Board meeting on a Saturday, to accommodate the candidates to be interviewed
- Consultants will schedule candidate interview times, facilitate the interview process, and handle logistics
- Consultants will remain present during the interviews in a support capacity
- Consultants will facilitate Board discussions as the Board selects their next Superintendent



Visitation

- If desired by the Board, a community visitation of the finalist's current district by the Board can be arranged prior to the Board taking final action to hire
- Search consultants organize and accompany Board members on a community/district visit



Candidate Follow-up

- Search Consultants will inform all candidates regarding the outcome of their application or interview



Contract Negotiations

- Based upon discussions in Closed Session with the Board, Search Consultants will assist in negotiating a contract with the new Superintendent



After the Search Process

- Search Consultants often offer coaching and mentoring support services for the new Superintendent





Timeframe	Dates	Item
March 2025	Regular Board Mtg. (Open Session) March 12, 2025	Consultant presents to the Board of Education a review of the Superintendent Search process and draft timeline.
April & May 2025	Regular Board Mtg. (Open Session) April 9, 2025	The Search Team in Open Session: <ul style="list-style-type: none"> Shares draft position announcement, brochure and search timeline for Board's review and feedback. Discusses On-line survey to be used for receiving input (Survey tentatively scheduled for 4/11-5/9).
	April 9, 2025 - April 18, 2025	The Search Team posts and announces position announcement as follows: <ul style="list-style-type: none"> ACSA's EdCal Publication - Tentatively will appear in April 21, 28, May 12, 19 editions. Online Job Boards of ACSA and EdJoin. An introduction letter and position brochure will be sent electronically to all CA County Superintendents and to each District Superintendent and Asst. Superintendent in San Bernardino and Riverside County, requesting assistance in disseminating the position vacancy information.
	April 18, 2025	POSITION OPENS
	April 18, 2025 - May 23, 2025	The Search Team conducts comprehensive reference and background checks as applications are submitted. All Eligible applicant information is forwarded to Board members electronically as it is completed. Board members sign confidentiality agreement prior to receiving personnel information.
	Special Board Mtg. (Open Session) April 30, 2025	The Search Team in Open Session: <ul style="list-style-type: none"> Updates the Board on completed tasks, and applications to date. Reviews timeline and recommends adjustments as necessary.
	Special Board Mtg. Open Session and Closed Session May 14, 2025	The Search Team in Open Session: <ul style="list-style-type: none"> Provides summary of online survey results to Governing Board. The Search Team in Closed Session: <ul style="list-style-type: none"> Discusses potential interview questions and format. Updates the Board on reference checks to date.
	FRI, MAY 23, 2025	POSITION CLOSES
	Special Board Mtg. (Closed Session) May 28, 2025	In Closed Session: <ul style="list-style-type: none"> The Board receives the Search Team's screening report and interview recommendations. The Board determines which applicants to invite to an interview. The Board finalizes the interview questions and assessment process.
June 2025	Special Board Mtg. (Closed Session) Sat. June 7, 2025	Facilitated by the Search Team, the Board in Closed Session: <ul style="list-style-type: none"> Interviews invited candidates. Provides the Search Team with direction as to the finalist. Agrees to contract parameters.
	Regular Board Mtg. (Open Session) June 23, 2025	Board will approve new superintendent contract (Action Item in Open Session) and welcome the new superintendent to the district and community.
July 2025 June 2026	July 1, 2025 July 1, 2025 July 28, 2026	Anticipated first work date for the new Superintendent SBCSS provides support to Superintendent of 5 days/40 hours mentoring included at no cost to district.



Range of Search Costs

- Typical costs for districts such as Rialto USD generally range between \$35,000 to \$45,000 to conduct a search for a new Superintendent





Questions & Discussion



Thank you!



MINUTES
RIALTO UNIFIED SCHOOL DISTRICT

April 9, 2025
Dr. John R. Kazalunas Education Center
182 East Walnut Avenue
Rialto, California

Board Members

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

Administrators

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

Administrators Absent: Patricia Chavez, Lead Innovation Agent
Armando Urteaga, Lead Personnel Agent
Roxanne Dominguez, Lead Personnel Agent

A. OPENING

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

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

A.2 OPEN SESSION

A.3 CLOSED SESSION

Moved By Vice President Martinez

Seconded By 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**

CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION

(Paragraph (1) of subdivision (d) of Section 54956.9) **CIVSB22102 v. Rialto Unified School District Claim No. 21-22-10**

- **REVIEW LIABILITY CLAIM NO. 24-25-18**
- **REVIEW LIABILITY CLAIM NO. 24-25-20**

COMMENTS ON CLOSED SESSION AGENDA ITEMS

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

None.

Vote by Board Members to move into Closed Session:

Time: 5:31 p.m.

Approved by a Unanimous Vote

A.4 ADJOURNMENT OF CLOSED SESSION

Moved By Clerk Montes

Seconded By Vice President Martinez

Vote by Board Members to adjourn Closed Session:

Time: 7:12 p.m.

Approved by a Unanimous Vote

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

Open session reconvened at 7:12 p.m.

A.6 PLEDGE OF ALLEGIANCE

Preston Elementary School, third-grade student Rodolfo Zelaya, led the Pledge of Allegiance.

A.7 PRESENTATION BY PRESTON ELEMENTARY SCHOOL

Preston Elementary School student dancers, led by **Ms. Lori McGuire's** third-grade class, shared a Fitness Results Dance.

A.8 REPORT OUT OF CLOSED SESSION

Moved By Vice President Martinez

Seconded By President Dr. Lewis

The Board of Education denied the request for an unpaid leave of absence with benefits, per EC 45195, for Classified Employee #2832925 from May 3, 2025 through November 3, 2025.

Vote by Board Members:

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

(Noes) President Lewis

Majority Vote

Moved By President Dr. Lewis

Seconded By Vice President Martinez

The Board of Education accepted the administrative appointment of Josue Valdez, Director, Technology Systems.

Vote by Board Members:

Approved by a Unanimous Vote

Moved By President Dr. Lewis

Seconded By Member Dominguez

The Board of Education approved the Settlement Agreement for Certificated Grievance #24-25-01.

Vote by Board Members:

Approved by a Unanimous Vote

Moved By President Dr. Lewis

Seconded By Vice President Martinez

The Board of Education approved the settlement of Superior Court of California, County of San Bernardino, case No. CIVSB2210212, in exchange for a full release of all liabilities.

Vote by Board Members:

Approved by a Unanimous Vote

A.9 ADOPTION OF AGENDA

Moved By Member Dominguez

Seconded By Clerk Montes

Vote by Board Members to adopt the agenda:

Approved by a Unanimous Vote

B. PRESENTATIONS

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

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

Rialto High School - Gabriela Rodriguez

Eisenhower High School - Isaac Alejandre

Milor High School - Jordan Acree

Carter High School - Amaya Bolton

B.2 SAFETY UPDATE

Presentation by Norberto Perez, Lead Agent: Expanded Learning Programs and Safety Innovation, and Mr. Miguel "Mike" Medina of Cornerstone HR Consulting and Investigations Group.

Norberto Perez, Lead Agent: Expanded Learning Programs and Safety Innovation, and Mr. Miguel "Mike" Medina of Cornerstone HR Consulting and Investigations Group provided a Safety Update presentation. (See attached copy)

C. COMMENTS

C.1 PUBLIC COMMENTS NOT ON THE AGENDA

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

Board President, Stephanie E. Lewis, read out an oral statement explaining that per Board Bylaw, speakers will not be allowed to yield their time to another speaker.

Ana Gonzalez, District Parent and Community Member, shared that she has been receiving several concerns from parents. She first commented on concerns regarding the handling of the CAFE conference, which took place during spring break, citing poor communication and planning that left many parents frustrated. She also addressed problems within the IEP process, acknowledging the dedication of teachers at Frisbie Middle School while pointing out that administrators often fail to provide necessary support. She indicated that facilitators can be condescending and emotionally dismissive toward parents. Additionally, she expressed her concern about the District's delayed response to the case of the missing girls from Carter High School, urging for quicker action and stronger collaboration with law enforcement in such situations.

Claudia Cuevas, District Parent, also spoke about the CAFE Conference and indicated that she had formally submitted a complaint against Dr. Marina Madrid for lack of information, support, and respect. She demanded accountability regarding who attended the program, how much it cost, and how funds were used or saved. She requested reimbursement for lost wages due to her attempt to participate and shared her disappointment for not being able to report back to her school community. She also advocated for keeping graduation ceremonies at the school sites to conserve funds for local needs like sports fields, music programs, uniforms, and staffing. She expressed pride in her school leadership but emphasized that funds should stay within the District to benefit students directly.

Tatiana Reyes, District Parent from Eisenhower High School, shared her desire to retain graduation ceremonies at the school sites, emphasizing the importance of an intimate, family-centered environment. She shared concerns about budget issues and potential staff cuts, especially in light of ongoing campus beautification. She shared that she had personally worked to solicit donations for school improvements and expressed dismay over decisions that could negatively impact students and staff.

Shelley Castello, District Veteran Teacher with 30 Years of Service, shared her experience in various instructional roles and her concern with the District's failure to effectively utilize specialist positions. She criticized the District for cutting Reading Specialists and Intervention Strategists, even after investing significantly in training through the USC program. She described being repeatedly pulled from her instructional duties to cover administrative or substitute roles, reducing her ability to support students. She questioned why budget cuts target those working directly with students rather than central office staff and warned that such actions contradict the

promises outlined in the District's Local Control and Accountability Plan (LCAP).

Laura Dean, District Teacher at Jehue Middle School, on behalf of Dr. Lindsey Denniston, read a statement emphasizing the critical role Reading Specialists play in supporting struggling students, noting that 54 of her 92 students were reading at a third-grade level or below at the start of the school year. She indicated that many of these students lacked basic phonics and comprehension skills. Despite daily intervention, she explained, students made the most gains through the school's targeted reading program, with 20 students achieving significant progress by December. Dr. Denniston stated that removing Reading Specialists and Math Coaches would severely hinder student success, especially in Title I schools where learning gaps have widened post-COVID. She urged the District to retain these specialists, emphasizing their essential role in helping students build foundational academic skills during middle school.

Melissa Paquette, Teacher at Garcia Elementary School for 29 Years, expressed deep concern over the reduction and displacement of Reading Specialists and Strategists. She pointed out that the District's own LCAP plan references these roles multiple times and allocates over \$13 million toward them, yet 70% of the positions are being cut. She shared data from her second-grade class to illustrate the positive impact of intervention support, stating that more than half her students began the year reading at kindergarten level, and with the help of Reading Specialists, a substantial number showed significant progress by December. She credited this growth entirely to the intervention team, naming specific specialists whose work enabled her to support more groups. She indicated that without these roles, she fears for the academic future of Rialto's most vulnerable students.

Mary Baker, District Parent, took the opportunity to express heartfelt gratitude to the staff at Rialto Unified School District, and specifically Dunn Elementary. School. She thanked them for their dedication in helping her son, Bishop, access Saturday school and receive the support he needs. She commented on how meaningful their commitment has been to her family and hopes more families can benefit from similar assistance in the future.

Paula Bailey, District Parent for Over 24 Years, began by thanking those who responded to a previous email she had sent. She shared updates from Eisenhower High School, where she recently attended an event with the Principal. She shared that the school's attendance has improved

significantly compared to the previous year, and suspensions have decreased. She also highlighted the school's strong leadership and its Positive Behavioral Interventions and Supports (PBIS) team, which recently earned a silver recognition. She also brought awareness to several important observances in April: Autism Awareness Month, Sexual Assault Awareness Month (noting that Denim Day falls on April 30), Child Abuse Awareness Month, and Alcohol Awareness Month. She acknowledged Mr. Mars Serna from the San Bernardino County for receiving a lifetime *Shine a Light Award*, commending his contributions to education and advocacy.

Ricardo Salazar, Agent of Purchasing Services with Rialto USD, invited the Board and Community to the upcoming vendor workshops. He shared that these sessions aim to improve collaboration and transparency by helping local partners understand the District's procurement processes and business practices. He announced that the first two workshops are scheduled for April 30, 2025, and July 15, 2025, and shared that informational flyers were available. He indicated that announcements will also be sent via ParentSquare to encourage broader participation.

Steve Figueroa, Community Member and Education Advocate, expressed appreciation for the Board allowing public comments without retaliation. He strongly supported the teachers advocating for Reading Specialists, arguing that removing them would hinder students' academic growth, particularly for those with special needs. He shared his recent experience attending an IEP meeting at Frisbie Middle School where the team lacked authority to make critical decisions and faced delays in assessments and interpreter access. He spoke of the District's failure to provide a qualified Spanish interpreter, which led to significant disruptions in the meeting process. He also criticized a disturbing incident where a student with disabilities was allegedly subjected to police questioning over selling snacks, framed by administrators as a "scared straight" tactic. He criticized this approach, urging the District to focus on nurturing students toward college and careers rather than punitive measures. He concluded by raising concerns about the background checks conducted during staff hiring and indicated he would speak further on that in a later comment.

Frank Montes, Community Member and Small Business Owner, addressed the Board regarding the recent disappearance of two young female students. He expressed relief that they were found safe and recounted his direct involvement, including meetings with one of the girls, her family, and the school principal at Carter High School. He thanked the Principal for being supportive and accessible. However, he shared

concerns about the District's delay in notifying families when the girls went missing, emphasizing that immediate communication is critical in such situations. He also commented that one of the students will now participate in the Hispanic Coalition's youth mentorship program, which includes activities, job preparation, and parental involvement. He highlighted the District's strong presence at a recent Cesar Chavez event at Cal State San Bernardino and reiterated the importance of transparency and swift action in matters of student safety. He also urged the Board to address issues of sexual abuse within the District, calling for the removal of offending educators and more focus on protecting students from predators.

Celia Saravia, representing Amigos Unidos, a Parent Support Group for Families of Special Education Students, expressed gratitude for the various educational workshops and training sessions offered by the District this year. These included math classes with UCLA, literacy workshops with USC, and leadership training with the Regional Academy. She spoke of her personal academic achievements, noting she will graduate from UCLA this year after previously graduating from USC. She encouraged more parents to take advantage of these valuable resources, especially programs that inform them about local opportunities like those offered by Loma Linda University. She praised the District staff and leadership, especially Dr. Gibbs and Mr. Mars Serna, for their ongoing commitment. She also commended Ivan Manzo, the Student Board Member, for his maturity and insight. Mrs. Saravia indicated that she was in agreement with the concerns raised by others about the reduction of Reading Specialists, strongly urging the Board to increase support instead. She requested the expansion of literacy programs from kindergarten through high school, stressing the urgency for early intervention. She closed by encouraging participation in an upcoming event at UCLA supported by the District.

Denise Martinez, German teacher at Carter High School, spoke in support of preserving the German language program, which she has taught for 26 years. She highlighted numerous student successes, including several who received prestigious scholarships to study in Germany after excelling in national German exams. Most recently, a student earned the 2025 Summer Study Scholarship. She expressed appreciation to District leaders for visiting her classroom and discussing ways to promote the program. She stressed the importance of language diversity and noted that learning German gives bilingual Spanish-speaking students the chance to become trilingual, enhancing their future opportunities. She offered to

introduce German at local middle schools to boost interest and sustain enrollment, urging the Board to support and maintain the program.

Samuel Rivas, a 2021 Carter High School Graduate, shared a powerful personal story about how the German language program positively impacted his life. He indicated that while working at a public library, he was able to connect deeply with a German-speaking patron, thanks to the skills he gained in high school. He also shared that he earned the Congress-Bundestag Youth Exchange (CBYX) scholarship, which allowed him to spend a year studying in Germany. He said this was a transformative experience and credited the German program and Mrs. Martinez for opening doors and inspiring him. He commented that he is now fluent in English, Spanish, and German, and emphasized how the program fosters global awareness and cross-cultural communication. He requested that the Board recognize the long-term value of the program for students' personal and professional development.

Sandra Aguilar, District Parent, shared her experiences involving her son and Frisbie Middle School Principal, Mr. Vara. She stated that her son was reported to the police for selling chips at school, while more serious infractions, like the presence of pinball machines, went unreported. She commented that she found out about this incident six months later during an IEP meeting. She also spoke of an instance where the Principal brought her into her son's classroom unannounced, leading to him being humiliated and mocked by his peers. Her son became visibly angry and upset, prompting her to remove him from school for the day. She shared her frustration over what she described as repeated abuse of authority by Principal Vara, including previous instances where her son's serious injury was downplayed. She spoke of her disappointment over the defamatory behavior and lack of care shown by school leadership, calling for accountability and justice for her child.

Jeneen Stubblefield, Math Coach at Kucera Middle School, expressed deep concern over the District's decision to allow a substitute teacher who had previously used the N-word in class to return to campus. She emphasized the severe emotional harm caused by the racial slur, particularly to Black students and staff, and condemned the decision as a failure of moral leadership. She commented that such actions signal to students of color that their dignity and safety are secondary. She stressed that equity must be more than a slogan and urged the Board to ensure real accountability and create a school culture where all students and staff feel safe, respected, and valued.

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 (REA) President, addressed the Board with a call for unity, transparency, and urgent collaboration. He emphasized that the District is currently falling short of meeting the needs of its students and staff, not because of a lack of passion, but due to internal division, unchecked egos, and decisions made without input from those directly impacted. He shared five key issues. First, on safety, he acknowledged progress made in securing paid safety training for educators but urged the Board to agree to include safety as a third article in this year's bargaining negotiations. Second, he criticized the reduction of specialists and coaches, particularly the sudden reassignment of 70 staff members without warning, which he described as harmful and lacking in collaboration. Third, he highlighted the impact of national political tensions on students, especially immigrant, LGBTQ students, urging the District to be prepared rather than reactive. Fourth, he spoke of the urgent need for a permanent superintendent chosen through a transparent and inclusive process. Finally, he made a request for unity, quoting Senator Cory Booker to emphasize the power of collective action and the importance of doing right by students. He closed with an appeal for the Board, unions, and community to act with common purpose.

Christine Acosta, California School Employees Association (CSEA) Chapter 203 President, spoke on behalf of hundreds of education staff members who are committed to the success of students and schools. She indicated that her comments were not intended as criticism and expressed deep concern about the growing number of vacancies, staff reductions, and unfilled positions across the District, noting that these issues directly affect student learning and the overall school environment. She emphasized that many educators feel unheard and unsupported, and that unresolved

concerns and a lack of transparency from leadership create mistrust. She stressed the importance of accountability as a path to improvement rather than punishment, and suggested honest acknowledgment of what's not working. She advocated for collaborative solutions, including proactive strategies to recruit and retain quality staff and meaningful responses to concerns raised by employees. Specifically referencing new security protocols mentioned earlier, she requested that CSEA be included in or at least informed about training and upcoming safety plans, asserting that such collaboration is essential. She concluded by affirming CSEA's commitment to partnership, transparency, and doing what's right for the District's students and staff.

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 PUBLIC INFORMATION

**D.1.1 SECOND QUARTER WILLIAMS REPORT (OCTOBER-
DECEMBER) FISCAL YEAR 2024-25**

**D.1.2 SECOND QUARTER – 2024-2025 – WILLIAMS UNIFORM
COMPLAINT REPORT**

D.2 OPEN PUBLIC HEARING

Any person wishing to speak on the item on the Public Hearing agenda will be granted three minutes.

Moved By Clerk Montes

Seconded By President Dr. Lewis

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA) CHAPTER
203 INITIAL CONTRACT SUCCESSOR PROPOSAL FOR THE 2025-
2026 SCHOOL YEAR**

Vote by Board Members to open Public Hearing:

Time: 9:31 p.m.

Approved by a Unanimous Vote

**D.2.1 CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)
CHAPTER 203 INITIAL CONTRACT SUCCESSOR PROPOSAL
FOR THE 2025-2026 SCHOOL YEAR**

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 California School Employees Association (CSEA) Chapter 203 for an agreement between Rialto Unified School District Board of Education and California School Employees Association, is hereby posted in compliance with legislative requirement for public notice.

D.3 CLOSE PUBLIC HEARING

Moved By Member Dominguez

Seconded By President Dr. Lewis

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)
CHAPTER 203 INITIAL CONTRACT SUCCESSOR PROPOSAL FOR
THE 2025-2026 SCHOOL YEAR**

Vote by Board Members to close Public Hearing:

Time: 9:32 a.m.

Approved by a Unanimous Vote

D.4 OPEN PUBLIC HEARING

Any person wishing to speak on the item on the Public Hearing agenda will be granted three minutes.

Moved By Member Dominguez

Seconded By President Dr. Lewis

**2025-2026 INITIAL CONTRACT PROPOSAL TO RIALTO EDUCATION
ASSOCIATION (REA)**

Vote by Board Members to open Public Hearing:

Time: 9:32 p.m.

Approved by a Unanimous Vote

**D.4.1 2025-2026 INITIAL CONTRACT PROPOSAL TO RIALTO
EDUCATION ASSOCIATION (REA)**

Pursuant to the requirements of Government Code and Board Policy, the attached initial reopener proposal for the 2025-2026 school year submitted by the Rialto Unified School District, for an agreement between the Rialto Unified School District Board of Education and the Rialto Education Association (REA), is hereby posted in compliance with the legislative requirements for public notice.

D.5 CLOSE PUBLIC HEARING

Moved By Clerk Montes

Seconded By Member Dominguez

**2025-2026 INITIAL CONTRACT PROPOSAL TO RIALTO EDUCATION
ASSOCIATION (REA)**

Vote by Board Members to close Public Hearing:

Time: 9:33 p.m.

Approved by a Unanimous 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 Clerk Montes

Seconded By Member Dominguez

**Vote by Board Members to approve Consent all Calendar Items with the
exception of items 3.6 and 3.16, which will be voted on individually:**

Approved by a Unanimous Vote

E.1 GENERAL FUNCTIONS CONSENT ITEMS - None

E.2 INSTRUCTION CONSENT ITEMS

**E.2.1 APPROVE AN AMENDMENT TO NEW COURSE OF STUDY FOR
THE 2025-2026 SCHOOL YEAR**

Moved By Clerk Montes

Seconded By Member Dominguez

Amend the approval of the AP African American Studies course to be added to the Rialto Unified School Course of Study for the 2025-2026 school year and earn 10 credits instead of 5.

Vote by Board Members:

Approved by a Unanimous Vote

E.2.2 APPROVE PHYSICAL EDUCATION EXEMPTION

Moved By Clerk Montes

Seconded By Member Dominguez

Approve a Physical Education exemption from all physical activities for Students 2126631 and 477961 for the 2023-2024 and 2024-2025 school years.

Vote by Board Members:

Approved by a Unanimous Vote

E.2.3 APPROVE PHYSICAL EDUCATION EXEMPTION

Moved By Clerk Montes

Seconded By Member Dominguez

Approve a Physical Education exemption from all physical activities for students 7027231, 8054131, and 5021231 for the 2024-2025 school year.

Vote by Board Members:

Approved by a Unanimous Vote

E.2.4 APPROVE AN OVERNIGHT TRIP TO THE INLAND SOLAR CHALLENGE COMPETITION - RIALTO HIGH SCHOOL

Moved By Clerk Montes

Seconded By Member Dominguez

Approve registration fees, lodging, meals, and transportation to the MESA program for 15 Rialto High School students (6 female, 9 male) and three (3) chaperones (1 female, 2 male) to attend the Inland

Solar Challenge Competition at Yucaipa Regional Park in Yucaipa, California, effective May 2, 2025 through May 4, 2025, at no cost to the District.

Vote by Board Members:

Approved by a Unanimous Vote

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING

Moved By Clerk Montes

Seconded By Member Dominguez

All funds from February 12, 2025 through March 18, 2025, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

Vote by Board Members:

Approved by a Unanimous Vote

E.3.2 DONATIONS

Moved By Clerk Montes

Seconded By Member Dominguez

Accept the listed donations from FrontStream; Kroger; Sprouts Healthy Communities Foundation; SchoolsFirst Federal Credit Union; Amazon; and Lakeshore, and that a letter of appreciation be sent to the donor.

Vote by Board Members:

Approved by a Unanimous Vote

E.3.3 APPROVE THE RATIFICATION OF SURPLUS EQUIPMENT, FURNITURE, AND MISCELLANEOUS ITEMS

Moved By Clerk Montes

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.

Vote by Board Members:

Approved by a Unanimous Vote

E.3.4 APPROVE A RENEWAL AGREEMENT WITH PYRO SPECTACULARS, INC.

Moved By Clerk Montes

Seconded By Member Dominguez

Provide the Class of 2025 Commencement Ceremonies with confetti displays on June 1, 2025 being held at the Toyota Arena, at a cost not-to-exceed \$10,500.00, and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

E.3.5 APPROVE A RENEWAL AGREEMENT WITH LANGUAGE LINE SERVICES, INC.

Moved By Clerk Montes

Seconded By Member Dominguez

Provide on-demand interpretation services and written translation services for over 200 languages including American Sign Language for Rialto Unified School District staff and parents, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$18,000.00, and to be paid from the General Fund.

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

E.3.7 APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH SANTA CLAUS, INC.

Moved By Clerk Montes

Seconded By Member Dominguez

Approve a Memorandum of Understanding with Santa Claus, Inc. to provide services for the McKinney Vento Foster Youth Program,

effective April 10, 2025 through April 10, 2026, at no cost to the District.

Vote by Board Members:

Approved by a Unanimous Vote

E.3.8 APPROVE AN AGREEMENT WITH VARIOUS VENDORS FOR THE DISTRICT'S DIVERGENT GAMES ATHLETIC EVENT

Moved By Clerk Montes

Seconded By Member Dominguez

Provide food and entertainment at Rialto's Divergent Games on Thursday, June 5, 2025, at a cost not-to-exceed \$25,000.00, and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

E.3.9 APPROVE AN AGREEMENT WITH THE PREP GROUP/PORT VIEW PREPARATORY

Moved By Clerk Montes

Seconded By Member Dominguez

Provide Independent Education Evaluations during the 2024-2025 school year, effective April 10, 2025 through June 30, 2025, at a cost not-to-exceed \$5,000.00, and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

E.3.10 APPROVE AN AGREEMENT WITH WHOLE CHILD THERAPY

Moved By Clerk Montes

Seconded By Member Dominguez

Provide Independent Education Evaluations during the 2024-2025 school year, effective April 10, 2025 through June 30, 2025, at a cost not-to-exceed \$4,000.00, and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

**E.3.11 APPROVE AN AGREEMENT WITH THE SAN BERNARDINO
COUNTY SUPERINTENDENT OF SCHOOLS**

Moved By Clerk Montes

Seconded By Member Dominguez

Approve an agreement with the San Bernardino County Superintendent of Schools to provide courier services, effective July 1, 2025, through June 30, 2026, at an estimated cost of \$21,721.00 and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

E.3.12 APPROVE AN AGREEMENT WITH SYLVAN LEARNING

Moved By Clerk Montes

Seconded By Member Dominguez

Approve the agreement for compensatory education, effective April 10, 2025 through June 30, 2025, for a total cost not-to-exceed \$6,000.00, and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

**E.3.13 APPROVE AN AGREEMENT WITH KIDS CONNECTION
DEVELOPMENTAL THERAPY CENTER**

Moved By Clerk Montes

Seconded By Member Dominguez

Provide Independent Education Evaluations during the 2024-2025 school year, effective April 10, 2025 through June 30, 2025, at a cost not-to-exceed \$3,000.00, and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

E.3.14 APPROVE AN AGREEMENT WITH CHEF KENT GETZIN CONSULTING LLC

Moved By Clerk Montes

Seconded By Member Dominguez

Provide five (5) days of professional development to Child Nutrition Services, effective April 10, 2025, through May 31, 2025, at a cost not-to-exceed \$30,000.00 and to be paid from the General Fund (KIT Grant).

Vote by Board Members:

Approved by a Unanimous Vote

E.3.15 APPROVE STUDENTS AND PARENTS TO ATTEND THE SAN BERNARDINO COUNTY SUPERINTENDENT OF SCHOOLS 38th ANNUAL MULTILINGUAL RECOGNITION PROGRAM

Moved By Clerk Montes

Seconded By Member Dominguez

Approve the attendance of five (5) students and their parents, and district staff at the 38th Annual Multilingual Recognition Dinner, held at the DoubleTree by Hilton Hotel in Ontario, California on April 17, 2025, at a cost not-to-exceed \$2,000.00, and to be paid from the General Fund (LCFF).

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

E.3.17 APPROVE AN AGREEMENT WITH INSPIRE SCHOOL SERVICES

Moved By Clerk Montes

Seconded By Member Dominguez

Consultant services provided by Dr. Kennon Mitchell, effective April 10, 2025, through June 30, 2025, at a cost not-to-exceed \$35,000.00 and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

E.3.18 APPROVE AN AGREEMENT WITH PMKELLEY LEADERSHIP CONSULTING LLC

Moved By Clerk Montes

Seconded By Member Dominguez

Human Resources consultant services provided by Mr. Patrick Kelley, effective April 10, 2025, through June 30, 2025, at a cost not-to-exceed \$35,000.00 and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

E.3.19 APPROVE AN AGREEMENT WITH CORNERSTONE HR CONSULTING AND INVESTIGATIONS GROUP

Moved By Clerk Montes

Seconded By Member Dominguez

Consultant services provided by Mr. Miguel Medina, effective April 10, 2025, through June 30, 2025, at a cost not-to-exceed \$35,000.00 and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

E.3.20 SIGNATURE AUTHORIZATION FOR STATE/COUNTY DOCUMENTS

Moved By Clerk Montes

Seconded By Member Dominguez

Approve the authorization of Maria Rangel, Assistant Agent: Nutrition Services, to electronically approve commercial warrants and to sign Purchase Orders with a monetary limit of \$25,000.00 for the Cafeteria Fund (Fund 13); and approve the authorization of Diane Romo, Lead Business Services Agent, to electronically approve commercial warrants for all funds, effective April 10, 2025.

Vote by Board Members:

Approved by a Unanimous Vote

E.4 FACILITIES PLANNING CONSENT ITEMS

E.4.1 APPROVE DEDUCTIVE CHANGE ORDER AND FILE NOTICE OF COMPLETION FOR PAVEWEST INC. FOR THE ELEMENTARY SCHOOL ASPHALT REPLACEMENT

Moved By Clerk Montes

Seconded By Member Dominguez

Approve a deductive change order for PaveWest Inc. in the amount of \$200,000.00 for the Elementary School Asphalt Replacement project and revise the contract amount from \$3,977,000.00 to \$3,777,000.00. Accept the work completed on March 8, 2025, by PaveWest Inc. for the Elementary School Asphalt Replacement project, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.

Vote by Board Members:

Approved by a Unanimous Vote

E.4.2 APPROVE DEDUCTIVE CHANGE ORDER AND FILE NOTICE OF COMPLETION FOR ALLISON MECHANICAL, INC FOR THE CNG BUS GARAGE HEATER REPLACEMENT

Moved By Clerk Montes

Seconded By Member Dominguez

Approve Deductive Change Order for Allison Mechanical, Inc., in the amount of \$7,743.88 for the CNG Bus Garage Heater Replacement project and revise the contract amount from \$626,500.00 to \$618,756.12. Accept the work completed on March 1, 2025, by Allison Mechanical, Inc., for the CNG Bus Garage Heater Replacement project and authorize District staff to file the Notice of Completion with the San Bernardino County Recorder.

Vote by Board Members:

Approved by a Unanimous Vote

E.4.3 APPROVE DEDUCTIVE CHANGE ORDER AND FILE NOTICE OF COMPLETION FOR MIKE’S CUSTOM FLOORING INC FOR THE DISTRICT WIDE FLOORING PHASE 2

Moved By Clerk Montes

Seconded By Member Dominguez

Approve a deductive change order for Mike’s Custom Flooring Inc in the amount of \$50,000.00 for the District Wide Flooring Phase 2 and revise the contract amount from \$1,011,348.00 to \$961,348.00. Accept the work completed on December 30, 2024, by Mike’s Custom Flooring Inc for the District Wide Flooring Phase 2 project, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.

Vote by Board Members:

Approved by a Unanimous Vote

E.5 PERSONNEL SERVICES CONSENT ITEMS

E.5.1 APPROVE PERSONNEL REPORT NO. 1334 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES

Moved By Clerk Montes

Seconded By Member Dominguez

Vote by Board Members:

Approved by a Unanimous Vote

E.6 MINUTES

E.6.1 APPROVE THE REVISED MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD FEBRUARY 19, 2025

Moved By Clerk Montes

Seconded By Member Dominguez

Vote by Board Members:

Approved by a Unanimous Vote

**E.6.2 APPROVE THE MINUTES OF THE SPECIAL BOARD OF
EDUCATION MEETING HELD FEBRUARY 27, 2025**

Moved By Clerk Montes

Seconded By Member Dominguez

Vote by Board Members:

Approved by a Unanimous Vote

**E.6.3 APPROVE THE MINUTES OF THE SPECIAL BOARD MEETING
HELD ON MARCH 10, 2025**

Moved By Clerk Montes

Seconded By Member Dominguez

Vote by Board Members:

Approved by a Unanimous Vote

E. CONSENT CALENDAR ITEMS

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.6 APPROVE A RENEWAL AGREEMENT WITH MARIBEL COLIN

Moved By Member Dominguez

Seconded By Clerk Montes

Provide six (6) cohorts of parents with various parent/family programs in Spanish at the District level. Each cohort will consist of a maximum of 30 parents of English Learners, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$27,000.00, and to be paid from the General Fund (Title III).

Vote by Board Members:

Approved by a Unanimous Vote

E.3 E.3.16 APPROVE PARENTS TO ATTEND CALIFORNIA ASSOCIATION FOR BILINGUAL EDUCATION (CABE) ONE-DAY REGIONAL CONFERENCE

Moved By President Dr. Lewis

Seconded By Member Dominguez

Approve registration fees. including lunch and transportation costs for 100 Rialto Unified School District parents/guardians to attend the CABE Regional One-Day Conference for Parents at the Riverside Convention Center on May 6, 2025, at a cost not-to-exceed \$24,000.00, and to be paid from the General Fund (Title III).

Vote by Board Members:

Approved by a Unanimous Vote

F. DISCUSSION/ACTION ITEMS

F.1 AWARD BID NO. 24-25-005 FOR BOX TRUCK, BOOM TRUCK, SAFETY SUV'S, & ELECTRIC TRUCKS ("DISTRICT VEHICLES") TO PFVT MOTORS, LLC dba PEORIA FORD AND MOUNTAIN VIEW CHEVROLET

Moved By President Dr. Lewis

Seconded By Member Dominguez

Award Bid No. 24-25-005 for District Vehicles to PFVT Motors, LLC dba Peoria Ford and Mountain View Chevrolet at an initial estimated cost of \$1,429,688.87 and additional purchases to be made as needed under the awarded price structure at the time of purchase and to be paid from the General Fund (various).

Vote by Board Members:

Approved by a Unanimous Vote

F.2 AWARD BID NO. 24-25-004 FOR BASEBALL FIELD UPGRADES TO CORNER KEYSTONE CONSTRUCTION CORPORATION

Moved By President Dr. Lewis

Seconded By Member Dominguez

In the award for Bid No. 24-25-004 for Baseball Field Upgrades, the District (i) rejects the Bids submitted by Abigail Electric Inc. and Zeco, Inc. because each bidder failed to comply with the Prequalification Requirement; (ii) award the Contract to Corner Keystone Construction Corporation for a total cost of \$2,747,470.00 which includes a \$249,770.00 allowance for unforeseen conditions and to be paid from the General Fund (Routine Repair Maintenance Account).

Vote by Board Members:

Approved by a Unanimous Vote

F.3 APPROVE AN AMENDMENT TO THE AGREEMENT WITH CALIFORNIA ADULT EDUCATION PROGRAM (CAEP)

Moved By President Dr. Lewis

Seconded By Clerk Montes

Approve an amendment for a one-time CAEP supplemental payment of \$235,000.00 from the Inland Adult Education Consortium, administered through the San Bernardino Community College District, effective February 28, 2025 through June 30, 2025, at no cost to the District.

Vote by Board Members:

Approved by a Unanimous Vote

F.4 APPROVE AN AMENDMENT TO THE AGREEMENT WITH PROFESSIONAL TUTORS OF AMERICA

Moved By President Dr. Lewis

Seconded By Clerk Montes

Approve the cost increase of the original agreement of \$20,000.00 by an additional \$45,000.00, effective April 10, 2025 through June 30, 2025, for a total cost not-to-exceed \$65,000.00, and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

F.5 APPROVE AN AMENDMENT TO THE AGREEMENT WITH THE UNIVERSITY OF CALIFORNIA RIVERSIDE (UCR) FOR THE BILINGUAL AUTHORIZATION (BILA) PROGRAM

Moved By President Dr. Lewis

Seconded By Member Dominguez

Approve a correction to the renewal agreement with the University of California at Riverside University Extension Professional Studies for the 2024-2025 and 2025-2026 academic years to provide 10 - 25 teachers with the Bilingual Authorization Program, effective March 1, 2025 through June 30, 2026, at a cost not-to-exceed \$66,400.00, and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

F.6 APPROVE AN AMENDMENT TO THE AGREEMENT WITH WOODSPRING SUITES dba CAPETOWN HOTEL

Moved By President Dr. Lewis

Seconded By Member Dominguez

Approve the cost increase of the original agreement of \$225,000.00 by an additional \$79,200.00, effective April 10, 2025 through June 30, 2025, for a total cost not-to-exceed \$304,200.00, and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

F.7 APPROVE A RENEWAL AGREEMENT WITH LEGENDS OF LEARNING

Moved By President Dr. Lewis

Seconded By Member Dominguez

Provide a math fluency program to all elementary schools, effective August 1, 2025 through June 30, 2026, at a cost not-to-exceed \$60,000.00, and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

F.8 APPROVE A RENEWAL AGREEMENT WITH CURRICULUM AND ASSOCIATES, LLC

Moved By President Dr. Lewis

Seconded By Member Dominguez

Approve a renewal agreement with Curriculum and Associates, LLC to support the effective monitoring of approximately 4,500 English Learners through the ELLevation platform, effective July 1, 2025 through June 30, 2026, at a cost not-to-exceed \$68,625.00, and to be paid from the General Fund (Title I).

Vote by Board Members:

Approved by a Unanimous Vote

F.9 APPROVE AN AGREEMENT WITH PROSOLVE SUMMER ENRICHMENT CURRICULUM MATERIAL

Moved By President Dr. Lewis

Seconded By Member Dominguez

Provide the Quest curriculum for all 19 Elementary Schools and 5 Middle Schools, effective June 1, 2025, through June 30, 2025, at a cost not-to-exceed \$81,137.50, and to be paid from the General Fund (ELOP).

Vote by Board Members:

Approved by a Unanimous Vote

F.10 APPROVE AN AGREEMENT WITH ZEN EDUCATE

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Provide special education and related services to ensure compliance mandates, effective April 10, 2025 through June 30, 2025, at a cost not-to-exceed \$150,000.00, and to be paid from the General Fund.

Vote by Board Members:

Approved by a Unanimous Vote

F.11 AUTHORIZE THE USE OF AN INTERGOVERNMENTAL CONTRACT FOR THE PURCHASE OF PRODUCTS, SOFTWARE, AND RELATED SERVICES

Moved By Vice President Martinez

Seconded By Member Dominguez

Approve the use of California Multiple Award Schedule (CMAS) number 3-23-04-1003 from SHI International, Corp. at an initial estimated cost of \$45,000.00 and additional purchases with a cost to be determined at the time of purchase and to be paid from various funds.

Vote by Board Members:

Approved by a Unanimous Vote

F.12 ADOPT RESOLUTION NO. 24-25-47 AUTHORIZING TEMPORARY BORROWING BETWEEN FUNDS OF THE SCHOOL DISTRICT

Moved By President Dr. Lewis

Seconded By Member Dominguez

Vote by Board Members:

Approved by a Unanimous Vote

F.13 ADOPT RESOLUTION NO. 24-25-48 APPROVING SELECTION OF CONSULTANT FIRMS, FORM OF AGREEMENT FOR CONSULTANT SERVICES RELATED TO COMMUNITY HEALING, RESTORATIVE JUSTICE PRACTICES, AND TRAUMA INFORMED INSTRUCTION SERVICES, AND RELATED ACTIONS BY DISTRICT STAFF

Moved By President Dr. Lewis

Seconded By Member Dominguez

Vote by Board Members:

Approved by a Unanimous Vote

F.14 DENY LIABILITY CLAIM NO. 24-25-18

Moved By President Dr. Lewis

Seconded By Member Dominguez

Vote by Board Members:

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

(Abstain) Clerk Montes

Majority Vote

F.15 DENY LIABILITY CLAIM NO. 24-25-20

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Vote by Board Members:

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

Majority Vote

F.16 ADMINISTRATIVE HEARINGS

Moved By President Dr. Lewis

Seconded By Member Dominguez

Case Numbers:

24-25-49

24-25-53

24-25-57

Vote by Board Members:

Approved by a Unanimous Vote

F.17 STIPULATED EXPULSIONS

Moved By President Dr. Lewis

Seconded By Member Dominguez

Case Numbers:

24-25-54

24-25-56

24-25-61

Vote by Board Members:

Approved by a Unanimous Vote

F.18 EXPULSION REINSTATEMENT

Moved By President Dr. Lewis

Seconded By Member Dominguez

Case Number:

24-25-35

Vote by Board Members:

Approved by a Unanimous Vote

F.19 DISCUSSION OF RUBRIC COMPONENTS FOR EVALUATION OF SUPERINTENDENT SEARCH FIRMS

Moved By President Dr. Lewis

Seconded By Vice President Martinez

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 components of the rubric for the evaluation of Superintendent Search Firms, which will inform the Board in the selection of firms to interview.

Vote by Board Members:

Approved by a Unanimous Vote

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on April 23, 2025, at 7:00 p.m. at the Dr. John Kazalunas Education Center, 182 East Walnut Ave, Rialto, California.

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

Moved By President Dr. Lewis

Seconded By Member Dominguez

The Board of Education adjourned the meeting with a moment of silence in memory of Mr. Jesse Angel, a retired Rialto Unified School District teacher, coach, and mentor. Mr. Angel passed on March 30, 2025, at the age of 75 in the City of Fontana.

Vote by Board Members to adjourn:

Time: 10:09 p.m.

Approved by a Unanimous Vote

Clerk, Board of Education

Secretary, Board of Education



RIALTO
UNIFIED SCHOOL DISTRICT
BRIDGING FUTURES THROUGH INNOVATION

Safety Services Updates & Transition Plan

Presented by:

Norberto Perez, Lead Agent of Expanded Learning
Programs and Safety Innovation

April 9, 2025



Safety Initiatives and Updates

- “Training of trainers” on Pro-Act (De-escalation training)
- Increase of 4 new crossing guard positions
- Installation of “Stop the Bleed” kits at all school sites and service areas



Safety Initiatives and Updates

- Safety Officer utility belt metal detectors
- Officer data log database (Initial stages of development)
- Safety Officer protocols for 10-8 (In-service)



Safety Initiatives and Updates

- Safety Services organizational chart (Assignments)
- Active recruitment for Safety Officers
- Addition of (13) new safety officer positions
- Addition of (1) new safety officer supervisor
- UCLA NESSI (National Education of School Safety Initiative) School Site Administrators Safety Workshops



Safety Initiatives and Updates

Crisis Intervention / De-escalation Trainings

- Originally (5) Saturday trainings were offered
- January virtual introductory training to all sites
- Recently added 5 more Saturday full day trainings for the remainder of the year



Transition of Safety Services

- Job description for Chief of Safety and Security has been revised to reflect the needs of District
- District will be contracting with Cornerstone HR Consulting to provide Safety Services Transition Support and provide safety recommendations



Transition of Safety Services

- Introduction of Miguel “Mike” Medina
 - School Safety Walks
 - Safety Initiatives
 - Safety Professional Development
- Mike Medina - Background and vision



Thank you

Questions?





**Board of Education Agenda
May 7, 2025**

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

BACKGROUND:

On March 12, 2025, the District released a bid for concrete work to be completed at Hugbanks 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. Nineteen (19) bidders attended the mandatory pre-bid conference on March 25, 2025. On April 16, 2025, the District received and opened three (3) bids.

Upon review of the bid submissions, two bidders, Kindness General Contractors LLC and Jergensen Concrete Inc., were deemed non-responsive as each bidder failed to meet the minimum requirements for prequalification. The District's requirements for prequalification is a process that evaluates a firm's experience and previous history as a contractor undertaking large construction projects.

The District has determined D F Perez Construction Inc to be the lowest responsive and responsible bidder. The District will add a \$105,544.30 allowance to the lowest bidder's contract for unforeseen conditions during the project. An outline of all bids received, and amounts are listed below.

Contractor	Base Bid Amount
D F Perez Construction, Inc.	\$ 1,055,443.00
Jergensen Concrete Inc	Non-Responsive
Kindness General Contractors LLC	Non-Responsive

RECOMMENDATION:

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

SUBMITTED/REVIEWED BY: Ricardo G. Salazar/Diane Romo



**Board of Education Agenda
May 7, 2025**

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

BACKGROUND:

On March 20, 2025, the District released a bid to paint the exterior buildings of five (5) schools: Rialto Middle, Werner Elementary, Boyd Elementary, Myers Elementary, and Kordyak Elementary Schools. 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 20, 2025, and March 27, 2025. The bid was also published on the District’s webpage and an outreach email containing the bid information was sent to local contractors. Twenty one (21) bidders attended the mandatory pre-bid conference on April 3, 2025. On April 23, 2025, the District received and opened eleven (11) bids.

The District recommends rejecting all bids received, as each submission contained deficiencies and failed to meet the District’s minimum requirements. On April 28, 2025, during the course of the District’s review, the District also received a bid protest from the third apparent low bidder, NEP Painting Contractors, Inc., which outlined issues with the two lowest bids. In addition to the concerns raised in the protest, the District identified additional deficiencies in all submissions, including errors in NEP Painting Contractors, Inc.’s own bid.

The District will work to provide feedback to all bidders, make any necessary improvements to the District’s bid documents, and rebid the project at a later date.

RECOMMENDATION:

Reject all Bids for Bid No. 24-25-007.

SUBMITTED/REVIEWED BY: Ricardo G. Salazar/Diane Romo



**Board of Education Agenda
May 7, 2025**

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

BACKGROUND:

On March 12, 2025, the District released a bid which includes the removal and replacement of asphalt concrete at Morris Elementary, Rialto High School, Boyd Elementary, Henry Elementary, Eisenhower High School Softball Road, Morgan Elementary, and Kordyak Elementary. 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. Thirteen (13) bidders attended the mandatory pre-bid conference on March 27, 2025. On April 22, 2025, the District received and opened five (5) bids.

Upon review of the bid submissions, one bidder, PaveWest, Inc., was deemed non-responsive. PaveWest, Inc. failed to provide a signed copy of the District's addendum, a form required as confirmation that the Bidder acknowledges receipt of the communication.

The District has determined Ben's Asphalt, 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.

Contractor	Base Bid Amount
Ben's Asphalt, Inc.	\$ 5,759,495.00
Terra Pave, Inc.	\$ 5,885,000.00
Universal Asphalt Co, Inc.	\$ 5,899,000.00
Prestige Paving Company Inc.	\$ 6,743,140.00
PaveWest, Inc.	Non-Responsive

RECOMMENDATION:

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

SUBMITTED/REVIEWED BY: Ricardo G. Salazar/Diane Romo



**Board of Education Agenda
May 7, 2025**

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

BACKGROUND:

The Rialto Unified School District (District) desires to retain one (1) School Resource Officer (SRO) to perform special services, provide collaborative educational support that will help build and sustain a positive school culture and ensure a safer school climate for all students, staff, and families within the Rialto Unified School District.

REASONING:

The District shall reimburse the City of San Bernardino at their fully burdened rate (salary + statutory benefits) for the SRO police officer, specially trained, experienced, and competent person to perform such special services and fulfill the expectations to effectively collaborate as educational partners. The District shall adhere to contractual obligations as to hours of work, overtime pay, and working conditions.

The SRO Officer shall be responsible for serving as a liaison between students, faculty, administration, families of the District, and law enforcement in furtherance of good and meaningful relationships with youth, community, school, and police.

RECOMMENDATION:

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

SUBMITTED/REVIEWED BY: Norberto Perez



**Board of Education Agenda
May 7, 2025**

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

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.

State regulations require that school construction projects be inspected by a Division of State Architect (DSA) Inspector of Record (IOR). The IOR is responsible for ensuring compliance with DSA construction plans and specifications, which include Structural Safety, Fire/Life Safety, and Access Compliance.

REASONING:

To ensure compliance with DSA requirements during the construction of the Baseball Fields Upgrade Projects at Eisenhower and Rialto High Schools, the District requires the expertise of a qualified DSA Inspector of Record (IOR) to review project plans and provide oversight throughout the construction phase.

PF Vision, Inc. has been selected to provide these services based on their extensive experience and demonstrated success in delivering DSA inspection services on previous District projects. PF Vision's proposed inspection fees are \$63,000.00 for Eisenhower High School and \$40,000.00 for Rialto High School, totaling \$103,000.00 for both projects.

RECOMMENDATION:

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

SUBMITTED/REVIEWED BY: Angie Lopez/Diane Romo



**Board of Education Agenda
May 7, 2025**

APPROVE AN AGREEMENT WITH FOOTSTEPS TO FREEDOM

BACKGROUND:

Footsteps to Freedom is an experiential learning program focused on empathy pedagogy, promoting interaction, attentive listening, and deep dialogue to develop transformational leadership. Emphasizing historical empathy as a vital leadership skill, the program supports leadership training, civic engagement, and diversity initiatives. This 8-day immersive journey retraces the Underground Railroad, fostering both professional and personal growth.

REASONING:

Participants will experience history where it happened and experience firsthand the incredible courage of the people who sought freedom or helped others achieve it, along with the central and lesser-known route of the Underground Railroad from Kentucky to Canada. Participants are expected to participate in an orientation that provides important background on the Trans-Atlantic Slave Trade and the Underground Railroad freedom movement by using primary sources. Participants will also interact with the primary sources through the Jerry Gore Collection Historical Empathy Exhibition and complete a final professional leadership or personal growth project based on the tour experience. Teachers will develop specific lessons for their students to connect this experience with them. Administrators will share this experience with their staff during staff meetings.

RECOMMENDATION:

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

SUBMITTED/REVIEWED BY: Ayanna Ibrahim Balogun, Ed.D./Ingrid Lin, Ed.D.



**Board of Education Agenda
May 7, 2025**

**RESOLUTION NO. 24-25-50
OF THE BOARD OF EDUCATION
MANAGEMENT, CONFIDENTIAL, AND SUPERVISORY STIPENDS
2024-2025**

WHEREAS, the Board of Education of the Rialto Unified School District ("District") recognizes the dedication and long-term commitment of its certificated management, classified management, supervisory, and confidential employees; and

WHEREAS, it is the policy of the Board to provide fair and competitive compensation to attract and retain qualified leadership; and

WHEREAS, effective July 1, 1996, and every year thereafter, the Board has approved salary schedules that include provisions for longevity stipends as indicated on the salary schedule for certificated management, classified management, supervisory, and confidential employees as a recognition of continued service as follows:

Longevity Increments:

Management, Confidential, and Supervisory 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 amounts became 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

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

WHEREAS, classified employees who receive longevity and promote to a management, confidential, or supervisory position shall continue to receive their longevity until they reach the 17-year longevity stipend or separate from the District; and

WHEREAS, the Board has previously approved salary schedules that include provisions for confidential stipends as indicated on the salary schedule for confidential employees as follows:

Confidential staff shall receive a monthly stipend as designated on the Management, Confidential, and Supervisory salary schedule; and

WHEREAS, classified employees that 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; and

WHEREAS, certificated management, classified management, supervisory and confidential employees 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 doctorate stipend (5% of their base salary, exclusive of longevity) if they also hold a master's degree.

WHEREAS, the longevity, confidential, professional growth, and doctorate stipends are awarded to eligible certificated management, classified management, supervisory, and confidential employees each time the Board approves the applicable salary schedule, consistent with past Board actions and compensation practices as outlined in board policy and administrative regulations.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Rialto Unified School District hereby formally acknowledges and affirms that all eligible certificated management, classified management, supervisory and confidential employees shall receive a longevity stipend, confidential stipend and professional growth in accordance with the provisions outlined in the Board approved salary schedules.

BE IT FURTHER RESOLVED that this resolution shall be entered into the official records of the Board and shall serve as ongoing affirmation of the Board's commitment to supporting the longevity of its management team.

PASSED AND ADOPTED this 7th day of May, 2025, in the County of San Bernardino, California.

Dr. Stephanie Lewis	_____
Joseph W. Martinez	_____
Edgar Montes	_____
Evelyn P. Dominguez, LVN	_____
Dakira R. Williams	_____

President
Board of Education

I, Judy D. White, Ed.D., Interim Superintendent of Rialto Unified School District of San Bernardino County, California, do hereby certify that the foregoing is a full, true and correct copy of a Resolution adopted by the District's Board of Education at a duly scheduled meeting thereof.

Dated: May 7, 2025

Judy D. White, Ed.D.
Interim Superintendent



**Board of Education Agenda
May 7, 2025**

**RESOLUTION NO. 24-25-51
REMUNERATION**

WHEREAS, the Governing Board of the Rialto Unified School District acknowledges that Board Vice President Joseph W. Martinez was excused from the Wednesday, April 23, 2025, regular meeting of the Board of Education;

AND WHEREAS, California Education Code §35120 and Rialto Unified School District Board Bylaw 9250 states that a school board member may be paid for any excused absence, by resolution duly adopted and included in its minutes;

THEREFORE, BE IT RESOLVED, that the Board of Education excuse the absence of Board Vice President, Joseph W. Martinez, from the Wednesday, April 23, 2025, regular meeting of the Board of Education.

Dr. Stephanie E. Lewis, Board President

Date

Judy D. White, Ed.D., Interim Board Secretary

Date

SUBMITTED/REVIEWED BY: Judy D. White, Ed.D.



**Board of Education Agenda
May 7, 2025**

**RESOLUTION NO. 24-25-52
REMUNERATION**

WHEREAS, the Governing Board of the Rialto Unified School District acknowledges that Board Member Dakira R. Williams was excused from the Wednesday, April 23, 2025, regular meeting of the Board of Education;

AND WHEREAS, California Education Code §35120 and Rialto Unified School District Board Bylaw 9250 states that a school board member may be paid for any excused absence, by resolution duly adopted and included in its minutes;

THEREFORE, BE IT RESOLVED, that the Board of Education excuse the absence of Board Member Dakira R. Williams from the Wednesday, April 23, 2025, regular meeting of the Board of Education.

Dr. Stephanie E. Lewis, Board President

Date

Judy D. White, Ed.D., Interim Board Secretary

Date

SUBMITTED/REVIEWED BY: Judy D. White, Ed.D.



RESOLUTION NO. 24-25-53

**RESOLUTION OF THE BOARD OF EDUCATION
OF THE RIALTO UNIFIED SCHOOL DISTRICT
APPROVING THE SELECTION OF A CONSULTANT FIRM,
FORM OF AGREEMENT FOR CONSULTANT SERVICES RELATED TO
MENTAL HEALTH, COUNSELING, AND SOCIAL-EMOTIONAL LEARNING (“SEL”)
SUPPORT SERVICES, AND RELATED ACTIONS BY DISTRICT STAFF**

WHEREAS, the Rialto Unified School District (“District”) desires to contract for services focused on Mental Health, Counseling, and Social-Emotional Learning (“SEL”) in response to a recent incident at Jehue Middle School (“JMS”) (“Consultant Services”); and

WHEREAS, due to the nature and scale of the Services, the District intends to select a consultant, considering the Consultant's capabilities and experience with similar services; and

WHEREAS, on or about April 8, 2025, the District issued Request for Proposals No. 24-25-012 (“RFP No. 12”) in order to request, review, and assess proposals for the Services in accordance with Government Code (“GC”) 53060, which allows the District to contract for services related to, among other services, administrative matters if such persons are specially trained and experienced and competent to perform the special services required; and

WHEREAS, on April 24, 2025, the District received and opened twelve proposals from Athletes for Life Foundation; Bridge the Gap SpEd; Clay Counseling Foundation; Creative Brain Learning; eLuma, LLC.; First Step Children's Network, Inc.; Invo Healthcare, LLC; Pacific Clinics; Stronger Together Now; Therapy Travelers LLC & 3Chords Inc. DBA TherapyTravelers; The Youth Mentoring Action Network; and Ubuntu Psychological Services.

WHEREAS, based on the District's review, the proposal submitted by The Youth Mentoring Action Network was non-responsive, as they failed to include sections that were critical and required in their RFP response, including the Key Personnel and Summary of Qualifications and Experience sections outlined in RFP No. 12; and

WHEREAS, a panel consisting of seven District representatives and one subject matter expert, duly evaluated the responses to the RFP No. 12 submitted by Athletes for Life

Foundation; Bridge the Gap SpEd; Clay Counseling Foundation; Creative Brain Learning; eLuma, LLC.; First Step Children's Network, Inc.; Invo Healthcare, LLC; Pacific Clinics; Stronger Together Now; Therapy Travelers LLC & 3Chords Inc. DBA TherapyTravelers; and Ubuntu Psychological Services, based on all significant evaluation factors set forth in, and using the procedures for evaluation set forth in RFP No. 12; and

WHEREAS, the evaluation factors mentioned in the preceding recital included: (i) Qualifications and Experience, (ii) Consultant Approach to Delivery of Services for Scope of Work Part A – Mental Health & Counseling Services and Scope of Work Part B – Social Emotional Learning (“SEL”) Programs, (iii) Price Structure, (iv) References, (v) a Presentation, and (vi) an Overall Assessment; and

WHEREAS, upon evaluating all responsive proposals received for RFP No. 12, the review panel determined that the proposal by Clay Counseling Foundation met all evaluation standards and achieved a sufficient number of total points, and that it will be most advantageous to the District, and in the District’s best interests, to award a contract for the Consultant Services and related services to Clay Counseling Foundation; and

WHEREAS, the District and Clay Counseling Foundation have set forth the terms and conditions to implement the proposal in the Consultant Services Agreement, and prior to consideration of this Resolution by the Board of Education of the Rialto Unified School District (“Board of Education”), the District provided a copy of the Consultant Services Agreement to the Board of Education for its review and consideration.

NOW, THEREFORE, the Board of Education hereby finds, resolves, and orders as follows:

Section 1. The Board of Education hereby finds that the foregoing recitals are true and correct, and hereby adopts the foregoing recitals as findings of the Board of Education.

Section 2. The Board of Education finds the proposal submitted by The Youth Mentoring Action Network as non-responsive.

Section 3. The Board of Education hereby approves the Consultant Services Agreement, as reviewed by the Board of Education in connection with the consideration of this Resolution.

Section 4. The Board of Education hereby authorizes and directs the Superintendent of the District (“Superintendent”), the Lead Business Services Agent for the District (“Assistant Superintendent”), the Agent, Purchasing Services (“Director”), and/or their designee, to promptly sign and deliver the Consultant Services Agreement.

Section 5. Prior to the execution of the Consultant Service Agreement, the Superintendent, Assistant Superintendent, Director, and/or their designee, in consultation with District legal counsel, may make such non-substantive revisions to those documents as may be advisable and/or necessary.

Section 6. The Board of Education hereby authorizes the Superintendent, the Assistant Superintendent, Director, and/or their designee, to take such other actions as reasonably may be necessary and/or appropriate to implement this Resolution.

Section 7. This Resolution shall take effect immediately upon being approved by the Board of Education, and shall remain in effect until repealed, rescinded, or superseded by action of the Board of Education

APPROVED, ADOPTED, and RESOLVED by the Board of Education of the Rialto Unified School District of San Bernardino County, at a regular meeting of the Board of Education held May 7, 2025, by the following vote:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____

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 7, 2025.

Edgar Montes

Clerk, Board of Education

Rialto Unified School District

SUBMITTED/REVIEWED BY: Ricardo G. Salazar/Diane Romo



**Board of Education Agenda
May 7, 2025**

DENY LIABILITY CLAIM NO. 24-25-23

BACKGROUND:

The District received Liability Claim No. 24-25-23

REASONING:

Government Code 945.6, Section 911.6

RECOMMENDATION:

Deny Liability Claim No. 24-25-23

SUBMITTED/REVIEWED BY: Derek Harris/Diane Romo



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: Rialto Unified School District students and staff were celebrated during the 38th Annual Multilingual Recognition Dinner, held on April 25, 2025, at the DoubleTree by Hilton Hotel Ontario Airport. The annual event honors individuals who support and uplift multilingual learners across the region. **Dr. Marina Madrid**, RUSD Agent of Multilingual Programs, received the prestigious Legacy Award for her visionary leadership and contributions to multilingual education. Additional RUSD honorees included students **Dasha Carreno** (Carter High School), **Marcela Alfaro Chicas** (Zupanich Virtual Academy), **Janey Garcia** (Eisenhower High School), and **Crystal Magaña** (Rialto High School); teacher **Ms. Brisa Silos** (Rialto Middle School); and paraprofessional **Ms. Irene Franco** (Milor/Zupanich High School).

Bottom Photo: Eisenhower High School student **Brooklyn Paialii** browses dresses during the “Say Yes to the Prom Dress” event on Thursday, April 17, 2025. Organized by the RUSD Family and Community Engagement (FACE) team in partnership with Curls, Coils & Crowns and the Inland Valley Alumnae Chapter of Delta Sigma Theta Sorority, Inc., the event provided more than 30 dresses, along with shoes, purses, and accessories, to high school seniors preparing for prom.

