



RIALTO

Unified School District

BOARD OF EDUCATION

Agenda, April 24, 2019

EISENHOWER HIGH SCHOOL



***“Bridging Futures
Through Innovation”***

MISSION

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

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

RUSD Board of Education

Mr. Edgar Montes, President

Mrs. Nancy G. O'Kelley, Vice President

Ms. Dina Walker, Clerk

Mr. Joseph Ayala, Member

Mr. Joseph W. Martinez, Member

Jazmin Hernandez, Student Member

RUSD Superintendent

Dr. Cuauhtémoc Avila



Cover Picture

Eisenhower High School held its Distinguished Scholars' Breakfast, honoring 17 top scholars, including Valedictorian, **Jordan M. Dixon** (center), with a GPA of 4.62, heading to UCLA, and Salutatorian, **Andres Torres** (right), with a GPA of 4.44, heading to UCI. Proud Principal, **Mr. Frank Camacho** (left), smiles next to both students.

RIALTO UNIFIED SCHOOL DISTRICT
Regular Meeting of the Board of Education
Dr. John R. Kazalunas Education Center
182 East Walnut Avenue
Rialto, California

EDGAR MONTES
President

DINA WALKER
Clerk

JOSEPH AYALA
Member



NANCY G. O'KELLEY
Vice President

JOSEPH W. MARTINEZ
Member

JAZMIN HERNANDEZ
Student Board Member

CUAUHTÉMOC AVILA, ED.D.
Superintendent

April 24, 2019

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.

AGENDA

A. OPENING
Call to Order – 6:00 P.M.

OPEN SESSION

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.

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:

1. Public Employee Employment/Discipline/Dismissal/Release/
Reassignment of Employees (Government Code section 54957)

Administrative Appointment:

- Elementary Principal

2. Student Expulsions/Reinstatements/Expulsion Enrollments

3. **CONFERENCE WITH LABOR NEGOTIATORS**

Agency designated representatives: Cuauhtémoc Avila, Ed.D., Superintendent; Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services; and Rhonda Kramer, Lead Personnel Agent, Personnel Services.

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

4. Review Liability Claim No. 18-19-05.

Vote by Board Members: Ayes:_____ Noes:_____ Abstain:_____ Time:_____

ADJOURNMENT OF CLOSED SESSION

Moved_____ Seconded_____

Vote by Board Members: Ayes:_____ Noes:_____ Abstain:_____ Time:_____

OPEN SESSION RECONVENED – 7:00 P.M.

AT THE DIRECTION OF THE BOARD OF EDUCATION, BOARD MEETINGS ARE RECORDED, BROADCASTED, AND STREAMED LIVE, AND MAY CAPTURE IMAGES AND SOUNDS OF THOSE ATTENDING THE MEETING.

PLEDGE OF ALLEGIANCE

PRESENTATION BY BEMIS ELEMENTARY SCHOOL

REPORT OUT OF CLOSED SESSION

ADOPTION OF AGENDA

Moved_____ Seconded_____

Preferential Vote by Student Board Member: Aye:_____ No:_____ Abstain:_____

Vote by Board Members: Ayes:_____ Noes:_____ Abstain:_____

B. PRESENTATIONS

1. High School – District Student Advisory Committee (DSAC)

2. Key to the District from Vice President Nancy G. O'Kelley to Armando Barton, Elementary Music Specialist.

3. Association of California School Administrators (ACSA), Region 12 Administrators of the Year: PBIS Coordinator, Melissa Rubio, and Milor High School Principal, Mr. Andres Luna II, ACSA State Administrator of the Year Recognitions

C. COMMENTS

1. Public Comments from the Floor: At this time, any person wishing to speak on any item not on the Agenda will be granted three minutes.
2. Public Comments on Agenda Items: Any person wishing to speak on any item on the Agenda will be granted three minutes.
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).
4. Comments from the Superintendent
5. Comments from Members of the Board of Education

D. PUBLIC HEARING

OPEN PUBLIC HEARING

Moved _____ **Seconded** _____
Vote by Board Members: Ayes: _____ Noes: _____ Abstain: _____ Time: _____

1. Public Hearing: Pursuant to the requirements of Government Code and Board Policy, the attached initial 2019-2020 proposal submitted by Rialto Unified School District for an agreement between California School Employees Association (CSEA), Chapter 203, Rialto Unified School District and the Board of Education is hereby posted in compliance with the legislative requirements for public notice. (Ref. D 1.1-2)

CLOSE PUBLIC HEARING

Moved _____ **Seconded** _____
Vote by Board Members: Ayes: _____ Noes: _____ Abstain: _____ Time: _____

PUBLIC INFORMATION

2. Williams Settlement Legislation Quarterly Uniform Complaint Report Summary covering January – March 2019. (Ref. D 2.1)

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.

Approve Consent Calendar Items (Ref. E – J)

Moved _____ Seconded _____

E. MINUTES

1. Approve the minutes of the Regular Board of Education meeting held April 10, 2019. (Ref. E 1.1-10)

F. GENERAL FUNCTIONS CONSENT ITEMS

1. Second reading of revised Board Policy 4030(a-e); All Personnel: Nondiscrimination in Employment. (Ref. F 1.1-5)
2. First read of revised Board Policy 5117(a-d); Students: Interdistrict Attendance. (Ref. F 2.1-4)

G. INSTRUCTION CONSENT ITEMS

1. Approve fifty (50) parents/guardians from the Rialto Unified School District to attend a tour at California State University of San Bernardino on May 8, 2019, at a cost of \$1,000.00 for transportation, to be paid from Title I Fund. (Ref. G 1.1)
2. Approve the attendance of two (2) female students from Rialto High School along with one (1) female chaperone to attend the California State Science and Engineering Fair at the California Science Center in Los Angeles, California, on April 29-30, 2019, at a cost of \$1,500.00, to be paid from the General Fund. (Ref. G 2.1)
3. Approve four (4) student team members (2 females and 2 males) of the Wilmer Amina Carter High School Competitive Speech and Debate Team, one (1) advisor, one (1) male chaperone, and one (1) female chaperone to attend the California High School Speech and Debate Tournament at California State University, Long Beach, from May 3, 2019 through May 5, 2019, at a cost of \$3,000.00, to be paid from the General Fund. (Ref. G 3.1)

4. Approve one (1) female student from Carter High School and one (1) female advisor to attend the California Family Career and Community Leaders of America (FCCLA) 2019 State Leadership Conference “Believe In Yourself” at the Riverside Convention Center on April 27, 2019 through April 30, 2019, at a cost of \$1,500.00, to be paid from CTE Fund.

(Ref. G 4.1)

H. BUSINESS AND FINANCIAL CONSENT ITEMS

1. Approve Warrant Listing Register and Purchase Order Listing for all funds from March 23, 2019 through April 8, 2019, (sent under separate cover to Board Members). A copy for public review will be available at the Board Meeting.
2. Accept the listed donation from Teamsters Local Union No. 63, Southwest School and Office Supply, CSM Consulting, Inc., Ontario Christian Fellowship, YourCause, LLC Trustee for Edison International, The Benevity Community Impact Fund, and Home Depot, and request that a letter of appreciation be sent to the donor. (Ref. H 2.1)
3. Award Bid #18-19-005 for Custodial Equipment to both Pioneer Chemical and Maintex, at a cost to be determined at time of purchase(s), to be paid from the General Fund. (Ref. H 3.1)
4. Approve CMAS No. 3-18-70-1975N, for the purchase of Information Technology Goods/Services with expiration date of June 26, 2022, at a cost to be determined at time of purchase(s), to be paid from the General Fund. (Ref. H 4.1)
5. Approve an agreement with Ludwig Engineering Associates, Inc., to provide civil engineering and topographical survey services for three (3) portable classrooms and one (1) portable restroom at Morgan Elementary School, effective April 25, 2019 through June 30, 2020, at a cost not-to-exceed \$3,800.00, to be paid from Fund 25 – Capital Facilities Fund. (Ref. H 5.1)
6. Approve Amendment No. 3 to the Agreement No. C-17-0091 with Twining Consulting, Inc. for additional services required to complete Eisenhower High School Performing Arts Theater Project. The revised contract amount is not-to-exceed \$230,713.50, which includes the additional increase amount of \$4,747.50 for the Performing Arts Theater, to be paid from Fund 21 – Measure Y Series “C”, General Obligation Bond. There is no change to the contract amount for the Stadium Renovation. (Ref. H 6.1)

7. Approve Memorandum of Understanding (MOU) between the Girl Scouts of San Geronio Council and the District for sixty (60) girls (12 girls from each of the five (5) middle schools) and six (6) female teacher chaperones to attend the Girls Scouts of San Geronio Environmental Education program trip to Skyland Ranch Camp from May 18, 2019 through May 20, 2019, with transportation costs of \$960.00, to be paid from the General Fund. (Ref. H 7.1)
8. Approve the agreement with AVID Center from July 1, 2019 to June 30, 2020, to provide AVID memberships and site licenses for eight (8) secondary school sites and two (2) elementary school sites. The secondary sites are: Frisbie Middle School, Jehue Middle School, Kolb Middle School, Kucera Middle School, Rialto Middle School, Carter High School, Eisenhower High School, and Rialto High School. The elementary sites are: Curtis Elementary School and Preston Elementary School, at a cost of \$30,770.00, to be paid from Title I, Part A. (Ref. H 8.1)
9. Rescind the agreement with *LANGUAGE! Live* that was approved at the March 28, 2019 Board meeting, to be replaced with an agreement with Voyager Sopris Learning, Inc. (Ref. H 9.1)
10. Approve an agreement with Voyager Sopris Learning, Inc. to provide the *LANGUAGE! Live* program to increase literacy skills for students in special education Study Skills classes, as well as 6th grade intervention classes at Jehue Middle School, effective April 25, 2019 through May 30, 2020, at a cost of \$24,860.00, to be paid from site Title I Fund. (Ref. H 10.1)
11. Approve the Memorandum of Understanding (MOU No. 18/19-0852) with San Bernardino County Superintendent of Schools (SBCSS) for the use of the National Student Clearinghouse Data Sharing Services (Student Tracker) to provide data regarding our student enrollment in post-secondary institutions for Eisenhower, Carter, Rialto and Milor High Schools at no cost to the District. (Ref. H 11.1)
12. Approve an agreement with Franklin Covey to provide The Leader In Me training workshops "Rethinking Leadership" and "Aligning School Priorities" for administrators and staff at Frisbie Middle School, effective April 25, 2019 through June 30, 2019, at a cost of \$5,400.00, to be paid from Title I Fund. (Ref. H 12.1)
13. Approve an agreement with Dennis Necisito, Whole Child Therapy to provide Independent Education Evaluations (IEEs) effective April 25, 2019 through June 30, 2019, at a cost of \$10,000.00, to be paid from the Special Education Fund. (Ref. H 13.1)

14. Approve an agreement with Jan Casteel, Licensed Educational Psychologist, to provide Independent Education Evaluations (IEEs), effective April 25, 2019 through June 30, 2019, at a cost of \$6,500.00, to be paid from the Special Education Fund. (Ref. H 14.1)
15. Approve an agreement with Art Specialties, Inc. to provide and install four (4) Positive Behavioral Interventions and Supports (PBIS) signs to be installed at the Kolb Middle School campus in the quad, effective April 25, 2019 through June 30, 2019, at a cost of \$5,995.56, to be paid from the General Fund. (Ref. H 15.1)
16. Approve an agreement with Art Specialties Inc. to provide and install two (2) signs to be installed at Werner Elementary School in the quad area of the campus, effective April 25, 2019 through June 30, 2019, at a cost of \$6,828.73, to be paid from the General Fund and ASB Funds. (Ref. H 16.1)
17. Approve an agreement with National Black Grads for the registration cost of \$45.00 per student for two hundred (200) graduating African American seniors to attend a Senior Workshop and the Inland Empire Black Graduate Recognition Ceremony to be held on Sunday, May 5, 2019, at 3:00 p.m. at California State University, San Bernardino, at a cost of \$9,000.00, to be paid from the College Readiness Fund. (Ref. H 17.1)
18. Approve an agreement with The Breakthrough Coach for forty-one (41) teams (1 administrator and 1 secretary per team) to attend a 2-day course, offered in Rialto, on September 9 and 10, 2019. The cost of the registration is \$25,900.00, plus reimbursable expenses not-to-exceed \$2,600.00, for a total cost of \$28,500.00, to be paid from the General Fund. (Ref. H 18.1)

I. FACILITIES PLANNING CONSENT ITEMS

1. Accept the work completed as of April 1, 2019, by RD Construction Company for all work required in connection with UPCCAP #19-001 Bemis Elementary School Repair of Path of Travel, and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder. (Ref. I 1.1)
2. Accept the work completed as of December 31, 2018, by Marina Landscape, Inc. for all work required in connection with the Eisenhower High School Stadium Reconstruction Project, Category 02 – Landscaping, and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder. (Ref. I 2.1)

J. PERSONNEL SERVICES CONSENT ITEMS

- 1-3. Approve Personnel Report No. 1213 for classified and certificated employees. (Ref. J 1.1-3.1-2)
4. Adopt Resolution No. 18-19-29 authorizing the Lead Personnel Agent, Personnel Services, to employ or assign identified individuals additional time to complete the requirements for the credential that authorizes the service or to provide employing agencies time to fill the assignment with an individual who either holds an appropriate credential or qualifies under one of the available assignment options. This includes waivers to employ or assign identified individuals when the employing agency finds there is an insufficient number of certificated persons who meet the specified employment criteria for the position. (Ref. J 4.1)
5. Adopt Resolution No. 18-19-30 authorizing 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. (Ref. J 5.1)

Preferential Vote by Student Board Member: Aye:_____ No:_____ Abstain:_____
Vote by Board Members: Ayes:_____ Noes:_____ Abstain:_____

K. DISCUSSION/ACTION ITEMS

Moved_____ **Seconded**_____

1. Deny Liability Claim No. 18-19-05. (Ref. K 1.1)

Vote by Board Members: Ayes:_____ Noes:_____ Abstain:_____

Moved_____ **Seconded**_____

2. Approve an agreement with InnovateEd to develop and implement District Leadership Team (DLT), Principal Collaboratives (PC's), School Leadership Teams (SLT's) and Teacher Teams (TM's) with twenty (20) schools for a total of 118 days, effective July 1, 2019 through June 30, 2020, at a cost of \$360,000.00, to be paid from the General Fund. (Ref. K 2.1)

Vote by Board Members: Ayes:_____ Noes:_____ Abstain:_____

Moved _____ Seconded _____

3. Approve the recommendations of the Administrative Hearing Panel (AHP):

STIPULATED EXPULSION:

Case Number:
18-19-54

REINSTATEMENT OF EXPULSIONS:

Case Numbers:
18-19-28
18-19-40

Vote by Board Members: Ayes: _____ Noes: _____ Abstain: _____

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on Wednesday, May 8, 2019, at 7:00 p.m., at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, California.

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

L. ADJOURNMENT

Moved _____ Seconded _____

Preferential Vote by Student Board Member: Aye: _____ No: _____ Abstain: _____
Vote by Board Members: Ayes: _____ Noes: _____ Abstain: _____

Time _____

PLEASE POST

PLEASE POST

PUBLIC NOTICE

PURSUANT TO THE REQUIREMENTS OF GOVERNMENT CODE AND BOARD POLICY, THE ATTACHED INITIAL 2019-2020 PROPOSAL SUBMITTED BY RIALTO UNIFIED SCHOOL DISTRICT FOR AN AGREEMENT BETWEEN CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA), CHAPTER 203, RIALTO UNIFIED SCHOOL DISTRICT AND THE BOARD OF EDUCATION IS HEREBY POSTED IN COMPLIANCE WITH THE LEGISLATIVE REQUIREMENTS FOR PUBLIC NOTICE.



Rhonda Kramer,
Lead Personnel Agent
Personnel Services

April 18, 2019

(Ref. D 1.1)

**Rialto Unified School District
Initial Proposal to
California School Employees Association (CSEA) Chapter #203
2019-2020 Contract Negotiations**

Current contract language to be maintained with the following modifications:

Article IV: ASSOCIATION RIGHTS

- The District intends to modify language regarding association rights.

Article XX: HEALTH & WELFARE BENEFITS

- The District proposes to modify language regarding employee health and welfare benefits.

RUSD reserves the right to modify its proposals during the negotiations process.

(Ref. D 1.2)

Williams Settlement Legislation
Quarterly Uniform Complaint Report Summary
For submission to school district governing board and county office of education

District Name: Rialto Unified School District

Quarter covered by this report: January-March 2019

	Number of complaints received in quarter	Number of complaints resolved	Number of complaints unresolved
Instructional Materials	0	0	0
Facilities	0	0	0
Teacher Vacancy and Misassignments	0	0	0
CAHSEE Intensive Instruction and Services	0	0	0
Totals	0	0	0

UCP Contact: Mr. Mohammad Z. Islam

Title: Assoc. Superintendent

Board Submission Date: 4/24/2019

Submitted by: Elizabeth Curtiss

Title: Academic Agent Liberal Arts Literacy and Intervention

Entered On Date: 4/4/19

**MINUTES
RIALTO UNIFIED SCHOOL DISTRICT
DR. JOHN R. KAZALUNAS EDUCATION CENTER
182 EAST WALNUT AVENUE, RIALTO, CA 92376**

April 10, 2019

A. OPENING

CALL TO ORDER AND ROLL CALL

The regular meeting of the Board of Education of the Rialto Unified School District was called to order at 6:02 p.m. by President Montes at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, CA 92376.

Members present: Edgar Montes, President; Nancy G. O'Kelley, Vice President; Joseph Ayala, Member; and Joseph W. Martinez, Member. Dina Walker, Clerk, arrived at 6:05 p.m.

Administrators present: Cuauhtémoc Avila, Ed.D., Superintendent; Darren McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence and Social Justice; Mohammad Z. Islam, Associate Superintendent, Business Services; Kelly Bruce, Lead Innovation Agent, Education Services; and Rhea McIver Gibbs, Lead Personnel Agent. Also present was Rosie Williams, Executive Secretary.

OPEN SESSION

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.

There were no comments.

CLOSED SESSION

Upon a motion by Vice President O'Kelley, seconded by Member Martinez, and approved by a 4-0 vote, the Board of Education entered into closed session at 6:03 p.m. to consider and discuss the following items:

1. Public Employee Employment/Discipline/Dismissal/Release/Reassignment of Employees (Government Code section 54957)
2. Student Expulsions/Reinstatements/Expulsion Enrollments

(Ref. E 1.1)

3. **CONFERENCE WITH LABOR NEGOTIATORS**

Agency designated representatives: Cuauhtémoc Avila, Ed.D., Superintendent; Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services; and Rhonda Kramer, Lead Personnel Agent, Personnel Services.

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

ADJOURNMENT OF CLOSED SESSION

Upon a motion by Clerk Walker, seconded by Vice President O'Kelley, and passed by a unanimous 5-0 vote, closed session adjourned at 7:07 p.m.

OPEN SESSION RECONVENED – 7:07 P.M.

President Montes announced the following:

AT THE DIRECTION OF THE BOARD OF EDUCATION, BOARD MEETINGS ARE RECORDED, BROADCASTED, AND STREAMED LIVE, AND MAY CAPTURE IMAGES AND SOUNDS OF THOSE ATTENDING THE MEETING.

Members present: Edgar Montes, President; Nancy G. O'Kelley, Vice President; Dina Walker, Clerk; Joseph Ayala, Member; Joseph W. Martinez, Member; and Jazmin Hernandez, Student Board Member.

Administrators present: Cuauhtémoc Avila, Ed.D., Superintendent; Darren McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence and Social Justice; Mohammad Z. Islam, Associate Superintendent, Business Services; Kelly Bruce, Lead Innovation Agent, Education Services; and Rhea McIver Gibbs, Lead Personnel Agent. Also present was Rosie Williams, Executive Secretary, and Jose M. Reyes, Interpreter.

PLEDGE OF ALLEGIANCE

Ariana Romero, 8th grade Jehue Middle School student, led the Pledge of Allegiance.

PRESENTATION BY JEHUE MIDDLE SCHOOL

Jehue Middle School Band and Choir teacher, Ms. Kathi Prado's students sang the Grammy award-winning song, "Shallow" from the movie, *A Star is Born*.

REPORT OUT OF CLOSED SESSION

Superintendent Avila reported that in closed session the Board of Education, by a unanimous 5-0 vote, took the following action:

- Imposed a three day unpaid suspension on Classified Employee #1584519.

ADOPTION OF AGENDA

Upon a motion by Vice President O'Kelley, seconded by Clerk Walker, the Agenda was adopted by Student Board Member Hernandez's preferential vote, and a unanimous 5-0 vote by the Board of Education.

B. PRESENTATIONS

1. Middle School – District Student Directory Committee (DSAC)

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

Rachel Montañez and Austin Teig – Kolb Middle School
Tania Barajas – Jehue Middle School
Gabriela Gomez – Frisbie Middle School
Tatiana Vargas and Kaitlin Fujiwara – Rialto Middle School

2. California School Boards Association (CSBA) 2017-2018 State Golden Bell Award DSAC Team

Vice President O'Kelley recognized the following students for earning the California School Boards Association (CSBA) 2017-2018 State Golden Bell Award:

Kashmaila Ali	Angelica Gonzales	Sandra Morales
Monique Arellano	Karlie Gutierrez	Eric Paez
Santiago Baltazar	Justice Hamilton	Desiree Perez
Alexia Barrasa	Elena Herrera	Dylan Ramirez
Melissa Castro	Eric Herrera	Tayla Rhoten
Keon Collins	Jayleska Johnson	Viridiana Rodriguez
Jazmin Galvez	Adriana Magaña	Leslie Vargas
Charlee Garcia	Brianna Magaña	Ryan Vasquez

Also recognized were the following staff members and dignitaries:

Catherine Borromeo, Kucera Middle School ASB Director
Rod Campbell, Rialto Middle School ASB Director

(Ref. E 1.3)

Ricardo Carlos, Multi-Media Marketing Innovator
Ana Centeno, Frisbie Middle School ASB Director
Laura Dean, Jehue Middle School ASB Director
Lauren Erickson, Kolb Middle School ASB Director
Kristal Henriquez, Eisenhower High School ASB Director
Edith Ortiz, Sub Clerk, Media Services
Jerome Rucker, Carter High School ASB Director
Kristy Streff, Rialto High School ASB Director
Jeffrey Whisman, Milor High School ASB Director

Hardy Brown, San Bernardino County Board of Education, President
Joseph Williams, San Bernardino Community College District Board Clerk

3. California Green Schools (CGS) Silver Level Recognition – Milor High School/Morris Elementary School, CGS RUSD - Gold Level Recognition

Member Ayala honored the following staff members for earning the prestigious California Green Schools Silver Level Recognition:

Ed. D'Souza, Ed.D.
Juanita Chan
Brian Montez

Also, the following staff members were honored for earning the California Green Schools RUSD - Gold Level Recognition for their schools:

Andres Luna	Diocelena Van Belle
Johanna Cuellar	Thomas Vasta
Sylvia Braggs	

C. COMMENTS

1. Public Comments from the Floor: At this time, any person wishing to speak on any item **not on** the Agenda will be granted three minutes.

Kristy Streff, Rialto High School ASB Director, promoted Rialto High School's formal dress drive for students in the area as prom season is approaching. She stated you could contact her on social media, drop your donation off with the receptionist at Rialto High School, and she also will pick up any formal dress donations.

Mirna Ruiz, invited the Board to the Rialto Council PTA Honorary Awards Dinner to recognize all the volunteers. They will also be recognizing Administrators, and some community businesses. The dinner will be held at 7:00 p.m. on May 24, at Sierra Lakes Golf Club.

(Ref. E 1.4)

2. Public Comments on Agenda Items: Any person wishing to speak on any item on the Agenda will be granted three minutes.

There were no comments.

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)

Lisa Lindberg, REA President, thanked Derek Harris and his staff at Risk Management. They had an interactive accommodation meeting with a teacher this week and Derek was so respectful and compassionate that the person left feeling much better about the whole situation. She spoke regarding a false narrative that has come to her attention. She shared, that the false narrative is that the retirement incentive was offered to get rid of "bad teachers." She stated that she had heard this from site representatives at two different sites, from two different parents. She stated that it had been told to her that a District official had said this to parents. Lastly, she stated that she hopes Board Members will address this false narrative in their comments tonight.

Chris Cordasco, CSEA President, shared that they are eager to start negotiations. He thanked Personnel for quickly setting dates. He also thanked Derek Harris. He shared that they have had some issues over the last couple of weeks and Derek's office has been very professional and very fair.

Teresa Hunter, CWA Area Vice President, shared that she enjoyed the ribbon cutting event at Eisenhower High School for the new theater, and looks forward to attending events there in the future.

Angela Brantley, Lead Student Services Agent and VP of Legislative Action for Rialto's School Managers Association, shared that this past Monday she went to the Capital to advocate for our students in regards to increasing LCFF funding, specific to our African American students, our special needs students, as well as more funding for our mental health needs for our students. She stated she looks forward to seeing the Board on Monday, April 15, at the ACSA event to recognize Andres Luna and Melissa Rubio as administrators of the year.

4. Comments from the Superintendent
5. Comments from Members of the Board of Education

D. PUBLIC HEARING

OPEN PUBLIC HEARING

Upon a motion by Vice President O'Kelley, seconded by Clerk Walker, Public Hearing was opened at 9:15 p.m. by a unanimous 5-0 vote by the Board of Education.

1. Public Hearing: Pursuant to the requirements of Government Code and Board Policy, the attached initial contract proposal for the 2019-2020 school year submitted by the California School Employees Association (CSEA), Chapter 203, for an agreement between California School Employees Association (CSEA) Chapter 203, Rialto Unified School District and the Board of Education is hereby posted in compliance with the legislative requirements for public notice.

Upon a motion by Vice President O'Kelley, seconded by Member Martinez, Public Hearing was closed at 9:16 p.m. by a unanimous 5-0 vote by the Board of Education.

CONSENT CALENDAR ITEMS

Upon a motion by Vice President O'Kelley, seconded by Member Martinez, Items E – J were approved by Student Board Member Hernandez's preferential vote, and a unanimous 5-0 vote by the Board of Education.

E. MINUTES

1. Approve the minutes of the Regular Board of Education meeting held March 26, 2019.

F. GENERAL FUNCTIONS CONSENT ITEMS

1. First reading of revised Board Policy 4030(a-e); All Personnel: Nondiscrimination in Employment.

G. INSTRUCTION CONSENT ITEMS - None

H. BUSINESS AND FINANCIAL CONSENT ITEMS

1. Approve Warrant Listing Register and Purchase Order Listing for all funds from March 9, 2019 through March 25, 2019, (sent under separate cover to Board Members). A copy for public review will be available at the Board Meeting.

2. Accept the listed donation from Gold Star Foods, Santa Claus, Inc., Office Solutions, and School Specialty, and request that a letter of appreciation be sent to the donors.
3. 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.
4. Declare the specified Nutrition Services 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.
5. Approve CMAS No. 3-18-70-0793J, CMAS No. 3-18-70-2486H, Los Angeles County Office of Education Bid No. 18/19-1620, Los Rios Community College Bid No. 14018 for the purchase of Information Technology Goods/Services and furniture and systems, at a cost to be determined at time of purchase(s), to be paid from the General Fund.
6. Approve affiliation/service learning agreement with California State University, San Bernardino (CSUSB) to provide CSUSB students as facilitators for art education and enrichment at Bemis Elementary School, effective April 22, 2019 through May 24, 2019, at a cost of \$500.00 (for art supplies), to be paid from the General Fund.
7. Approve a Memorandum of Understanding (MOU) with James Woods dba Dat Yoga Dude to provide health and wellness classes once a week for a six (6) week session at Carter High School, Eisenhower High School, and Milor High School, effective April 11, 2019 through May 30, 2019, at a cost of \$2,700.00, to be paid from the General Fund.
8. Ratify the Memorandum of Understanding (MOU) with Riverside County Superintendent of Schools and Key Data Systems to participate in the Mathematical Reasoning with Connections (MRWC) project, a one-year agreement from July 1, 2018 through June 30, 2019, to provide 4th year mathematics students with a course that will prepare students for college-level mathematics, including pre-calculus, calculus, and other quantitative reasoning courses, at no cost to the District.
9. Approve a Memorandum of Understanding (MOU) with THINK Together, Inc. a non-profit corporation, to provide Kids Code Grant services for coding instruction to a minimum of 40 (forty) students attending the After School Education and Safety (ASES) program at Casey Elementary School, effective April 11, 2019 through June 30, 2021, for a total cost not-

to-exceed 100% of the awarded Kids Code Grant of \$65,000.00 to be awarded at 40 percent (\$26,000.00) for the 2018-2019 school year, 40 percent (\$26,000.00) for the 2019-2020 school year, and 20 percent (\$13,000.00) for the 2020-2021 school year.

10. Approve the affiliation/service agreement with Franklin Covey to provide the "Launching Leadership" workshop at Bemis Elementary, effective April 11, 2019 through June 3, 2019, at a cost of \$5,373.70, to be paid from the General Fund.

I. FACILITIES PLANNING CONSENT ITEM

1. Accept the work completed before December 31, 2018, by FEC Electric, Inc. for all work required in connection with the Eisenhower High School Stadium Renovation Project, Category 19 – Electrical, and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder.
2. Accept the work completed as of December 31, 2018, by IVL Contractors, Inc. for all work required in connection with UPCCAP #18-008 Boundary Grading at Future Transportation Yard, and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder.
3. Accept the work completed as of March 1, 2019, by Regan Paving for all work required in connection with UPCCAP #18-013 Morgan Elementary School Parking Lot Expansion, and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder.

J. PERSONNEL SERVICES CONSENT ITEMS

- 1-3. Approve Personnel Report No. 1212 for classified and certificated employees.

K. DISCUSSION/ACTION ITEMS

Upon a motion by Member Ayala, seconded by Vice President O'Kelley, Item K1 was approved by a unanimous 5-0 vote by the Board of Education.

1. Authorize Mohammad Z. Islam, Associate Superintendent, Business Services, to sign the SchoolsFirst 403(b) plan adoption agreement in order to comply with IRS 403(b) regulations that require the District's SchoolsFirst 403(b) plan to be under the governance of an IRS pre-approved plan document.

Upon a motion by Vice President O'Kelley, seconded by Clerk Walker, Item K2 was approved by a unanimous 5-0 vote by the Board of Education.

2. Approve agreement with Frontline Technologies from April 11, 2019 through June 30, 2019, and July 1, 2019 through June 30, 2020, for the purchase of Time & Attendance license, at a cost of \$18,230.00 for FY 2018-19, and \$33,387.00 for FY 2019-20, to be paid from the General Fund.

Upon a motion by Clerk Walker, seconded by Vice President O'Kelley, Item K3 was approved by a unanimous 5-0 vote by the Board of Education.

3. Adopt Resolution No. 18-19-27 authorizing temporary interfund borrowing between all funds and accounts, with the exception of Fund 21 - Building Fund for the 2019-2020 fiscal year.

Upon a motion by Vice President O'Kelley, seconded by Member Ayala, Item K4 was approved by a 4-1 vote by the Board of Education.

The vote was as follows:

President Montes – Aye
Vice President O'Kelley – Aye
Clerk Walker – Abstain
Member Ayala – Aye
Member Martinez – Aye

4. Adopt Resolution No. 18-19-28 excusing the absence of Board Clerk Dina Walker from the Tuesday, March 26, 2019, Regular Meeting of the Board of Education.

Upon a motion by Vice President O'Kelley, seconded by Clerk Walker, Item K5 was approved by a unanimous 5-0 vote by the Board of Education.

5. Approve the recommendations of the Administrative Hearing Panel (AHP):

STIPULATED EXPULSIONS:

Case Numbers:

18-19-50

18-19-51

REINSTATEMENT OF EXPULSION:

Case Number:

18-19-29

President Montes announced the following:

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on Wednesday, April 24, 2019, at 7:00 p.m., at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, California.

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

L. ADJOURNMENT

Upon a motion by Clerk Walker, seconded by Vice President O'Kelley, and approved by Student Board Member Hernandez's preferential vote, and a unanimous 5-0 vote by the Board of Education, the meeting was adjourned at 9:20 p.m.

Clerk, Board of Education

Secretary, Board of Education

F GENERAL FUNCTIONS CONSENT



RIALTO UNIFIED SCHOOL DISTRICT

All Personnel

BP 4030(a)

NONDISCRIMINATION IN EMPLOYMENT

The Board of Education is determined to provide ~~district employees, interns, volunteers, and job applicants~~ a safe, positive environment where **they all district employees** are assured of full and equal employment access and opportunities, protection from harassment ~~or~~ and intimidation, and freedom from any fear of reprisal or retribution for asserting their employment rights in accordance with law. **For purposes of this policy, employees include** ~~This policy shall apply to all district employees and, to the extent required by law, to job applicants, interns, volunteers, and job applicants~~ and persons who contracted with the district to provide services, as applicable.

(cf. 1240 - Volunteer Assistance)

(cf. 3312 - Contracts)

(cf. 3600 - Consultants)

(cf. 4111/4211/4311 - Recruitment and Selection)

No district employee shall be discriminated against or harassed by any coworker, supervisor, manager, or other person with whom the employee comes in contact in the course of employment, on the basis of the employee's actual or perceived race, ~~religious creed~~, color, **ancestry**, national origin, ~~ancestry~~, age, **religious creed**, marital status, pregnancy, physical or mental disability, medical condition, genetic information, military and veteran status, **sex**, **sexual orientation**, gender, gender identity, gender expression, ~~sex, or sexual orientation~~ or ~~his/her~~ association with a person or group with one or more of these actual or perceived characteristics.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

The district shall not inquire into any employee's immigration status nor discriminate against an employee on the basis of immigration status, unless there is clear and convincing evidence that it is necessary to comply with federal immigration law. (2 CCR 11028)

Discrimination in employment based on the characteristics listed above is prohibited in all areas of employment and in all employment-related practices, including the following:

1. Discrimination in hiring, compensation, terms, conditions, and other privileges of employment.

(cf. 4151/4251/4351 - Employee Compensation)

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

(Ref. F 1.1)

NONDISCRIMINATION IN EMPLOYMENT (continued)

2. Taking of an adverse employment action, such as termination or the denial of employment, promotion, job assignment, or training.

(cf. 4151/4251/4351 - Employee Compensation)

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

3. Unwelcome conduct, whether verbal, physical, or visual, that is so severe or pervasive as to adversely affect an employee's employment opportunities, or that has the purpose or effect of unreasonably interfering with the individual's work performance or creating an intimidating, hostile, or offensive work environment.

4. Actions and practices identified as unlawful or discriminatory pursuant to Government Code 12940 or 2 CCR 11006-11086, such as:

- a. Sex discrimination based on an employee's pregnancy, childbirth, breastfeeding, or any related medical condition or on an employee's gender, gender expression, or gender identity, including transgender status

(cf. 4033 - Lactation Accommodation)

(cf. 4119.11/4219.11/4319.11 - Sexual Harassment)

- b. Religious creed discrimination based on an employee's religious belief or observance, including his/her religious dress or grooming practices, or based on the district's failure or refusal to use reasonable means to accommodate an employee's religious belief, observance, or practice which conflicts with an employment requirement

(cf. 4119.22/4219.22/4319.22 - Dress and Grooming)

- c. ~~Disability discrimination based on a district's~~ Requirement for a medical or psychological examination of a job applicant, or an inquiry into whether a job applicant has a mental or physical disability or a medical condition or as to the severity of any such disability or condition, without the showing of a job-related need or business necessity

(cf. 4119.41/4219.41/4319.41 - Employees with Infectious Disease)

- d. ~~Disability discrimination based on the district's~~ Failure to make reasonable accommodation for the known physical or mental disability of an employee, or to engage in a timely, good faith, interactive process with an employee, who has requested such accommodations in order to determine the effective

NONDISCRIMINATION IN EMPLOYMENT (continued)

reasonable accommodations, **if any, to be provided to the employee for the employee, when he/she has requested reasonable accommodation for a known physical or mental disability or medical condition.**

(cf. 4032 - Reasonable Accommodation)

The Board also prohibits retaliation against any district employee who opposes any discriminatory employment practice by the district or its employees, agents, or representatives or who complains, testifies, assists, or in any way participates in the district's complaint process pursuant to this policy. No employee who requests an accommodation for any protected characteristic listed in this policy shall be subjected to any punishment or sanction, regardless of whether the request was granted. (Government Code 12940; **2 CCR 11028**)

No employee shall, in exchange for a raise or bonus or as a condition of employment or continued employment, be required to sign any document that releases the employee's right to file a claim against the district or to disclose information about harassment or other unlawful employment practices. (Government Code 12964.5)

Complaints concerning employment discrimination, harassment, or retaliation shall immediately be investigated in accordance with procedures specified in the accompanying administrative regulation.

Any supervisory or management employee who observes or has knowledge of an incident of prohibited discrimination or harassment, **including harassment of an employee by a nonemployee**, shall report the incident to the Superintendent or designated district coordinator as soon as practical after the incident. All other employees are encouraged to report such incidents to their supervisor immediately. The district shall protect any employee who reports such incidents from retaliation.

The Superintendent or designee shall use all appropriate means to reinforce the district's nondiscrimination policy. ~~He/she shall provide,~~ **providing** training and information to employees about how to recognize harassment, discrimination, or other related conduct, how to respond appropriately, and components of the district's policies and regulations regarding discrimination. The Superintendent or designee shall regularly review the district's employment practices and, as necessary, shall take action to ensure district compliance with the nondiscrimination laws.

~~In addition, the Superintendent or designee shall post, in a conspicuous place on district premises, the California Department of Fair Employment and Housing publication on workplace discrimination and harassment issued pursuant to 2 CCR 11013.~~

NONDISCRIMINATION IN EMPLOYMENT (continued)

Any district employee who engages in prohibited discrimination, harassment, or retaliation or who aids, abets, incites, compels, or coerces another to engage or attempt to engage in such behavior in violation of this policy shall be subject to disciplinary action, up to and including dismissal.

(cf. 4118 - Dismissal/Suspension/Disciplinary Action)

(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

*Legal Reference:*EDUCATION CODE

200-262.4 Prohibition of discrimination

CIVIL CODE

51.7 Freedom from violence or intimidation

GOVERNMENT CODE

11135 Unlawful discrimination

11138 Rules and regulations

12900-12996 Fair Employment and Housing Act, especially:

12940-12952 Unlawful employment practices

12960-12976 Unlawful employment practices; complaints

PENAL CODE

422.56 Definitions, hate crimes

CODE OF REGULATIONS, TITLE 2

11006-11086 Discrimination in employment, especially:

11013 Recordkeeping

11019 Terms, conditions and privileges of employment

11023 Harassment and discrimination prevention and correction

11024 Sexual harassment training and education

11027-11028 National origin and ancestry discrimination

CODE OF REGULATIONS, TITLE 5

4900-4965 Nondiscrimination in elementary and secondary education programs

UNITED STATES CODE, TITLE 20

1681-1688 Title IX of the Education Amendments of 1972

UNITED STATES CODE, TITLE 29

621-634 Age Discrimination in Employment Act

794 Section 504 of the Rehabilitation Act of 1973

UNITED STATES CODE, TITLE 42

2000d-2000d-7 Title VI, Civil Rights Act of 1964, as amended

2000e-2000e-17 Title VII, Civil Rights Act of 1964, as amended

2000ff-2000ff-11 Genetic Information Nondiscrimination Act of 2008

2000h-2-2000h-6 Title IX of the Civil Rights Act of 1964

6101-6107 Age discrimination in federally assisted programs

12101-12213 Americans with Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 28

35.101-35.190 Americans with Disabilities Act

Legal Reference continued: (see next page)

NONDISCRIMINATION IN EMPLOYMENT (continued)

Legal Reference continued:

CODE OF FEDERAL REGULATIONS, TITLE 34

100.6 Compliance information

104.7 Designation of responsible employee for Section 504

104.8 Notice

106.8 Designation of responsible employee and adoption of grievance procedures

106.9 Dissemination of policy

110.1-110.39 Nondiscrimination on the basis of age

COURT DECISIONS

Thompson v. North American Stainless LP, (2011) 131 S.Ct. 863

Shephard v. Loyola Marymount, (2002) 102 Cal.App.4th 837

Management Resources:

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING PUBLICATIONS

California Law Prohibits Workplace Discrimination and Harassment, December 2014

Transgender Rights in the Workplace

Workplace Harassment Guide for California Employers

Your Rights and Obligations as a Pregnant Employee

U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS PUBLICATIONS

Notice of Non-Discrimination, August 2010

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION PUBLICATIONS

Questions and Answers: Religious Discrimination in the Workplace, 2008

New Compliance Manual Section 15: Race and Color Discrimination, April 2006

EEOC Compliance Manual

Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, June 1999

WEB SITES

California Department of Fair Employment and Housing: <http://www.dfeh.ca.gov>

U.S. Department of Education, Office for Civil Rights: <http://www.ed.gov/about/offices/list/ocr>

U.S. Equal Employment Opportunity Commission: <http://www.eeoc.gov>

Policy
adopted: July 14, 1999
revised: October 5, 2016
revised: February 8, 2017
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Students

BP 5117(a)

INTERDISTRICT ATTENDANCE

The Board of Education recognizes that parents/guardians of students who reside **within the geographic boundaries of in**-one district may, for a variety of reasons, choose to enroll their children in a school in another district.

~~(cf. 0520.3 - Title I Program Improvement Districts)~~
~~(cf. 5111.12 - Residency Based on Parent/Guardian Employment)~~
~~(cf. 5111.1 - District Residency)~~
~~(cf. 5116.1 - Intradistrict Open Enrollment)~~
~~(cf. 5118 - Open Enrollment Act Transfers)~~

The Board may enter into an agreement with any other school district, for a term not to exceed five school years, for the interdistrict attendance of students who are residents of the districts. (Education Code 46600)

The agreement shall specify the terms and conditions under which interdistrict attendance shall be permitted or denied. It also may contain standards agreed to by both district for reapplication and/or revocation of the student's permit. (Education Code 46600)

Upon receiving a permit for transfer into the District that has been approved by the student's district of residence, or upon receiving a written request from the parent/guardian of a district student who wishes to enroll in another district, the Superintendent or designee shall review the request and may approve or deny the permit subject to the terms and conditions of the interdistrict attendance agreement.

The Superintendent or designee shall ~~maintain a record~~ **keep an accounting** of **all** requests for admittance **and a record of their disposition, including, but not limited to, that contains** all of the following: (Education Code 48313)

1. The number of requests granted, denied, or withdrawn and, for denied requests, the reason for the denial
2. The number of students transferred **into and out of** ~~and transferred into~~ the District pursuant to this program

(Ref. F 2.1)

INTERDISTRICT ATTENDANCE (continued)

3. The race, ethnicity, gender, self-reported socio-economic status, **eligibility for free and reduced-price meals**, and the district of residence for each student **transferred into or out of the District pursuant to this program in item #2 above**
4. The number of students **transferred into or out of the District pursuant to this program in item #2 above** who are classified as English learners or students with disabilities
5. **As applicable, the number of students described in items #3 and #4 above who are provided transportation assistance to a District school or program, and the total number of students provided transportation assistance, pursuant to the school district of choice program**

The Superintendent or designee shall report to the Board, at a regularly scheduled meeting, the information specified in items #1-54 above. **No later than October 15** ~~By May 15~~ of each year, the Superintendent or designee shall provide the same information **for the current school year**, as well as information regarding the District's status as a school district of choice in the upcoming school year, to each geographically adjacent school district, the county office of education, ~~the California Department of Education~~, and the **Superintendent of Public Instruction Department of Finance**. (Education Code 48313)

~~The report to the Board and other agencies shall also include a summary of audit exceptions, if any, resulting from the compliance review of components of the District of choice program conducted as part of the annual District audit. (Education Code 48301, 48313)~~

The District's compliance with specified program requirements shall be reviewed as part of the annual District audit conducted pursuant to Education Code 41020. (Education Code 48301)

(cf. 3460 – Financial Reports and Accountability)

Transportation

The District shall not provide transportation **beyond outside** any school attendance area. Upon request of a **student's parent/guardian**, the Superintendent or designee may authorize transportation for **an interdistrict transfer** students to and from designated bus stops within the attendance area **of the school that the student attends** if space is available.

INTERDISTRICT ATTENDANCE (continued)**~~Limits on Student Transfers out of the District to a School District of Choice~~**

~~The Superintendent or designee may limit the number of student transfers out of the District to a school district of choice based on the percentages of average daily attendance specified in Education Code 48307.~~

~~In addition, transfers out of the District may be limited during a fiscal year when the County Superintendent of Schools has given the District a negative budget certification or when the County Superintendent has determined that the District will not meet the state's standards and criteria for fiscal stability in the subsequent fiscal year exclusively as a result of student transfers from this District to a school district of choice. (Education Code 48307)~~

~~(cf. 3100—Budget)~~

~~(cf. 3460—Financial Reports and Accountability)~~

~~The District may deny a transfer of a student out of the District to a school district of choice if the Board determines that the transfer would negatively impact a court ordered or voluntary desegregation plan of the District. (Education Code 48301)~~

~~A child of an active military duty parent/guardian shall not be prohibited from transferring out of the District to a school district of choice, if the other school district approves the application for transfer.~~

~~(cf. 6173.2—Education of Children of Military Families)~~

Legal Reference:**EDUCATION CODE**

41020 Annual district audits

46600-466101 Interdistrict attendance agreements

48204 Residency requirements for school attendance

48300-48316 Student attendance alternatives, school district of choice program

48350-48361 Open Enrollment Act

48900 Grounds for suspension or expulsion; definition of bullying

48915 Expulsion; particular circumstances

48915.1 Expelled individuals: enrollment in another district

48918 Rules governing expulsion procedures

48980 Notice at beginning of term

48985 Notices to parents in language other than English

52317 ROP, enrollment of students, interdistrict attendance

Legal Reference continued: (see next page)

(Ref. F 2.3)

INTERDISTRICT ATTENDANCE (continued)

Legal Reference continued:

CALIFORNIA CONSTITUTION

Article 1, Section 31 Nondiscrimination on the basis of race, sex, color, ethnicity, or national origin

ATTORNEY GENERAL OPINIONS

84 *Ops. Cal. Atty. Gen.* 198 (2001)

87 *OPS. Cal. Atty. Gen.* 132 (2004)

COURT DECISIONS

Walnut Valley Unified School District v. the Superior Court of Los Angeles County, (2011) 192 Cal.App.4th 234

Crawford v. Huntington Beach Union High School District, (2002) 98 Cal.App.4th 1275

CSBA PUBLICATIONS

Transfer Law Comparison, Fact Sheet, March 2011

Management Resources:

WEB Sites

California Department of Education: <http://www.cde.ca.gov>

CSBA: <http://www.csba.org>

Policy
adopted: August 25, 1999
revised: September 24, 2014
revised: December 18, 2015
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California

G INSTRUCTION CONSENT



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **FAMILY LEADERSHIP INSTITUTE PARENTS TOUR CALIFORNIA STATE UNIVERSITY OF SAN BERNARDINO**

Background: The parents of the Family Leadership Institute (FLI) will have the opportunity to tour and learn more about the special programs that are offered at California State University of San Bernardino. The parents will have a better understanding on the following topics:

- Completing requirements to qualify for special programs
- Extended Opportunity Programs and Services (EOPS)
- First Year Enrollment
- Registration Process
- Tuition
- Financial Aid
- Degree plan
- Remedial courses
- Campus life

Reasoning: Parents who have attended college/universities tours return with a greater understanding of how they can support their children in the educational process. This action supports our District Strategic Plan through Strategy 5: We will ensure full engagement of Rialto Unified School District families in the education of their children; Plan 3: Community outreach resources and programs.

Recommendation: Approve fifty (50) parents/guardians from the Rialto Unified School District to attend a tour at California State University of San Bernardino on May 8, 2019.

Fiscal Impact: \$1,000.00 – Title I Fund for transportation cost

Submitted by: Arnie Ayala
Reviewed by: Kelly Bruce

(Ref. G 1.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **CALIFORNIA STATE SCIENCE AND ENGINEERING FAIR**

Background: Each year top projects from students in grades 6-12 throughout the state are presented at the State of California official Science Fair. Over \$50,000.00 in prizes and scholarships will be presented.

Reasoning: Two (2) students from Rialto High School will advance to the California State Science Fair in Los Angeles, California, on April 29-30, 2019.

Recommendation: Approve the attendance of two (2) female students from Rialto High School along with one (1) female chaperone to attend the California State Science and Engineering Fair at the California Science Center in Los Angeles, California, on April 29-30, 2019.

Fiscal Impact: \$1,500.00 - General Fund

Submitted by: Edward D'Souza, Ph.D.
Reviewed by: Kelly Bruce

(Ref. G 2.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **2019 CALIFORNIA HIGH SCHOOL SPEECH ASSOCIATION STATE SPEECH AND DEBATE CHAMPIONSHIP TOURNAMENT**

Background: Wilmer Amina Carter High School requests approval from the Board of Education for four (4) student team members (2 females and 2 males) of the Competitive Speech and Debate Team, one (1) advisor, one (1) male chaperone, and one (1) female chaperone to attend the 2019 California High School Speech Association Speech and Debate Tournament at California State University, Long Beach. Lodging will be in the Long Beach area, approximately 15 minutes from the campus. Transportation will be via District van.

Reasoning: This tournament is for team members who have qualified for competition at the State Championship Tournament by winning a speaking or debate event at one of the Citrus Belt Speech League State Qualifying Tournaments. Competition will help them continue to represent Carter High School and the District as they compete against California's finest student speakers.

Recommendation: Approve four (4) student team members (2 females and 2 males) of the Wilmer Amina Carter High School Competitive Speech and Debate Team, one (1) advisor, one (1) male chaperone, and one (1) female chaperone to attend the California High School Speech and Debate Tournament at California State University, Long Beach, from May 3, 2019 through May 5, 2019.

Fiscal Impact: \$3,000.00 – General Fund

Submitted by: Patricia Chavez, Ed.D.
Reviewed by: Kelly Bruce

(Ref. G 3.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **CALIFORNIA FAMILY CAREER AND COMMUNITY LEADERS OF AMERICA (FCCLA) 2019 STATE LEADERSHIP CONFERENCE "BELIEVE IN YOURSELF"**

Background: California Family Career and Community Leaders of America (FCCLA) is a pre-professional organization for secondary students enrolled in Family and Consumer Sciences programs in grades 6-12. Students are able to sharpen their personal leadership and career skills by participating as members and officers in competitive recognition events, leadership development activities, and community service projects. As per the event rules, participating students are required to stay at the event hotel prior to the competition.

Reasoning: The Carter High School student qualified and was selected to attend this competition and conference. This is in line with the District's Strategic Plan, Strategy 1 – We will provide diverse avenues for learning both inside and outside the classroom; and Strategy 2 – We will provide rigorous and relevant instruction that supports each student's unique learning style.

Recommendation: Approve one (1) female student from Carter High School and one (1) female advisor to attend the California Family Career and Community Leaders of America (FCCLA) 2019 State Leadership Conference "Believe In Yourself" at the Riverside Convention Center on April 27, 2019 through April 30, 2019.

Fiscal Impact: \$1,500.00 - CTE Fund

Submitted by: Edward D'Souza, Ph. D.
Reviewed by: Kelly Bruce

(Ref. G 4.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education
FROM: Cuauhtémoc Avila, Ed.D., Superintendent
ITEM: DONATIONS

<u>Name of Donors</u>	<u>Location/Description</u>	<u>Amount</u>
<u>MONETARY DONATIONS</u>		
Teamsters Local Union No. 63	Trapp Elementary/ Rube Goldberg Competition	\$ 250.00
Southwest School and Office Supply	Fiscal Services/ Backpack Drive	\$ 200.00
CSM Consulting, Inc.	Fiscal Services/ Backpack Drive	\$ 150.00
Ontario Christian Fellowship	Kordyak Elementary/ Principal's Donation Account	\$ 100.00
YourCause, LLC Trustee for Edison International	Rialto High School/ Principal's Donation Account	\$ 100.00
The Benevity Community Impact Fund	Rialto High School Principal's Donation Account	\$ 48.55

NON-MONETARY DONATIONS

Home Depot
Frisbie Middle School
\$25 Coupon for Science Project Materials
For Ms. Meeks classroom

It is recommended that the Board of Education accept the listed donation from Teamsters Local Union No. 63, Southwest School and Office Supply, CSM Consulting, Inc., Ontario Christian Fellowship, YourCause, LLC Trustee for Edison International, The Benevity Community Impact Fund, and Home Depot, and request that a letter of appreciation be sent to the donor.

District Summary

Monetary Donations – April 24, 2019

\$ 848.55

Donations – Fiscal Year-To-Date

\$ 33,541.69

Submitted and Reviewed by: Mohammad Z. Islam

(Ref. H 2.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D. Superintendent

ITEM: **AWARD BID #18-19-005 FOR CUSTODIAL EQUIPMENT**

Background: There is a need to upgrade custodial equipment district-wide.

Reasoning: A request for bid was advertised on March 7, 2019, and March 14, 2019. Four (4) proposals were received on March 19, 2019. A review panel reviewed the submitted bids for both pricing and adherence to specifications in the bid. Based on the criteria, two companies are to be awarded the bid:

- Pioneer Chemical
- Maintex

Recommendation: Award Bid #18-19-005 for Custodial Equipment to both Pioneer Chemical and Maintex.

Fiscal Impact: To be determined at time of purchase(s) – General Fund

Submitted by: Les Alexander/Daniel Distrola
Reviewed by: Mohammad Z. Islam
(Ref. H 3.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D. Superintendent

ITEM: **APPROVAL TO USE PUBLIC BIDS AND CONTRACTS FOR INFORMATION TECHNOLOGY GOODS/SERVICES**

Background: Pursuant to Public Contract Code 20118, authorization of the Board of Education is required to purchase from the bids of other governmental agencies for services and/or equipment.

Reasoning: By utilizing such public bids and contracts, it will allow the District to take advantage of the same terms and conditions without going out to bid. Staff has determined that utilizing the following California Multiple Award Schedules (CMAS) bid for the purchase of Information Technology Goods/Services will be in the best interest of the District.

CMAS:	CMAS No. 3-18-70-1975N
Base Schedule Holder:	EC America, Inc.
Product:	Technology goods/services
Expires:	June 26, 2022

Recommendation: Approve CMAS No. 3-18-70-1975N, for the purchase of Information Technology Goods/Services with expiration date of June 26, 2022.

Fiscal Impact: To be determined at time of purchase(s) – General Fund

Submitted by: Daniel Distrola
Reviewed by: Mohammad Z. Islam

(Ref. H 4.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH LUDWIG ENGINEERING ASSOCIATES, INC. FOR ADDITIONAL PORTABLE CLASSROOMS AND RESTROOM PROJECT MORGAN ELEMENTARY SCHOOL**

Background: Civil engineering services are needed to prepare topographical survey for the architect to prepare accessible Path of Travel plans required by the Division of State Architects (DSA). On February 27, 2019, the Board approved an architectural agreement with Frick, Frick & Jette Architects, Inc. to provide architectural services for the addition of portable classrooms at Morgan Elementary School. The project will add three (3) portable classrooms and one (1) portable restroom at Morgan Elementary School for projected needs of classrooms to accommodate a full-day kindergarten program.

Reasoning: The consultant's services will include survey and preparation of plans to the architect as part of the final project documents. Ludwig Engineering Associates, Inc., has completed numerous projects for the District in recent years and is recommended to provide the civil engineering services for this project.

Recommendation: Approve an agreement with Ludwig Engineering Associates, Inc., to provide civil engineering and topographical survey services for three (3) portable classrooms and one (1) portable restroom at Morgan Elementary School, effective April 25, 2019 through June 30, 2020.

Fiscal Impact: Not-to-exceed \$3,800.00 – Fund 25 - Capital Facilities Fund

Submitted by: Iris Chu
Reviewed by: Mohammad Z. Islam

(Ref. H 5.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AMENDMENT NO. 3 TO AGREEMENT NO. C-17-0091
TWINING CONSULTING, INC.**

Background: On December 7, 2016, the Board of Education approved Agreement No. C-17-0091 with Twining Consulting, Inc. as the engineering firm to provide testing and inspection services for Eisenhower High School Stadium Renovation and Performing Arts Theater Projects. The original approved contract amount was not-to-exceed \$61,759.00 for the Stadium Renovation and a cost not-to-exceed \$157,244.00 for the Performing Arts Theater.

Amendment No. 1 and Amendment No. 2 to Contract No. C-17-0091 were subsequently approved for cost adjustments to not-to-exceed \$121,846.00 for the Stadium Renovation, and a cost not-to-exceed \$225,966.00 for the Performing Arts Theater.

Reasoning: The Stadium Renovation project was completed in the spring of 2018 and the Performing Arts Theater project was completed March 2019. Due to an extended construction schedule and additional welding inspections for the Eisenhower High School Performing Arts Theatre, the contract needs to be increased by an additional amount of \$4,747.50 for a revised contract total cost not-to-exceed \$230,713.50.

Recommendation: Approve Amendment No. 3 to the Agreement No. C-17-0091 with Twining Consulting, Inc. for additional services required to complete Eisenhower High School Performing Arts Theater Project. The revised contract amount is not-to-exceed \$230,713.50, which includes the additional increase amount of \$4,747.50 for the Performing Arts Theater. There is no change to the contract amount for the Stadium Renovation.

Fiscal Impact: \$4,747.50 - Fund 21 - Measure Y Series "C", General Obligation Bond

Submitted by: Iris Chu
Reviewed by: Mohammad Z. Islam

(Ref. H 6.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **MEMORANDUM OF UNDERSTANDING (MOU)
GIRL SCOUTS OF SAN GORGONIO ENVIRONMENTAL EDUCATION
PROGRAM**

Background: On March 13, 2019, the Board of Education approved sixty (60) girls (12 girls from each of the five (5) middle schools) and six (6) female teacher chaperones to attend the Girls Scouts of San Gorgonio Environmental Education program trip to Skyland Ranch Camp in the San Jacinto Mountains. The program was to take place from March 18, 2019 through March 20, 2019.

Reasoning: Due to inclement weather, the trip was rescheduled for May 18, 2019 through May 20, 2019.

Recommendation: Approve Memorandum of Understanding (MOU) between the Girl Scouts of San Gorgonio Council and the District for sixty (60) girls (12 girls from each of the five (5) middle schools) and six (6) female teacher chaperones to attend the Girls Scouts of San Gorgonio Environmental Education program trip to Skyland Ranch Camp from May 18, 2019 through May 20, 2019, with transportation costs of \$960.00.

Fiscal Impact: \$960.00 – General Fund

Submitted by: Edward D'Souza, Ph.D.
Reviewed by: Kelly Bruce

(Ref. H 7.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH ADVANCEMENT VIA INDIVIDUAL DETERMINATION (AVID) CENTER**

Background: AVID is designed as a systematic approach to increase schoolwide learning and to increase college going rate of students who may be first in their family to go to college. The mission of AVID is to ensure that all students who are capable of completing a college preparatory path will:

- Succeed in rigorous curriculum
- Enter mainstream activities of the school
- Increase their enrollment in four-year colleges
- Become educated and responsible participants and leaders in a democratic society

Reasoning: As part of the District's Strategic Plan, Strategy 3 – the plan to promote AVID schoolwide aims to create a culture of high expectations within the Rialto Unified School District and our community. The AVID membership agreement provides training for teachers, staff, and administrators on teaching strategies as well as strategies to develop a school-wide culture of high expectations. The use of AVID Center products in the classroom with students includes software for students in the program ranking from grades K-12. The products also include the AVID Weekly Newsletter, coaching, and free coordinator workshops as well as access to regional trainings and AVID Summer Institute.

Recommendation: Approve the agreement with AVID Center from July 1, 2019 to June 30, 2020, to provide AVID memberships and site licenses for eight (8) secondary school sites and two (2) elementary school sites. The secondary sites are: Frisbie Middle School, Jehue Middle School, Kolb Middle School, Kucera Middle School, Rialto Middle School, Carter High School, Eisenhower High School, and Rialto High School. The elementary sites are: Curtis Elementary School and Preston Elementary School.

Fiscal Impact: \$30,770.00 – Title I, Part A

Submitted by: Edward D'Souza, Ph.D.
Reviewed by: Kelly Bruce

(Ref. H 8.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed. D., Superintendent

ITEM: **RESCIND AGREEMENT WITH *LANGUAGE! LIVE***

Background: On March 28, 2019, the Board of Education approved an agreement with *LANGUAGE! Live*.

Reasoning: The Board approved an agreement with *LANGUAGE! Live*; however this is a program, not a company; therefore this agreement needs to be rescinded. A new Board item will be submitted for the company, Voyager Sopris Learning, Inc. that provides the program.

Recommendation: Rescind the agreement with *LANGUAGE! Live* to be replaced with an agreement with Voyager Sopris Learning, Inc.

Fiscal Impact: None

Submitted by: Carolyn Eide
Reviewed by: Kelly Bruce

(Ref. H 9.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed. D., Superintendent

ITEM: **AGREEMENT WITH VOYAGER SOPRIS LEARNING, INC.**

Background: Voyager Sopris Learning, Inc. provides the program *LANGUAGE! Live*. This program is a comprehensive literacy strategies solution that combines foundational and advanced learning skills with digital and teacher-led reading intervention to significantly improve literacy skills. Teachers love the blended solution and students have shown substantial growth with their reading intervention program.

Reasoning: Jehue Middle School has used *LANGUAGE! Live* as a Pilot Program in some Special Education classes. Data supporting the use of *LANGUAGE! Live* showed thirteen (13) students monitored increased an average of .846 grade level from September to January exceeding their September iReady scores by 217%. In the 2019-2020 school year, Jehue Middle School will use this program in special education Study Skills and ELA intervention classes in order to address low reading levels and help increase literacy rates. This is in line with District Strategic Plan, Strategy 1 – We will provide diverse avenues for learning both inside and outside of the classroom. Strategy 7 – We will ensure resources and assets are allocated and developed to directly support student learning and Jehue Middle School Strategic Plan, Tactic 1 - We will provide rigorous, creative and engaging instruction to support diverse learning styles.

Recommendation: Approve an agreement with Voyager Sopris Learning, Inc. to provide the *LANGUAGE! Live* program to increase literacy skills for students in special education Study Skills classes, as well as 6th grade intervention classes at Jehue Middle School, effective April 25, 2019 through May 30, 2020.

Fiscal Impact: \$24,860.00 – Site Title I Fund

Submitted by: Carolyn Eide
Reviewed by: Kelly Bruce

(Ref. H 10.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **MEMORANDUM OF UNDERSTANDING (MOU NO. 18/19-0852) WITH SAN BERNARDINO COUNTY SUPERINTENDENT OF SCHOOLS FOR NATIONAL STUDENT CLEARINGHOUSE DATA SHARING SERVICES (STUDENT TRACKER)**

Background: Rialto USD Education Services would like to partner with the San Bernardino County Superintendent of Schools (SBCSS) for the use of Student Tracker, a tool developed by the National Student Clearinghouse. This tool will help the District accurately track the progress of Rialto's high school graduates' success in post-secondary education and be able to adjust our programs and services to maximize student success in such institutes. The District has paid and used this tool for the last three (3) years, but would now like the opportunity to be part of the SBCSS collaborative that will be funding these services.

Reasoning: The data given in report form by the National Student Clearinghouse three (3) times per year will be beneficial to us in determining the effectiveness of our college and career preparation programs and allow us to implement change to assist students with a more successful transition to college and career. As the Memorandum of Understanding (MOU) is with SBCSS, we are also asking for permission to submit data files to them. The County Superintendent may have contracts with third parties to help them maintain the data system. The MOU specifies that the County Superintendent may not distribute student and/or staff data to any contractors without the District's written consent or as permitted by the Agreement, unless required by law. They have also consented that any subcontractor or sub-processor that they engage with to store or access student data has adequate technical security and organizational measures in place to keep student and or staff data secure and to comply with the terms of the MOU.

Recommendation: Approve the Memorandum of Understanding (MOU No. 18/19-0852) with San Bernardino County Superintendent of Schools (SBCSS) for the use of the National Student Clearinghouse Data Sharing Services (Student Tracker) to provide data regarding our student enrollment in post-secondary institutions for Eisenhower, Carter, Rialto and Milor High Schools at no cost to the district.

Fiscal Impact: No fiscal impact.

Submitted by: Edward D'Souza, Ph.D.
Reviewed by: Kelly Bruce

(Ref. H 11.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH FRANKLIN COVEY EDUCATION
FRISBIE MIDDLE SCHOOL**

Background: Franklin Covey Education will provide the first workshop in the Level 1 Leader In Me Implementation Process at the school site for the 2018-2019 school year. The partnership with Frisbie Middle School will support the focus on leadership, life, and college-career readiness skills. This will align with our district vision and mission by providing positive school climate, social-emotional learning education, engaging the school community, establishing school identity, and building leadership capacity.

Reasoning: In The Leader In Me implementation process, Frisbie Middle School teachers and staff will participate in a 2-day training session entitled "Rethinking Leadership" and "Aligning School Priorities". Three (3) administrators and fifty (50) teachers will attend the training. This training introduces school staff to the leadership context of the 7 Habits and equips them to teach leadership principles to students. During the workshop, participants will be introduced to the origin of Leader in Me, best practice of focusing on leadership first, and the positive influence on school culture and academics. Staff members are encouraged to see themselves, along with others, including students, as "facilitators of greatness" to enliven our school motto of "Transforming Dreams into Reality."

Recommendation: Approve an agreement with Franklin Covey to provide The Leader In Me training workshops "Rethinking Leadership" and "Aligning School Priorities" for administrators and staff at Frisbie Middle School, effective April 25, 2019 through June 30, 2019.

Fiscal Impact \$5,400.00 - Title I Fund

Submitted by: Vince Rollins, Ed.D.
Reviewed by: Kelly Bruce

(Ref. H 12.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH DENNIS NECISITO, WHOLE CHILD THERAPY**

Background: The District is in need of a Licensed Occupational Therapist to provide Independent Education Evaluations (IEEs) in the area of Occupational Therapy for current students per their Individualized Education Plan (IEP)/settlement agreements for the remainder of the 2018-2019 school year.

Reasoning: District is ensuring that a high quality education is being provided to all students by complying with the Special Education Procedural Safe Guards and agreements.

Recommendation: Approve an agreement with Dennis Necisito, Whole Child Therapy to provide Independent Education Evaluations (IEEs) effective April 25, 2019 through June 30, 2019.

Fiscal Impact: \$10,000.00 - Special Education Fund

Submitted by: Bridgette Ealy
Reviewed by: Kelly Bruce

(Ref. H 13.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH JAN CASTEEL
LICENSED EDUCATIONAL PSYCHOLOGIST**

Background: The District is in need of a Licensed Educational Psychologist to provide Independent Education Evaluations (IEEs) in the area of Psycho-Educational Evaluations for current students per their Individualized Education Plan (IEP)/settlement agreements for the remainder of the 2018-2019 school year.

Reasoning: District is ensuring that a high quality education is being provided to all students by complying with the Special Education Procedural Safeguards and agreements.

Recommendation: Approve an agreement with Jan Casteel, Licensed Educational Psychologist, to provide Independent Education Evaluations (IEEs), effective April 25, 2019 through June 30, 2019.

Fiscal Impact: \$6,500.00 - Special Education Fund

Submitted by: Bridgette Ealy
Reviewed by: Kelly Bruce

(Ref. H 14.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH ART SPECIALTIES, INC.
KOLB MIDDLE SCHOOL**

Background: Kolb Middle School is a Highly Certified Advancement Via Individual Determination (AVID) School as well as Positive Behavioral Interventions and Supports (PBIS) Silver campus. Kolb Middle School is working towards becoming a PBIS Gold campus school and enhancing all aspects of the school culture to increase student performance for English Language Arts and Math, as well as part of the PBIS efforts through PBIS rewards and the AVID program.

Reasoning: In that effort, Kolb Middle School would like Art Specialties to provide and install four (4) Positive Behavior Interventions and Supports (PBIS) signs for the quad area. This display of PBIS signs is in line with the District's Strategic Plan, Strategy 3 - We will create a culture of high expectations within Rialto Unified School District and our community. Plan 2: Staff, students, parents, and the community demonstrate understanding of the District's high expectations. Plan 3: A culture of high expectations prepares all students to compete with their peers globally. The new signage at Kolb Middle School campus will create and reinforce PBIS messages and contribute to the development of positive school climate, school safety, and student-educator relationships.

Recommendation: Approve an agreement with Art Specialties, Inc. to provide and install four (4) Positive Behavioral Interventions and Supports (PBIS) signs to be installed at the Kolb Middle School campus in the quad, effective April 25, 2019 through June 30, 2019.

Fiscal Impact: \$5,995.56 – General Fund

Submitted by: Armando Urteaga
Reviewed by: Kelly Bruce

(Ref. H 15.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH ART SPECIALTIES, INC.
WERNER ELEMENTARY SCHOOL**

Background: Werner Elementary School is working to reinforce its identity as a Positive Behavioral Interventions and Supports (PBIS) school to enhance community involvement and promote positive pride amongst all stakeholders. To that end, Werner Elementary School requests an agreement with Art Specialties, Inc. to provide and install digitally printed and laminated panels on two (2) exterior walls at the campus.

Reasoning: The graphic displays are to brand the school, as reflected in the District Strategic Plan Strategy 5.5. Also, as reflected in Werner Elementary School's Strategic Plan Mission Statement, these displays will promote a positive school climate and enhance school spirit.

Recommendation: Approve an agreement with Art Specialties Inc. to provide and install two (2) signs to be installed at Werner Elementary School in the quad area of the campus, effective April 25, 2019 through June 30, 2019.

Fiscal Impact: \$6,828.73 – General Fund and ASB Funds

Submitted by: Ayanna Ibrahim-Balogun
Reviewed by: Kelly Bruce

(Ref. H 16.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH THE NATIONAL BLACK GRADS**

Background: National Black Grads (NBG) has worked with Rialto Unified School District since 2016-2017. Its mission is to provide academic and financial support services to African American students and to inspire students to pursue excellence by connecting them to community resources that promote high school graduation, encourage post-secondary enrollment and strengthen their overall ability to be successful.

Reasoning: Two hundred (200) students will be registered to the 2019 Inland Empire Black Graduate Recognition Ceremony and the 2019 Senior Workshops. The registration cost is \$45.00 per student and includes:

- Entrance to the 2019 Inland Empire Black Graduate Recognition Ceremony
- One (1) African Kente Cloth Stole per student
- A Congressional Certificate of Participation
- The opportunity to apply for the NBG scholarship
- A one (1) hour workshop on either "Show me the Money! Scholarship and Free Application for Federal Student Aid (FAFSA) presentation" or "I got in - now what? Next Steps and Advice for Freshman Year"

Recommendation: Approve an agreement with National Black Grads for the registration cost of \$45.00 per student for two hundred (200) graduating African American seniors to attend a Senior Workshop and the Inland Empire Black Graduate Recognition Ceremony to be held on Sunday, May 5, 2019, at 3:00 p.m. at California State University, San Bernardino.

Fiscal Impact: \$9,000.00 - College Readiness Fund

Submitted by: Ed D'Souza, Ph.D.
Reviewed by: Kelly Bruce

(Ref. H 17.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH THE BREAKTHROUGH COACH**

Background: The Breakthrough Coach is an educational training and consulting firm that supports school administrators to be transformational leaders who achieve student success in a sensible workweek. The Breakthrough Coach teaches school leaders how to build productive front office environments that free them up to focus on creating sustainable, school-wide improvement. For the last 20 years, The Breakthrough Coach has been foundational for new administrators and life-altering for experienced ones. The Breakthrough Coach offers a 2-day course for teams of two: one administrator and one secretary. On Day 1, the administrator attends the course on their own, and on Day 2, their secretary attends the training with them.

Reasoning: This training has been recommended by RUSD administrators and secretaries that have previously attended the training. These trainings were held at remote locations which required traveling expenses such as hotel and air fare. The District would like to bring the training to Rialto in order to reduce traveling expenses. This training ensures that site principals commit to being in classrooms on their campus for two (2) full days each week.

Recommendation: Approve an agreement with The Breakthrough Coach for forty-one (41) teams (1 administrator and 1 secretary per team) to attend a 2-day course, offered in Rialto, on September 9 and 10, 2019. The cost of the registration is \$25,900.00, plus reimbursable expenses not-to-exceed \$2,600.00.

Fiscal Impact: \$28,500.00 – General Fund

Submitted by: Kelly Bruce
Reviewed by: Darren McDuffie, Ed.D.

(Ref. H 18.1)

I FACILITIES PLANNING CONSENT

24



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **NOTICE OF COMPLETION FOR RD CONSTRUCTION COMPANY**

Background: Representatives from the Architect, Facilities Planning and Maintenance & Operations Departments completed the final walk-through of the work completed by RD Construction Company for all work required in connection with UPCCAP #19-001 Bemis Elementary School Repair of Path of Travel.

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 as of April 1, 2019, by RD Construction Company for all work required in connection with UPCCAP #19-001 Bemis Elementary School Repair of Path of Travel, and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder.

Fiscal Impact: No fiscal impact.

Submitted by: Iris Chu
Reviewed by: Mohammad Z. Islam

(Ref. I 1.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **NOTICE OF COMPLETION FOR MARINA LANDSCAPE, INC.
CATEGORY 02 - LANDSCAPING**

Background: Representatives from the Construction Manager Neff Construction, Inc., Dougherty Dougherty Architects, LLP, Facilities Planning and Maintenance & Operations Departments completed the final walk-through of the work completed by Marina Landscape, Inc. for all work required in connection with the Eisenhower High School Stadium Reconstruction Project, Category 02 - Landscaping.

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 as of December 31, 2018, by Marina Landscape, Inc. for all work required in connection with the Eisenhower High School Stadium Reconstruction Project, Category 02 – Landscaping, and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder.

Fiscal Impact: No fiscal impact.

Submitted by: Iris Chu
Reviewed by: Mohammad Z. Islam

(Ref. I 2.1)

J PERSONNEL SERVICES CONSENT



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education
FROM: Cuauhtémoc Avila, Ed.D., Superintendent
ITEM: CLASSIFIED EXEMPT – PERSONNEL REPORT #1213

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

SUBSTITUTE NOON DUTY AIDE

Dominguez-Arias, Luz	Substitute Noon Duty Aide	04/08/2019	\$12.00 per hour
Saldade, Irma	Substitute Noon Duty Aide	04/08/2019	\$12.00 per hour
Solis Ramos, Ana	Substitute Noon Duty Aide	04/08/2019	\$12.00 per hour

WORKABILITY

Gabourel Ochoa, Tyler	Walgreens/Rialto	04/12/2019	\$10.20 per hour
Martinez, Breanna Diane	Grocery Outlet	04/09/2019	\$10.20 per hour
Moore, Tanisha	Walgreens/Rialto	04/12/2019	\$10.20 per hour

WORKABILITY – Returning Students

Acosta, Omar	Walgreens/Rialto	04/03/2019	\$12.00 per hour
Cotero, Aaron	Walgreens/Rialto	04/03/2019	\$12.00 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

Luebs, Anthony	Freshman Assistant, Boys' Baseball 2018/2019	\$2,756.00
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Rialto High School

Bravo, Marissa	Freshman Assistant, Girls' Softball 2018/2019	\$ 663.52
Mitchell, Robert	JV Head Track 2018/2019	\$3,298.00

Submitted and Reviewed by: Rhea McIver Gibbs and Rhonda Kramer

(Ref. J 1.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **CLASSIFIED EMPLOYEES – PERSONNEL REPORT #1213**

EMPLOYMENT

Leggette, Erica (Repl. B.Gonzales)	Middle School Library Technician Rialto Middle School	05/01/2019	35-1 \$20.43 per hour (7 hours, 237 days)
Perez, Angela (Repl. V. Gonzalez Pacheco)	Instructional Assistant II/B.B. Boyd Elementary School	04/23/2019	25-1 \$15.89 per hour (3 hours, 203 days)

RESIGNATIONS

Arellano-Alvarado, Victoria	Behavioral Support Assistant Special Education	04/24/2019
Brachetti, Maria	Instructional Assistant III – SE (SED/MH/AUTISM) Kucera Middle School	05/31/2019
Cuevas, Jr., Eduardo	Nutrition Service Worker I Frisbie Middle School	04/11/2019
Jimenez, Raylene	Nutrition Service Worker I Eisenhower High School	04/26/2019
Richardson, Mister	Instructional Assistant II – SE (RSP/SDC) Kolb Middle School	04/15/2019
Thompson, Maegan	Instructional Assistant II – SE (RSP/SDC) Kucera Middle School	04/12/2019

RETIREMENT

Araujo, Lorraine	Nutrition Service Worker I Nutrition Services	06/30/2019
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(Ref. J 2.1)

RETIREMENT - continued

Bailey, Julia	Administrative Secretary II Education Services	06/30/2019
Bishop, Barbara	Attendance/Records Clerk Kolb Middle School	06/30/2019
Compton, Stanley	Campus Security Officer I Rialto High School	06/30/2019
Edgar Fernandez, Evan	Custodian I Hughbanks Elementary School	06/30/2019
Endsley, Richard	Coordinator, Information Systems Information Technology	06/30/2019
Fernandez, Irma	Nutrition Service Worker I Rialto High School	05/31/2019
Galenec, Rosalie	School Secretary Fitzgerald Elementary School	06/30/2019
Guzman, Fernando	Maintenance Worker I Maintenance & Operations	06/29/2019
Hilber, Stephen	Electrician Maintenance & Operations	06/30/2019
James, Raymond	Custodian I Henry Elementary	06/29/2019
James, Rhonda	Clerk Typist II Registration Center	06/30/2019
Jenkins, Yvonne	Clerk Typist II Eisenhower High School	06/29/2019
Menera, Rita	Clerk Typist II Registration Center	06/29/2019
Meza, Javier	Maintenance Worker III Rialto High School	06/29/2019
Petrack, Phyllis	Middle School Library Technician Frisbie Middle School	06/30/2019
Rodriguez, Richard	Custodian I Rialto Middle School	06/29/2019
Sowell, Kevin	Maintenance Worker I Maintenance & Operations	06/29/2019
Walters, Marilyn	Technology Training Specialist Information Technology	06/30/2019
Williams, Rosa	Executive Secretary Administrative Services	06/30/2019
Williams Lujan, Louise	Facilities and Planning Accounting Technician Facilities Department	06/30/2019

REMOVAL OF NIGHT DIFFERENTIAL**

Fox, Joseph	To:	Custodian I	04/01/2019	To:	32-5	\$23.08 per hour
		Milor High School				(8 hours, 12 months)
	From:	Custodian I**		From:	33-5	\$23.66 per hour
		Milor High School				(8 hours, 12 months)

(Ref. J 2.2)

SUBSTITUTES

Avila, Priscilla S.	Library Media Tech I	04/11/2019	\$18.48 per hour
Baeza, Mario	Custodian I	04/22/2019	\$18.95 per hour
Cuevas Jr., Dimas	Library Media Tech I	04/11/2019	\$18.48 per hour
Cuevas Jr., Eduardo	Custodian I	04/10/2019	\$18.95 per hour
Flores, Ernesto	Custodian I	04/11/2019	\$18.95 per hour
Johnson, Erick	Campus Security Officer I	04/29/2019	\$20.95 per hour
Nielsen, Eric	Campus Security Officer I	04/29/2019	\$20.95 per hour
O'Brien, Kourtney M.	Payroll Technician	04/09/2019	\$24.34 per hour
Torres, Louis	Custodian I	04/11/2019	\$18.95 per hour
VanWey, Dinorah	Library Media Tech I	04/18/2019	\$18.48 per hour
Williams, Tramaine	Campus Security Officer I	04/29/2019	\$20.95 per hour

ADDITION OF BILINGUAL STIPEND (2.75% of base salary)

Ochoa, Maria F.	Attendance/Records Clerk	03/27/2019
Perez, Angela	Instructional Assistant II/B.B.	04/23/2019

CERTIFICATION OF ELIGIBILITY LIST – Grounds Maintenance Worker I

Eligible: 04/25/2019

Expires: 10/25/2019

**Position reflects the equivalent to a one-Range increase for night differential
*** Position reflects a \$50.00 monthly stipend for Confidential position

Submitted and Reviewed by: Rhea McIver Gibbs and Rhonda Kramer

(Ref. J 2.3)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **CERTIFICATED EMPLOYEES – PERSONNEL REPORT # 1213**

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

EMPLOYMENT

Forbes, Bryce	Adapted PE Specialist Special Education	04/22/2019	I-1	\$52,760.00 (184 days)
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RE-EMPLOYMENT

Buckle, Jessica	Secondary Teacher Carter High School	07/01/2019	III-4	\$63,897.00 (184 days)
Gonzales, Betsy	Elementary Teacher Werner Elementary School	07/01/2019	I-1	\$52,760.00 (184 days)
Puell, Cynthia	Secondary Teacher Eisenhower High School	07/01/2019	IV-13	\$88,938.00 (184 days)
Saldivar, Cecilia	Elementary Teacher Bernis Elementary School	07/01/2019	III-1	\$58,167.00 (184 days)
Scoubart, Nina	Elementary Teacher Casey Elementary School	07/01/2019	I-1	\$52,760.00 (184 days)
Torres, Mackenzie	Elementary Teacher Fitzgerald Elementary School	07/01/2019	I-1	\$52,760.00 (184 days)

RESIGNATIONS

Fox, Shanae	Psychologist Special Education	06/30/2019
Mitchell, Megan	Special Education Teacher Trapp Elementary School	05/31/2019
Moruzzi, Bryanne	Elementary Teacher Morgan Elementary School	06/30/2019
Stephens, Fabio	Elementary VAPA Specialist District Office	05/02/2019

(Ref. J 3.1)

RETIREMENTS

Braggs, Sylvia	Elementary Principal Morris Elementary School	06/29/2019
Flynn, Linda	Elementary Teacher Casey Elementary School	05/31/2019
Hadley, Kyle	Secondary Teacher Eisenhower High School	06/30/2019
Kelleher, Elsie	Speech Therapist Special Education	05/31/2019
Lowney, Maureen	Elementary Teacher Highbanks Elementary School	06/30/2019
Malinowski, Joseph Brad	Psychologist Special Education	06/29/2019
Palmer, Carolyn	Coordinator, EL Programs Education Services	06/29/2019
Pearce Lebedev, Robin	Secondary Teacher Carter High School	06/29/2019
Qureshi, Sandra	Special Education Teacher Simpson Elementary School	06/30/2019
Rowe, Kathy	Secondary Teacher Rialto High School	06/30/2019
Valenzuela, Jasmin	Lead Academic Agent Education Services	06/29/2019

APPROVED LEAVE OF ABSENCE WITHOUT PAY

Bailey, Jennifer	Secondary Teacher	07/01/2019 – 06/30/2020
Kernc, Kristine	Secondary Teacher	07/01/2019 – 06/30/2020

HOME AND HOSPITAL TEACHERS (To be used during the 2018/2019 school year, as needed at the hourly rate of \$43.73)

Cartwright, Theresa	Heller-Zdunich, Stephanie	Reyes, Xiomara
Da Silva, Donald	Henry, Kimberly	Schnabel, Kara
Denniston, Lindsey	Lewis, Abina	Simmons, Lamar
Estrada, Ilene	Lopez, Monica	
Garvin, Rachel	Moruzzi, Bryanne	

EXTRA DUTY COMPENSATION

Carter High School

Holzbaugh, Laura	Drill Team only	2018/2019	\$1,694.00
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Submitted and Reviewed by: Rhea McIver Gibbs and Rhonda Kramer
(Ref. J 3.2)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education
FROM: Cuauhtémoc Avila, Ed.D., Superintendent
ITEM: **ENGLISH LEARNER AUTHORIZATION WAIVER**

RESOLUTION NO. 18-19-29
RESOLUTION OF THE BOARD OF EDUCATION
RIALTO UNIFIED SCHOOL DISTRICT
2018-2019

April 24, 2019

Pursuant to Title V Section 80120(b), for the 2018/2019 school year, the Board of Education of the Rialto Unified School District authorizes the Lead Personnel Agent, Personnel Services, to employ or assign identified individuals additional time to complete the requirements for the credential that authorizes the service or to provide employing agencies time to fill the assignment with an individual who either holds an appropriate credential or qualifies under one of the available assignment options. This includes waivers to employ or assign identified individuals when the employing agency finds there is an insufficient number of certificated persons who meet the specified employment criteria for the position.

<u>NAME</u>	<u>SITE</u>	<u>CREDENTIAL TO BE WAIVED</u>	<u>ASSIGNMENT</u>
Hitchcock, Katherine	Eisenhower H.S.	EL Authorization	CTE Instructor

I, Cuauhtémoc Avila, Ed.D., Secretary of the Governing Board of the Rialto Unified School District, hereby certify that the foregoing is a true and correct copy of a credential waiver duly made, adopted and entered in the Board minutes of the Governing Board of the Rialto Unified School District of San Bernardino County on the 24th day of April, 2019.

Date: _____

Cuauhtémoc Avila, Ed.D.
Secretary, Board of Education

Submitted by: Rhea McIver Gibbs and Rhonda Kramer

(Ref. J 4.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education
FROM: Cuauhtémoc Avila, Ed.D., Superintendent
ITEM: **PROVISIONAL INTERNSHIP PERMIT**

**RESOLUTION NO. 18-19-30
RESOLUTION OF THE BOARD OF EDUCATION
RIALTO UNIFIED SCHOOL DISTRICT
2018-2019**

April 24, 2019

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>
Barkley, Jonathan	Frisbie M.S.	Provisional Internship Permit – Multiple Subject	6 th Grade Teacher

I, Cuauhtémoc Avila, Ed.D., Secretary of the Governing Board of the Rialto Unified School District, hereby certify that the foregoing is a true and correct copy of a credential waiver duly made, adopted and entered in the Board minutes of the Governing Board of the Rialto Unified School District of San Bernardino County on the 24th day of April, 2019.

Date: _____

Cuauhtémoc Avila, Ed.D.
Secretary, Board of Education

Submitted by: Rhea McIver Gibbs and Rhonda Kramer

(Ref. J 5.1)

K DISCUSSION/ACTION ITEMS



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education
FROM: Cuauhtémoc Avila, Ed.D., Superintendent
ITEM: **LIABILITY CLAIM REJECTION**

Background: The District is in receipt of Claim No. 18-19-05.

Reasoning: Government Code, Section 900

Recommendation: Deny Liability Claim No. 18-19-05.

Fiscal Impact: Unknown

Submitted by: Derek K. Harris
Reviewed by: Mohammad Z. Islam

(Ref. K 1.1)



Rialto Unified School District

Board Date: April 24, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH INNOVATE ED**

Background: The purpose of the work with InnovateEd is to develop the collective capacity of educators at all levels of the school district to make the instructional changes required for raising the bar and closing gaps for all students. The scope of work includes the creation of communities of learners for every level of the district to create communities of learners through horizontal and vertical learning opportunities that promote systemic collaboration and inquiry-driven improvement cycles. The structures include the development and implementation of a District Leadership Team (DLT), Principal Collaboratives (PC's), School Leadership Teams (SLT's) and Teacher Teams (TM's). The District contracted with InnovateEd during the 2017-2018 school year to work with all five (5) middle schools. During the 2018-2019 school year, thirteen (13) schools worked with InnovateEd. This upcoming school year 2019-2020, there are twenty (20) schools that would like to work with InnovateEd.

Reasoning: This is in line with the District's Strategic Plan, Strategy 7 – We will ensure resources and assets are allocated and developed to directly support student learning experiences; Strategy 6 – We will ensure we have exemplary staff who meets the unique needs and aspirations of our diverse students; Strategy 2 – We will provide rigorous and relevant instruction that supports each student's unique learning style.

Recommendation: Approve an agreement with InnovateEd to develop and implement District Leadership Team (DLT), Principal Collaboratives (PC's), School Leadership Teams (SLT's) and Teacher Teams (TM's) with twenty (20) schools for a total of 118 days, effective July 1, 2019 through June 30, 2020.

Fiscal Impact: \$360,000.00 – General Fund

Submitted by: Kelly Bruce
Reviewed by: Darren McDuffie, Ed.D.

(Ref. K 2.1)

BELIEFS

- Everyone has unique talents
- There is boundless power in all of us
- All people have equal inherent worth
- Diversity is strength
- Each person deserves respect
- High expectation inspires to high achievement
- Risk is essential for success
- Common and individual interest are reciprocal
- Integrity is critical to trust
- Honest conversation leads to understanding
- Music is the universal language
- A strong community benefits all of its members
- Everyone can 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) State Superintendent of Public Instruction, **Mr. Tony Thurmond**, shakes hands with Milor High School students, **Desiree Ramos** and **Arianna Ordonez** during his visit to the State recognized school. RUSD was honored by the California Department of Education as a "Green Achiever" District with Milor High and Morris Elementary Schools earning back-to-back State Green School, "Silver Level" awards.

(Bottom) **First Place!** From left: RUSD District Lead Personnel Agent, **Mrs. Rhonda Kramer** and RUSD Lead Strategic Agent, **Dr. Darren McDuffie**, stand with District Art Fair First Place winner, **Kylina Welsh**, from Jehue Middle School, who won for her 2-D "The Broken meaning," art piece. On the right of Kylina is her Jehue Middle School teacher, **Ms. Adriana Agullar**, and Academic Agent, **Mrs. Elizabeth Curtiss**.

