



Board of Education Agenda

~~Wednesday, September 11, 2024~~
Rescheduled for:
Wednesday, September 18, 2024



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

Joseph W. Martinez, President
Edgar Montes, Vice President
Evelyn P. Dominguez, LVN, Clerk
Dr. Stephanie E. Lewis, Member
Nancy G. O'Kelley, Member

RUSD Acting Superintendent

Dr. Edward D'Souza

Front Cover Picture:

A Homecoming to remember: United States Deputy Secretary of the Treasury **Mr. Wally Adeyemo** returns to Eisenhower High School. On Tuesday, August 27, 2024, Eisenhower High School alum Mr. Adeyemo, accompanied by Congressman **Mr. Pete Aguilar** who facilitated the visit, returned to his alma mater. The event featured a special assembly for seniors where Mr. Adeyemo enthusiastically engaged with students, answering their thoughtful questions and sharing insights from his journey from Rialto to Washington, D.C. A highlight of the day included his reunion with former Spanish teacher, **Ms. Diana Ramirez**. This visit not only inspired students but also strengthened community ties, showcasing the impactful careers possible for our students with hard work and perseverance. The students' reactions that day reflected a deep appreciation for the advice and insights shared by both Mr. Adeyemo and Mr. Aguilar, promising to influence their educational and career aspirations.



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.
- To access the Spanish version of the Board meeting: United States Toll +1(408) 418-9388 Access Code – 960 675 512 #.



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

September 18, 2024

Meeting Rescheduled from Wednesday, September 11, 2024

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

Board Members:

**Joseph W. Martinez, President
Edgar Montes, Vice President
Evelyn P. Dominguez, LVN, Clerk
Dr. Stephanie E. Lewis, Member
Nancy G. O'Kelley, Member**

Acting Superintendent:

Edward D'Souza, Ph.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: Edward D'Souza, Ph.D., Acting Superintendent; Lead Personnel Agents: Rhonda Kramer, Roxanne Dominguez, and Armando Urteaga, Personnel Services.

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

- **PURSUANT TO GOVERNMENT CODE SECTION 54956.9(d) and/or (d)(3). CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION SIGNIFICANT EXPOSURE LITIGATION - Number of Potential Claims: 1**

COMMENTS ON CLOSED SESSION AGENDA ITEMS

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

Vote by Board Members to move into Closed Session:

Ayes: _____ Noes: _____ Abstain: _____ Absent: _____

Time: _____

A.4 ADJOURNMENT OF CLOSED SESSION

Moved _____

Seconded _____

Vote by Board Members to adjourn Closed Session:

Ayes:_____Noes:_____Abstain:_____Absent:_____

Time:_____

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

A.6 PLEDGE OF ALLEGIANCE

A.7 PRESENTATION BY RIALTO 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 - None

C. COMMENTS

C.1 PUBLIC COMMENTS ON AGENDA ITEMS

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

C.2 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.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 ACTING SUPERINTENDENT

C.5 COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION

D. PUBLIC HEARING

22

D.1 OPEN PUBLIC HEARING

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

Moved _____

Seconded _____

Vote by Board Members to open Public Hearing:

Ayes: _____ Noes: _____ Abstain: _____ Absent: _____

Time: _____

D.1.1 FORM FOR PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT (AB1200) - COMMUNICATIONS WORKERS OF AMERICA

23

Pursuant to the requirements of Governmental Code and Board Policy, the Form for Public Disclosure of Proposed Collective Bargaining Agreement [AB1200 (Statutes of 1991, Chapter 1213) As Revised by AB2756 (Statutes of 2004, Chapter 25), Government Code 3547.5] between the Communications Workers of America (CWA), and the Rialto Unified School District Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

D.2 CLOSE PUBLIC HEARING

Moved _____

Seconded _____

Vote by Board Members to close Public Hearing:

Ayes:_____Noes:_____Abstain:_____Absent:_____

Time:_____

E. CONSENT CALENDAR ITEMS

28

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:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

E.1 GENERAL FUNCTIONS CONSENT ITEMS

E.1.1 APPROVE THE SECOND READING OF BOARD POLICY 0415; EQUITY 29

E.1.2 APPROVE THE SECOND READING OF REVISED BOARD POLICY 4158, 4258, 4358; EMPLOYEE SECURITY 38

E.1.3 APPROVE THE SECOND READING OF REVISED BOARD POLICY 6115; CEREMONIES AND OBSERVANCES 59

E.1.4 APPROVE THE SECOND READING OF REVISED BOARD POLICY 6141.2; RECOGNITION OF RELIGIOUS BELIEFS AND CUSTOMS 62

E.2 INSTRUCTION CONSENT ITEMS

E.2.1 APPROVE AN OVERNIGHT TRIP TO ALPHA SCHOLARS SAN DIEGO COLLEGE TOUR - CARTER HIGH SCHOOL 67

Approve twenty-two (22) students (12 boys, 10 girls) of the Wilmer Amina Carter High School ALPHA Scholars program and three (3) chaperones (2 male, 1 female) to tour colleges in the San Diego area, effective October 17, 2024, through October 18, 2024, at a cost not-to-exceed \$7,000.00, and to be paid from the General Fund.

E.2.2 APPROVE COMMUNITY ADVISORY COMMITTEE 68

Approve three (3) parents and community members to participate and represent the Rialto Unified School District in the East Valley SELPA Community Advisory Committee (CAC) during the 2024-2025 school year, at no cost to the District.

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING

All funds from August 10, 2024 through August 21, 2024, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

E.3.2 DONATIONS 69

Accept the listed donations from Studio 1 Distinctive Portraiture; Mr. Joseph W. Martinez; San Bernardino County Fifth District Supervisor Jose Baca Jr; Les Schwab Tire Centers; and Ace Hardware/Tru Value, and that a letter of appreciation be sent to the donor.

- E.3.3 SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS** 70
- 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.
- E.3.4 APPROVE THE EXTENSION OF AGREEMENTS AWARDED THROUGH BID NO. 23-24-007 FOR WAREHOUSE PAPER STOCK TO ODP BUSINESS SOLUTIONS, LLC.; COMPLETE OFFICE OF CALIFORNIA, INC.; AND CONTRACTPAPER GROUP AND CONTRACT PAPER GROUP** 71
- Approve the extensions of Agreements for Warehouse Paper Stock to ODP Business Solutions, LLC.; Complete Office of California, Inc.; and Contract Paper Group for one additional year under the same terms and conditions.
- E.3.5 APPROVE AN AMENDMENT TO THE AGREEMENT WITH AMIRA LEARNING + CAPSTONE** 72
- Amend the agreement with Amira Learning + Capstone and approve the cost increase of the original agreement of \$27,125.00 by an additional \$8,400.00, for a total cost not-to-exceed \$35,525.00, effective September 12, 2024 through June 30, 2025, and to be paid from the General Fund (Title III).
- E.3.6 APPROVE A RENEWAL AGREEMENT WITH SAN BERNARDINO VALLEY COLLEGE** 73
- Approve fifty (50) parents/guardians of English Learners from the Rialto Unified School District to attend three (3) parent workshops at the San Bernardino Valley College campus, effective September 13, 2024 through April 18, 2025, at a cost not-to-exceed \$2,000.00, and to be paid from the General Fund (Title III).

E.3.7 APPROVE A RENEWAL AGREEMENT WITH NEVER STOP GRINDING - FRISBIE MIDDLE SCHOOL 74

Provide 38 sessions at \$738.41 per session, one session per week for Frisbie Middle School students, effective September 12, 2024, through May 29, 2025, at a cost not-to-exceed \$28,059.58, and to be paid from the General Fund (ELOP).

E.3.8 APPROVE A NURSE EDUCATION AFFILIATION AGREEMENT WITH CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO 75

Assist current and future nurses in completing state requirements for certification from September 1, 2024 through August 31, 2029.

E.3.9 APPROVE AN AGREEMENT WITH PARK PLACE TECHNOLOGIES 76

Approve a Service Level Agreement with Park Place Technologies for 36 district servers for one year, effective September 13, 2024 through September 12, 2025 at a cost not-to-exceed \$15,295.80 and to be paid from the General Fund.

E.3.10 APPROVE THE CLIMATE CHANGE AND ENVIRONMENTAL JUSTICE PROGRAM (CCEJP) AGREEMENT 77

Approve the CCEJP Letter of Agreement for up to fifteen (15) teachers to participate in the field test evaluation of the curriculum "Seeds to Solutions" at various schools, effective September 12, 2024 through June 30, 2025, at no cost to the District.

E.4	FACILITIES PLANNING CONSENT ITEMS	
E.4.1	APPROVE THE NOTICE OF COMPLETION – TRICORE ENTERPRISES, INC. DBA QUIEL SCHOOL SIGNS	78
	Accept the work completed July 31, 2024, by Tricore Enterprises, Inc. dba Quiel School Signs for the Districtwide Marquee Project, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.	
E.4.2	APPROVE NOTICE OF COMPLETION - FOAM EXPERTS ROOFING, INC.	79
	Accept the work completed on July 15, 2024, by Foam Experts Roofing, Inc., for the SPED Building Roof Repairs, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.	
E.5	PERSONNEL SERVICES CONSENT ITEMS	
E.5.1	APPROVE PERSONNEL REPORT NO. 1324 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES	80
E.5.2	ADOPT RESOLUTION NO. 24-25-14 PROVISIONAL INTERNSHIP PERMIT	87
	Authorize the Lead Personnel Agent, Personnel Services, to assign various teachers who are enrolled in a credential program but have not yet completed the requirements to enter an internship program.	
E.6	MINUTES	88
E.6.1	APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD AUGUST 28, 2024	89

F. DISCUSSION/ACTION ITEMS

114

F.1 AUTHORIZATION TO UTILIZE CALIFORNIA PARTICIPATING ADDENDUM NO. 7-23-70-55-04 UNDER MINNESOTA MASTER AGREEMENT NO. 23011 AWARDED TO HP INC. DOING BUSINESS AS HP COMPUTING AND PRINTING, INC.

115

Moved _____

Seconded _____

Approve the use of California Participating Addendum No. 7-23-70-55-04 at a cost to be determined at the time of purchase and to be paid using various funds.

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.2 AUTHORIZE THE PURCHASE, WARRANTY, INSTALLATION, AND MAINTENANCE OF TECHNOLOGY HARDWARE, SOFTWARE, AND SOLUTIONS FROM CONVERGEONE, INC. UTILIZING CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS) NUMBER 3-21-08-1060, 3-23-01-1070, 3-24-04-1055 AND 3-19-70-2486Q

Moved _____

Seconded _____

Approve the use of California Multiple Award Schedule (CMAS) numbers 3-21-08-1060, 3-23-01-1070, 3-24-04-1055, and 3-19-70-2486Q from ConvergeOne, Inc. at a cost to be determined at the time of purchase and to be paid using various funds.

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.3 AUTHORIZE THE PURCHASE AND WARRANTY OF JANITORIAL SUPPLIES, EQUIPMENT, AND SERVICES FROM IMPERIAL BAG & PAPER CO. LLC. UTILIZING CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS) NUMBER 4-24-03-1036.

118

Moved _____

Seconded _____

Approve the use of California Multiple Award Schedule (CMAS) number 4-24-03-1036 from Imperial Bag & Paper Co. LLC. at a cost to be determined at the time of purchase and to be paid using various funds.

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.4 AMEND THE BOARD APPROVAL TO FILE A NOTICE OF COMPLETION AND APPROVE THE CHANGE ORDERS FOR TERRA PAVE INC.AS PART OF BID NO. 23-24-005

Moved _____

Seconded _____

Amend the initial dollar amount for the work completed by Terra Pave Inc., from \$1,545,066.00 to \$1,575,066.00, to be paid from the General Fund (Routine Repair Maintenance Account) or Fund 14 - Deferred Maintenance. Accept the work completed on June 17, 2024, by Terra Pave Inc. for the District Office and Enrollment Center Asphalt Project, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.5 APPROVE AN AMENDMENT TO THE AGREEMENT WITH AUTISM SPECTRUM INTERVENTION SERVICES AND TRAINING (ASIST)

Moved _____

Seconded _____

Amend the agreement with Autism Spectrum Intervention Services and Training, effective June 27, 2024 through June 30, 2024, and increase the original agreement of \$1,300,000.00 by an additional \$20,650.74, for a total cost not-to-exceed \$1,320,650.74, and to be paid from the General Fund.

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.6 APPROVE A RENEWAL AGREEMENT WITH THE CENTER FOR CULTURALLY RESPONSIVE TEACHING AND LEARNING WITH DR. SHARROKY HOLLIE

121

Moved _____

Seconded _____

Provide the Culturally and Linguistically Responsive (CLR) Instructional Support and Development for five (5) schools, effective September 12, 2024 through June 30, 2025, at a cost not-to-exceed \$52,000.00, and to be paid from the General Fund.

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.7 APPROVE THE UNIVERSITY OF CALIFORNIA (UCLA) FAMILY MATH PROGRAM

122

Moved _____

Seconded _____

Approve the registration fee of \$300.00 per participant for 90 participants to attend the UCLA Family Math Program, not to exceed \$27,000.00, to be paid from the General Fund (Title I) and SBCSS SOS funds.

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.8 APPROVE THE DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS FOR THE 2024-2025 SCHOOL YEAR

123

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.9 APPROVE THE SALARY INCREASE FOR CLASSIFIED HOURLY EMPLOYEES

127

Moved _____

Seconded _____

Approve an increase to the classified hourly/daily salary schedule, effective August 20, 2024, at a cost not-to-exceed \$345,000.00, and to be paid from the General Fund, Adult Education Fund, Child Development Fund, and Nutrition Services fund.

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.10 APPROVE THE 2024-2025 TENTATIVE AGREEMENT BETWEEN RIALTO UNIFIED SCHOOL DISTRICT AND COMMUNICATIONS WORKERS OF AMERICA

128

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.11 ADOPT RESOLUTION NO. 24-25-11 DECLARING HISPANIC HERITAGE MONTH

136

Moved _____

Seconded _____

Proclaim the month beginning September 15, 2024, and ending October 15, 2024, as Hispanic Heritage Month and encourages educational commemoration of this occasion with appropriate instructional activities.

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Moved _____

Seconded _____

Approve the 2023-2024 Unaudited Actuals financial report as presented. This report will be submitted under a separate cover.

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Moved _____

Seconded _____

Declare that the Appropriations in the 2023-2024 Unaudited Actuals and 2024-2025 Budget do not exceed the limitations imposed by Proposition 4.

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Moved _____

Seconded _____

Excuse the absence of Board Member, Nancy G. O’Kelley, from the Wednesday, August 28, 2024, regular meeting of the Board of Education.

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.15 ADMINISTRATIVE HEARINGS

Moved _____

Seconded _____

Case Numbers:

24-25-2

23-24-84

23-24-83

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.16 REINSTATEMENT OF EXPULSION

Moved _____

Seconded _____

Case Number:

23-24-63

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.17 REINSTATEMENTS

Moved _____

Seconded _____

Case Numbers:

23-24-14

22-23-14

22-23-6

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on September 25, 2024, 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

PLEASE POST

PLEASE POST

PUBLIC NOTICE

PURSUANT TO THE REQUIREMENTS OF GOVERNMENT CODE AND BOARD POLICY, THE ATTACHED FORM FOR PUBLIC DISCLOSURE OF THE PROPOSED COLLECTIVE BARGAINING AGREEMENT [AB1200 (STATUTES OF 1991, CHAPTER 1213) AS REVISED BY AB2756 (STATUTES OF 2004, CHAPTER 25), GOVERNMENT CODE 3547.5] BETWEEN THE COMMUNICATIONS WORKERS OF AMERICA (CWA), AND THE RIALTO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION IS HEREBY POSTED IN COMPLIANCE WITH THE LEGISLATIVE REQUIREMENTS FOR PUBLIC NOTICE.



Nicole Albiso
Lead Fiscal Services Agent

August 29, 2024

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

RIALTO UNIFIED SCHOOL DISTRICT

SCHOOL DISTRICT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

COMMUNICATIONS WORKERS OF AMERICA

BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on

09/11/24

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning and ending for the following fiscal years

07/01/24

06/30/27

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement

\$4,569,827.29

2. Current Year Costs After Agreement

\$4,920,889.30

3. Total Cost Change

\$351,062.01

4. Percentage Change

7.68%

5. Value of a 1% Change

\$45,698.27

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change
(% Change To Existing Salary Schedule)
(% change for one time bonus/stipend or salary reduction)

7.68%

2. Step & Column
(Average % Change Over Prior Year Salary Schedule)

3. TOTAL PERCENTAGE CHANGE FOR THE
AVERAGE, REPRESENTED EMPLOYEE

7.68%

4. Change in # of Work Days (+/-) Related to % Change

5. Total # of Work Days to be provided in Fiscal Year

6. Total # of Instructional Days to be provided in Fiscal Year
(applicable to Certificated BU agreements only)

180

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

RIALTO UNIFIED SCHOOL DISTRICT

SCHOOL DISTRICT

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	\$910,836.29
2.	Cost of Benefits After Agreement	\$980,808.30
3.	Percentage Change in Total Costs	7.68%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$587,706,712.00
2.	Percentage Reserve Level State Standard for District:	3.00%
3.	Amount of State Minimum Reserve Standard:	\$17,631,201.36

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$17,631,201.36
5.	Unassigned/Unappropriated (Object 9790)	0.00
6.	Total Reserves: (Object 9789 + 9790)	\$17,631,201.36

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	
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TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$17,631,201.36
9.	Percentage of General Fund Expenditures/Uses	3.00%
	Difference between District Reserves and Minimum State Requirement	

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

RIALTO UNIFIED SCHOOL DISTRICT

SCHOOL DISTRICT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

None

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

None

H. NARRATIVE OF AGREEMENT

The Daily Rate for Guest Teachers has increased to \$220, Retired Teacher and Credentialed Guest Teachers daily rate has increased to \$240, and the Long-Term and Teacher in Training daily rate has increased to \$260.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

General Fund, Adult Education Fund, and Child Development Fund.

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

RIALTO UNIFIED SCHOOL DISTRICT SCHOOL DISTRICT

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

 _____ District Superintendent - signature	9/4/24 _____ Date
 _____ Chief Business Official- signature	9/4/24 _____ Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 9/11/2024 took action to approve the proposed Agreement with the COMMUNICATIONS WORKERS OF AMERICA Bargaining Unit.

_____ President, Governing Board (signature)	_____ Date
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CONSENT CALENDAR ITEMS



RIALTO UNIFIED SCHOOL DISTRICT

Philosophy, Goals, Objectives, and Comprehensive Plans

BP 0415(a)

Equity

EQUITY STATEMENT

Equity is a moral responsibility that requires providing access and support to all marginalized individuals, enabling them to assert their unlimited potential. This involves eliminating ideological, institutionalized, interpersonal, and internalized forms of oppression. Equity is a mindset and approach to being, thinking, and providing access—it cannot be achieved through a single program or workshop. Instead, equity requires ongoing efforts to actively promote liberation and ensure every student thrives both within and beyond a racialized traditional system.

The Board of Education believes that the rich diversity that exists among the District's community of students, staff, parents/guardians, and community members is integral to the District's vision, mission, and goals. The District's unique history and cultural tapestry should be appreciated, validated, and affirmed. Staff members are committed to a common understanding of expectations for student success and will ensure students have the needed support in Literacy, Numeracy, and Future Ready.

Addressing the needs of the most marginalized learners requires recognizing the inherent value of diversity and acknowledging that educational excellence requires a commitment to equity in the opportunities provided to students and the resulting outcomes.

In order to eradicate institutional bias of any kind, including implicit or unintentional biases and prejudices that affect student achievement, and to eliminate disparities in educational outcomes for students from historically underserved and underrepresented populations, the District shall proactively identify class and cultural biases as well as practices, policies, and institutional barriers that negatively influence student learning, perpetuate achievement gaps and impede equal access to opportunities for all students. This policy reflects a more equitable targeted approach as opposed to our traditional support for all.

The Board of Education shall make decisions with a deliberate awareness of impediments to learning faced by students of color and/or diverse cultural, linguistic, or socio-economic backgrounds. To ensure that equity is the intentional result of District decisions, the Board shall consider whether its decisions address the needs of students from racial, ethnic, and indigent communities and remedy the inequities that such communities experienced in the context of a history of exclusion, discrimination, and segregation. Board decisions should not rely on biased or stereotypical assumptions about any particular group of students.

The Board of Education shall promote educational equity and eliminate discrimination and harassment on the basis of sex, sexual orientation, gender identity, ethnic group identity, race, ancestry, national origin, religion, color, and mental or physical ability.

Equity

The Board of Education believes that equity of opportunity, and equity of access to programs, services, access to college and post-secondary opportunities, access to career and technical pathways, advanced courses, and resources are critical to improving the achievement gap between our identified student groups including but not limited to: African American, Asian, Black, Caucasian, Chicano/a, Foster Youth, LGBTQ+, Indigenous People, Middle Eastern, Native American, Gender Identity, Hispanic, LatinX, Low Socioeconomic Status, McKinney Vento, Multilingual Learners, Immigration status, Sexual Orientation, Neurodivergent, and Students with Special Needs.

The Board of Education shall promote, provide, and monitor appropriate academic and behavior preventions, interventions, and instructional programs for each student, particularly for African American/Black students, that will reduce the disproportionate number of African American/Black students who are placed in the Special Education program and over-referred to out-of-school discipline.

The Board of Education and the Superintendent or designee shall develop and implement policies and strategies to promote equity in District programs, District plans, and activities through measures such as the following:

EQUITY PILLARS - These pillars undergird our commitment to our **RESOLUTION NO. 19-20-65 DECLARING RACISM A PUBLIC HEALTH CRISIS**

1. Routinely assessing student needs and appropriate placement in academic programs based on data disaggregated by race, ethnicity, and socio-economic and cultural backgrounds to enable equity-focused policy, planning, and resource development decisions
2. Analyzing expenditures and allocating financial and human resources in a manner that provides each student with equitable access to District programs, support services, and opportunities for success and promotes equity and inclusion in the District. Such resources include access to high-quality administrators, teachers, and other school personnel; funding; technology, equipment, textbooks, and other instructional materials; facilities; and community resources or partnerships
3. Enabling and encouraging students, in congruence with our Literacy, Numeracy, and Future Ready plan, to enroll in, participate in, and complete curricular and extracurricular courses, advanced college preparation programs, early college, career and technical opportunities, work experiences, and other student activities
4. Building a positive school climate and culture that promotes student engagement, safety, high expectations, and other academic and social-emotional support for students. Cultivating positive and purposeful relationships with families and community members through intentional collaborative planning of our school and district events, activities, and ceremonies

Equity

5. Adopting curriculum and instructional materials that are relevant, culturally and linguistically responsive, accurately reflecting the cultural diversity and historical racism among student groups
6. Providing and/or collaborating with local agencies and community groups to ensure the availability of necessary support services for students in need
7. Ensuring and promoting equitable recruitment, employment, and retention of a diverse staff reflecting student demographics of the community
8. Providing District staff with ongoing, research-based, professional learning and professional development on culturally responsive instructional practices to meet the academic, behavioral, and social-emotional needs of each student. Implement training in racial equity, implicit bias, and workplace bias for all District personnel. We establish in all schools a culture of teaching and learning that maintains high expectations for staff and students
9. Conducting program evaluations that focus on equity, inclusive practices, provide personalized and systemic support, and address each student's academic outcomes and performance on all indicators
10. Establish a Districtwide equity advisory council to monitor the implementation and sustainability of the "Equity Policy" and provide collaborative and technical support to schools and District staff. The equity advisory council should consist of parents, teachers, support staff, administrators, students, community members, and any invested community stakeholders

The Board shall regularly monitor the intent and impact of District policies and decisions in order to safeguard against disproportionate or unintentional impact on access to District programs and achievement goals for specific student populations in need of services.

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 board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 4900-4965	<u>Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance</u>
Ed. Code 200-262.4	<u>Prohibition of discrimination</u>
Ed. Code 52060-52077	<u>Local control and accountability plan</u>
Ed. Code 60040	<u>Selection of instructional materials</u>

Equity

Gov. Code 11000

Definitions

Gov. Code 11135

Prohibition of discrimination

Pen. Code 422.55

Definition of hate crime

Pen. Code 422.6

Crimes; harassment**Federal****Description**

20 USC 1400-1482

Individuals with Disabilities
Education Act

20 USC 1681-1688

Title IX of the Education
Amendments of 1972;
discrimination based on sex

20 USC 2301-2414

Strengthening Career and
Technical Education for the 21st
Century Act

20 USC 6311

State plan

20 USC 6312

Local educational agency plan

28 CFR 35.101-35.190

Americans with Disabilities Act

28 CFR 36.303

Nondiscrimination on the basis of
disability, public accommodations,
auxiliary aids, and services

29 USC 794

Rehabilitation Act of 1973; Section
504

34 CFR 100.1-100.13

Nondiscrimination in federal
programs; effectuating Title VI

34 CFR 104.1-104.39

Section 504 of the Rehabilitation
Act of 1973

34 CFR 106.1-106.61

Discrimination on the basis of sex;
effectuating Title IX

42 USC 12101-12213

Americans with Disabilities Act

42 USC 2000d-2000d-7

Title VI, Civil Rights Act of 1964

42 USC 2000e-2000e-17

Title VII, Civil Rights Act of 1964, as
amended**Management Resources****Description**

Center for Urban Education Publication

[Protocol for Assessing Equity-
Mindedness in State Policy, 2017](#)

Equity**Management Resources****Description**

CSBA Publication	<u>Research-Supported Strategies to Improve the Accuracy and Fairness of Grades, Governance Brief, July 2016</u>
CSBA Publication	<u>Climate for Achievement Governance Brief Series, 2015</u>
CSBA Publication	<u>Latino Students in California's K-12 Public Schools, 2016</u>
CSBA Publication	<u>Math Misplacement, 2015</u>
CSBA Publication	<u>Meeting California's Challenge: Access, Opportunity, and Achievement: Key Ingredients for Student Success, 2017</u>
CSBA Publication	<u>The School Board Role in Creating the Conditions for Student Achievement, 2017</u>
CSBA Publication	<u>African-American Students in Focus: Closing Opportunity and Achievement Gaps for African-American Students, 2016</u>
CSBA Publication	<u>African-American Students in Focus: Demographics and Achievement of California's African-American Students, 2016</u>
Meeting California's Challenge	<u>Access, Opportunity, and Achievement: Key Ingredients for Student Success, 2017</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>Center for Urban Education</u>
Website	<u>California Safe Schools Coalition</u>
Website	<u>California Department of Education</u>
Cross References	

	Code	Description
	0000	<u>Vision</u>

Equity

	Code	Description
	0000	<u>Vision</u>
	0100	<u>Philosophy</u>
	0200	<u>Goals For The School District</u>
	0400	<u>Comprehensive Plans</u>
	0410	<u>Nondiscrimination In District Programs And Activities</u>
	0420	<u>School Plans/Site Councils</u>
	0420	<u>School Plans/Site Councils</u>
	0440	<u>District Technology Plan</u>
	0440	<u>District Technology Plan</u>
	0460	<u>Local Control And Accountability Plan</u>
	0460	<u>Local Control And Accountability Plan</u>
	0500	<u>Accountability</u>
	1260	<u>Educational Foundation</u>
	1313	<u>Civility</u>
	1400	<u>Relations Between Other Governmental Agencies And The Schools</u>
	3100	<u>Budget</u>
	3100	<u>Budget</u>
	3260	<u>Fees And Charges</u>
	3260	<u>Fees And Charges</u>
	3290	<u>Gifts, Grants And Bequests</u>
	3600	<u>Consultants</u>
	4113	<u>Assignment</u>
	4113	<u>Assignment</u>
	4114	<u>Transfers</u>
	4119.22	<u>Dress And Grooming</u>

Equity

Code	Description
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>
4219.22	<u>Dress And Grooming</u>
4231	<u>Staff Development</u>
4231	<u>Staff Development</u>
4319.22	<u>Dress And Grooming</u>
4331	<u>Staff Development</u>
4331	<u>Staff Development</u>
5126	<u>Awards For Achievement</u>
5126	<u>Awards For Achievement</u>
5137	<u>Positive School Climate</u>
5141.22	<u>Infectious Diseases</u>
5141.22	<u>Infectious Diseases</u>
5142.2	<u>Safe Routes To School Program</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.9	<u>Hate-Motivated Behavior</u>
5148.3	<u>Preschool/Early Childhood Education</u>
5148.3	<u>Preschool/Early Childhood Education</u>
6120	<u>Response To Instruction And Intervention</u>
6141	<u>Curriculum Development And Evaluation</u>
6141	<u>Curriculum Development And Evaluation</u>
6141.5	<u>Advanced Placement</u>
6142.5	<u>Environmental Education</u>

Equity

Code	Description
6142.6	<u>Visual And Performing Arts Education</u>
6142.8	<u>Comprehensive Health Education</u>
6142.8	<u>Comprehensive Health Education</u>
6143	<u>Courses Of Study</u>
6143	<u>Courses Of Study</u>
6152.1	<u>Placement In Mathematics Courses</u>
6152.1	<u>Placement In Mathematics Courses</u>
6161.1	<u>Selection And Evaluation Of Instructional Materials</u>
6161.1	<u>Selection And Evaluation Of Instructional Materials</u>
6161.1-E PDF(1)	<u>Selection And Evaluation Of Instructional Materials</u>
6162.5	<u>Student Assessment</u>
6164.2	<u>Guidance/Counseling Services</u>
6164.2	<u>Guidance/Counseling Services</u>
6164.5	<u>Student Success Teams</u>
6173	<u>Education For Homeless Children</u>
6173	<u>Education For Homeless Children</u>
6173-E PDF(1)	<u>Education For Homeless Children</u>
6173.1	<u>Education For Foster Youth</u>
6173.1	<u>Education For Foster Youth</u>
6173.4	<u>Education For American Indian Students</u>
6174	<u>Education For English Learners</u>
6174	<u>Education For English Learners</u>
6174-E PDF(1)	<u>Education For English Learners - Education For English Language Learners</u>
6175	<u>Migrant Education Program</u>

Equity

Code	Description
6175	<u>Migrant Education Program</u>
6178	<u>Career Technical Education</u>
6178	<u>Career Technical Education</u>
6179	<u>Supplemental Instruction</u>
6179	<u>Supplemental Instruction</u>
7110	<u>Facilities Master Plan</u>
7110	<u>Facilities Master Plan</u>
9310	<u>Board Policies</u>

Policy
adopted :

RIALTO UNIFIED SCHOOL DISTRICT



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4158(a)

Employee Security

The Board of Education desires to provide a safe and orderly work environment for all employees. As part of the District's comprehensive school safety plan, the Superintendent or designee shall develop strategies for protecting employees from potentially dangerous persons and situations and for providing necessary assistance and support when emergency situations occur.

~~(cf. 0450 – Comprehensive Safety Plan)~~

~~(cf. 3515 – Campus Security)~~

~~(cf. 5131.4 – Campus Disturbances)~~

Any person who threatens the safety of others at any District facility may be removed by the Superintendent or designee in accordance with AR 3515.2 - Disruptions. Any employee against whom violence or any threat of violence has been directed in the workplace shall notify the Superintendent or designee immediately. As appropriate, the Superintendent or designee shall initiate legal and security measures to protect the employee and others in the workplace. **Such measures may include seeking a temporary restraining order on behalf of the employee pursuant to Code of Civil Procedure 527.8 and/or a gun violence restraining order pursuant to Penal Code 18150 and 18170.**

Upon request by an employee who is a victim of domestic violence, sexual assault, or stalking, the Superintendent or designee shall provide reasonable accommodations in accordance with Labor Code 230-230.1 and the accompanying administrative regulation to protect the employee's safety while at work. The Superintendent or designee may pursue legal action on behalf of an employee against a student or ~~his/her~~ **the student's** parent/guardian to recover damages **for injury** to the employee's **person** or ~~his/her~~ property caused by the student's willful misconduct that occurred on the District property, at a school or ~~D~~istrict activity, or in retaliation for lawful acts of the employee in the performance of his/her duties. (Education Code 48904, 48905)

~~(cf. 3320 – Claims and Actions Against the District)~~

~~(cf. 3515.4 – Recovery for Property Loss or Damage)~~

~~(cf. 4156.3/4256.3/4356.3 – Employee Property Reimbursement)~~

~~(cf. 5125.21 – Withholding Grades, Diploma or Transcripts)~~

The Superintendent or designee shall ~~ensure that employees receive~~ **provide staff development** training in crisis prevention and intervention techniques, **which** ~~in order to protect themselves and students.~~ Staff development may include training in classroom management, effective communication techniques, procedures ~~and~~ **for** responding to an active shooter situation, and crisis resolution.

~~(cf. 4131/4231/4331 – Staff Development)~~

Employee Security

In accordance with law, the Superintendent or designee also shall inform teachers, **administrators, and/or counselors** ~~in accordance with law~~, of crimes and offenses committed by students who may pose a danger in the classroom. (Education Code 48201, 49070; Welfare and Institutions Code 827)

The Superintendent or designee may make available at appropriate locations, including, but not limited to, District and school offices, gyms, and classrooms, communication devices that would enable two-way communication with law enforcement and others when emergencies occur.

~~(cf. 5141 – Health Care and Emergencies)~~

Use of Pepper Spray

Employees shall not carry or possess pepper spray on school property or at school activities, except when authorized by the Superintendent or designee for self-defense purposes. When allowed, an employee may only possess pepper spray in accordance with administrative regulations and Penal Code 22810. Any employee who is negligent or careless in the possession or handling of pepper spray shall be subject to appropriate disciplinary measures.

~~(cf. 4118 – Suspension/Disciplinary Action)~~

~~(cf. 4218 – Dismissal/Suspension/Disciplinary Action)~~

Reporting of Injurious Objects

~~The Board requires~~ **E**mployees ~~to~~ **shall** take immediate action upon being made aware that any person is in possession of a weapon or unauthorized injurious object on school grounds or at a school-related or school-sponsored activity. ~~The~~ **E**mployees shall ~~use his/her~~ **exercise their own best** judgment as to the potential danger involved and; shall do one of the following:

1. Confiscate the object and deliver it to the principal immediately
2. Immediately notify the principal, who shall take appropriate action
3. Immediately call 911 and the principal

~~(cf. 3515.7 – Firearms on School Grounds)~~

~~(cf. 5131.7 – Weapons and Dangerous Instruments)~~

~~(cf. 5144. – Discipline)~~

~~(cf. 5144.1 – Suspension and Expulsion/Due Process)~~

~~(cf. 5144.2 – Suspension and Expulsion/Due Process (Students with Disabilities))~~

When informing the principal about the possession or seizure of a weapon or dangerous device, the employee shall report the name(s) of persons involved, witnesses, location, and the circumstances of any seizure.

Employee Security

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 board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Civ. Code 51.7	Freedom from violence or intimidation
Code of Civil Procedure 527.8	Workplace violence safety
Ed. Code 32210-32212	Willful disturbance; public schools or meetings
Ed. Code 32225-32226	Communications devices in classrooms
Ed. Code 35208	Liability insurance
Ed. Code 35213	Reimbursement for loss or damage of personal property
Ed. Code 44014	Report of assault by pupil against school employee
Ed. Code 44807	Teachers' duty concerning conduct of students
Ed. Code 48201	Transfer student's record for acts that resulted in suspension or expulsion
Ed. Code 48900-48926	Suspension and expulsion
Ed. Code 49079	Notification to teacher; student who has engaged in acts re: grounds suspension or expulsion
Ed. Code 49330-49335	Injurious objects
Gov. Code 12926	Definitions
Gov. Code 3543.2	Scope of representation
Gov. Code 995-996.4	Defense of public employees
Lab. Code 230-230.2	Leaves for victims of domestic violence, sexual assault or specified felonies
Pen. Code 18150	Gun violence restraining orders

Employee Security

State

Pen. Code 18170	Gun violence restraining order issued after notice and hearing
Pen. Code 22810	Purchase, possession, and use of tear gas
Pen. Code 240-246.3	Assault and battery
Pen. Code 241.3	Assault against school bus drivers
Pen. Code 241.6	Assault on school employee including board member
Pen. Code 243.3	Battery against school bus drivers
Pen. Code 243.6	Battery against school employee including board members
Pen. Code 245.5	Assault with deadly weapon against school employee including board member
Pen. Code 290	Registration of sex offenders
Pen. Code 601	Trespass by person making credible threat
Pen. Code 626-626.11	Weapons on school grounds and other school crimes
Pen. Code 646.9	Stalking
Pen. Code 71	Threatening public officers and employees and school officials
W&I Code 827	Limited exception to juvenile court record
W&I Code 828.1	District police or security department; disclosure of juvenile records

Management Resources

Court Decision	City of San Jose v. William Garbett (2010) 190 Cal. App. 4th 526
Website	CSBA District and County Office of Education Legal Services
Website	California Department of Education, Safe Schools

Description

Description

Employee Security

Management Resources

Website

Cross References

Code

0450

0450

1313

3320

3320

3320-E PDF(1)

3515

3515

3515-E PDF(1)

3515.2

3515.4

3515.4

3515.7

3530

3530

4112.9

4112.9-E PDF(1)

4118

4118

4119.21

4119.21-E PDF(1)

Description

[CSBA](#)

Description

[Comprehensive Safety Plan](#)

[Comprehensive Safety Plan](#)

[Civility](#)

[Claims And Actions Against The District](#)

[Claims And Actions Against The District](#)

[Claims And Actions Against The District](#)

[Campus Security](#)

[Campus Security](#)

[Campus Security](#)

[Disruptions](#)

[Recovery For Property Loss Or Damage](#)

[Recovery For Property Loss Or Damage](#)

[Firearms On School Grounds](#)

[Risk Management/Insurance](#)

[Risk Management/Insurance](#)

[Employee Notifications](#)

[Employee Notifications](#)

[Dismissal/Suspension/Disciplinary Action](#)

[Dismissal/Suspension/Disciplinary Action](#)

[Professional Standards](#)

[Professional Standards](#)

Employee Security

Code	Description
4131	Staff Development
4131	Staff Development
4140	Bargaining Units
4157	Employee Safety
4157	Employee Safety
4161.2	Personal Leaves
4212.9	Employee Notifications
4212.9-E PDF(1)	Employee Notifications
4218	Dismissal/Suspension/Disciplinary Action
4219.21	Professional Standards
4231	Staff Development
4231	Staff Development
4240	Bargaining Units
4257	Employee Safety
4257	Employee Safety
4261.2	Personal Leaves
4312.9	Employee Notifications
4312.9-E PDF(1)	Employee Notifications
4319.21	Professional Standards
4319.21	Professional Standards
4319.21-E PDF(1)	Professional Standards
4331	Staff Development
4331	Staff Development
4340	Bargaining Units
4357	Employee Safety
4357	Employee Safety
4361.2	Personal Leaves
5125	Student Records

Employee Security

Code	Description
5125	Student Records
5125.2	Withholding Grades, Diploma Or Transcripts
5131.4	Student Disturbances
5131.4	Student Disturbances
5131.7	Weapons And Dangerous Instruments
5131.7	Weapons And Dangerous Instruments
5141	Health Care And Emergencies
5141	Health Care And Emergencies
5144	Discipline
5144	Discipline
5144.1	Suspension And Expulsion/Due Process
5144.1	Suspension And Expulsion/Due Process

Policy
 approved: August 11, 1999
 approved: December 3, 2001
 approved: September 14, 2011
 approved: September 26, 2018
 approved:

RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4258(a)

Employee Security

The Board of Education desires to provide a safe and orderly work environment for all employees. As part of the District's comprehensive school safety plan, the Superintendent or designee shall develop strategies for protecting employees from potentially dangerous persons and situations and for providing necessary assistance and support when emergency situations occur.

~~(cf. 0450 – Comprehensive Safety Plan)~~

~~(cf. 3515 – Campus Security)~~

~~(cf. 5131.4 – Campus Disturbances)~~

Any person who threatens the safety of others at any District facility may be removed by the Superintendent or designee in accordance with AR 3515.2 - Disruptions. Any employee against whom violence or any threat of violence has been directed in the workplace shall notify the Superintendent or designee immediately. As appropriate, the Superintendent or designee shall initiate legal and security measures to protect the employee and others in the workplace. **Such measures may include seeking a temporary restraining order on behalf of the employee pursuant to Code of Civil Procedure 527.8 and/or a gun violence restraining order pursuant to Penal Code 18150 and 18170.**

Upon request by an employee who is a victim of domestic violence, sexual assault, or stalking, the Superintendent or designee shall provide reasonable accommodations in accordance with Labor Code 230-230.1 and the accompanying administrative regulation to protect the employee's safety while at work. The Superintendent or designee may pursue legal action on behalf of an employee against a student or ~~his/her~~ **the student's** parent/guardian to recover damages **for injury** to the employee's **person** or ~~his/her~~ property caused by the student's willful misconduct that occurred on the District property, at a school or ~~D~~istrict activity, or in retaliation for lawful acts of the employee in the performance of his/her duties. (Education Code 48904, 48905)

~~(cf. 3320 – Claims and Actions Against the District)~~

~~(cf. 3515.4 – Recovery for Property Loss or Damage)~~

~~(cf. 4156.3/4256.3/4356.3 – Employee Property Reimbursement)~~

~~(cf. 5125.21 – Withholding Grades, Diploma or Transcripts)~~

The Superintendent or designee shall ~~ensure that employees receive~~ **provide staff development** training in crisis prevention and intervention techniques, **which** ~~in order to protect themselves and students.~~ Staff development may include training in classroom management, effective communication techniques, procedures ~~and~~ **for** responding to an active shooter situation, and crisis resolution.

~~(cf. 4131/4231/4331 – Staff Development)~~

Employee Security

In accordance with law, the Superintendent or designee also shall inform teachers, **administrators, and/or counselors** ~~in accordance with law~~, of crimes and offenses committed by students who may pose a danger in the classroom. (Education Code 48201, 49070; Welfare and Institutions Code 827)

The Superintendent or designee may make available at appropriate locations, including, but not limited to, District and school offices, gyms, and classrooms, communication devices that would enable two-way communication with law enforcement and others when emergencies occur.

~~(cf. 5141 – Health Care and Emergencies)~~

Use of Pepper Spray

Employees shall not carry or possess pepper spray on school property or at school activities, except when authorized by the Superintendent or designee for self-defense purposes. When allowed, an employee may only possess pepper spray in accordance with administrative regulations and Penal Code 22810. Any employee who is negligent or careless in the possession or handling of pepper spray shall be subject to appropriate disciplinary measures.

~~(cf. 4118 – Suspension/Disciplinary Action)~~

~~(cf. 4218 – Dismissal/Suspension/Disciplinary Action)~~

Reporting of Injurious Objects

~~The Board requires~~ **E**mployees ~~to~~ **shall** take immediate action upon being made aware that any person is in possession of a weapon or unauthorized injurious object on school grounds or at a school-related or school-sponsored activity. ~~The~~ **E**mployees shall ~~use his/her~~ **exercise their own best** judgment as to the potential danger involved and; shall do one of the following:

1. Confiscate the object and deliver it to the principal immediately
2. Immediately notify the principal, who shall take appropriate action
3. Immediately call 911 and the principal

~~(cf. 3515.7 – Firearms on School Grounds)~~

~~(cf. 5131.7 – Weapons and Dangerous Instruments)~~

~~(cf. 5144. – Discipline)~~

~~(cf. 5144.1 – Suspension and Expulsion/Due Process)~~

~~(cf. 5144.2 – Suspension and Expulsion/Due Process (Students with Disabilities))~~

When informing the principal about the possession or seizure of a weapon or dangerous device, the employee shall report the name(s) of persons involved, witnesses, location, and the circumstances of any seizure.

Employee Security

Policy Reference Disclaimer:

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State	Description
Civ. Code 51.7	Freedom from violence or intimidation
Code of Civil Procedure 527.8	Workplace violence safety
Ed. Code 32210-32212	Willful disturbance; public schools or meetings
Ed. Code 32225-32226	Communications devices in classrooms
Ed. Code 35208	Liability insurance
Ed. Code 35213	Reimbursement for loss or damage of personal property
Ed. Code 44014	Report of assault by pupil against school employee
Ed. Code 44807	Teachers' duty concerning conduct of students
Ed. Code 48201	Transfer student's record for acts that resulted in suspension or expulsion
Ed. Code 48900-48926	Suspension and expulsion
Ed. Code 49079	Notification to teacher; student who has engaged in acts re: grounds suspension or expulsion
Ed. Code 49330-49335	Injurious objects
Gov. Code 12926	Definitions
Gov. Code 3543.2	Scope of representation
Gov. Code 995-996.4	Defense of public employees
Lab. Code 230-230.2	Leaves for victims of domestic violence, sexual assault or specified felonies
Pen. Code 18150	Gun violence restraining orders

Employee Security

State

Pen. Code 18170	Gun violence restraining order issued after notice and hearing
Pen. Code 22810	Purchase, possession, and use of tear gas
Pen. Code 240-246.3	Assault and battery
Pen. Code 241.3	Assault against school bus drivers
Pen. Code 241.6	Assault on school employee including board member
Pen. Code 243.3	Battery against school bus drivers
Pen. Code 243.6	Battery against school employee including board members
Pen. Code 245.5	Assault with deadly weapon against school employee including board member
Pen. Code 290	Registration of sex offenders
Pen. Code 601	Trespass by person making credible threat
Pen. Code 626-626.11	Weapons on school grounds and other school crimes
Pen. Code 646.9	Stalking
Pen. Code 71	Threatening public officers and employees and school officials
W&I Code 827	Limited exception to juvenile court record
W&I Code 828.1	District police or security department; disclosure of juvenile records

Management Resources

Court Decision	City of San Jose v. William Garbett (2010) 190 Cal. App. 4th 526
Website	CSBA District and County Office of Education Legal Services
Website	California Department of Education, Safe Schools

Employee Security

Management Resources

Website

Cross References

Code

0450

0450

1313

3320

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3320-E PDF(1)

3515

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3515-E PDF(1)

3515.2

3515.4

3515.4

3515.7

3530

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4112.9

4112.9-E PDF(1)

4118

4118

4119.21

4119.21-E PDF(1)

Description

[CSBA](#)

Description

[Comprehensive Safety Plan](#)

[Comprehensive Safety Plan](#)

[Civility](#)

[Claims And Actions Against The District](#)

[Claims And Actions Against The District](#)

[Claims And Actions Against The District](#)

[Campus Security](#)

[Campus Security](#)

[Campus Security](#)

[Disruptions](#)

[Recovery For Property Loss Or Damage](#)

[Recovery For Property Loss Or Damage](#)

[Firearms On School Grounds](#)

[Risk Management/Insurance](#)

[Risk Management/Insurance](#)

[Employee Notifications](#)

[Employee Notifications](#)

[Dismissal/Suspension/Disciplinary Action](#)

[Dismissal/Suspension/Disciplinary Action](#)

[Professional Standards](#)

[Professional Standards](#)

Employee Security

Code	Description
4131	Staff Development
4131	Staff Development
4140	Bargaining Units
4157	Employee Safety
4157	Employee Safety
4161.2	Personal Leaves
4212.9	Employee Notifications
4212.9-E PDF(1)	Employee Notifications
4218	Dismissal/Suspension/Disciplinary Action
4219.21	Professional Standards
4231	Staff Development
4231	Staff Development
4240	Bargaining Units
4257	Employee Safety
4257	Employee Safety
4261.2	Personal Leaves
4312.9	Employee Notifications
4312.9-E PDF(1)	Employee Notifications
4319.21	Professional Standards
4319.21	Professional Standards
4319.21-E PDF(1)	Professional Standards
4331	Staff Development
4331	Staff Development
4340	Bargaining Units
4357	Employee Safety
4357	Employee Safety
4361.2	Personal Leaves
5125	Student Records

Employee Security

Code	Description
5125	Student Records
5125.2	Withholding Grades, Diploma Or Transcripts
5131.4	Student Disturbances
5131.4	Student Disturbances
5131.7	Weapons And Dangerous Instruments
5131.7	Weapons And Dangerous Instruments
5141	Health Care And Emergencies
5141	Health Care And Emergencies
5144	Discipline
5144	Discipline
5144.1	Suspension And Expulsion/Due Process
5144.1	Suspension And Expulsion/Due Process

Policy
 approved: August 11, 1999
 approved: December 3, 2001
 approved: September 14, 2011
 approved: September 26, 2018
 approved:

RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4358(a)

Employee Security

The Board of Education desires to provide a safe and orderly work environment for all employees. As part of the District's comprehensive school safety plan, the Superintendent or designee shall develop strategies for protecting employees from potentially dangerous persons and situations and for providing necessary assistance and support when emergency situations occur.

~~(cf. 0450 – Comprehensive Safety Plan)~~

~~(cf. 3515 – Campus Security)~~

~~(cf. 5131.4 – Campus Disturbances)~~

Any person who threatens the safety of others at any District facility may be removed by the Superintendent or designee in accordance with AR 3515.2 - Disruptions. Any employee against whom violence or any threat of violence has been directed in the workplace shall notify the Superintendent or designee immediately. As appropriate, the Superintendent or designee shall initiate legal and security measures to protect the employee and others in the workplace. **Such measures may include seeking a temporary restraining order on behalf of the employee pursuant to Code of Civil Procedure 527.8 and/or a gun violence restraining order pursuant to Penal Code 18150 and 18170.**

Upon request by an employee who is a victim of domestic violence, sexual assault, or stalking, the Superintendent or designee shall provide reasonable accommodations in accordance with Labor Code 230-230.1 and the accompanying administrative regulation to protect the employee's safety while at work. The Superintendent or designee may pursue legal action on behalf of an employee against a student or ~~his/her~~ **the student's** parent/guardian to recover damages **for injury** to the employee's **person** or ~~his/her~~ property caused by the student's willful misconduct that occurred on the District property, at a school or ~~D~~istrict activity, or in retaliation for lawful acts of the employee in the performance of his/her duties. (Education Code 48904, 48905)

~~(cf. 3320 – Claims and Actions Against the District)~~

~~(cf. 3515.4 – Recovery for Property Loss or Damage)~~

~~(cf. 4156.3/4256.3/4356.3 – Employee Property Reimbursement)~~

~~(cf. 5125.21 – Withholding Grades, Diploma or Transcripts)~~

The Superintendent or designee shall ~~ensure that employees receive~~ **provide staff development** ~~training~~ in crisis prevention and intervention techniques, **which** ~~in order to protect themselves and students.~~ Staff development may include training in classroom management, effective communication techniques, procedures ~~and~~ **for** responding to an active shooter situation, and crisis resolution.

~~(cf. 4131/4231/4331 – Staff Development)~~

Employee Security

In accordance with law, the Superintendent or designee also shall inform teachers, **administrators, and/or counselors** ~~in accordance with law~~, of crimes and offenses committed by students who may pose a danger in the classroom. (Education Code 48201, 49070; Welfare and Institutions Code 827)

The Superintendent or designee may make available at appropriate locations, including, but not limited to, District and school offices, gyms, and classrooms, communication devices that would enable two-way communication with law enforcement and others when emergencies occur.

~~(cf. 5141 – Health Care and Emergencies)~~

Use of Pepper Spray

Employees shall not carry or possess pepper spray on school property or at school activities, except when authorized by the Superintendent or designee for self-defense purposes. When allowed, an employee may only possess pepper spray in accordance with administrative regulations and Penal Code 22810. Any employee who is negligent or careless in the possession or handling of pepper spray shall be subject to appropriate disciplinary measures.

~~(cf. 4118 – Suspension/Disciplinary Action)~~

~~(cf. 4218 – Dismissal/Suspension/Disciplinary Action)~~

Reporting of Injurious Objects

~~The Board requires~~ **E**mployees ~~to~~ **shall** take immediate action upon being made aware that any person is in possession of a weapon or unauthorized injurious object on school grounds or at a school-related or school-sponsored activity. ~~The~~ **E**mployees shall ~~use his/her~~ **exercise their own best** judgment as to the potential danger involved and; shall do one of the following:

1. Confiscate the object and deliver it to the principal immediately
2. Immediately notify the principal, who shall take appropriate action
3. Immediately call 911 and the principal

~~(cf. 3515.7 – Firearms on School Grounds)~~

~~(cf. 5131.7 – Weapons and Dangerous Instruments)~~

~~(cf. 5144. – Discipline)~~

~~(cf. 5144.1 – Suspension and Expulsion/Due Process)~~

~~(cf. 5144.2 – Suspension and Expulsion/Due Process (Students with Disabilities))~~

When informing the principal about the possession or seizure of a weapon or dangerous device, the employee shall report the name(s) of persons involved, witnesses, location, and the circumstances of any seizure.

Employee Security

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Ed. Code 49079	Notification to teacher; student who has engaged in acts re: grounds suspension or expulsion
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Employee Security

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Pen. Code 601	Trespass by person making credible threat
Pen. Code 626-626.11	Weapons on school grounds and other school crimes
Pen. Code 646.9	Stalking
Pen. Code 71	Threatening public officers and employees and school officials
W&I Code 827	Limited exception to juvenile court record
W&I Code 828.1	District police or security department; disclosure of juvenile records

Management Resources

Court Decision	City of San Jose v. William Garbett (2010) 190 Cal. App. 4th 526
Website	CSBA District and County Office of Education Legal Services
Website	California Department of Education, Safe Schools

Employee Security

Management Resources

Website

Cross References

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0450

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[Campus Security](#)

[Campus Security](#)

[Campus Security](#)

[Disruptions](#)

[Recovery For Property Loss Or Damage](#)

[Recovery For Property Loss Or Damage](#)

[Firearms On School Grounds](#)

[Risk Management/Insurance](#)

[Risk Management/Insurance](#)

[Employee Notifications](#)

[Employee Notifications](#)

[Dismissal/Suspension/Disciplinary Action](#)

[Dismissal/Suspension/Disciplinary Action](#)

[Professional Standards](#)

[Professional Standards](#)

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Employee Security

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5144	Discipline
5144	Discipline
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Policy
 approved: August 11, 1999
 approved: December 3, 2001
 approved: September 14, 2011
 approved: September 26, 2018
 approved:

RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Instruction

BP 6115(a)

Ceremonies and Observances

The Board of Education recognizes the importance of having students observe holidays, celebrate events of cultural or historical significance, or **present day significance, and** to acknowledge the contributions of outstanding individuals in society. On days designated by the Board, **and as required by law**, staff shall provide students with appropriate commemorative exercises **and educational experiences** so that they may acquire the knowledge, skills, and principles essential for informed, responsible citizenship in a democratic society.

~~(cf. 6111 - School Calendar)~~

~~(cf. 6141.2 - Recognition of Religious Beliefs and Customs)~~

~~(cf. 6141.6 - Multicultural Education)~~

~~(cf. 6142.3 - Civic Education)~~

~~(cf. 6142.4 - Learning Through Community Service)~~

District schools shall be closed on the holidays specified in Education Code 37220 and on any other day designated as a holiday by the Board. The Board may, by adoption of a resolution, revise the date upon which schools close in observance of any holiday except Veterans Day, which shall be celebrated on its actual date. (Education Code 37220)

In addition, the Board may, through the adoption of a resolution, authorize the display of symbolic flags or banners in support of specific awareness months.

Policy Reference Disclaimer:

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State	Description
Ed. Code 37220-37222.21	<u>Holidays and commemorative events</u>
Ed. Code 44015.1	<u>Week of the School Administrator</u>
Ed. Code 45203	<u>Paid holidays</u>
Ed. Code 45460	<u>Classified School Employee Week</u>
Ed. Code 49110.5	<u>Workplace Readiness Week</u>
Ed. Code 52720-52730	<u>Patriotic exercises and instruction</u>
Gov. Code 3540-3549.3	<u>Public education</u> <u>employer-employee relations</u>
Gov. Code 430-439	<u>Display of flags</u>

Ceremonies and Observances

Federal	Description
36 USC 106	<u>Constitution Day and Citizenship Day</u>
4 USC 6	<u>Time and occasion for display of flag</u>
4 USC 7	<u>Position and manner of display of flag</u>

Management Resources	Description
Court Decision	<u>Newdow v. Rio Linda Union School District (9th Cir. 2010) 597 F.3d 1007</u>
Court Decision	<u>West Virginia State Board of Education et al. v. Barnette et al. (1943) 319 U.S. 624</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>California Department of Education, History/Social Science Instructional Materials</u>
Website	<u>CSBA</u>
Cross References	

Code	Description
1330	<u>Use Of School Facilities</u>
1330	<u>Use Of School Facilities</u>
4156.2	<u>Awards And Recognition</u>
4256.2	<u>Awards And Recognition</u>
4356.2	<u>Awards And Recognition</u>
5113.2	<u>Work Permits</u>
5113.2	<u>Work Permits</u>
6111	<u>School Calendar</u>
6117	<u>Year-Round Schedules</u>
6117	<u>Year-Round Schedules</u>
6141.2	<u>Recognition Of Religious Beliefs And Customs</u>
6141.2	<u>Recognition Of Religious Beliefs And Customs</u>
6142.3	<u>Civic Education</u>

Ceremonies and Observances

Code	Description
6142.4	<u>Service Learning/Community Service Classes</u>
6142.94	<u>History-Social Science Instruction</u>
6143	<u>Courses Of Study</u>
6143	<u>Courses Of Study</u>
6144	<u>Controversial Issues</u>
6144	<u>Controversial Issues</u>
6145.8	<u>Assemblies And Special Events</u>
6175	<u>Migrant Education Program</u>
6175	<u>Migrant Education Program</u>
6178.1	<u>Work-Based Learning</u>

Policy
 approved: September 22, 1999
 approved: March 25 2009
 approved:

RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Instruction

BP 6141.2(a)

Recognition of Religious Beliefs and Customs

The Board of Education recognizes that students' education would be incomplete without an understanding of the role of religion in history and society. As appropriate for a particular course, teachers may objectively discuss the influences of various religions, using religious works and symbols to illustrate their relationship with culture, literature, or the arts. The Board expects that such discussion will identify principles common to all religions, and foster respect for the diversity of religions and customs in the world, **and be consistent with the adopted instructional materials, state frameworks, and state standards, as applicable.**

~~(cf. 6143—Courses of Study)~~

In order to respect each student's individual right to freedom of religious practice, religious indoctrination is clearly forbidden in the public schools. Discussion about religion shall neither promote nor denigrate the beliefs or customs of any particular religion or sect, nor should a preference be shown for one religious viewpoint over another. Staff members shall be highly sensitive to their obligation not to interfere with the religious development of any student in whatever tradition the student embraces, **and treat all religions and religious conviction, including nonbelief, with fairness and respect.**

~~(cf. 0410—Nondiscrimination in District Programs and Activities)~~

~~(cf. 1330—Use of School Facilities)~~

~~(cf. 1325—Advertising and Promotion)~~

~~(cf. 5113—Absences and Excuses)~~

~~(cf. 6145.5—Student Organizations and Equal Access)~~

~~Staff shall not endorse, encourage, or solicit religious or anti-religious expression or activities among students during school **class** time. As part of their official duties, staff shall not lead students in prayer or other religious activities. However, staff shall not prohibit or discourage any student from praying or otherwise expressing his/her religious belief as long as this does not disrupt the classroom.~~

Staff shall not coerce students in prayer or other religious activities as part of their official duties. However, staff are not prohibited, when acting in their private capacity, from encouraging students' participation in personal prayer or other religious activity. Additionally, staff shall not prohibit or discourage any student from praying or otherwise expressing the student's religious belief so long as this does not disrupt the classroom or other school-sponsored activity.

Students may express their beliefs about religion in their homework, artwork and, other ~~class work~~ **classwork** if the expression is germane to the assignment. Such work shall be judged by ordinary academic standards, **relevance, and other legitimate pedagogical objectives.**

Recognition of Religious Beliefs and Customs

~~(cf. 5121—Grades/Evaluation of Student Achievement)~~
~~(cf. 5145.2—Freedom of Speech/Expression: Publications Code)~~
~~(cf. 6144—Controversial Issues)~~
~~(cf. 6154—Homework/Make-up Work)~~

While teaching about religious holidays is a permissible part of the educational program, celebrating religious holidays is not allowed in the ~~public schools~~ **District**. School-sponsored programs shall neither be, nor have the effect of being religiously oriented nor a religious celebration. School and classroom decorations may express seasonal themes that are not religious in nature. **The use of religious symbols that are part of a religious holiday is permitted as a teaching aid or resource, provided that such symbols are displayed as an example of the cultural and religious heritage of the holiday and are temporary in nature.**

Classroom methods in instruction about religion shall not include religious role-playing activities or simulated religious devotional acts.

Music, art, literature, or drama programs having religious themes are permitted as part of the curriculum for school-sponsored activities and programs if presented in an objective manner and as a traditional part of the cultural and religious heritage. **The use of religious symbols that are part of a religious holiday is permitted as a teaching aid or resource, provided that such symbols are displayed as an example of the cultural and religious heritage of the holiday and are temporary in nature.**

District schools shall not prohibit religious activities if the same or similar non-religious activities are permitted.

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State	Description
Ed. Code 38130-38139	<u>Civic Center Act</u>
Ed. Code 46014	<u>Absences for religious purposes</u>
Ed. Code 51511	<u>Religious matters properly included in courses of study</u>
Ed. Code 51938	<u>Right of parent/guardian to excuse from sexual health instruction</u>
Federal	Description
20 USC 4071-4074	<u>Equal Access Act</u>
20 USC 6061	<u>School prayer</u>

Recognition of Religious Beliefs and Customs

Federal	Description
20 USC 7904	<u>School prayer</u>
Management Resources	Description
California Department of Education Publication	<u>Appendix F history social science framework for California public schools</u>
Court Decision	<u>Florey v. Sioux Falls (1980) 619 F.2d 1311</u>
Court Decision	<u>Fellowship of Christian Athletes v. San Jose Unified School District Board of Education (2023) 82 F.4th 664</u>
Court Decision	<u>Kennedy v. Bremerton (2022) 142 S.Ct. 2407</u>
Court Decision	<u>Cole v. Oroville Union High School District (2000, 9th Cir.) 228 F.3d 1092</u>
Court Decision	<u>Lassonde v. Pleasanton Unified School District (2003, 9th Cir.) 320 F.3d 979</u>
Court Decision	<u>Lemon v. Kurtzman (1971) 403 U.S. 602</u>
U.S. Department of Education Publication	<u>Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools, May 2023</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>California Department of Education</u>
Website	<u>CSBA</u>
Website	<u>U.S. Department of Education</u>
Cross References	

Code	Description
0410	<u>Nondiscrimination In District Programs And Activities</u>
0450	<u>Comprehensive Safety Plan</u>
0450	<u>Comprehensive Safety Plan</u>
1325	<u>Advertising And Promotion</u>

Recognition of Religious Beliefs and Customs

Code	Description
1325	<u>Advertising And Promotion</u>
1330	<u>Use Of School Facilities</u>
1330	<u>Use Of School Facilities</u>
5113	<u>Absences And Excuses</u>
5113	<u>Absences And Excuses</u>
5121	<u>Grades/Evaluation Of Student Achievement</u>
5121	<u>Grades/Evaluation Of Student Achievement</u>
5127	<u>Graduation Ceremonies And Activities</u>
5132	<u>Dress And Grooming</u>
5132	<u>Dress And Grooming</u>
5141.31	<u>Immunizations</u>
5141.31	<u>Immunizations</u>
5145.2	<u>Freedom Of Speech/Expression</u>
5145.2	<u>Freedom Of Speech/Expression</u>
6111	<u>School Calendar</u>
6115	<u>Ceremonies And Observances</u>
6115	<u>Ceremonies And Observances</u>
6142.8	<u>Comprehensive Health Education</u>
6142.8	<u>Comprehensive Health Education</u>
6142.93	<u>Science Instruction</u>
6142.94	<u>History-Social Science Instruction</u>
6143	<u>Courses Of Study</u>
6143	<u>Courses Of Study</u>
6144	<u>Controversial Issues</u>
6144	<u>Controversial Issues</u>
6145.5	<u>Student Organizations And Equal Access</u>

Recognition of Religious Beliefs and Customs

Code	Description
6145.5	<u>Student Organizations And Equal Access</u>
6145.5-E PDF(1)	<u>Student Organizations And Equal Access</u>
6145.8	<u>Assemblies And Special Events</u>
6154	<u>Homework/Makeup Work</u>
6154	<u>Homework/Makeup Work</u>
6161.11	<u>Supplementary Instructional Materials</u>
6176	<u>Weekend/Saturday Classes</u>

Policy
 approved: September 22, 1999
 approved: October 26, 2004
 approved:

RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



**Board of Education Agenda
September 11, 2024**

**APPROVE AN OVERNIGHT TRIP TO ALPHA SCHOLARS SAN DIEGO COLLEGE
TOUR - CARTER HIGH SCHOOL**

BACKGROUND:

ALPHA Scholars is Carter High School's cohort model honors program that is designed to motivate, encourage, and support our top honor students to be attractive to prestigious universities. This trip to tour universities in the San Diego area (including UC San Diego, University of San Diego, San Diego State University, and Point Loma University).

REASONING:

The purpose of the trip is to provide an opportunity for our sophomore ALPHA Scholars to experience college campuses that they may not have otherwise had the opportunity to see. Exposure to a variety of university campuses will help broaden their college knowledge and motivate them to continue to excel in high school. We also hope that as the students see diverse college campuses they will begin to get an understanding of what kind of campus may be a good fit for them in the future.

RECOMMENDATION:

To approve twenty-two (22) students (12 boys, 10 girls) of the Wilmer Amina Carter High School ALPHA Scholars program and three (3) chaperones (2 male, 1 female) to tour colleges in the San Diego area, effective October 17, 2024, through October 18, 2024, at a cost not-to-exceed \$7,000.00, and to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Robin McMillon, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
September 11, 2024**

APPROVE COMMUNITY ADVISORY COMMITTEE

BACKGROUND:

The East Valley SELPA Community Advisory Committee (CAC) is a group of parents and educators who work together to advocate for the needs of students with disabilities and their families. CAC Members are another source of support and information for parents concerning IEPs and other issues related to students with special needs. The California Education Code (Sections 56190-56194) mandates the CAC, which states that each Special Education Local Plan Area (SELPA) must form a CAC. Participating members of the EV SELPA CAC are chosen by its member Districts and approved by each District's governing board.

REASONING:

The CAC reviews the Local Plan for Special Education, suggests topics for and participates in parent education, encourages community involvement, and supports activities on behalf of individuals with exceptional needs. To do this, the CAC holds regular quarterly meetings.

RECOMMENDATION:

To approve three (3) parents and community members to participate and represent the Rialto Unified School District in the East Valley SELPA Community Advisory Committee (CAC) during the 2024-2025 school year, at no cost to the District.

SUBMITTED/REVIEWED BY: Sonya Scott, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
September 11, 2024**

DONATIONS

Monetary Donation(s)

Location: Morgan Elementary
Donor: Studio 1 Distinctive Portraiture Amount: \$520.00
Purpose: Instructional Supplies

Non-Monetary Donation(s)

Location: Rialto High School
Donor: Mr. Joseph W. Martinez
Items: Yamaha P22 i45" studio upright piano

Location: Hughbanks Elementary School
Donor: San Bernardino County Fifth District Supervisor Joe Baca Jr
Items: 33 backpacks & 70 drawstring bags with school supplies for 5th graders

Location: Werner Elementary School
Donor: Les Schwab Tire Centers
Items: School supplies

Location: Carter High School
Donor: Ace Hardware/Tru Value
Items: 2 gift cards (\$75 each)

RECOMMENDATION:

Accept the donation(s) and send a letter of appreciation to the donor(s): Studio 1 Distinctive Portraiture; Mr. Joseph W. Martinez; San Bernardino County Fifth District Supervisor Jose Baca Jr; Les Schwab Tire Centers; and Ace Hardware/Tru Value.

Monetary Donations - September 11, 2024	\$	520.00
Donations - Fiscal Year-to-Date	\$	6,800.00

SUBMITTED/REVIEWED BY: Diane Romo



**Board of Education Agenda
September 11, 2024**

SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS

Quantity	Description	Quantity	Description
1	CPU	3	Monitor
4	Computer stands	4	Audiometer
27	Tables	6	Bookshelf
1	Whiteboard	1	VCR
3	Cart, T.V.	4	Chair, Office
1	Desk, Teacher	1	File Cabinet
2	Table, Picnic		

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
September 11, 2024**

**APPROVE THE EXTENSION OF AGREEMENTS AWARDED THROUGH
BID NO. 23-24-007 FOR WAREHOUSE PAPER STOCK TO ODP BUSINESS
SOLUTIONS, LLC.; COMPLETE OFFICE OF CALIFORNIA, INC.; AND CONTRACT
PAPER GROUP**

BACKGROUND:

On September 27, 2023, the District awarded three agreements for Warehouse Paper Stock following a competitive bid process. These agreements are to stock paper supplies for schools through the District Warehouse and Printing Services. Each agreement is for a one-year term, with multiple options to extend through mutual agreement.

REASONING:

The District recommends exercising the option to extend the agreements with all three contractors for an additional year under the same terms, conditions, and price increases.

RECOMMENDATION:

Approve the extensions of Agreements for Warehouse Paper Stock to ODP Business Solutions, LLC.; Complete Office of California, Inc.; and Contract Paper Group for one additional year under the same terms and conditions.

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



**Board of Education Agenda
September 11, 2024**

**APPROVE AN AMENDMENT TO THE AGREEMENT WITH AMIRA LEARNING +
CAPSTONE**

BACKGROUND:

Teachers in the Dual Language Immersion Program (DLI) will utilize Amira, an adaptive reading program designed to provide personalized reading support for students in grades K-2. Amira is an interactive online platform that uses artificial intelligence to offer decoding interventions, assisting students in improving their reading and comprehension skills in Spanish. Acting as an intelligent reading assistant, Amira listens to students read and identifies their individual reading skill gaps, delivering personalized tutoring accordingly. Amira's development has involved over 100 studies and field trials.

REASONING:

The use of Amira is expected to improve reading development by at least one grade level with consistent use of at least 30 minutes per week. This reading program is tailored to Strategy 2 of Rialto Unified School District's Strategic Plan, which focuses on providing rigorous and relevant instruction that supports each student's unique learning style. The proposed amendment seeks to increase Amira Learning + Capstone's contract from 775 to 1,015 licenses to include grade 3 DLI students for Dual Language Immersion Program students enrolled at Bemis, Boyd, Curtis, Dunn, Garcia, Kelley, Morris, Trapp, Simpson, and Werner Elementary schools. In addition, we will also include the kinder through grade 2 students. The contract also covers onboarding and professional development for teachers.

RECOMMENDATION:

To amend the agreement with Amira Learning + Capstone and approve the cost increase of the original agreement of \$27,125.00 by an additional \$8,400.00, for a total cost not-to-exceed \$35,525.00, effective September 12, 2024 through June 30, 2025, and to be paid from the General Fund (Title III).

SUBMITTED/REVIEWED BY: Marina Madrid, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
September 11, 2024**

APPROVE A RENEWAL AGREEMENT WITH SAN BERNARDINO VALLEY COLLEGE

BACKGROUND:

San Bernardino Valley College (SBVC) provides parents from local District English Learner Advisory Committees (DELAC) with the opportunity to visit Valley College and learn about the special programs offered. These meetings are hosted by the Dean of Student Equity and Success, and workshop topics include:

- Completing requirements to qualify for special programs available at SBVC
- Extended Opportunity Programs and Services (EOPS)
- Valley Bound Commitment
- First-Year Enrollment
- Registration Process

REASONING:

The Parent workshops hosted by San Bernardino Valley College aim to establish a connection between local parents and the community college. Previous workshop participants have later either attended Valley College themselves or have had their children enroll at the college. Parents who have taken part in these workshops return with a better understanding of how they can support their children in their educational journey. This initiative is congruent with our District Strategic Plan through Strategy v: Ensuring full engagement of Rialto Unified School District families in the education of their children; Plan 3: Community outreach resources and programs.

RECOMMENDATION:

To approve fifty (50) parents/guardians of English Learners from the Rialto Unified School District to attend three (3) parent workshops at the San Bernardino Valley College campus, effective September 13, 2024 through April 18, 2025, at a cost not-to-exceed \$2,000.00, and to be paid from the General Fund (Title III).

SUBMITTED/REVIEWED BY: Marina Madrid, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
September 11, 2024**

**APPROVE A RENEWAL AGREEMENT WITH NEVER STOP GRINDING -
FRISBIE MIDDLE SCHOOL**

BACKGROUND:

Never Stop Grinding (NSG) is dedicated to providing a positive platform to promote and encourage increased physical activity among youth. Our mission is to introduce positive activities that capture student interest, support the fight against childhood obesity and bullying, and enhance morale in at-risk communities. Through our expanded learning program, students will develop a better understanding of healthy living habits, numerical concepts, and patterns, while also enhancing their vocabulary skills through activities such as shadow boxing and more.

REASONING:

Congruent with the district's strategic plan under Strategy I, Action Plan 2, the program offers challenging and relevant instruction tailored to each student's learning style. It incorporates evidence-based programs focusing on numeracy and literacy, alongside physical training, to support academic growth and social-emotional well-being. The NSG boxing program emphasizes important life skills such as discipline, creativity, and teamwork, equipping students for success in both college and their future careers. For the 2023-2024 school year, a survey was administered to students both at the beginning and at the end of the program. The results showed an average increase of 64% in key areas, including emotional expression and management, social support and relationships, awareness and access to resources, as well as overall satisfaction and motivation. Numeracy and literacy lessons will be embedded for the 2024-2025 school year in which pre/post data will be collected as well.

RECOMMENDATION:

To provide 38 sessions at \$738.41 per session, one session per week for Frisbie Middle School students, effective September 12, 2024, through May 29, 2025, at a cost not-to-exceed \$28,059.58, and to be paid from the General Fund (ELOP).

SUBMITTED/REVIEWED BY: Alejandro Vara/Patricia Chavez, Ed.D.



**Board of Education Agenda
September 11, 2024**

APPROVE A NURSE EDUCATION AFFILIATION AGREEMENT WITH CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO

BACKGROUND:

State of California requires nursing candidates that are enrolled in a college/university program to complete clinical experience fieldwork before the university student can receive their certification.

REASONING:

The California State University, San Bernardino Nursing Program provides fieldwork, education and training for nursing students. University students enrolled in the Nursing Program at the California State University, San Bernardino will gain experience with mentors from Rialto Unified School District in their specialized fields in the process of completing their certification requirements.

RECOMMENDATION:

Approve the Nurse Education Affiliation Agreement with the California State University, San Bernardino to assist current and future nurses in completing state requirements for certification from September 1, 2024 through August 31, 2029.

SUBMITTED/REVIEWED BY: Ricardo Carranza/Rhonda Kramer, Roxanne Dominguez & Armando Urteaga



**Board of Education Agenda
September 11, 2024**

APPROVE AN AGREEMENT WITH PARK PLACE TECHNOLOGIES

BACKGROUND:

Park Place Technologies offers global services and data center server equipment support from original equipment manufacturers such as Dell Technologies. Their server maintenance contracts provide detailed coverage to keep server equipment running efficiently. Technology Services has used Park Place for the last two years to offer server replacement parts and warranty.

REASONING:

Park Place Technologies shall provide support services and service coordination for the maintenance, repair, and replacement of equipment for the equipment listed in schedule #828526-1. The company coverage window is seven days, twenty-four-hour parts replacement with a four-hour response time under this Service Level Agreement (SLA.) The SLA also consists of monitoring server performance to reduce the risk of hardware failures. These services will allow Technology Services to receive parts and hardware replacement to minimize downtime by ensuring resources and assets are allocated and developed to help students directly.

RECOMMENDATION:

Approve a Service Level Agreement with Park Place Technologies for 36 district servers for one year, effective September 13, 2024 through September 12, 2025 at a cost not-to-exceed \$15,295.80 and to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Beth Ann Scantlebury/Diane Romo



**Board of Education Agenda
September 11, 2024**

**APPROVE THE CLIMATE CHANGE AND ENVIRONMENTAL JUSTICE PROGRAM
(CCEJP) AGREEMENT**

BACKGROUND:

The Climate Change and Environmental Justice Program (CCEJP) provides teachers with instructional materials to empower students to become environmentally literate, engaged community members prepared to take action for the well-being of their families, the broader community, and the environment. The CCEJP has collaborated to develop innovative instructional materials called "Seeds to Solutions," which will be available to the public during the 2025-2026 school year. Each "Seeds to Solutions" unit consists of 15 instructional hours. The lessons are driven by student questions and provide sources for students to find answers. Students will develop an explanatory model for environmental challenges and identify possible solutions.

REASONING:

The Seeds to Solutions units require a field test evaluation to provide important information about the effectiveness of the curriculum and related teacher training materials. This field test will not evaluate schools, teachers, or students. Its purpose is to determine the degree to which the curriculum meets the criteria for the CCEJP Unit Storyline and the degree to which teachers felt adequately prepared to teach the unit. Participation in this field test is coherent with Strategy I of our District's Strategic Plan, We will provide rigorous and relevant learning experience to ensure each student's holistic development. To support the study, we will support 15 teachers to participate in the Fall 2024 field test evaluation and participate in 90 minutes of training (outside of the regular school day). They will also participate in evaluation activities by taking online surveys (outside of the regular school day), implementing the first four lessons from the CCEJP Unit Storyline in their classroom between October and November 2024, and submitting anonymized samples of student work to the evaluation team. By participating they will receive a stipend of up to \$750 for their participation, provided directly by Ten Strands.

RECOMMENDATION:

To approve the CCEJP Letter of Agreement for up to fifteen (15) teachers to participate in the field test evaluation of the curriculum "Seeds to Solutions" at various schools, effective September 12, 2024 through June 30, 2025, at no cost to the District.

SUBMITTED/REVIEWED BY: Juanita Chan-Roden/Patricia Chavez, Ed.D.



**Board of Education Agenda
September 11, 2024**

**NOTICE OF COMPLETION – TRICORE ENTERPRISES, INC.
DBA QUIEL SCHOOL SIGNS**

BACKGROUND:

Representatives from Facilities Planning completed the final walk-through of the work completed by Tricore Enterprises, Inc. dba Quiel School Signs for the Districtwide Marquee Project.

REASONING:

The Notice of Completion, when filed with the County Recorder, will begin a thirty-five (35) day period for Stop Notice filing after which our final payment to the contractor may be released.

RECOMMENDATION:

Accept the work completed July 31, 2024, by Tricore Enterprises, Inc. dba Quiel School Signs for the Districtwide Marquee Project, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.

SUBMITTED/REVIEWED BY: Angie Lopez/Diane Romo



**Board of Education Agenda
September 11, 2024**

NOTICE OF COMPLETION - FOAM EXPERTS ROOFING, INC.

BACKGROUND:

On June 26, 2024, the Board of Education awarded Bid No. 23-24-023 for the SPED Building Roof Repairs, at a cost not to exceed \$70,884.00. Representatives from Maintenance and Operations completed the final walk-through of the work completed by Foam Experts Roofing Inc.,

REASONING:

The Notice of Completion, when filed with the County Recorder, will begin a thirty-five (35) day period for Stop Notice filing after which the final payment to the contractor may be released.

RECOMMENDATION:

Accept the work completed on July 15, 2024, by Foam Experts Roofing, Inc., for the SPED Building Roof Repairs, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.

SUBMITTED/REVIEWED BY: Matt Carter/Diane Romo



**Board of Education Agenda
September 11, 2024**

CLASSIFIED EXEMPT – PERSONNEL REPORT NO. 1324

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

CHILD DEVELOPMENT APPRENTICE

Coca Escobar, Valeria	Dollahan Preschool	09/04/2024	\$16.00 per hour
Davis, Amber	Kordyak Preschool	09/04/2024	\$16.00 per hour
Guerra, Tricia	Dunn Preschool #2	09/04/2024	\$16.00 per hour
Gutierrez, Yulianna	Boyd Preschool	09/04/2024	\$16.00 per hour
Tovar, Ericka	Rocking Horse Preschool	09/04/2024	\$16.00 per hour

SUBSTITUTES

Salas, April	Noon Duty Aide	08/14/2024	\$16.00 per hour
Ramirez, Monica	Noon Duty Aide	08/14/2024	\$16.00 per hour

NOON DUTY AIDES

Decali, Monica	Garcia Elementary School	08/20/2024	\$16.00 per hour
Perez, Susana	Dunn Elementary School	08/01/2024	\$16.00 per hour
Ramirez, Jennifer	Morris Elementary School	08/27/2024	\$16.00 per hour
Tellez, Jennifer	Werner Elementary School	08/28/2024	\$16.00 per hour
Yepez, Flora	Fitzgerald Elementary School	08/20/2024	\$16.00 per hour

WORKABILITY – Returning Students

Castaneda, Saul	Central Kitchen	09/03/2024	\$16.00 per hour
Chacon Tiznado, Cristian	Grocery Outlet	09/05/2024	\$16.00 per hour
Hernandez, Jesse	Central Kitchen	09/03/2024	\$16.00 per hour
Inzunza, Manuel	Central Kitchen	09/03/2024	\$16.00 per hour
Jara, Isaias	Grocery Outlet	09/05/2024	\$16.00 per hour
Johnson, Destiny	Central Kitchen	09/03/2024	\$16.00 per hour
Lazaro, Juan	Central Kitchen	09/03/2024	\$16.00 per hour
Madrigal, Joey	Central Kitchen	09/03/2024	\$16.00 per hour
Magana, Paul	Central Kitchen	09/03/2024	\$16.00 per hour
Medina Gutierrez, Christian	Central Kitchen	09/03/2024	\$16.00 per hour
Mendez, Jacob	Central Kitchen	09/03/2024	\$16.00 per hour
Mendoza, Adrian	Central Kitchen	09/05/2024	\$16.00 per hour
Paulino, Juan	Central Kitchen	09/03/2024	\$16.00 per hour
Pineda, Dominick	Grocery Outlet	09/05/2024	\$16.00 per hour
Plascencia-Rodriguez, Amy	Central Kitchen	09/03/2024	\$16.00 per hour
Sanchez, Pedro	CVS	09/04/2024	\$16.00 per hour
Shepherd, Isaac	Central Kitchen	09/03/2024	\$16.00 per hour

WORKABILITY – Returning Students (Continued)

Shepherd, Jason	Central Kitchen	09/03/2024	\$16.00 per hour
Tolbert, Rudolph	Central Kitchen	09/03/2024	\$16.00 per hour
Torres, Aaliyah	Central Kitchen	09/03/2024	\$16.00 per hour
Valenzuela, Hope	Zupanic High School	09/03/2024	\$16.00 per hour
Vazquez, Miguel	Central Kitchen	09/03/2024	\$16.00 per hour

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:

Eisenhower High School

Avila, Priscilla	Varsity Asst., Girls' Swimming	2024/2025	\$4,244.00
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Rialto High School

Estada, Robert	Varsity Asst., Boys' Basketball	2024/2025	\$4,474.00
Goodloe, Robert	Varsity Head, Girls' Basketball	2024/2025	\$6,137.00
Guerrero, Andrew	Frosh Asst., Boys' Soccer	2024/2025	\$4,072.00
Hart, Joell	Frosh Head, Boys' Basketball	2024/2025	\$5,047.00
Rouzan, Donte	Varsity Head, Boys' Basketball	2024/2025	\$6,137.00
Simms, Lawrence	JV Head, Girls' Basketball	2024/2025	\$5,047.00

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



**Board of Education Agenda
September 11, 2024**

CLASSIFIED EMPLOYEES – PERSONNEL REPORT NO. 1324

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

PROMOTION

Guzzetta, Angelica (Repl. N. Jones)	To:	Payroll Technician Fiscal Services	09/09/2024	43-3	\$35.02 per hour (8 hours, 12 months)
	From:	Administrative Assistant III Adult Education		41-3	\$33.31 per hour (8 hours, 12 months)
Vega, Leticia (Repl. N. Erickson)	To:	School Administrative Assistant Rialto Middle School	09/04/2024	38-4	\$32.46 per hour (8 hours, 12 months)
	From:	Attendance/Records Clerk Rialto Middle School		32-6	\$30.78 per hour (8 hours, 217 days)

EMPLOYMENT

Alcantar, Denise	Paraprofessional Hughbanks Elementary School	08/09/2024	26-1	\$20.72 per hour (4.5 hours, 203 days)
Anderson II, Jauris	Safety Intervention Officer I District Safety and Support Services	08/23/2024	37-1	\$27.31 per hour (8 hours, 212 days)
Chavez, Sonia	Paraprofessional Boyd Elementary School	08/07/2024	26-1	\$20.72 per hour (4.5 hours, 203 days)
Gallegos, Silvia (Repl. M. Salazar)	Paraprofessional-Early Education Trapp Preschool	08/19/2024	27-1	\$21.26 per hour (3.5 hours, 203 days)
Sanchez, Carmen (Repl. G. Antunez)	Paraprofessional-Early Education Rocking Horse Preschool	08/19/2024	27-1	\$21.26 per hour (3.5 hours, 203 days)
Villagomez, Victoria (Repl. B. Gregory)	Paraprofessional-Early Education Henry Preschool	08/19/2024	27-1	\$21.26 per hour (3.5 hours, 203 days)
Zarazua Contreras, Valeria	Safety Intervention Officer I District Safety and Support Services	08/29/2024	37-1	\$27.31 per hour (8 hours, 212 days)

RESIGNATIONS

Ibrahimi, Nancy	Career Center Technician Eisenhower High School	07/12/2024		
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RESIGNATIONS (Continued)

Lopez Beltran, Daisy Paraprofessional-Mild Moderate
Eisenhower High School 09/05/2024

ADMINISTRATIVE APPOINTMENTS

Pacheco, Melissa Applied Behavior Analysis
Specialist 09/09/2024 1-1 \$59.23 per hour
Special Services (8 hours, 205 days)

SUBSTITUTES

Gonzalez, Evelina Behavioral Support Assistant 08/23/2024 \$21.32 per hour
Martinez, Dayjon Custodian I 08/27/2024 \$21.87 per hour

SHORT TERM ASSIGNMENT

Clerical Support Child Welfare & Attendance 02/03/2025- \$20.28 per hour
(not to exceed 360 hours) 06/30/2025

TERMINATION OF PROBATIONARY CLASSIFIED EMPLOYEE

Employee No. 2199534 School Bus Driver 08/30/2024

CERTIFICATION OF ELIGIBILITY LIST – Clerk Typist II

Eligible: 09/12/2024
Expires: 03/12/2025

CERTIFICATION OF ELIGIBILITY LIST – Nutrition Service Worker I

Eligible: 09/12/2024
Expires: 03/12/2025

CERTIFICATION OF ELIGIBILITY LIST – Secretary III

Eligible: 09/12/2024
Expires: 03/12/2025

**Position reflects the equivalent to a one-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
September 11, 2024**

CERTIFICATED EMPLOYEES – PERSONNEL REPORT NO. 1324

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

SUBSTITUTES (To be used as needed at the appropriate rate per day, effective September 12, 2024, unless earlier date is indicated)

Vasquez, Diana 08/26/2024

EMPLOYMENT

Bentley, Scott	Elementary Teacher Kordyak Elementary School	08/29/2024	IV-1	\$77,542.00	(184 days)
Cardenas, Valeria	School Nurse Health Services	08/12/2024	I-1	\$67,654.00	(184 days)
Chamberlain, Andrew	Secondary Teacher Frisbie Middle School	08/12/2024	I-1	\$66,984.00	(184 days)
Jimenez Kosonoy, Taneisha	Secondary Teacher Rialto High School	08/26/2024	I-1	\$66,984.00	(184 days)
Valiente, Bryan	Secondary Teacher Rialto High School	09/03/2024	I-1	\$66,984.00	(184 days)

RESIGNATION

Olmos, Alejandro Program Specialist 08/23/2024
Myers Elementary School

EXTRA DUTY COMPENSATION (Ratify certificated employee at Trapp Elementary School to participate in leadership meetings, from August 2024 through May 2025, at the hourly rate of \$55.52, not to exceed 7 hours, to be charged to General Funds)

Kretschmar, David

EXTRA DUTY COMPENSATION (Ratify certificated teachers at Kucera Middle School to host ASB and WEB training with students, as well as assist with orientations, from July 29, 2024 through July 30, 2024, at the hourly rate of \$55.52, not to exceed 8.5 hours total, to be charged to General Funds)

Broadston, Elizabeth

Munoz, Bethany

EXTRA DUTY COMPENSATION (Ratify certificated teacher at Carter High School to prepare and organize all new machinery equipment and supplies purchased for the green construction class, from June 2024 through July 2024, at an hourly rate of \$55.52, not to exceed 40 hours, to be charged to CTEIG Funds)

Shigeta, Guy

EXTRA DUTY COMPENSATION (Ratify certificated nurse to provide medical support during football game at Carter High School on August 22, 2024 at the hourly rate of \$55.52, not to exceed 3 hours, to be charged to General Funds)

Flores, Claudia

EXTRA DUTY COMPENSATION (Carter High School certificated employee to assist in the completion of documents for the Accrediting Commission for Schools, Western Association of Schools and Colleges [ACS WASC], during the 2024/2025 school year, to be paid at an hourly rate of \$55.52, not to exceed 30 hours, to be charged to General Funds)

Parizale, Frank

SUPPLEMENTAL SERVICES (Ratify retired teacher to provide intervention services, during and after school, for students at Hughbanks Elementary School that are below grade level in mathematics, from August 21, 2024 through September 19, 2024, at an hourly rate of \$55.52, not to exceed 84 hours, to be charged to ESSER Funds)

Ibrahim-Balogun, Lawal

EXTRA DUTY COMPENSATION (Ratify additional class assignment at 1/6 of their daily rate or \$55.52, whichever is greater, for Eisenhower High School certificated staff to provide credit recovery from August 2024 through December 2024, not to exceed 55 hours per teacher, to be charged to Title I Funds.)

Perantoni, Mark
Rodriguez, Samalu

Quintero, Antonio
Valmores, Anna

Rodriguez, Rachel

CERTIFICATED COACHES

Jehue Middle School

Dalton, Gregory	Girl's Volleyball	2024/2025	\$1,434.00
Dean, Laura	Co-Cheerleading	2024/2025	\$1,090.00
Garcia, Erica	Co-Cheerleading	2024/2025	\$1,090.00

Jehue Middle School (Continued)

Kashiwagi, Keita	Boys' Cross Country	2024/2025	\$1,434.00
Kashiwagi, Keita	Wrestling	2024/2025	\$1,434.00
Oxley, Roger	Girls' Cross Country	2024/2025	\$1,434.00
Oxley, Roger	Girls' Football	2024/2025	\$1,434.00
Quiros, Kenya	Boys' Soccer	2024/2025	\$1,434.00

Rialto High School

Harold, Mark	Varsity Asst., Girls' Soccer	2024/2025	\$4,187.00
Thompson, Mikal	eSports – Varsity Head	2024/2025	\$4,818.00
Valiente, Bryan	Varsity Head, Boys' Soccer	2024/2025	\$5,506.00

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



**Board of Education Agenda
September 11, 2024**

**RESOLUTION NO. 24-25-14
PROVISIONAL INTERNSHIP PERMIT
RESOLUTION OF THE BOARD OF EDUCATION
2024-2025**

The Board of Education of the Rialto Unified School District authorizes the Lead Personnel Agent, Personnel Services, to assign various teachers who are enrolled in a credential program but have not yet completed the requirements to enter an internship program.

<u>NAME</u>	<u>SITE</u>	<u>CREDENTIAL</u>	<u>ASSIGNMENT</u>
Valiente, Bryan	Rialto H.S.	Provisional Internship Permit – Single Subject	Social Science

I, Edward D’Souza, Ph.D., Acting 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: September 11, 2024

Edward D’Souza, Ph.D.
Acting Superintendent

MINUTES

RIALTO UNIFIED SCHOOL DISTRICT

August 28, 2024

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

Board Members

**Present: Joseph W. Martinez, President
Edgar Montes, Vice President
Evelyn P. Dominguez, LVN, Clerk**

Board Members

**Absent: Dr. Stephanie E. Lewis, Member
Nancy G. O'Kelley, Member**

Administrators

**Present: Edward D'Souza, Ph.D., Acting Superintendent
Rhea McIver Gibbs, Ed.D., Lead Strategic Agent
Patricia Chavez, Lead Innovation Agent
Diane Romo, Lead Business Services Agent
Armando Urteaga, Lead Personnel Agent
Also present was Martha Degortari, Executive Administrative Agent and Jose Reyes, Interpreter/Translator**

A. OPENING

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

The meeting was called to order at 6:00 p.m.

A.2 OPEN SESSION

A.3 CLOSED SESSION

Moved By Clerk Dominguez

Seconded By Vice President 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: Edward D'Souza, Ph.D., Acting 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. 24-25-03**

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.

Members Lewis and O'Kelley were absent. Vote by Board Members to move into Closed Session:

Time: 6:03 p.m.

Majority Vote

A.4 ADJOURNMENT OF CLOSED SESSION

Moved By Vice President Montes

Seconded By Clerk Dominguez

Members Lewis and O'Kelley were absent. Vote by Board Members to adjourn Closed Session:

Time: 7:09 p.m.

Majority Vote

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

Open session reconvened at 7:09 p.m.

A.6 PLEDGE OF ALLEGIANCE

Garcia Elementary School 5th grade student, Jennifer Velazco, led the Pledge of Allegiance, followed by 5th grade Dual Language Immersion student, Madison Gonzales, who recited the pledge in Spanish.

A.7 PRESENTATION BY GARCIA ELEMENTARY SCHOOL

Garcia Elementary School Grizzly's Cheer coach, Mrs. Stephanie De Loera, and the Grizzlies cheer team performed a vibrant slide line dance and cheer to showcase their Grizzly spirit.

A.8 REPORT OUT OF CLOSED SESSION

None.

A.9 ADOPTION OF AGENDA

Moved By Clerk Dominguez

Seconded By Vice President Montes

Prior to adoption of the agenda, the following Discussion/Action Item was pulled:

Item F.8 Deny Liability Claim No. 24-25-03

Members Lewis and O'Kelley were absent. Vote by Board Members to adopt the agenda as amended:

Majority Vote

B. PRESENTATIONS - None

C. COMMENTS

C.1 PUBLIC COMMENTS ON AGENDA ITEMS

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

Chris Cordasco, California School Employees Association (CSEA) Chapter 203 President, requested that the Board approve items F5 and F6, which are the Classification and Compensation Study and the CSEA Tentative Settlement Agreement. He will share more during his public comments.

C.2 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.

Gabriela Gonzalez, Curtis Elementary School Parent, shared that she has a student in the DLI program and she is very disappointed that they have not had a permanent teacher since the beginning of the school year. There is a substitute teacher who, according to her, is not prepared, and the classroom looks sad without any posters or stuff on the walls. She has spoken with Dr. Madrid and is frustrated because she cannot move her to another school because there is no room.

Paula Bailey, District Parent since 2001 and Community Member, acknowledged Eisenhower High School for an amazing back-to-school night. She shared that Principal Pulido always does a great job. She is excited about Measure A and all the things happening. She also spoke about Prop 28, and a meeting that Dr. Balogun was part of. She also complimented Morgan Elementary School on their back-to-school night which she said was great, and added that Kelley Elementary School also held a good event.

Frank Montes, a Community Member, shared that he was here to speak regarding the comments made at the last Board Meeting. He said he was challenged when he spoke of how the staff was being treated. He indicated that his nieces attend the District and they questioned why such comments were made. He commented that the lack of leadership is shameful. He told the Board that the staff is not to be treated as waiters, babysitters, or valet. He said that the Board is confused and asked that they stop bullying. He reminded the community to come up and stand up before the Board. He

asked that the Board listen to them. He commented that if the Board cannot stand the pressure they should get out of office. He said he would be staying until the end of the meeting to listen to the Board's comments.

Nora Mendoza, District Parent, shared that she was here to acknowledge an amazing woman who has been a huge support to students, parents, and District staff. She referred to Mrs. Elsie De La Rosa who has been serving this community for 25 years. She praised her on how much she does and how she advocates for everyone. She spoke of the group founded by Mrs. De La Rosa called Unidos de Corazon. She shared that Mrs. De La Rosa always wants to make sure that everyone is receiving good treatment at the school sites. She helps parents to find ways to communicate with their teachers. She thanked Rialto USD for their support and inclusion.

Alexander Quezada Prado shared his concerns about letting Coach Silverman go. He stated that he had known coach Silverman since middle school, and he knew that the coach cared for his players. He encouraged him to play, and was nothing but supportive. He said that he made classwork the main priority and was their "glue".

Michael Montano, Rialto High School Teacher, shared that we are about one month down into the school year. He gave a shout-out to Nutrition Services for making sure that students are fed. However, there are concerns that breakfast in the classrooms has brought the problem of ants. He requested that this be looked into to get rid of unwanted pests.

Silvia Monreal, Mother of a Rialto High School student, shared her concerns about the release of Coach Silverman. She said her son always speaks highly of him. He is a very good coach according to her son. She commented that he was an asset to the football team and her son has been discouraged since he was let go. She said it has affected the students and their families.

Cesar Gonzalez, Father of Rialto High School Student, Aiden Gonzalez, also shared his concerns about the release of Coach Silverman. He said he also played for Coach Silverman and shared that students were finally excited about this program. He said that now the students are torn down. He requested that the Board look into this to see.

Randy Silverman, Coach recently let go shared that he has not been given any paperwork and he has not signed anything. He commended that Principal, Dr. Sweeney decided to make a statement and remove him. He mentioned some concerns he had at the site, such as OSHA violations and

bugs and ants, which he has reported. He wants to know if he still has a job because he is lost in this whole mix.

Cameron Valdez, Parent of a Rialto High School football player, also spoke in support of Coach Silverman. She shared that Coach Silverman provided an opportunity to get her son ahead but said that the Principal did not want to give her son the credit when he returned from summer school. She explained the class schedule that involved her son repeating a class unfairly. Mom stated that the class issue is retaliation.

Francisco Ponce, a Senior at Rialto High School, also spoke on behalf of coach Silverman. He spoke about the school work packets that the students did during summer school. He stated that the principal took away the meals provided to the players. He says that they will starve before games now. He commented that his morale has gone down and he is really disappointed.

Laurie Fiscella, District Teacher and Parent, spoke on behalf of the Rialto Education Association (REA) and shared that she has been a teacher at Rialto USD for 23 years. She requested that the Board focus on kids. She said she does not support Mr. James Martinez running for Board Member. She also commented on her desire to raise awareness as to how black students are treated in this District and said her daughter would be speaking next to share her experiences.

Ayanna O'Neil, a Student at Frisbie Middle School, shared that Mr. Vara and the staff have been really, but said that the Teacher, Ms. Adams, makes her feel that everything she does is suspicious. She said that she felt that it was racially motivated. She shared that the administration has moved her class, but she is worried for her students.

Jeneen Stubblefield, District Teacher, thanked Dr. Marina Madrid for the DLI program. She explained that she was here to speak of African American students in our District. She shared the percentage of African American students at Jehue Middle School and the lack of African American teachers in the District. She shared that Dunn Elementary School has one African American teacher and Jehue Middle School has two. She spoke of her disappointment that the African American Juneteenth event was not well represented by the District over the summer.

Steve Figueroa, a Community Member, provided a packet to the three Board members present. He requested that the Board support Coach Silverman. He spoke of recent events that were not well received. He

mentioned some past experiences with Board Member Montes and said that he has been advocating in this District since 1985 and is here for the students. He feels that the Board owes the community an apology.

Celia Saravia, Representing Amigos Unidos, a Support Group for parents with children with special needs, started by sending well wishes to Dr. Sonya Scott and hopes that she will get better soon. She congratulated the District on an amazing Special Services Open House and thanked everyone who helped put it together. She gave a shout-out to Silvia Reed and once again invited parents to join the Reading Literacy Program.

Miriam Garcia, a Curtis Elementary School Parent, shared that she was here to request assistance. She spoke of her concerns with the DLI program and concern for the substitute assigned to the classroom not being equipped to teach. She indicated that the students are reporting that they do nothing in class. She shared that they have spoken with Dr. Madrid and Mr. Ross twice and they asked her to understand. She shared several other concerns about past experiences. She requested that this be looked into.

Mirna Ruiz, Community Member started by thanking Mr. Cameron Mendez for the amazing job he is doing at Carter High School. She shared that she visited Eisenhower High School, as she is part of the Bond Committee, and said that the construction of the new building is going great so far. She praised the Special Services Open House and shared that the workshops offered were beneficial. She thanked the three Board members who attended and thanked everyone involved.

Edwin Delgado, Representing the 5th District, the Office of Supervisor Joe Baca, shared that they had a good application response to the Youth Advisory Council. He thanked the District for its support and encouraged us to continue to inform students.

Daisy Torres, a Parent of a 3rd-grade Student in the DLI Program, shared that she feels like they are getting the runaround with the lack of a permanent teacher assigned to the DLI classroom. They stated that the substitute teacher is not getting the resources for the students to provide the curriculum needed. She commented that they fear that the students will not be prepared for State testing.

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 Dominguez

Seconded By Vice President Montes

Pursuant to the requirements of Governmental Code and Board Policy, the Form for Public Disclosure of Proposed Collective Bargaining Agreement [AB1200 (Statutes of 1991, Chapter 1213) As revised by AB2756 (Statutes of 2004, Chapter 25), Government Code 3547.5] between the California School Employees Association, Chapter #203 (CSEA), and the Rialto Unified School District Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

Members Lewis and O'Kelley were absent. Vote by Board Members to open Public Hearing:

Time: 8

Majority Vote

D.2 CLOSE PUBLIC HEARING

Moved By Clerk Dominguez

Seconded By Vice President Montes

Members Lewis and O'Kelley were absent. Vote by Board Members to close Public Hearing:

Time: 8:08 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 Vice President Montes

Seconded By Clerk Dominguez

Pursuant to the requirements of Governmental Code and Board Policy, the Form for Public Disclosure of Proposed Classification and Compensation Study [AB1200 (Statutes of 1991, Chapter 1213) As revised by AB2756 (Statutes of 2004, Chapter 25), Government Code 3547.5] between the California School Employees Association, Chapter #203 (CSEA), and the Rialto Unified School District Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

Members Lewis and O'Kelley were absent. Vote by Board Members to open Public Hearing:

Time:

Majority Vote

D.4 CLOSE PUBLIC HEARING

Moved By Vice President Montes

Seconded By Clerk Dominguez

Members Lewis and O'Kelley were absent. Vote by Board Members to close Public Hearing:

Time:8:09 p.m.

Majority Vote

D.5 PUBLIC INFORMATION

**D.5.1 FOURTH QUARTER WILLIAMS REPORT (APRIL - JUNE)
FISCAL YEAR 2023-24**

**D.5.2 FOURTH QUARTER – 2023-2024 – WILLIAMS UNIFORM
COMPLAINT REPORT**

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 Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members to approve Consent Calendar Items:

Majority Vote

E.1 GENERAL FUNCTIONS CONSENT ITEMS

E.1.1 APPROVE THE SECOND READING OF REVISED BOARD POLICY BP 5131.7; WEAPONS AND DANGEROUS INSTRUMENTS

Moved By Clerk Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.1.2 APPROVE THE SECOND READING OF BOARD POLICY 3515.2; DISRUPTIONS

Moved By Clerk Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.1.3 APPROVE THE SECOND READING OF REVISED BOARD POLICY 1313; CIVILITY

Moved By Clerk Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.1.4 APPROVE THE SECOND READING OF REVISED BOARD POLICY 1260; EDUCATIONAL FOUNDATION

Moved By Clerk Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.1.5 APPROVE THE SECOND READING OF REVISED BOARD POLICY 1160; POLITICAL PROCESSES

Moved By Clerk Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.1.6 APPROVE THE FIRST READING OF BOARD POLICY 0415; EQUITY

Moved By Clerk Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.1.7 APPROVE THE FIRST READING OF REVISED BOARD POLICY 4158, 4258, 4358; EMPLOYEE SECURITY

Moved By Clerk Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.1.8 APPROVE THE FIRST READING OF REVISED BOARD POLICY 6115; CEREMONIES AND OBSERVANCES

Moved By Clerk Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.1.9 APPROVE THE FIRST READING OF REVISED BOARD POLICY 6141.2; RECOGNITION OF RELIGIOUS BELIEFS AND CUSTOMS

Moved By Clerk Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.2 INSTRUCTION CONSENT ITEMS – None

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING

Moved By Clerk Dominguez

Seconded By President Martinez

All funds from July 25, 2024 through August 9, 2024, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

Members Lewis and O'Kelley were absent. Vote by Board Members: Majority Vote

E.3.2 DONATIONS

Moved By Clerk Dominguez

Seconded By President Martinez

Accept the listed donations from Hannia Rodriguez; Juanita Chan-Roden; Smile America Abdi Foundation; Faro Logistics; and Amazon LBG7, and that a letter of appreciation be sent to the donor.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.3 SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS

Moved By Clerk Dominguez

Seconded By President Martinez

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

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.4 SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS FROM CHILD NUTRITION SERVICES

Moved By Clerk Dominguez

Seconded By President Martinez

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

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.5 APPROVE A RENEWAL AGREEMENT WITH YOUNG VISIONARIES YOUTH LEADERSHIP ACADEMY

Moved By Clerk Dominguez

Seconded By President Martinez

Provide a mentorship program for students and families, effective August 29, 2024 through June 30, 2025, at no cost to the District.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.6 APPROVE A RENEWAL AGREEMENT WITH YOUTH ACTION PROJECT

Moved By Clerk Dominguez

Seconded By President Martinez

Provide Rialto Unified School District students with workforce, academic, and support services, effective August 29, 2024 through June 30, 2025, at no cost to the District.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.7 APPROVE A RENEWAL AGREEMENT WITH EARTH BENEATH OUR FEET

Moved By Clerk Dominguez

Seconded By President Martinez

Provide presentations and resources to all RUSD students in grades 3 and 4, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$16,700.00, and to be paid from the General Fund.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.8 APPROVE A RENEWAL AGREEMENT WITH ESCRIBE SOFTWARE LTD.

Moved By Clerk Dominguez

Seconded By President Martinez

Annual license for meeting management software, effective September 1, 2024, through August 31, 2025, at a cost not-to-exceed \$22,000.00 and to be paid from the General Fund.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.9 APPROVE A RENEWAL AGREEMENT WITH CITY OF SAN BERNARDINO POLICE DEPARTMENT

Moved By Clerk Dominguez

Seconded By President Martinez

Provide police services during home football games at Rialto High School, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$23,400.00, and to be paid from the General Fund.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

**E.3.10 APPROVE A RENEWAL AGREEMENT WITH FRANKLIN COVEY
- CASEY ELEMENTARY SCHOOL**

Moved By Clerk Dominguez

Seconded By President Martinez

Implement the Leader in Me program at Casey Elementary School, effective August 29, 2024 through June 30, 2027, at a cost not-to-exceed \$18,810.00, and to be paid from the General Fund.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

**E.3.11 APPROVE AN AGREEMENT WITH KNN PUBLIC FINANCE, LLC
FOR DISCLOSURE SERVICES**

Moved By Clerk Dominguez

Seconded By President Martinez

Provide continuing disclosure services related to General Obligation Bonds and other financing obligations, as well as Certificates of Participation for the Fiscal Year 2024-2025 with the filing of the 2023-2024 Annual Report, at a cost not-to-exceed \$5,500.00 per filing year, effective July 1, 2024, through June 30, 2025, with an option to renew annually through June 30, 2030, and to be paid from Fund 21 – General Obligation (G.O.) Bond.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.12 APPROVE AN AGREEMENT WITH SUNFLOWER THERAPIES

Moved By Clerk Dominguez

Seconded By President Martinez

Provide Bilingual Speech Evaluations and Independent Education Evaluations during the 2024-2025 school year, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$30,000.00, and to be paid from the General Fund.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.13 APPROVE AN AGREEMENT WITH DR. PEDRO OLVERA

Moved By Clerk Dominguez

Seconded By President Martinez

Provide Independent Education Evaluations during the 2024-2025 school year, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$20,000.00, and to be paid from the General Fund.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.14 APPROVE AN AGREEMENT WITH BEAM, LLC

Moved By Clerk Dominguez

Seconded By President Martinez

Complete critical assessment support for Independent Education Evaluations (IEEs) for the 2024-2025 school year, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$30,000.00, and to be paid from the General Fund.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.15 APPROVE AN AGREEMENT WITH EIDE BAILLY, LLP TO CONDUCT INDEPENDENT ANNUAL FINANCIAL AND PERFORMANCE AUDITS FOR PROPOSITION 39 MEASURE "A" GENERAL OBLIGATION FUNDS

Moved By Clerk Dominguez

Seconded By President Martinez

Perform Independent Annual Financial and Performance Audits of the District's Proposition 39 Measure "A" General Obligation Bond Funds for two (2) fiscal years: 2023/2024 - \$9,000; and 2024/2025 - \$9,500; for a total amount not-to-exceed \$18,500.00, and to be paid from Fund 21 – General Obligation (G.O.) Bond.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.16 APPROVE AN AGREEMENT WITH SAN BERNARDINO VALLEY COLLEGE CORPS

Moved By Clerk Dominguez

Seconded By President Martinez

Approve the College Corps Partnership Agreement 2024-2025 to allow a minimum of three (3) College Corps Fellows to support the Rialto STEM Service Area at the STEM Center, effective August 29, 2024 through June 30, 2025, at no cost to the District.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.17 APPROVE AN AGREEMENT WITH CURLS, COILS & CROWNS - MILOR HIGH SCHOOL

Moved By Clerk Dominguez

Seconded By President Martinez

Provide a two (2) day workshop, effective August 29, 2024 through August 30, 2024, at a cost not-to-exceed \$15,000.00, and to be paid from the General Fund (Equity Multiplier Fund).

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.18 APPROVE AN AGREEMENT WITH JAMES WOODS, DAT YOGA DUDE - MILOR HIGH SCHOOL

Moved By Clerk Dominguez

Seconded By President Martinez

Provide two (2) days of (up to four 1-hour per day) Yoga and Wellness sessions to Milor High School students and staff, effective August 29, 2024, through August 30, 2024, at a cost not-to-exceed \$5,000.00, and to be paid from the General Fund (Title I).

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.19 APPROVE SIGNATURE AUTHORIZATION FOR CALIFORNIA INTERSCHOLASTIC FEDERATION (CIF) RELATED CONTRACTS

Moved By Clerk Dominguez

Seconded By President Martinez

Approve the signature authorization of the Principals and Athletic Directors of Carter, Eisenhower, and Rialto High Schools to sign California Interscholastic Federation (CIF) contracts to arrange non-league and tournament interscholastic athletic contests, effective for the 24-25 school year, until revoked.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.3.20 APPROVE AN AGREEMENT WITH IXL LEARNING - RIALTO HIGH SCHOOL

Moved By Clerk Dominguez

Seconded By President Martinez

Provide instructional resources for 250 math intervention support students at Rialto High School, effective August 29, 2024 through

June 30, 2025, at a cost not-to-exceed \$5,308.00, and to be paid from the General Fund (Title I).

Members Lewis and O'Kelley were 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. 1323 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES

Moved By Clerk Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.6 MINUTES

E.6.1 APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD AUGUST 14, 2024

Moved By Clerk Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

E.6.2 APPROVE THE MINUTES OF THE SCHOOL FACILITIES CORPORATION SPECIAL MEETING OF THE BOARD OF DIRECTORS HELD AUGUST 14, 2024

Moved By Clerk Dominguez

Seconded By President Martinez

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

F. DISCUSSION/ACTION ITEMS

F.1 APPROVE AMENDMENT NO. 3 TO THE AGREEMENT WITH PCH ARCHITECTS TO PROVIDE ARCHITECTURAL SERVICES FOR THE COVERED PARENT WAITING AREA AT THE DISTRICT ENROLLMENT CENTER

Moved By Clerk Dominguez

Seconded By President Martinez

Extend the agreement term from September 30, 2024, to June 30, 2025, and increase the contract by \$14,400.00 for a revised contract amount not to exceed \$55,035.00, to be paid from the Special Reserve for Capital Outlay Projects Fund 40.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

F.2 ACCEPT THE FRESH FRUIT AND VEGETABLE PROGRAM GRANT FROM THE UNITED STATES DEPARTMENT OF AGRICULTURE

Moved By Clerk Dominguez

Seconded By President Martinez

Accept the first allocation in the amount of \$77,651.10 for the following elementary schools: Bemis, Boyd, Casey, Curtis, Dollahan, Dunn, Fitzgerald, Garcia, Henry, Hughbanks, Kelley, Morgan, Morris, Myers, Preston, Simpson, Trapp, and Werner with an implementation start date of August 2024.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

F.3 APPROVE AN AGREEMENT WITH PBK ARCHITECTS TO PROVIDE ARCHITECTURAL AND DESIGN SERVICES FOR THE NEW CENTRAL KITCHEN PROJECT

Moved By Clerk Dominguez

Seconded By President Martinez

Provide architectural and design services for the new central kitchen project, effective August 29, 2024, through June 30, 2027, at a cost not-to-exceed \$2,106,300.00, and to be paid from the Special Reserve for Capital Outlay Projects Fund 40.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

F.4 APPROVE SCHOLARSHIPS FOR TEACHER PREPARATION PROGRAM WITH CALIFORNIA STATE UNIVERSITY SAN BERNARDINO, COLLEGE OF EDUCATION – RIALTO PROJECT IMPACT

Moved By Clerk Dominguez

Seconded By President Martinez

Approve fifteen (15) scholarships for students enrolled in the Rialto “Project Impact” program in collaboration with California State University, San Bernardino, effective August 29, 2024, through June 30, 2025, at a cost not to exceed \$150,000, and to be paid from the General Fund - Educator effectiveness Grant Funds.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

F.5 APPROVE THE TENTATIVE SETTLEMENT AGREEMENT BETWEEN RIALTO UNIFIED SCHOOL DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 203 (CSEA)

Moved By Clerk Dominguez

Seconded By Vice President Montes

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

F.6 APPROVE THE IMPLEMENTATION OF THE CLASSIFICATION AND COMPENSATION STUDY FOR CLASSIFIED EMPLOYEES

Moved By Clerk Dominguez

Seconded By President Martinez

Approve the classified bargaining unit classification and compensation study, effective February 1, 2024, at a cost not-to-exceed \$5,369,207.00, and to be paid from the General Fund, Adult Education, Child Development and Nutrition.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

F.7 ADOPT RESOLUTION NO. 24-25-10; REMUNERATION

Moved By Clerk Dominguez

Seconded By President Martinez

Excuse the absence of Board Member, Nancy G. O'Kelley, from the Wednesday, August 14, 2024, regular meeting of the Board of Education.

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

F.8 DENY LIABILITY CLAIM NO. 24-25-03

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

F.9 REINSTATEMENT

Moved By Clerk Dominguez

Seconded By President Martinez

Case Number:
22-23-74

Members Lewis and O'Kelley were absent. Vote by Board Members:

Majority Vote

G. OTHER COMMENTS

G.1 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 Employees Association (REA) President, spoke of blaming others when something goes wrong. He thanked Dr. D'Souza on behalf of his members for addressing the issue of rescinding the decision for a 10-month pay. They will work on readjusting the school calendar for next year. He thanked the members for speaking up. He thanked Rhonda Kramer for assisting in resolving recent issues, such as TK Seed support and signing recent MOUs. He shared several other accomplishments and congratulated CSEA on the completion and passing of the Classification and Compensation Study. He spoke of how this also benefits REA members.

Chris Cordasco, the California School Employees Association (CSEA) President, thanked the Board for approving both the tentative agreement and the Classification and Compensation agreement. He spoke of all the job descriptions that will need to be revised and requested support from the District to get this accomplished. He congratulated the students who came to speak tonight and encouraged them to continue to do so. He requested that we get a new Student Board member on the seat soon.

Heather Estruch, Communications Workers of America (CWA) Chief Steward, shared that she was not able to make the last meeting. She congratulated CSEA on getting their contracts passed and shared that the CWA Agreement should be on the next agenda for approval.

Kristy Streff, Rialto School Management Association (RSMA) President, shared the positive energy at the sites and was excited about the schools being fully staffed and ready to move the school year forward. She wished everyone a successful school year and spoke of the RSMA upcoming events, with the tailgate social being the first one. She invited all

members to attend and recommended that if they have not signed up this year, to do so.

G.2 COMMENTS FROM THE ACTING SUPERINTENDENT

G.3 COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION

H. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on September 11, 2024, 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 Clerk Dominguez

Seconded By President Martinez

Members Lewis and O’Kelley were absent. Vote by Board Members to adjourn:

Time: 8:57 p.m.

Majority Vote

Clerk, Board of Education

Secretary, Board of Education



**Board of Education Agenda
September 11, 2024**

AUTHORIZATION TO UTILIZE CALIFORNIA PARTICIPATING ADDENDUM NO. 7-23-70-55-04 UNDER MINNESOTA MASTER AGREEMENT NO. 23011 AWARDED TO HP INC. DOING BUSINESS AS HP COMPUTING AND PRINTING, INC.

BACKGROUND:

The State of Minnesota and the National Association of State Procurement Officials (NASPO) awarded a Cooperative Contract to HP Inc. The agreement has been approved for use by the California Department of General Services through Participating Addendum No. 7-23-70-55-04. The District can, without going to bid, utilize such contracts pursuant to California Public Contract Code Sections 10298, 10299, and 12100 et seq.

REASONING:

The use of this contract will allow the District to take advantage of the economies of scale and procure quality equipment and services at lower prices as opposed to going out to bid. The District intends to use this contract to purchase computer equipment, printers, accessories, and technology services. School Districts and other governmental agencies throughout the State of California utilize this contract to purchase technology equipment and services. The contract is awarded through June 30, 2025.

RECOMMENDATION:

Approve the use of California Participating Addendum No. 7-23-70-55-04 at a cost to be determined at the time of purchase and to be paid using various funds.

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



**Board of Education Agenda
September 11, 2024**

AUTHORIZE THE PURCHASE, WARRANTY, INSTALLATION, AND MAINTENANCE OF TECHNOLOGY HARDWARE, SOFTWARE, AND SOLUTIONS FROM CONVERGEONE, INC. UTILIZING CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS) NUMBER 3-21-08-1060, 3-23-01-1070, 3-24-04-1055 AND 3-19-70-2486Q

BACKGROUND:

The purpose of this agenda item is to seek Board approval to utilize four CMAS contracts awarded to ConvergeOne, Inc. The District can, without going to bid, utilize such contracts pursuant to California Public Contract Code Sections 20118 and 10298. District staff have reviewed contracts available for use by the District through CMAS, National Association of State Procurement Officials (NASPO) and awarded public contracts from other Public Agencies and determined that the contract prices offered by ConvergeOne, Inc. under CMAS Agreement No. 3-21-08-1060, 3-23-01-1070, 3-24-04-1055, and 3-19-70-2486Q to be fair, reasonable, and competitive. The CMAS contracts expire on the following dates:

<u>CMAS No.</u>	<u>Expiration Date</u>
3-21-08-1060	July 26, 2027
3-23-01-1070	December 31, 2025
3-24-04-1055	October 22, 2024
3-19-70-2486Q	May 3, 2026

REASONING:

The CMAS agreements with ConvergeOne, Inc. will enable the District to acquire essential equipment, software, and supplies that support both student learning and staff work environments. CMAS contracts ensure that only financially strong, responsive vendors, specifically trained and approved by the manufacturer will be allowed to sell and install the materials purchased through the CMAS contract.

The CMAS contracts are utilized statewide by both California state and local government agencies under delegated authority from the Department of General Services, Procurement Division, in accordance with Public Contract Code (PCC) Sections 10290, et. seq., and Section 12101.5. There is no administration fee as all costs are assessed to the supplier.

RECOMMENDATION:

Approve the use of California Multiple Award Schedule (CMAS) numbers 3-21-08-1060, 3-23-01-1070, 3-24-04-1055, and 3-19-70-2486Q from ConvergeOne, Inc. at a cost to be determined at the time of purchase and to be paid using various funds.

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



**Board of Education Agenda
September 11, 2024**

**AUTHORIZE THE PURCHASE AND WARRANTY OF JANITORIAL SUPPLIES,
EQUIPMENT, AND SERVICES FROM IMPERIAL BAG & PAPER CO. LLC.
UTILIZING CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS) NUMBER
4-24-03-1036.**

BACKGROUND:

The purpose of this agenda item is to seek Board approval to utilize a CMAS contract awarded to Imperial Bag & Paper Co. LLC. The District can, without going to bid, utilize such contracts pursuant to California Public Contract Code Sections 20118 and 10298. District staff have reviewed contracts available for use by the District through CMAS, National Association of State Procurement Officials (NASPO) and awarded public contracts from other Public Agencies and determined that the contract prices offered by Imperial Bag & Paper Co. LLC. under CMAS Agreement No. 4-24-03-1036 to be fair, reasonable, and competitive. The CMAS contract expires on November 5, 2028.

REASONING:

The CMAS agreement with Imperial Bag & Paper Co. LLC. will enable the District to acquire essential janitorial supplies, equipment, and related services that support both student learning and staff work environments. CMAS contracts ensure that only financially strong, responsive vendors, specifically trained and approved by the manufacturer will be allowed to sell and install the materials purchased through the CMAS contract.

The CMAS contracts are utilized statewide by both California state and local government agencies under delegated authority from the Department of General Services, Procurement Division, in accordance with Public Contract Code (PCC) Sections 10290, et. seq., and Section 12101.5. There is no administration fee as all costs are assessed to the supplier.

RECOMMENDATION:

Approve the use of California Multiple Award Schedule (CMAS) number 4-24-03-1036 from Imperial Bag & Paper Co. LLC. at a cost to be determined at the time of purchase and to be paid using various funds.

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



**Board of Education Agenda
September 11, 2024**

**AMEND THE BOARD APPROVAL TO FILE A NOTICE OF COMPLETION AND
APPROVE THE CHANGE ORDERS FOR TERRA PAVE INC.
AS PART OF BID NO. 23-24-005**

BACKGROUND:

On August 14, 2024, the Board of Education approved the Notice of Completion (NOC) and two Change Orders for Terra Pave, resulting in a final contract amount of \$1,545,066.00. The NOC and Change Orders did not include the \$30,000.00 for Alternate No. 1, which was awarded and approved by the Board of Education when Bid Package 23-24-005 for the District Office and Enrollment Center Asphalt Project was initially awarded on October 25, 2023. The project was awarded at a cost not to exceed \$1,542,000.00.

REASONING:

An amendment to the NOC and Change Orders is required to include the cost of Alternate No. 1 and account for the total project cost of \$1,575,066.00. The project was duly completed and accepted by M&O District staff on June 17, 2024. The Notice of Completion, when filed with the County Recorder, will begin a thirty-five (35) day period for Stop Notice filing after which the final payment to the contractor may be released.

RECOMMENDATION:

Amend the initial dollar amount for the work completed by Terra Pave Inc., from \$1,545,066.00 to \$1,575,066.00, to be paid from the General Fund (Routine Repair Maintenance Account) or Fund 14 - Deferred Maintenance. Accept the work completed on June 17, 2024, by Terra Pave Inc. for the District Office and Enrollment Center Asphalt Project, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.

SUBMITTED/REVIEWED BY: Matt Carter/Diane Romo



**Board of Education Agenda
September 11, 2024**

APPROVE AN AMENDMENT TO THE AGREEMENT WITH AUTISM SPECTRUM INTERVENTION SERVICES AND TRAINING (ASIST)

BACKGROUND:

On June 26, 2024, the Board of Education approved to amend the agreement with Autism Spectrum Intervention Services and Training, effective June 27, 2024 through June 30, 2024, and increase the original agreement of \$600,000.00 by an additional \$700,000.00, for a total cost not-to-exceed \$1,300,000.00, and to be paid from the General Fund. The contract is intended to provide intensive behavior support by a Non-Public Agency (NPA) 1:1 and Applied Behavior Aides (ABA), according to each student's Individualized Education Program (IEP) during the 2023-2024 school year.

REASONING:

The District continues to recruit Applied Behavior Analyst (ABA) Aides who can support our students with behaviors but have not been able to fill all positions that are needed. To ensure compliance with Federal and State mandates, the District must provide special education and related services as stated in the student's Individualized Education Program (IEP). Autism Spectrum Intervention Services & Training (ASIST) provided fourteen (14) Applied Behavior Analyst (ABA) aides at the start of 2023-2024 school year, since then, there has been an increase of Applied Behavior Analyst (ABA) aides to nineteen (19) Applied Behavior Analyst (ABA) aides due to enrollment, assessments and to complete the Extended School Year Program (ESY) for 2023-2024.

RECOMMENDATION:

To amend the agreement with Autism Spectrum Intervention Services and Training, effective June 27, 2024 through June 30, 2024, and increase the original agreement of \$1,300,000.00 by an additional \$20,650.74, for a total cost not-to-exceed \$1,320,650.74, and to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Sonya Scott, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
September 11, 2024**

APPROVE A RENEWAL AGREEMENT WITH THE CENTER FOR CULTURALLY RESPONSIVE TEACHING AND LEARNING WITH DR. SHARROKY HOLLIE

BACKGROUND:

The Center for Culturally Responsive Teaching and Learning, led by Dr. Sharroky Hollie, is collaborating with the Rialto Unified School District to offer professional development and classroom coaching based on the principles of Culturally and Linguistically Responsive (CLR) Teaching and Learning. This coaching, known as CLR Instructional Support and Development, aims to enhance understanding and create an environment that addresses the needs of underserved students from a sociolinguistic perspective. It also seeks to promote effective instructional strategies that validate and support underserved students across different subjects and grade levels.

REASONING:

Culturally and Linguistically Responsive Teaching and Learning: Foundation Awareness is congruent with Rialto Unified School District's Strategic Plan, Strategy I, which focuses on providing rigorous and relevant learning experiences to ensure each student's holistic development. It is essential for teachers to have an understanding of CLR Teaching and employ relevant strategies to keep students engaged in their learning and to validate their school experiences. This initiative reflects the commitment made in Resolution No. 19-20-65, Declaring Racism a Public Health Crisis, by addressing racial inequity and implicit bias within our current education structures. In the 2023-2024 school year, 31 teachers participated in Cohort 1 Instructional Support and Development (ISD) Cycle, and 89% of them reported that, as a result of ISD, they are better equipped to intentionally and purposefully plan CLR activities that validate and affirm students' cultural behaviors while also bridging towards school behaviors. Out of the 31 participating teachers, 92% indicated that there was a significant change in their understanding of cultural behaviors."

RECOMMENDATION:

To provide the Culturally and Linguistically Responsive (CLR) Instructional Support and Development for five (5) schools, effective September 12, 2024 through June 30, 2025, at a cost not-to-exceed \$52,000.00, and to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Ayanna Balogun, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
September 11, 2024**

APPROVE THE UNIVERSITY OF CALIFORNIA (UCLA) FAMILY MATH PROGRAM

BACKGROUND:

The Rialto Unified School District in collaboration with the University of California, Los Angeles (UCLA), endeavors to equip families with an understanding of the California Mathematics Standards, along with the conceptual methods used to teach them, fortifying their capacity to support their children's understanding and therefore growth in mathematics. Families who have completed the USC Literacy Program will be the targeted group for the Rialto-UCLA Family Math Program.

The District will be working with the UCLA Mathematics Project in this endeavor, where six modules in mathematics will be written and taught by UCLA Project faculty, followed by classroom connection sessions by math strategists from Rialto USD, twice a week for 12 sessions from October 2024 to June 30, 2025 at a cost of \$300.00 per participant, for the total cost not-to-exceed \$27,000.00, to be paid from District Title I Funds and San Bernardino County Superintendent of Schools Systems of Support (SOS) grant funds. This amount was an estimate based on the program information provided at the time of this initial proposal.

REASONING:

The six modules will cover (1) Mathematical Mindsets, (2) Numbers and Cardinality, (3) Operations and Algebra, (4) Geometry and Measurement, (5) Data Science (including Statistics and Probability), and (6) Standards of Mathematical Practice. By working with the families to expose them to some of the key standards, conceptual understandings, and mathematical practices their students will study in mathematics, all families will be provided with the necessary foundational skills to help their students succeed in mathematics

RECOMMENDATION:

Approve the registration fee of \$300.00 per participant for 90 participants to attend the UCLA Family Math Program, not to exceed \$27,000.00, to be paid from the General Fund (Title I) and SBCSS SOS funds.

SUBMITTED/REVIEWED BY: Edward D'Souza, Ph.D.



State of California
 Commission on Teacher Credentialing
 Certification Division
 651 Bannon Street, Suite 601
 Sacramento, CA 95811

Email: credentials@ctc.ca.gov
 Website: www.ctc.ca.gov

DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: _____
 Revised Declaration of Need for year: 2024/2025

FOR SERVICE IN A SCHOOL DISTRICT OR DISTRICT/COUNTY AUTHORIZED CHARTER SCHOOL

Name of District or Charter: Rialto Unified School District District CDS Code: 67850
 Name of County: San Bernardino County CDS Code: 36

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board/body of the school district or charter school specified above adopted a declaration at a regularly scheduled public meeting held on 9/11/2024 certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

► **Enclose a copy of the board agenda item**

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, 2025.

Submitted by (Superintendent, Board Secretary, or Designee):

Rhonda Kramer		Lead Personnel Agent
<i>Name</i>	<i>Signature</i>	<i>Title</i>
(909) 873-9376	(909) 820-7700	
<i>Fax Number</i>	<i>Telephone Number</i>	<i>Date</i>
182 E. Walnut Avenue, Rialto, CA 92376		
<i>Mailing Address</i>		
rkramer@rialtousd.org		
<i>EMail Address</i>		

FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL AGENCY

Name of County _____ County CDS Code _____
 Name of State Agency _____
 Name of NPS/NPA _____ County of Location _____

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on ___/___/___, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, _____.

► **Enclose a copy of the public announcement**

Submitted by Superintendent, Director, or Designee:

Name	Signature	Title
Fax Number	Telephone Number	Date
Mailing Address		
EMail Address		

► *This declaration must be on file with the Commission on Teacher Credentialing before any emergency permits will be issued for service with the employing agency*

AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subjects(s) identified below.

This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

Type of Emergency Permit	Estimated Number Needed
CLAD/English Learner Authorization (applicant already holds teaching credential)	15
Bilingual Authorization (applicant already holds teaching credential)	15
List target language(s) for bilingual authorization: <u>Spanish</u>	
Resource Specialist	8
Teacher Librarian Services	2
Emergency Transitional Kindergarten (ETK)	12

LIMITED ASSIGNMENT PERMITS

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas. Additionally, for the Single Subject Limited Assignment Permits estimated, please include the authorization(s) which will be requested:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	5
Single Subject	15
Special Education	15
TOTAL	35

Authorizations for Single Subject Limited Assignment Permits

SUBJECT	ESTIMATED NUMBER NEEDED	SUBJECT	ESTIMATED NUMBER NEEDED
Agriculture		Mathematics	2
Art	2	Music	
Business	2	Physical Education	
Dance		Science: Biological Sciences	1
English	2	Science: Chemistry	1
Foundational-Level Math		Science: Geoscience	1
Foundational-Level Science		Science: Physics	1
Health		Social Science	2
Home Economics		Theater	
Industrial & Technology Education		World Languages (specify)	

EFFORTS TO RECRUIT CERTIFIED PERSONNEL

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to www.cde.ca.gov for details), participating in state and regional recruitment centers and participating in job fairs in California.

If a suitable fully prepared teacher is not available to the school district, the district made reasonable efforts to recruit an individual for the assignment, in the following order:

- A candidate who qualifies and agrees to participate in an approved internship program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL

Has your agency established a District Intern program? Yes No

If no, explain. The District does not have the resoureces for a CTC qualified program.

Does your agency participate in a Commission-approved college or university internship program? Yes No

If yes, how many interns do you expect to have this year? 30

If yes, list each college or university with which you participate in an internship program.
CSU San Bernardino, Cal Poly Ponomo, Azusa Pacific University, University of Laverne,
UMass Global, National University, University of Phoenix, Cal Baptist University,
Claremont Graduate University

If no, explain why you do not participate in an internship program.



**Board of Education Agenda
September 11, 2024**

APPROVE THE SALARY INCREASE FOR CLASSIFIED HOURLY EMPLOYEES

BACKGROUND:

Classified hourly employees are an important part of our education system. Noon Aides, Crossing Guards, AVID Tutors, Bridge Academy Tutors, Workability Students and classified substitutes are relied upon to continue the daily delivery of necessary services to our students and the overall District.

REASONING:

Personnel Services is requesting the Board of Education ratify an increase to the classified hourly/daily salary schedule effective August 20, 2024, due to the shortage of classified hourly/daily employees. Maintaining an adequate pool of classified hourly employees is imperative, and an increase will allow us to compete with surrounding school districts.

RECOMMENDATION:

Approve an increase to the classified hourly/daily salary schedule, effective August 20, 2024, at a cost not-to-exceed \$345,000.00, and to be paid from the General Fund, Adult Education Fund, Child Development Fund, and Nutrition Services fund.

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

**RIALTO UNIFIED SCHOOL DISTRICT
and
COMMUNICATIONS WORKERS OF AMERICA LOCAL 9588
2024/2025 Contract Tentative Agreement**

August 8, 2024

ARTICLE I - RECOGNITION

Section 1 - Union's Representation Unit

The Rialto Unified School District hereby acknowledges the Communications Workers of America, Local 9588, hereby after referred to as Union, as the exclusive bargaining representative for all ~~substitute~~ **guest** teachers who are not represented by the Rialto Education Association.

ARTICLE II - DISTRICT RIGHTS

Section 2 - Limitation

~~Substitute~~ **Guest** teachers shall not be required to cross another Union's picket line.

ARTICLE III - UNION RIGHTS

Section 1 - Facilities

The Union shall have the right to use District facilities at reasonable times, providing that requests for the use of facilities shall be submitted on regular District forms provided for such use and subject to provisions of the Civic Center Act. **Any change in working conditions affecting Guest Teachers shall be discussed with the Union prior to implementation.**

Section 4 - Rights of Access

Authorized Union representatives shall, in accordance with the conditions noted herein, have the right of reasonable access in District facilities for the purpose of contacting unit members and translating lawful Union business. Upon arriving at a school site, any representative shall first report to the office of the site administrator to announce ~~his/her~~ **their** presence. In no event shall any representative or unit member interrupt or interfere in any way with normal work. Contacts with unit members shall be limited to non-classroom teaching hours, such as, breaks, duty-free lunch periods, and before and after school.

Section 5- Bargaining Unit Information

The District shall include membership application forms in the hire packet provided to new unit members. The Union and District shall share the cost for the printing and distribution of the negotiated contract. The District shall maintain a copy of the contract on their web site. In addition, the District will provide twenty (20) copies to the Union every year there is a change in the contract. Each quarter the district shall provide an updated list containing each ~~substitute~~ **guest** teacher, ~~his/her~~ **their** current address, telephone number, and **personal** email address. The Union will be provided within ~~ten (10)~~ **seven (7)** work days the name of the ~~substitute~~ **guest teacher** removed from site/classroom due to disciplinary reasons. Each June a list of negative evaluations received during the school year, categorized by **membership status**

type and site (no names), will be given to CWA. The District shall provide a list of ~~substitute~~ **guest** teachers to the Union by October 15th of each year **and when there are new orientations.**

Section 6 - Release Time

The Union shall be granted release time with pay for up to ninety (90) hours per school year for Union representation, including, but not limited to contract negotiations, new ~~substitute~~ **guest teacher** orientations and Extended Cabinet, LCAP and LCFF meetings. Paid release time, other than contract negotiations, is approved for Monday through Friday during normal ~~substitute~~ **guest** teaching hours.

The Union shall notify the District in writing the name of the Union Representative to be released under the provision of this section during the month of June of each year; or in the case of a designee, five (5) days prior to the effective date of the release.

ARTICLE IV - UNION SECURITY

Section 1 - Payroll Deduction of Membership Dues

Any ~~substitute~~ **guest** under Article I, Section 1 who has applied for Union membership, may sign and deliver to the District on the Payroll Deduction form supplied by the District an assignment authorizing deduction of membership dues, ~~initiation fees~~ and general assessments to the Union. The District shall not be obligated to put into effect any new, changed, or discontinued deduction until the pay period that commences thirty (30) days or more after submission to the District's Payroll Office.

Section 4 - Indemnification

The Union shall indemnify, defend and hold harmless the District, the District's Board of Education, including each individual School Board Member and employees acting within the scope of their employment, agents and representatives of the District against any and all claims, demands, suits or other forms of liability, including, but not limited to, wages, damages, judgments, fees, fines, court costs, attorney fees and any back pay, penalties, or awards, resulting from any court arbitrator, or PERB order, judgment, or settlement that may arise by reason of, or resulting from the operation of this Article in this Agreement. The Union shall bear all costs of defending against any and all such claims, demands, suits, or other forms of liability, including, but not limited to, court costs, attorney fees, and all other costs of litigation. Upon commencement of such legal action, the Union shall have the exclusive right to decide and determine whether any claim, liability, suit or judgment made or brought against the District or Union because of such action shall or shall not be compromised, resisted, defended, tried or appealed. The Union's decision thereon shall be final and binding upon all Parties protected by this Section 6. This paragraph shall not be construed as a waiver on the part of the District, Board of Education or any individual protected by this Section of any claim against the Union for failing to act in good faith in settling a claim or any failure to competently defend and hold them harmless. Within ten (10) days of proper service of a claim, demand, suit, or other legal action against any protected Party, the District shall inform the Union and provide the Union with copies of any documents received as a result of the legal action. Upon request, the District shall provide the Union's legal counsel with documents and information ~~reasonable~~ related to providing a defense.

ARTICLE VI - UNIT MEMBER'S RIGHTS

Section 2 – Removal From Substitute System

In the event a decision is made to remove a ~~substitute~~ **guest teacher** from the Substitute System, the District shall notify the employee within five (5) workdays from the date of the removal. The unit member will be provided the reason(s) for removal. The unit member has the right to write a response and meet with the Personnel Administrator. If the employee is not satisfied with the reason(s) provided, ~~he/she~~ **they** may request a review of the decision by the Lead Personal Agent.

Section 3 - Workplace Training

Unit members will be paid for all District-sponsored workplace trainings authorized for ~~substitute~~ **guest teachers**.

The school district shall collaborate with the union on training subjects prior to the new school year with continual discussions on training subjects throughout the year.

The District shall offer in-person and virtual trainings as determined by the District.

Section 5 - School Closure Compensation

In the event of a school closure due to natural disaster, power outage, weather, etc. the members shall be paid if they have an assignment that day. Long-term and Teacher-in-Training Guest Teachers shall not lose their status because of the closure.

ARTICLE VII - GRIEVANCE PROCEDURE

Section 1 - Definition

- A. A grievance is a written allegation by a Union member(s) or the Union that ~~he/she/they~~ **has/have** been adversely affected by an alleged violation, misrepresentation or misapplication of a provision of this Agreement.
- B. Immediate supervisor is the lowest level administrator having jurisdiction over the grievant.
- C. "Day" means school day during which students are required to be in attendance.

Section 3 - Levels of Grievance Procedure

- A. Level I: Any unit member who has a grievance shall reduce such matter to writing within ten (10) days after the unit member has knowledge, or reasonably should have knowledge, of the event that caused the grievance and submit it to the immediate supervisor who shall meet with the unit member and/or a Union Representative, in an attempt to resolve the matter. Such meeting and a response in writing by the immediate supervisor will be made within ten (10) days after submission of the grievance into Level I.
- B. Level II: If the grievance is not resolved in Level I, a written notice of appeal to Level II shall be served by the grievant to the District within ten (10) days following disposition of the grievance in Level I. Such grievance shall be discussed at a meeting with the unit member and/or ~~his/her~~

their representative and the superintendent or ~~his/her~~ **their** designee and whomever else the Superintendent or ~~his/her~~ **their** designee elects to be present. Such meeting and a response in writing by the District will be made within ten (10) days after submission of the grievance into Level II.

- C. Level III: If the grievance is not resolved at Level II, a written notice of appeal to Level III (mediation) shall be served by the grievant to the District within ten (10) days following disposition of the grievance in Level II. In this event, Personnel Services shall, within ten (10) days, submit to the California State Mediation and Conciliation Services a request for services of a mediator.
- D. Level IV: If the grievance is not satisfactorily resolved in Level III, the Union may, within ten (10) days after receipt of the District's reply, submit a written notice to the District of its intent to submit the grievance to final and binding arbitration. Within the ten (10) days following the receipt of the Union's notice of intent to submit the grievance to arbitration, the district shall request the California State Conciliation Service to provide a list of seven (7) arbitrators from which the Parties shall strike alternately until only one (1) name remains, with the first strike determined by a flip of a coin. The remaining name shall be the arbitrator. The cost of the arbitrator's services shall be borne equally by the Union and the district. The arbitrator shall have no authority to add to, subtract from, or to alter, amend or change any of the terms and conditions of this Agreement. The arbitrator's decision must be limited to the specific issue or issues submitted to ~~him/her~~ them and based upon the arbitrator's interpretation of meaning or application of the language of the Agreement. The arbitrator's decision shall be final and binding.

Section 5 - Union Representation

Designated Union representatives shall be provided reasonable release time with no break in service for processing grievances to the extent required by law. The names of the designated union representatives, not to exceed seven (7) shall be provided to the Superintendent or designee by July 15th of each school year. Whenever possible, the processing of grievances shall be conducted during non-work time. In the event that release time is necessary for the long-term ~~substitute~~ **guest teacher**, the Union shall provide 24-hour prior written notice to the site administrator.

ARTICLE IX - PROTECTION AND SAFETY

Section 3 - Student Behavior and School Information

- A. A unit member may exercise, during performance of ~~his/her~~ their duties, the same degree of physical control over a pupil that a parent would be legally privileged to exercise; but in no event shall it exceed the amount of physical control reasonably necessary to maintain order, protect property, or protect the health and safety of pupils, or to maintain proper and appropriate conditions conducive to learning. Under such circumstances, the unit member must act in a reasonable and prudent manner with mature judgment.
- B. The District shall encourage a ~~substitute~~ **guest teacher** folder for each classroom and virtual classroom. The ~~substitute~~ **guest teacher** folder shall be maintained by the teacher and the onsite administrator. The ~~substitute~~ **guest teacher** folder shall include, as necessary:
- o Emergency Lesson Plans & Information
 - o Current Bell Schedules - Regular, Minimum, Modified, Inclement Weather

- School Map, Discipline procedures
- List of Team/Buddy Teachers
- Current Class Roster
- List of elementary students exchanged during the day
- Seating charts (with photos when available)
- List of students with special needs, interventions, RSP, Music, Cafeteria Workers,
- Special testing, Speech, Adaptive PE, Medications
- Whole class activities PE, Library, Assembly, Computer
- Site phone lists and phone use instructions
- Referral forms (low/high)
- Name and Role of Aides in the classroom
- Release process- bus, after school program, parent pick-up

Section 6 - Safety Rules

Unit members must comply with all safety rules, which are provided by **R Rialto** USD.

Section 10 – Replacement or Repair of Unit Members’ Personal Property

- H. Recommendations for payment shall be made by the Superintendent and ~~his/her~~ **their** decision will be final.

ARTICLE X- WAGES

Section 1 - Day-to-Day Substitution

~~Substitute~~ **Guest** teachers shall be paid according to Appendix A for each full day of substitute work. Preparation and conference periods constitute work time that must be used for preparation, reviewing lesson plans, and/or other professional activities.

Section 2- Long Term Substitution

Long term ~~substitutes~~ **guest teachers** shall be paid according to Appendix A for each full day of substitution when the assignment is twenty-one (21) or more consecutive days. The rate shall be retroactive to the first day of the assignment.

Long term substitution is defined as twenty-one (21) or more consecutive days taught in the same assignment within a given school year.

Section 5- Specific Additional Assignments

If a ~~substitute~~ **guest teacher** is required by the site administrator to work during ~~his/her~~ **their** Conference Period or periods beyond period 6, ~~he/she~~ **they** shall be compensated for one additional hour at the established hourly rate.

Occasional splitting of Students: A teacher is requested to take additional students when there is a shortage of ~~substitute~~ **guest teachers** and the students are split up into other classrooms. The ~~substitute~~ **guest teacher** will be paid an extra hour per day.

Section 6- Work Day

- A. The assigned workday shall be equivalent to the regular teaching staff. The ~~Substitute~~ **guest teacher** shall report to the principal's office one-half hour before classes are scheduled to begin, and shall remain on duty at the school until the end of the regular teacher work day.

Long-term Guest Teachers are responsible for preparing lesson plans, attending staff meetings, parent teacher conference, back-to-school night, etc.

- B. Unit members shall have a duty-free lunch period for thirty (30) consecutive minutes, or more, which shall be set by the school site administrator.
- C. At the end of the day, the ~~substitute~~ **guest teacher** may request the office to make a copy of the lesson plan, if available, for their records.
- D. ~~Substitute~~ **Guest teacher** employees called into an assignment by the District and who work less than 3 ½ hours will be paid half of their daily rate and if the ~~substitute~~ **guest teacher** works 3 ½ hours or more they are paid for a full day. As salaries increase over time the practice of half day full day will continue.
- E. **If a guest teacher accepts an assignment, arrives at the site and is informed that the assignment is cancelled, the guest teacher shall be paid a half day's pay and be assigned to provide support and assistance in a classroom for three (3) hours. If an email from Frontline was sent to the employee cancelling the assignment 30 minutes prior to the start of their assignment, they will not be entitled to be paid.**

Section 7 - Duties

The ~~substitute~~ **guest teacher** shall, as part of ~~his/her~~ **their** regular day, supervise students, deliver lessons, participate in professional activities, and perform other duties as directed by the Administration. Unit members shall leave a report for the regular teacher of what transpired during the day/assignment.

Section 9 - Mileage

In the event that the District needs to move a ~~substitute~~ **guest teacher** from one site to another site after they have arrived at their assignment for the day, the ~~substitute~~ **guest teacher** is entitled to mileage pay for the distance from the site they were originally assigned to the site they are being moved to. Mileage cards will be signed by the Personnel Administrator.

ARTICLE XIV - TERM OF AGREEMENT

Section 1 - Duration

This Agreement shall remain in full force and effect for a three-year period of July 1, ~~2021~~ **2024** through June 30, ~~2024~~ **2027** with reopeners on salary, medical and one article selected by each party for the ~~2022/2023~~ **2025/2026** and ~~2023/2024~~ **2026/2027** school years. The Union agrees to present its complete initial proposal to the District no later than the first regular Board meeting in March of each year.

Section 2 - Maintenance of Membership

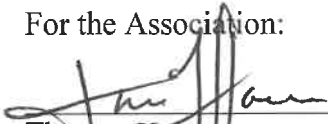
All employees who are members of the Union as of the effective date of this agreement, and all employees who thereafter become members of the Union shall, as a condition of employment, maintain ~~his or her~~ **their** membership in good standing for the duration of the written agreement. Union members who wish to withdraw from Union membership may do so by filing a written withdrawal notice with the District and the Union within 30 days of the expiration of the agreement.


EXECUTION OF AGREEMENT


IN WITNESS WHEREOF, the Parties hereto have executed this Agreement on this 30th day of July, which shall commence July 1, ~~2021~~ **2024** through June 30, ~~2024~~ **2027**.


Dated this 8th day of August, 2024

For the Association:


Thomas Ham
Executive Vice President, Local 9588


Jim Brubaker
Local President, Local 9588


Teresa Hunter
CWA Area Vice President, Local 9588


Heather Estruch
CWA Chief Steward, Local 9588

For the District:


Rhonda Kramer
Lead Personnel Agent


Armando Urteaga
Lead Personnel Agent


Ricardo Carranza
Personnel Specialist

Cassandra Zavala
Personnel Technician

APPENDIX A

SUBSTITUTE GUEST TEACHER SALARY INFORMATION

(Effective July 1, 2021 2024)

Daily Rate	\$205	\$220
11 or more consecutive days in the same assignment (retro to the first day).....	\$225	
Special Education, Retired Teacher and Credentialed (preliminary or clear) Substitute Guest Teacher	\$225	\$240
.....		
Substitute Teacher has worked 60 days Rialto USD during 2024/2025 school year.....	\$225	
Long-Term Rate (21 or more consecutive days, retro to the first day).....	\$250	\$260
Teacher-in-Training.....	\$250	\$260

~~**Substitute Teachers~~ **Guest Teachers** that work 100 or more full days with Rialto USD will receive a \$2000 dollar stipend at the end of the school year. **

\$80.00 to attend District sponsored trainings outside of normal work hours

Guest Teachers that have signed a contract to be a certificated employee and attend professional development sessions during the summer before the school year starts shall receive the following stipends:

- \$250/day for full-day attendance**
- \$125/day for half-day attendance**



**RESOLUTION NO. 24-25-11
RESOLUTION OF THE BOARD OF EDUCATION OF
THE RIALTO UNIFIED SCHOOL DISTRICT**

HISPANIC HERITAGE MONTH

WHEREAS, the United States will celebrate Hispanic Heritage Month from September 15, 2024, through October 15, 2024; and

WHEREAS, today, 62.5 million people or 19% of the American population are of Hispanic or Latino origin, and the Latino population in the United States is currently the second largest worldwide, exceeding the size of the population in every Latin American and Caribbean country except Mexico; and

WHEREAS, Hispanics have had a profound and positive influence on our country through their strong commitment to family, faith, hard work, and service. They have enhanced and shaped our national character with centuries-old traditions that reflect the multiethnic and multicultural customs of their community; and

WHEREAS, more than 1 in 4 public school students in the United States is Latino and the share of Latino students is expected to rise to nearly 30% in the next decade; and

WHEREAS, 21.5% of all college students between 18 and 24 years of age are Latino, making Latinos the largest racial or ethnic minority group on college campuses in the United States, including both 2-year community colleges and 4-year colleges and universities;

WHEREAS, the theme for Hispanic Heritage Month 2024 is “Pioneers of Change: Shaping the Future Together”; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Rialto Unified School District proclaims the month beginning September 15, 2024, and ending October 15, 2024, as Hispanic Heritage Month and encourages educational commemoration of this occasion with appropriate instructional activities.

Joseph W. Martinez, Board President

Date

Ed D’Souza, Ph.D., Acting Board Secretary

Date

SUBMITTED/REVIEWED BY: Marina Madrid, Ed.D./ Patricia Chavez, Ed.D.



**Board of Education Agenda
September 11, 2024**

APPROVAL OF 2023-2024 UNAUDITED ACTUALS

BACKGROUND:

Education Code section 42100 requires school districts to file annual statements of all receipts and expenditures for the preceding fiscal year with the County Superintendent of Schools on or before September 15 of each year.

REASONING:

The report is the District's unaudited actuals summary of revenues, expenditures, and ending fund balances for all funds for the fiscal year that ended June 30, 2024, which will be submitted to the County Superintendent of Schools. All funds ended the year with a positive balance.

RECOMMENDATION:

Approve the 2023-2024 Unaudited Actuals financial report as presented. This report will be submitted under a separate cover.

SUBMITTED/REVIEWED BY: Nicole Albiso/Diane Romo



**RESOLUTION NO. 24-25-12
ADOPTING THE 2023-2024 UNAUDITED ACTUALS
AND
ESTIMATED 2024-2025 GANN LIMIT**

WHEREAS, in November 1979, the California electorate did adopt Proposition 4, commonly called the Gann Amendment, which added Article XIII B to the California Constitution; and

WHEREAS, the provisions of that Article establish maximum appropriation limitations, commonly called “Gann Limits,” for public agencies, including school Districts; and

WHEREAS, the Rialto Unified School District must establish a Revised Gann Limit for the Fiscal Year 2023-24 and a projected Gann Limit for the Fiscal Year 2024-25 in accordance with the provisions of Article XIII B and applicable statutory law; and

NOW, THEREFORE, BE IT RESOLVED THAT, the Rialto Unified School District Board of Education provides public notice that the attached calculations and documentation of the Gann Limits for the 2023-24 and 2024-25 fiscal years are made in accordance with applicable constitutional and statutory law.

	2023-2024	2024-2025
APPROPRIATIONS LIMIT	\$291,492,425.86	\$297,423,171.57
DISTRICT APPROPRIATIONS	\$291,492,425.86	\$297,423,171.57

SUBJECT TO LIMITS

AND BE IT FURTHER RESOLVED, that this Board does hereby declare that the Appropriations in the 2023-2024 Unaudited Actuals and 2024-2025 Budget do not exceed the limitations imposed by Proposition 4;

AND BE IT FURTHER RESOLVED, that the Superintendent provided copies of this resolution along with the appropriate attachments to interested citizens of this District.

PASSED AND ADOPTED by the Governing Board of the Rialto Unified School District of San Bernardino County, at a regular meeting of the Board of Education held September 11, 2024, by the following vote:

AYES: _____
NOES: _____
ABSENT: _____
ABSTAIN: _____

RIALTO UNIFIED SCHOOL DISTRICT

By: _____
Joseph W. Martinez
President, Board of Education

By: _____
Edward D'Souza, Ph.D.
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 September 11, 2024.

Evelyn P. Dominguez
Clerk, Board of Education
Rialto Unified School District

SUBMITTED/REVIEWED BY: Nicole Albiso/Diane Romo



**Board of Education Agenda
September 11, 2024**

**RESOLUTION NO. 24-25-13
REMUNERATION**

WHEREAS, The Governing Board of the Rialto Unified School District acknowledges that Board Member, Nancy G. O’Kelley, was excused from the Wednesday, August 28, 2024, 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, Nancy G. O’Kelley, from the Wednesday, August 28, 2024, regular meeting of the Board of Education.

Joseph W. Martinez, Board President

Date

Edward D’Souza, Ph.D., Acting Board Secretary

Date

SUBMITTED/REVIEWED BY: Edward D’Souza, Ph.D.



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: Student leadership on display! During the first District Student Advisory Committee (DSAC) meeting of the 2024-2025 school year, held on Wednesday, September 4, 2024, RUSD Acting Superintendent, **Dr. Edward D'Souza** shared his journey from Myanmar, where he was born, to leading the Rialto Unified School District. As Dr. D'Souza concluded his engaging presentation, students and **Dr. Manuel Burciaga**, RUSD Lead Academic Agent of Secondary Innovation and DSAC Advisor, applauded. With over 40 years in education, Dr. D'Souza conversed with DSAC students, who asked insightful questions about his career and leadership approach.

Bottom: Inspiration and laughter were shared at the Project Impact Meet and Greet! **Mr. Josiah Davis** (pictured center), an aspiring educator in the Rialto Unified School District through Project Impact, shared his journey toward becoming a teacher at the event on Wednesday, September 4, 2024. Held at the Dr. John R. Kazalunas Education Center, this gathering united program participants with RUSD and California State University, San Bernardino leaders to network and celebrate the strides in addressing the shortage of minority male teachers. Davis's engaging story elicited laughter and underscored the profound impact of Project Impact, a program launched in 2022 to support aspiring minority male educators in achieving Page 14 of 142 credentials.

