

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

April 25, 2018

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 6:00 p.m. by President Martinez at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, CA 92376.

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

Administrators present: Cuauhtémoc Avila, Ed.D., Superintendent; Darren McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence and Social Justice; Kelly Bruce, Lead Innovation Agent, Education Services; and Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services. Mohammad Z. Islam, Associate Superintendent, Business Services, was absent. 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 Member Walker, seconded by Member Ayala, and approved by a 5-0 vote, the Board of Education entered into closed session at 6:02 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, Senior Director, 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 Member Ayala, seconded by Vice President Montes, and passed by a 4-0 vote, closed session adjourned at 7:01 p.m.

Clerk O'Kelley was not present during the vote.

OPEN SESSION RECONVENED – 7:01 P.M.

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

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

PLEDGE OF ALLEGIANCE

Leslie Vargas, Milor High School student, led the Pledge of Allegiance.

PRESENTATION BY MILOR HIGH SCHOOL

Milor High School adult transition students: Melanee Rojero, Elaine Casas, Ruben Avila, and Noah Leo Arteaga, performed the great Bill Withers' mega-hit, *"Ain't No Sunshine When She's Gone."*

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:

- Accepted the resignation of certificated employee #1206338, effective June 1, 2018.

ADOPTION OF AGENDA

The following three (3) items were pulled from the Agenda prior to the adoption:

- Item (Ref. G 5.1)
- Item (Ref. H 7.1)
- Item (Ref. J 4.1)

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

B. PRESENTATIONS

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

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

Tayla Rhoten and Monique Arellano, Kolb Middle School
Brianna Magaña, Jehue Middle School
Karlie Gutierrez, Frisbie Middle School
Sandra Morales, Rialto Middle School

2. Key to the District from Clerk Nancy G. O'Kelley to Mr. Scott Sparks, Eisenhower High School Principal

Clerk O'Kelley presented Mr. Scott Sparks, Eisenhower High School Principal, with a Key to the District for his outstanding service to the Rialto Unified School District.

3. Equity and Social Justice Presentation by Darren McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence and Social Justice

Darren McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence and Social Justice, conducted a PowerPoint presentation highlighting the framework of the Rialto Equity Project. The PowerPoint presentation is attached, see pages (Ref. E 1.10) – (Ref. E 1.15).

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.

Celia Zelaya, parent, representing a support group for parents of children with special needs, thanked staff members who attended their annual event on April 15, 2018, for the sacraments for special needs children. She congratulated the Board and Superintendent Avila for working united for the benefit of our students. She also thanked Dr. McDuffie for his informational presentation.

Mirna Ruiz, parent, expressed her concerns with the way an issue regarding a six-year-old student was handled by RUSD administration. She asked that those involved be held accountable.

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, stated that this week REA members will be completing a confidential survey to rate their principals. She advised that the results will be shared with the principals, the Board and Superintendent Avila. The results will not be distributed to the sites. It is a process to help administrators improve their skills and to hear from their teachers.

Stephen Gianni, CWA Vice President, congratulated Mr. Sparks for receiving the Key to the District, he also congratulated Rialto High School for their academic success.

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

D. PUBLIC HEARING

Upon a motion by Member Walker, seconded by Vice President Montes, Public Hearing was opened at 8:39 p.m. by a 4-0 vote by the Board of Education.

Clerk O'Kelley was not present during the vote.

1. Public Hearing: Pursuant to the requirements of Government Code and Board Policy, the attached initial 2018-2019 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.

Upon a motion by Member Walker, seconded by Vice President Montes, Public Hearing was closed at 8:40 p.m. by a 4-0 vote by the Board of Education.

Clerk O'Kelley was not present during the vote.

PUBLIC INFORMATION

2. Williams Settlement Legislation Quarterly Uniform Complaint Report Summary covering January – March 2018.

CONSENT CALENDAR ITEMS

Member Ayala motioned to bring back Item H7 for discussion without action. It was seconded by Vice President Montes and approved by a unanimous 5-0 vote by the Board of Education.

Upon a motion by Member Ayala, seconded by Vice President Montes, Items E – G4, G6 – H6, and H8 – J3 were approved by Student Board Member Herrera's preferential vote and a unanimous 5-0 vote by the Board of Education. ***Items G5, H7 and J4 were pulled from the Agenda.***

E. MINUTES

1. Approve the minutes of the Regular Board of Education meeting held April 11, 2018.

F. GENERAL FUNCTIONS CONSENT ITEMS - None

G. INSTRUCTION CONSENT ITEMS

1. Approve eight (8) students of the Carter High School track team and four (4) chaperones to attend the CIF State Track and Field Championships at Buchanan High School in Clovis, California, effective May 31, 2018 through June 3, 2018, at an estimated cost of \$1,700.00, to be paid from Associated Student Body (ASB) funds and the General Fund.
2. Approve eighty (80) members of the Eisenhower High School Leadership and ten (10) advisors/chaperones to attend the Eisenhower High School

(Ref. E 1.5)

Student Leadership Camp at Camp Edwards in Angelus Oaks, California, on May 12, 2018 through May 13, 2018, at an approximate cost of \$9,200.00, to be paid from Eisenhower High School Associated Student Body (ASB) funds.

3. Approve Affiliation Agreements with Rialto USD – Special Education (#I-2015-20-26) and Rialto USD – Maintenance and Operations (#I-2015-20-27) to provide internships with the Internship program from April 26, 2018 through June 30, 2020, at no cost to the District.
4. Approve and ratify the attendance of three (3) juniors from Rialto High School and two (2) teacher chaperones (1 male and 1 female) to attend the California State Science and Engineering Fair at the California Science Center in Los Angeles, California, on April 23, 2018 through April 24, 2018, at an approximate cost of \$1,500.00, to be paid from the General Fund.

This item was pulled from the Agenda.

- ~~5. Approve the attendance of six (6) students in the Mathematics, Engineering, Science Achievement (MESA) program and three (3) advisor/chaperones (2 males and 1 female) from Rialto High School to participate in the 2018 International Seaperch Challenge at the University of Massachusetts, Dartmouth from May 29, 2018 through June 4, 2018, at an approximate cost of \$11,696.00, to be paid from the District's General Fund.~~
6. Approve two (2) members of Eisenhower High School's Family, Career, and Community Leaders of America (FCCLA) and two (2) advisors (1 male and 1 female) to attend the 2018 California FCCLA State Leadership Conference in Fresno, California, from April 28, 2018 through May 1, 2018, at an approximate cost of \$4,500.00, to be paid from Perkins Funds, Club Funds, and the site General Fund.
7. Approve one (1) member of Carter High School's Family, Career, and Community Leaders of America (FCCLA) and one (1) advisor to attend the 2018 California FCCLA State Leadership Conference in Fresno, California, from April 28, 2018 through May 1, 2018, at an approximate cost of \$1,500.00, to be paid from Perkins Funds and the site General Fund.

H. BUSINESS AND FINANCIAL CONSENT ITEMS

1. Approve Warrant Listing Register and Purchase Order Listing for all funds from March 24, 2018 through April 6, 2018, (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 SchoolsFirst Federal Credit Union, LifeTouch National School Studios, The Way Bible Fellowship, and Your Cause, LLC/Edison International and request that a letter of appreciation be sent to the donors.
3. Approve the use of the Bid #17/18-0955, for the purchase of furniture systems and stand-alone furniture, for the 2017-2018 fiscal year, pursuant to Public Contract Code 20118, to be paid from the General Fund.
4. Award Bid No. 17-18-010, Exterior Painting Project at Rialto High School, to Pacific Contractors Group, Inc. in the amount of \$368,000.00, to be paid from Fund 14 - Deferred Maintenance Fund.
5. Reject Bid No. 17-18-013, and authorize the re-bidding of the roofing project at Rialto High School.
6. Approve Amendment No. 1 to the Agreement with IVL Contractors, Inc. to change the original service period from November 29, 2016 through February 7, 2017, with an extension through June 30, 2018, for the portable classroom project at Dollahan Elementary School. There are no additional costs, and all terms and conditions of the original agreement remain the same.

This item was pulled from the Agenda.

- ~~7. Approve an agreement with temporary staffing agencies, ManpowerGroup US Inc., PeopleReady, Inc., and AppleOne to provide temporary workers for classified positions, such as custodians, plumbers, electricians, carpenters, clerical, etc. when the District's Classified substitute pool is completely exhausted, effective April 26, 2018 through April 26, 2019, with an option to renew for an additional two (2) years, to be paid from the General Fund.~~
8. Award the Request for Proposal (RFP) No. T17-18-012, Extra-Curricular Transportation Services, to the three (3) bidders listed, in their order of first refusal for services, First Student, Santa Barbara Transportation Corp, dba Student Transportation of America, and Shalimar Inc. dba California Bus Service, for a five (5) year period, effective September 1, 2018

through August 31, 2023, with costs to be paid from the General Fund, ASB Funds or Categorical Funds.

9. Award the Request for Proposal No. T17-18-009, Students with Qualified Transportation Services, to American Logistics Company, based on an evaluation "scoring" method used to qualify and determine awards, effective July 1, 2018 through June 30, 2021, with an option to extend for an additional two (2) years, up to a total of five (5) years, to be paid from the General Fund.

I. FACILITIES PLANNING CONSENT ITEM - None

J. PERSONNEL SERVICES CONSENT ITEMS

- 1-3. Approve Personnel Report No. 1192 for classified and certificated employees.

This item was pulled from the Agenda.

- ~~4. Adopt Resolution No. 17-18-48, Non-Reelection of Certificated Probationary Employee~~

K. DISCUSSION/ACTION ITEMS

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

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

ADMINISTRATIVE HEARING

Case Number:

17-18-50

STIPULATED EXPULSION

Case Number:

17-18-56

President Martinez advised that the next regular meeting of the Board of Education of the Rialto Unified School District will be held on Wednesday, May 9, 2018, 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 Student Board Member Herrera, seconded by Vice President Montes, and approved by Student Board Member Herrera's preferential vote, and a unanimous 5-0 vote by the Board of Education, the meeting was adjourned at 8:56 p.m.


Clerk, Board of Education


Secretary, Board of Education

EQUITY AND SOCIAL JUSTICE FRAMEWORK



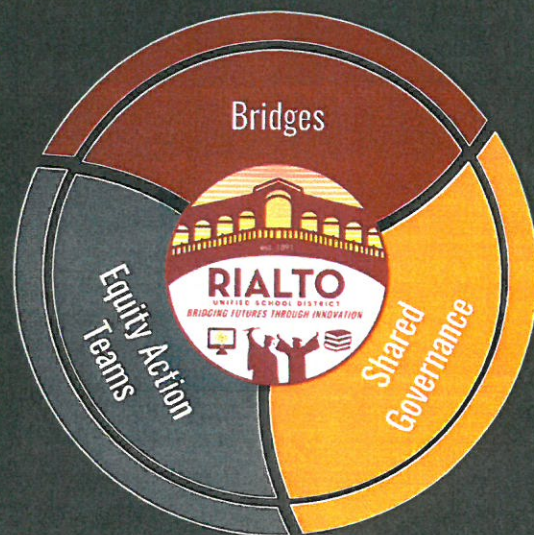
DRAFT

Executive Summary: Fall 2018, Dr. Darren McDuffie, Lead Strategic Agent, Strategics, Congruence, Social Justice

Rialto Equity Project

Rialto Unified School District believes that **equity** is a key ingredient to **bridging the future for all of our students**.

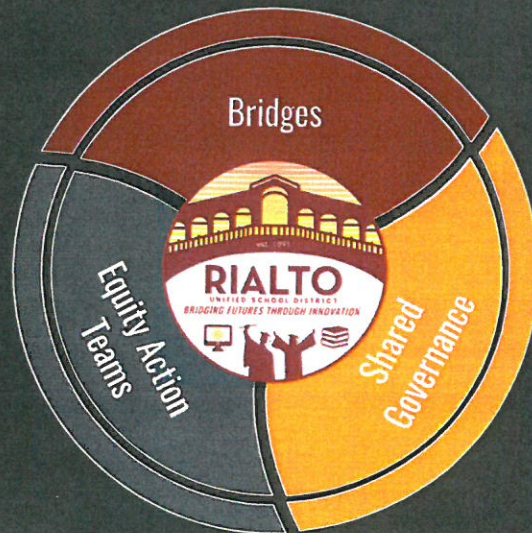
It is a shared and collective responsibility for the entire RUSD community to create a system where **all students have the opportunity and access** to the highest quality education offered in Rialto.



(Ref. E 1.10)

The 3 Elements of Change

There are three elements to Rialto's Equity and Social Justice Framework. Each element works **independent** of the other yet are all **interdependent**. Each element is a necessary component in making **systematic change** to an organization.



Rialto Equity Council (Shared Governance)

The Rialto Equity Council is a stakeholder group from the Rialto community made up of students, parents, teachers, administrators, board of education and community members.

The Rialto Equity Council will:

Review and shapes policy, practices and procedures that impact equity and social justice

Build collective awareness and capacity in equity and social justice through professional development

Recognizes best equity practices in the district

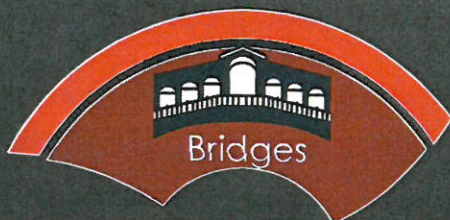




EQUITY ACTION TEAMS

The Equity Action Teams are formed to target a specific challenge in **closing the achievement gap** of our underserved student populations.

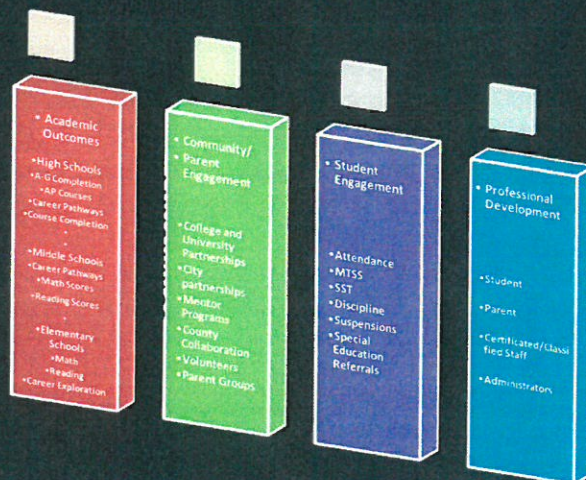
Action Teams will **analyze** existing data gaps of underserved student groups to determine what type of "Bridges" are needed to close the identified gaps.

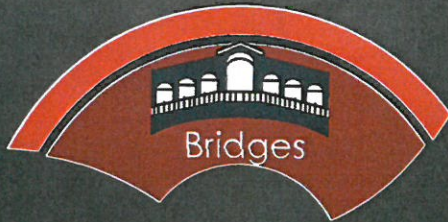


BRIDGES

Bridges are those essential **foundational structures** that assists Rialto Unified in closing the achievement gap. These bridges are organized into four areas:

- 1) Individualized Learning
- 2) Community
- 3) Social-Emotional
- 4) Inspiration





Individualized Learning: this bridge examines the **academic outcomes** we want for our students at each level of P-12.

Example: examining **A-G** completion for all students to ensure college readiness.



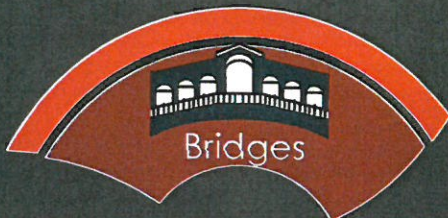
INDIVIDUALIZED LEARNING

• Academic Outcomes

High Schools
A-G Completion
AP Courses
Career Pathways
Course Completion

Middle Schools
Career Pathways
Math Scores
Reading Scores

Elementary Schools
Math
Reading
Career Exploration



Community: this bridge examines **community and parent engagement** needed to successfully reflect on those resources that invest in bridging the futures for our students.

Example: creating partnerships with local colleges and universities.

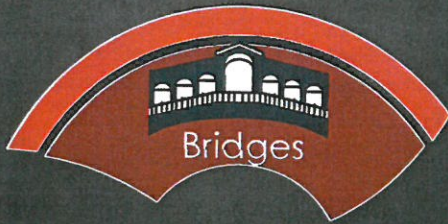


COMMUNITY

Community/Parent Engagement

• College and University Partnerships
• City partnerships
• Mentor Programs
• County Collaboration
• Volunteers
• Parent Groups





Social-Emotional: this bridge examines **student engagement** and the connection of that engagement to basic social-emotional needs to create a love for learning.

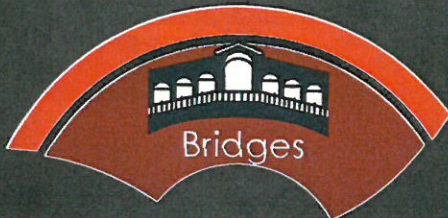
Example: creating student social groups led by the counselor.



SOCIAL-EMOTIONAL

Student Engagement

- Attendance
- MTSS
- SST
- Classroom Management
- Referrals for Services



Inspiration: this bridge examines capacity building through **professional development** for the sole purpose impacting the futures of all our students.

Example: providing teacher training on cultural proficiency.



INSPIRATION

Professional Development

- Students
- Parents
- Certificated/Classified Staff
- Administrator

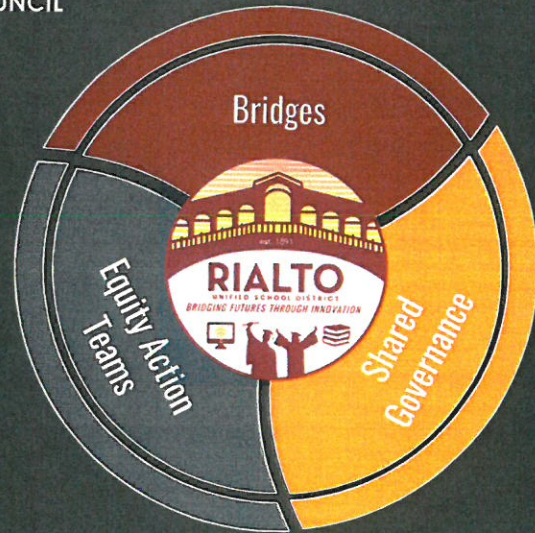


TIMELINE

RIALTO EQUITY COUNCIL

April-May: Present the Rialto Equity and Social Justice Framework to the board and community groups. The Board of Education, DAAPAC, DELAC, DAC, Associations, Community groups.

May-August: Establish the Rialto Equity Council. Partner with an Equity group or university to assist with guiding our equity work. Establish guiding principles and purpose. Identify markers/indicators to measure success. Council will meet/convene every other month beginning in August.



TIMELINE

EQUITY ACTION TEAMS

April 2018: Form an Equity Action Team to analyze the underserved population of African-American Students in Rialto Unified School District.

The Action Team will meet to look at the data and other sources to develop an action plan.

August 2018: Implementation and monitoring of the African-American Equity Action Plan

