



RIALTO

Unified School District



BOARD OF EDUCATION

Agenda, September 25, 2019

***“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

Avionc' Douglas, Student Member

RUSD Superintendent

Dr. Cuauhtémoc Avila



Cover Picture

Werner's Shining Stars ...Werner Elementary School "Home of the Stars," commemorated 9/11 with a school-wide tribute. Pictured is Werner Principal, **Dr. Ayanna Balogun**, smiling with Werner student, **Jessalynne Payan**, as she, happily, donned her patriotic "All-American Girl," dress, holding the Ole' Glory.

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

AVIONC' DOUGLAS
Student Board Member

CUAUHTÉMOC AVILA, ED.D.
Superintendent

September 25, 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 Appointments:

- High School Assistant Principal
- Middle School Assistant 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. **CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**

(Paragraph (1) of subdivision (d) of Section 54956.9)

2506120 v. Rialto Unified School District

(San Bernardino Superior Court Case No. CIVDS1810761)

5. **CONFERENCE WITH LABOR NEGOTIATOR** (Government Code section 54957.6)

Designated Representative: Board President, Edgar Montes

Unrepresented Employee: Superintendent

6. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION** (Government Code section 54957)

Title: Superintendent

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 FRISBIE MIDDLE SCHOOL

REPORT OUT OF CLOSED SESSION

ADOPTION OF AGENDA

Moved _____ Seconded _____

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

B. PRESENTATIONS –

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

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

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

(Ref. D 1.1-5)

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 September 11, 2019 (Ref. E 1.1-11)

F. GENERAL FUNCTIONS CONSENT ITEMS

1. First Reading of revised Board Policy 5132 (a-d); Dress and Grooming (Ref. F 1.1-3)
2. Second Reading of revised Board Policy 5131.2(a-f); Students: Bullying (Ref. F 2.1-6)
3. Second Reading of revised Board Policy 6142.1(a-c); Instruction: Sexual Health and HIV/AIDS Prevention Instruction (Ref. F 3.1-3)

G. INSTRUCTION CONSENT ITEMS

1. Approve student 895351 to be exempt from all physical activities for the 2018-2019 school year, and student 0381231 for the 2019-2020 school year, at no cost to the District. (Ref. G 1.1)
2. Approve seven (7) male team members of the Wilmer Amina Carter High School Boys Cross Country Team, and two (2) male advisors to attend the Clovis Cross Country Invitational in Clovis, California from October 11, 2019 through October 12, 2019, at cost of \$1,000.00 to be paid \$250.00 from the General Fund (site) and \$750.00 from ASB Funds. (Ref. G 2.1)
3. Approve thirty six (36) students (24 female, 12 male) of the Eisenhower High School Ivy League and five (5) chaperones (3 female, 2 male) to attend a college tour on November 6, 2019 through November 8, 2019, at the following colleges: Cal Poly San Luis Obispo, UC Berkeley, Stanford University and UC Santa Barbara, at a cost of \$12,000.00 to be paid from the General Fund (Site) - Title I. (Ref. G 3.1)

H. BUSINESS AND FINANCIAL CONSENT ITEMS

1. Approve Warrant Listing Register and Purchase Order Listing for all funds from August 24, 2019 through September 6, 2019, (sent under separate cover to Board Members). A copy for public review will be available at the Board Meeting.
2. Accept the listed donations from United Food and Commercial Workers Union Local 1167 and DonorsChoose.org. It is requested that a letter of appreciation be sent to these donors. (Ref. H 2.1)

3. Approve the Carter High Football Booster Club and Lion Pride Music Booster (Carter High School) school-connected organizations of Parent Teacher Organizations (PTO) and Booster Organizations for the 2019-2020 and 2020-2021 school year, at no cost to the District. (Ref. H 3.1)
4. Approve establishing the Building Fund Sub-Fund 21-9203, at no cost to the District. (Ref. H 4.1)
5. Approve an agreement with Pathfinder Ranch Science and Outdoor Education School to provide Science Camp for sixty (60) Preston Elementary School 5th grade students, ten (10) parents/adults, and two (2) teachers from April 13, 2020 through April 15, 2020, at a cost of \$14,628.00, to be paid from ASB Funds. (Ref. H 5.1)
6. Approve an agreement with the Parent Institute for Quality Education (PIQE) for parents to participate in the PIQE training held at Jehue Middle School, effective October 1, 2019 through December 7, 2019, at a cost of \$9,000.00, to be paid from the General Fund – Title I. (Ref. H 6.1)
7. Approve agreement with WM Music Lessons, Independent Music Instructor, to provide compensatory education services in the area of music effective September 26, 2019 through June 30, 2019, at a cost of \$5,600.00, to be paid from the General Fund – Special Education. (Ref. H 7.1)

I. FACILITIES PLANNING CONSENT ITEMS - None

J. PERSONNEL SERVICES CONSENT ITEMS

- 1-3. Approve Personnel Report No. 1222 for classified and certificated employees. (Ref. J 1.1-3.1)
4. Adopt Resolution No. 19-20-14 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 4.1)
5. Adopt Resolution No. 19-20-15 authorizing the Lead Personnel Agent, Personnel Services, to assign a full-time teacher with a credential other than Physical Education to coach a competitive sport for one period per day for which students receive Physical Education credit. (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. Approve the attendance boundary adjustments for the elementary schools to be implemented in the 2020-2021 school year, at no cost to the District.
(Ref. K 1.1)

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

Moved_____ **Seconded**_____

2. Approve an agreement with HMC Architects for Architectural Conceptual plans for the redesign of four (4) buildings at the Kazalunas Education Center for a total cost not to exceed \$20,000.00, and to be paid from Fund 40, Special Reserve Fund.
(Ref. K 2.1)

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

Moved_____ **Seconded**_____

3. Ratify the Tentative Settlement Agreement between the Rialto Unified School District and the Communication Workers of America Local 9588 ("CWA").
(Ref. K 3.1-2)

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

Moved_____ **Seconded**_____

4. Approve the recommendations for the Administrative Hearing Panel (AHP).

ADMINISTRATIVE HEARING

Case Number:

19-20-1

STIPULATED EXPULSION

Case Numbers:

19-20-10

19-20-8

19-20-7

19-20-5

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

Moved_____ **Seconded**_____

5. Approve a restated and amended contract of employment with Dr. Cuauhtémoc Avila for service as District Superintendent. Prior to a vote on this item, consistent with Government Code section 54953, the Board President will orally report a summary of the salary and compensation paid in the form of fringe benefits under the contract.

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, October 9, 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_____



Rialto Unified School District

Board Date: September 25, 2019

TO: Board of Education
FROM: Cuauhtémoc Avila, Ed.D., Superintendent
ITEM: PUBLIC NOTICE – AB1200 (Communications Workers of America)

PLEASE POST

PLEASE POST

PUBLIC NOTICE

PURSUANT TO THE REQUIREMENTS OF GOVERNMENT CODE AND BOARD POLICY, THE ATTACHED FORM FOR PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT [AB1200 (STATUTES OF 1991, CHAPTER 1213) AS REVISED BY AB 2756 (STATUTES OF 2004, CHAPTER 25), GOVERNMENT CODE 3547.5] BETWEEN THE COMMUNICATIONS WORKERS OF AMERICA (CWA), AND THE RIALTO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION IS HEREBY POSTED IN COMPLIANCE WITH THE LEGISLATIVE REQUIREMENTS FOR PUBLIC NOTICE.

A handwritten signature in blue ink, appearing to read "Diane Romo".

Diane Romo,
Lead Fiscal Services Agent

Submitted by: Diane Romo
Reviewed by: Mohammad Z. Islam

(Ref. D 1.1)

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

Rialto Unified School District

SCHOOL DISTRICT

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

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

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

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

Communication Workers of America (CWA)

BARGAINING UNIT

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

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning and ending
for the following fiscal years **2019-20**

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

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

1. Current Year Costs Before Agreement

2. Current Year Costs After Agreement

3. Total Cost Change

4. Percentage Change

5. Value of a 1% Change

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

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

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

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

3. TOTAL PERCENTAGE CHANGE FOR THE
AVERAGE, REPRESENTED EMPLOYEE

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

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

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

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

Ratio Unified School District

SCHOOL DISTRICT

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

1.	Cost of Benefits Before Agreement	\$754,305.47
2.	Cost of Benefits After Agreement	\$772,575.40
3.	Percentage Change in Total Costs	3.22%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

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

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$311,903,991.00
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$93,571,197.30

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

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$10,248,111.00
5.	Unassigned/Unappropriated (Object 9790)	\$80,804,821.00
6.	Total Reserves: (Object 9789 + 9790)	\$91,052,932.00

SPECIAL RESERVE FUND (Fund 17, as applicable)

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

8.	General Fund & Special Reserve Fund:	\$91,052,932.00
9.	Percentage of General Fund Expenditures/Uses	14.46%
Difference between District Reserves and Minimum State Requirement		\$39,284,795.30

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

Palmdale Unified School District

SCHOOL DISTRICT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

N/A

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

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

Financial impact has been included in the 2019-20 Adopted Budget and subsequent two fiscal years in the M

H. NARRATIVE OF AGREEMENT

Under Article VI, the District agreed to allow substitute teachers on long term assignments (21 days or more) to take up to 3 personal necessity days. Personal necessity shall be deducted from and shall not exceed the number of full paid days of sick leave to which the unit member is entitled to receive for the school year.

Appendix A: Substitute Teacher Salary, the daily rates were updated for a 3% raise (rounded to the nearest dollar).

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

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

General Fund, Adult Education Fund, and Development Fund

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

Rialto Unified School District

SCHOOL DISTRICT

CERTIFICATION

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

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

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

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

District Superintendent - signature

Mohammad Z. Irb

Chief Business Official - signature

9/19/19

Date

9-19-19

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 9/25/2019 took action to approve the proposed Agreement with the Communication Workers of America (CWA) Bargaining Unit.

President, Governing Board
(signature)

Date

E MINUTES

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

September 11, 2019

BOARD STUDY SESSION

A. OPENING

CALL TO ORDER AND ROLL CALL

The Board Study Session - *Understanding New Development Mitigation and Mello-Roos Community Facilities Districts* of the Board of Education of the Rialto Unified School District was called to order at 4:30 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; and Joseph W. Martinez, Member. Dina Walker, Clerk arrived at 5:14 p.m., and Joseph Ayala, Member, arrived at 5:30 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 Martha Degortari, Executive Administrative Agent.

Upon a motion by Vice President O'Kelley, seconded by Member Martinez, and approved by a 3-0 vote, the Board of Education entered into Open Session at 4:30 p.m.

OPEN SESSION

Comments on Open Session Agenda Item. Any person wishing to speak on any item on the open session agenda will be granted three minutes.

There were no comments.

1. Board Study Session - *Understanding New Development Mitigation and Mello-Roos Community Facilities Districts* - Presented by: Steven Gald, Vice President, Public Finance, California Financial Services

B. ADJOURNMENT OF BOARD STUDY SESSION

Upon a motion by Member Martinez seconded by Vice President O'Kelley, and passed by a unanimous 4-0 vote, the Board Study Session adjourned at 5:39 p.m. Clerk Walker was not present during the vote.

REGULAR BOARD MEETING OF THE BOARD OF EDUCATION

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; Dina Walker, Clerk; Joseph Ayala, Member; and Joseph W. Martinez, 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 Martha Degortari, Executive Administrative Agent.

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 unanimous 4-0 vote, the Board of Education entered into closed session at 6:03 p.m., (Clerk Walker was not present during vote) to consider and discuss the following items:

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

Administrative Appointments:

- Agent: Early Education

(Ref. E 1.2)

- High School Principal
 - Risk Management/Compliance Officer
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. **CONFERENCE WITH LABOR NEGOTIATOR** (Government Code section 54957.6)
 Designated Representative: Board President, Edgar Montes
 Unrepresented Employee: Superintendent
 5. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION** (Government Code section 54957)
 Title: Superintendent

ADJOURNMENT OF CLOSED SESSION

Upon a motion by Vice President O'Kelley seconded by Member Walker, and passed by a unanimous 5-0 vote, closed session adjourned at 7:11p.m.

OPEN SESSION RECONVENED – 7:11 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; and Joseph W. Martinez, 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 Martha Degortari, Executive Administrative Agent.

PLEDGE OF ALLEGIANCE

Lauren Dunn, Carter High School student, led the Pledge of Allegiance.

PRESENTATION BY CARTER HIGH SCHOOL

Senior students Lauren Dunn, Gabriel Knights-Herrera, Aja Foster and Mackenzie Wiessner from Carter High School, led by Choir Director, Ms. Susan Barnes, played the *Lion City* by Soon Hee Newbold.

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 administrative appointment of Kyle Graham, Nutrition Services Production Manager
- Accepted the administrative appointment of Ronald Ramirez, Risk Management/Compliance Officer
- Accepted the administrative appointment of Fausat Rahman-Davies, Lead Nutrition Services Agent
- Accepted the administrative appointment of Karen Good, Agent: Early Education
- Accepted the administrative appointment of Gregory Anderson, High School Principal

ADOPTION OF AGENDA

Item B–3 was pulled from the agenda.

Upon a motion by Vice President O'Kelley, seconded by Clerk Walker, the Agenda was adopted as amended, by a unanimous 5-0 vote as by the Board of Education.

B. PRESENTATIONS

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

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

Justin Bailey – Milor High School
Diana Salazar-Ramirez – Rialto High School
Steve Paez – Eisenhower High School
Cynthia Grano – Carter High School

2. Rialto Middle School 8th Grade Student, Sergio Olmos – 1st Place International Soccer Tournament, China

Item B-3 was pulled from the agenda

- ~~3. PTA National Excellence Award – Kelley Elementary School~~

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.

Brenda Parker, President of District African American Parent Advisory Council (DAPAAC) shared that the first DAPAAC meeting held last night was very successful and she thanked Dr. Avila for being present. The council is looking forward to working collaboratively with the District to support all African-American students, especially when it comes to Strategy #7 – Ensure resources and assets are allocated and developed to directly support student learning experiences. She explained that they are there to support all students, but their main target is all African-American students. They want to make sure that they have all the resources and support that they need to be successful.

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)

Chris Cordasco, CSEA Chapter 203 President, shared that there are some positives things happening with the chapter. They have overcome some challenges in the past with Nutrition Services, but they are now moving forward and working collaboratively with CSEA to resolve employee issues. He thanked Fausat Rahman-Davies, her team and Derek Harris for this. He also announced that two executive CSEA team members were selected by the State Board as State Committee Members. Cheryl Decker was selected to be part of the Merit System Committee and he was selected to be part of the State Budget Committee.

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

D. PUBLIC HEARING - None

CONSENT CALENDAR ITEMS

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

E. MINUTES

1. Approve the minutes of the Regular Board of Education meeting held August 28, 2019.

F. GENERAL FUNCTIONS CONSENT ITEMS

1. First Reading of revised Board Policy 5131.2(a-f); Students: Bullying
2. First Reading of revised Board Policy 6142.1(a-c); Instruction: Sexual Health and HIV/AIDS Prevention Instruction

G. INSTRUCTION CONSENT ITEMS

1. Approve thirty-five (35) students (23 girls and 12 boys) of the Wilmer Amina Carter High School ALPHA Scholars program, two (2) male advisors, and two (2) female chaperones to tour colleges in the Northern California area from October 23, 2019 through October 25, 2019, at a cost of \$18,000.00, to be paid from the General Fund – Step Up Funds.

H. BUSINESS AND FINANCIAL CONSENT ITEMS

1. Approve Warrant Listing Register and Purchase Order Listing for all funds from August 10, 2019 through August 23, 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 YourCause, LLC Trustee for Edison International, YourCause, LLC Trustee for Wells Fargo Community Support Campaign and YourCause, LLC Trustee for Wells Fargo Educational Matching Gifts Program and it is requested that a letter of appreciation be sent to this donor.
3. Approve the Lions Baseball Boosters (Carter High School) school-connected organization of Parent Teacher Organizations (PTO) and Booster Organizations for the 2019-2020 and 2020-2021 school year, at no cost to the District.

4. Approve a Division of the State Architect (DSA) required agreement with PF Vision, Inc. for the Inspector of Record (IOR) Site Work for three (3) additional relocatable classrooms at Dollahan Elementary School from September 12, 2019 through June 30, 2020 for a total cost not-to-exceed \$10,000.00, and to be paid from Fund 25 – Capital Facilities Fund.
5. Approve a Division of the State Architect (DSA) required agreement with PF Vision, Inc. for the Inspector of Record (IOR) Site Work for three (3) additional relocatable classrooms at Dunn Elementary School from September 12, 2019 through June 30, 2020 for a total cost not-to-exceed \$10,000.00, and to be paid from Fund 25 – Capital Facilities Fund.
6. Approve an agreement with PF Vision Inc. to provide Division of State Architects (DSA) inspections for the Marquee Projects at sixteen (16) school sites, effective September 12, 2019 through June 30, 2020, at a not-to-exceed cost of \$10,000.00, to be paid from Fund 21 – Measure Y, Series C, G.O. Bond Funds
7. Approve a Division of the State Architect (DSA) required agreement with John R. Byerly, Inc. as the engineering firm to provide testing services for material tests, structural tests, and special inspection services during the construction of three (3) additional relocatable classrooms at Dollahan Elementary School from September 12, 2019 through June 30, 2020 for a total cost not-to-exceed \$14,904.00, and to be paid from Fund 25 – Capital Facilities Fund.
8. Approve a Division of the State Architect (DSA) required agreement with John R. Byerly, Inc. as the engineering firm to provide testing services for material tests, structural tests, and special inspection services during the construction of three (3) additional relocatable classrooms at Dunn Elementary School from September 12, 2019 through June 30, 2020 for a total cost not-to-exceed \$11,830.00, and to be paid from Fund 25 – Capital Facilities Fund.
9. Approve an agreement with Data Scorpion to provide one (1) teacher and twelve (12) students at Morgan Elementary School lesson plans and training one (1) hour per week on geographic information systems (GIS) concepts, applications and story mapping, effective September 12, 2019 through June 30, 2020, at a cost of \$2,650.00, to be paid from the General Fund – Title I.
10. Approve an agreement with Pathfinder Ranch Science and Outdoor Education School to provide Science Camp for Kordyak Elementary School's 5th grade students from April 22, 2020 through April 24, 2020, at a cost of \$18,360.00, to be paid from the ASB Fund.

11. Approve the agreement with California State University San Bernardino (CSUSB) Federal Work-Study Program to provide college student tutors for Hughbanks Elementary School, effective September 12, 2019 through June 30, 2020, at a cost of \$4,500.00, to be paid from the General Fund – School Site Title I.
12. Approve an agreement with WestEd/SVMI to provide the District with ten (10) days of professional development for Rialto Math Coaches, from September 15, 2019 through June 30, 2020, at a cost of \$32,000.00, to be paid from the General Fund - LCFF.
13. Approve the agreement with CARDEA Training, Organizational Development and Research to provide three (3) direct training dates to all Rialto Unified School District high school health teachers and all 7th grade science teachers, effective September 12, 2019 through June 30, 2020, at a cost of \$8,500.00, to be paid from the General Fund.
14. Rescind the agreement with Corwin Press to be replaced with an agreement with LeMoine & Associates Educational Consulting, at no cost to the District.
15. Approve an agreement with LeMoine & Associates Educational Consulting to provide two (2) days of professional development in the area of culturally and linguistically responsive instruction. Training will include specific strategies for adapting instruction to engage Standard English Learners with opportunities for school teams to collaborate on how to best serve Standard English Learners to help them access the core curriculum, effective September 12, 2019 through June 30, 2020, at a cost of \$12,700.00, to be paid from the General Fund – Title II.
16. Approve an agreement with Young Women's Empowerment Foundation to provide mentoring services at Frisbie Middle School once a week, effective September 12, 2019 through June 30, 2020, at a cost of \$15,000.00, to be paid from the General Fund – Title I.
17. Approve a Memorandum of Understanding (MOU) with Big Brothers Big Sisters of the Inland Empire to provide an after school site-based mentoring program that will allow qualified high school students from the three (3) comprehensive high schools in Rialto to serve as 1:1 peer mentors to Rialto Unified School District elementary school children, effective September 12, 2019 through June 30, 2020, at no cost to the District.
18. Approve an agreement with WestEd to collect student data on Social Skills Study, effective September 12, 2019 through June 30, 2020, at no cost to the District.

19. Approve an agreement with John R. Byerly, Inc. to provide testing services for the Carter High School Girls' Softball Field Shade Structure from September 2019 through December 31, 2020 for a total cost not-to-exceed \$6,815.00, to be paid from. Fund 21, Measure Y Series C, General Obligation (G.O.) Bond Fund.
20. Approve an agreement with PF Vision, Inc. to provide the required Division of the State Architect Inspection Services for the Carter High School Girls' Softball Field Shade Structure from September 2019 to December 31, 2020 for a total cost not-to-exceed \$6,000.00, to be paid from Fund 21, Measure Y Series C, General Obligation (G.O.) Bond Fund.
21. Approve an agreement with Miller Architectural Corporation, to provide Architectural Services for the addition of the Girls' Softball Shade Structure at Carter High School from September 2019 through December 31, 2020 for a total cost not to exceed \$19,844.00, to be paid from Fund 21 – Measure Y Series C, General Obligation (G.O.) Bond Fund.

I. FACILITIES PLANNING CONSENT ITEM

1. Accept the work completed as of January 29, 2019 by Best Contracting Services, Inc. for all work required in connection with the Eisenhower High School Performing Art Center Project, Category 09 – Roofing, 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. 1221 for classified and certificated employees.
4. Adopt Resolution No. 19-20-13 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.

K. DISCUSSION/ACTION ITEMS

Upon a motion by Vice President O'Kelley, seconded by Member Ayala item K1 was approved by a 4-0 vote by the Board of Education. (Clerk Walker was not present during the vote)

1. Adopt Resolution No. 19-20-12, Sufficiency of Standards – Aligned Textbooks and Instructional Materials.

Upon a motion by Vice President O'Kelley, seconded by Member Martinez item K2 was approved by a 4-0 vote by the Board of Education. (Clerk Walker was not present during the vote)

2. Adopt Resolution 19-20-11, which declares that the Gann Limit appropriations in the 2018-2019 Unaudited Actuals and 2019-2020 Budget do not exceed the limitations imposed by Proposition 4, at no cost to the District.

Upon a motion by Member Martinez, seconded by Vice President O'Kelley, Item K3 was approved by a 4-0 vote by the Board of Education. (Clerk Walker was not present during the vote)

3. Approve the 2018-2019 Unaudited Actuals financial report as presented. The report will be submitted under a separate cover and will also be available on the District website.

Upon a motion by Member Martinez, seconded by Member Ayala, Item K4 was approved by a 4-0 vote by the Board of Education. (Clerk Walker was not present during the vote)

4. Approve Ledesma & Meyer Construction Company Inc., to perform Construction Management Services and provide General Conditions for the Full Day Kindergarten Relocatable Classroom Project at Casey, Preston, Trapp, Boyd, Dollahan, Morgan, Dunn and Morris Elementary Schools. The estimated cost of \$798,000.00 is based on the completion of the project through project closeout, to be paid from Fund 25 – Capital Facilities Fund (Developer Fees) and/or Fund 35 – State School Facilities Fund.

Upon a motion by Vice President O'Kelley, seconded by Member Ayala, Item K5 was approved by a 4-0 vote by the Board of Education. (Clerk Walker was not present during the vote)

5. Approve Amendment No.1 to the agreement with THINK Together, Inc. a non-profit corporation, for the for the purpose of providing the After School Educational and Safety (ASES) program at eighteen (18) elementary and five (5) middle school sites in the District. The term of the contract will be July 1, 2019 through June 30, 2020 with an option to renew for (2) two subsequent years. Payment not to exceed 100% of the grant of \$3,163,248.62 for the 2019-2020 fiscal year and fees will be renegotiated subsequent years, if district exercises renewal options, and to be paid from the General Fund.

Upon a motion by Member Martinez, seconded by Vice President O'Kelley, Item K6 was approved by a 4-0 vote by the Board of Education. (Clerk Walker was not present during the vote)

6. Approve the recommendation of the Administrative Hearing Panel (AHP)

STIPULATED EXPULSION

Case Number:

19-20-3

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, September 25, 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

ADJOURNMENT OF CLOSED SESSION

Upon a motion by Student Board Member Douglas, seconded by Vice President O'Kelley, and approved by Student Board Member Douglas's preferential vote and a 4-0 vote by the Board of Education (Clerk Walker was not present during the vote), the meeting adjourned at 8:29 p.m.

Clerk, Board of Education

Secretary, Board of Education

F GENERAL FUNCTIONS CONSENT



RIALTO UNIFIED SCHOOL DISTRICT

Students

BP 5132(a)

DRESS AND GROOMING

The Board of Education believes that appropriate dress and grooming contribute to a productive learning environment. The Board expects students ~~to give proper attention to personal cleanliness and~~ to wear ~~clothes~~ clothing that ~~are~~ is suitable for the school activities in which they participate. ~~Students' clothing must not~~ Students shall not wear clothing that present a health or safety hazard ~~or a distraction which would interfere with the educational process~~ or is likely to cause a substantial disruption to the educational program .

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

~~*(cf. 5145.2 – Freedom of Speech/Expression: Publications Code)*~~

District and school rules pertaining to student attire shall be included in student handbooks, may be posted in school offices and classrooms, and may be periodically reviewed with all students as necessary.

Students shall not be prohibited from dressing in a manner consistent with their gender identity or gender expression or with their religious or cultural observance.

(cf. 5145.3 – Nondiscrimination/Harassment)

(cf. 5145.7 – Sexual Harassment)

The principal or designee is authorized to enforce this policy and shall inform any student who does not reasonably conform to the dress code. The dress code shall not be enforced in a manner that discriminates against a particular viewpoint or results in a disproportionate application of the dress code based on students' gender, sexual orientation, race, ethnicity, household income, or body type or size.

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

(cf. 0415 – Equity)

(cf. 5145.2 – Freedom of Speech/Expression)

School administrators, teachers, and other staff shall be notified of appropriate and equitable enforcement of the dress code.

(cf. 4131 – Staff Development)

(cf. 4231 – Staff Development)

(cf. 4331 – Staff Development)

When practical, students shall not be directed to correct a dress code violation during instructional time or in front of other students.

(Ref. F 1.1)

DRESS AND GROOMING (continued)

~~Students and parents/guardians shall be informed about dress and grooming standards at the beginning of the school year and whenever these standards are revised. A student who violates these standards shall be subject to appropriate disciplinary action. Repeated violations or refusal to comply with the district's dress code may result in disciplinary action.~~

(cf. 5144 - Discipline)

Gang-Related Apparel

The principal, staff, and parents/guardians at a school may establish a reasonable dress code that prohibits students from wearing gang-related apparel when there is evidence of a gang presence that disrupts or threatens to disrupt the school's activities. Such a **proposed** dress code ~~may be included as part of the school safety plan and must~~ shall be presented to the Board, ~~which for approval. The Board~~ shall approve the plan upon determining that it is necessary to protect the health and safety of the ~~school's students~~ school environment. ~~The dress code policy may be included in the school's comprehensive safety plan.~~ (Education Code 35183)

(cf. 0450 - Comprehensive Safety Plan)

(cf. 5136 - Gangs)

When determining specific items of clothing that may be defined as gang apparel, the school shall ensure that the determination is free from bias based on race, ethnicity, national origin, immigration status, or other protected characteristics.

Uniforms

The Board may approve a school-initiated dress code requiring students at the school to wear a school uniform whenever the Board determines that such a dress code will promote student achievement, a positive school climate, and/or student safety.

~~In order to promote student safety and discourage theft, peer rivalry, and/or gang activity, the principal, staff, and parents/guardians at a school may establish a reasonable dress code requiring students to wear uniforms.~~

The Superintendent or designee shall establish procedures whereby parents/guardians may choose to have their children exempted from the school uniform policy. Students shall not be penalized academically, otherwise discriminated against, or denied attendance to school if their parents/guardians so decide. (Education Code 35183)

DRESS AND GROOMING (continued)

The Superintendent or designee shall ensure that resources are identified to assist economically disadvantaged students in obtaining uniforms. **(Education Code 35183)**

Legal Reference:

EDUCATION CODE

220 Nondiscrimination

32281 School Safety Plans

35183 School dress codes; uniforms

35183.5 Sun-protective clothing

35294.1 School safety plans

48907 Student exercise of free expression

49066 Grades; effect of physical education class apparel

CODE OF REGULATIONS, TITLE 5

~~302 Pupils to be neat and clean on entering school~~

Jacobs v. Clark County School District (2008) 26 F. 3d 419

Harper v Poway Unified School District (2006) 445 App. 3d 166

Marvin H. Jeglin et al v. San Jacinto Unified School District et al. (C.D. Cal.1993)

827 F Supp. 1459

Arcadia Unified School District v. California Department of Education, (1992) 2 Cal. 4th 251

Hazelwood School District v. Kahimeier (1988) 108 S. Ct.562

Hartzell v. Connel (1984) 35 Cal. 3d 899

Tinker v. Des Moines Independent Community School District (1969) 393 U.S. 503

Policy

adopted: August 25, 1999

revised: May 23, 2007

revised:

RIALTO UNIFIED SCHOOL DISTRICT

Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Students

BP 5131.2(a)

BULLYING

The Board of Education recognizes the harmful effects of bullying on student well-being, student learning and school attendance and desires to provide safe school environments that protect students from physical and emotional harm. ~~District employees shall establish student safety as a high priority and shall not tolerate bullying of any student.~~ No individual or group shall, through physical, written, verbal, visual, or other means, harass, sexually harass, threaten, intimidate, ~~retaliate~~, cyberbully, cause bodily injury to, or commit hate violence against any student or school personnel, ~~retaliate against them for filing a complaint or participating in the complaint resolution process.~~

(cf. 5131 – Conduct)

(cf. 5136 – Gangs)

(cf. 5145.3 – Nondiscrimination/Harassment)

(cf. 5145.7 – Sexual Harassment)

(cf. 5145.9 – Hate-Motivated Behavior)

~~Cyberbullying includes the creation or transmission of harassing communications, direct threats, or other harmful texts, sounds, or images on the Internet, social media, or other technologies using a telephone, computer, or any wireless communication device. Cyberbullying also includes breaking into another person's electronic account and assuming that person's identity in order to damage that person's reputation.~~

~~*(cf. 5145.2 – Freedom of Speech/Expression)*~~

~~*(cf. 6163.4 – Student Use of Technology)*~~

~~Strategies for addressing bullying in District schools shall be developed with involvement of key stakeholders, including students, parents/guardians, and staff, and may be incorporated into the comprehensive safety plans, the local control and accountability plan, and other applicable District and school plans.~~

~~*(cf. 0420 – School Plans/Site Councils)*~~

~~*(cf. 0450 – Comprehensive Safety Plans)*~~

~~*(cf. 0460 – Local Control and Accountability Plan)*~~

~~*(cf. 1220 – Citizen Advisory Committees)*~~

~~*(cf. 6020 – Parent Involvement)*~~

The Superintendent or designee shall develop sStrategies for addressing bullying in district schools ~~shall be developed~~ with the involvement of ~~key stakeholders, including~~ students, parents/guardians, and staff. As appropriate, the Superintendent or designee may collaborate with ~~law enforcement, courts~~, social services, mental health services, other agencies, and community organizations in the development and implementation of ~~joint~~

(Ref. F 2.1)

BULLYING (continued)

effective strategies to promote safety in schools and the community ~~and to provide services for alleged victims and perpetrators of bullying.~~

(cf. 1220 – Citizen Advisory Committees)

(cf. 1400 – Relations Between Older Governmental Agencies and the Schools)

(cf. 6020 – Parent Involvement)

~~Bullying Prevention~~

Such strategies shall be incorporated into the comprehensive safety plan and, to the extent possible, into the local control and accountability plan, and other applicable district and school plans.

(cf. 0420 – School Plans/Site Council)

(cf. 0450 – Comprehensive Safety Plans)

(cf. 0460 – Local Control and Accountability Plan)

~~To the extent possible, District and schools shall focus on prevention of bullying by establishing clear rules for student conduct and implementing strategies to promote a positive, collaborative school climate. Students shall be informed, through student handbooks and other appropriate means, of District and school rules related to bullying, mechanisms available for reporting incidents or threats, and the consequences for engaging in bullying.~~

(cf. 5137 – Positive School Climate)

~~As appropriate, the District shall provide students with instruction, in the classroom or other educational settings, that promotes effective communication and conflict resolution skills, social skills, character/values education, respect for cultural and individual differences, self-esteem development, assertiveness skills, and appropriate online behavior.~~

(cf. 6142.8 – Comprehensive Health Education)

(cf. 6142.94 – History/Social Science Instruction)

~~Staff shall receive related professional development, including information about early warning signs of harassing/intimidating behaviors and effective response.~~

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

~~The Superintendent or designee shall provide training to teachers and other school staff to raise their awareness about the legal obligation of the district and its employees to prevent discrimination, harassment, intimidation, and bullying of district students. Such training shall be designed to provide staff with the skills to:~~

BULLYING (continued)

- ~~1. Discuss the diversity of the student body and school community, including their varying immigration experiences~~
- ~~2. Discuss bullying prevention strategies with students, and teach students to recognize the behavior and characteristics of bullying perpetrators and victims~~
- ~~3. Identify the signs of bullying or harassing behavior~~
- ~~4. Take immediate corrective action when bullying is observed~~
- ~~5. Report incidents to the appropriate authorities, including law enforcement in instances of criminal behavior~~

~~(cf. 4131—Staff Development)~~

~~(cf. 4231—Staff Development)~~

~~(cf. 4331—Staff Development)~~

~~Based on an assessment of bullying incidents at school, the Superintendent or designee may increase supervision and security in areas where bullying most often occurs, such as classrooms, playgrounds, hallways, restrooms, and cafeterias.~~

Intervention

~~Students are encouraged to notify school staff when they are being bullied or suspect that another student is being victimized. In addition, the Superintendent or designee shall develop means for students to report threats or incidents confidentially and anonymously.~~

~~School staff who witness an act of bullying shall immediately intervene to stop the incident when it is safe to do so. (Education Code 234.1)~~

~~When appropriate based on the severity or pervasiveness of the bullying, the Superintendent or designee shall notify the parents/guardians or victims and perpetrators and may contact law enforcement.~~

~~The Superintendent, principal, or principal's designee may refer a victim, witness, perpetrator, or other student affected by an act of bullying to a school counselor, school psychologist, social worker, child welfare attendance personnel, school nurse, or other school support service personnel for case management, counseling, and/or participation in a restorative justice program as appropriate. (Education Code 48900.9)~~

~~(cf. 6164.2—Guidance/Counseling Services)~~

Reporting and Filing of Complaints

(Ref. F 2.3)

BULLYING (continued)

~~Any student, parent/guardian, or other individual who believes that a student has been subjected to bullying or who has witnessed bullying may report the incident to a teacher, the principal, a compliance officer, or any other available school employee.~~

~~Within one business day of receiving such a report, a staff member shall notify the principal of the report, whether or not a uniform complaint is filed. In addition, any school employee who observes an incident of bullying involving a student shall, within one business day, report his/her observation to the principal or District compliance officer, whether or not the alleged victim files a complaint.~~

~~Within two business days of receiving a report of bullying, the principal shall notify the District compliance officer identified I AR 1312.3 — Uniform Complaint Procedures.~~

~~(cf. 1312.3 — Uniform Complaint Procedures)~~

~~When the circumstances involve cyberbullying, individuals with information about the activity shall be encouraged to save and print any electronic or digital messages that they feel constitute cyberbullying and to notify a teacher, the principal, or other employee so that the matter may be investigated. When a student uses a social networking site or service to bully or harass another student, the Superintendent or designee shall file a request with the networking site or service to suspend the privileges of the student and to have the material removed.~~

~~When a report of bullying is submitted, the principal or a District compliance officer shall inform the student or parent/guardian of the right to file a formal written complaint in accordance with AR 1312.3. The student who is the alleged victim of the bullying shall be given an opportunity to describe the incident, identify witnesses who may have relevant information, and provide other evidence of bullying.~~

Investigation and Resolution of Complaints

Any complaint of bullying shall be investigated and, if determined to be discriminatory, resolved in accordance with law and the District's uniform procedures specified in AR 1312.3. If, during the investigation, it is determined that a complaint is about nondiscriminatory bullying, the principal or designee shall inform the complainant and shall take all necessary actions to resolve the complaint.

~~(cf. 1312.3 — Uniform Complaint Procedures)~~

Discipline

~~Corrective actions for a student who commits an act of bullying of any type may include counseling, behavioral intervention and education, and, if the behavior is severe or pervasive~~

BULLYING (continued)

~~as defined in Education Code 48900, may include suspension or expulsion in accordance with District policies and regulations.~~

~~(cf. 5138 – Conflict Resolution/Peer Mediation)~~

~~(cf. 5144 – Discipline)~~

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

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

~~(cf. 6159.4 – Behavioral Interventions for Special Education Students)~~

Any employee who permits or engages in bullying or retaliation related to bullying shall be subject to disciplinary action, up to and including dismissal.

(cf. 4118 – Suspension/Disciplinary Action)

(cf. 4119.21/4219.21/4319.21 – Professional Standards)

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

Legal Reference:

EDUCATION CODE

200-262.4 Prohibition of discrimination

32282 Comprehensive Safety Plan

32283.5 Bullying; online training

35181 Governing Board policy on responsibilities of students

35291-35291.5 Rules

48900-48925 Suspension or expulsion

48985 Translation of notices

52060-52077 Local control and Accountabilities plan

PENAL CODE

422.55 Definition of hate crime

647 Use of camera or other instrument to invade person's privacy; misdemeanor

647.7 Use of camera or other instrument to invade person's privacy; punishment

653.2 Electronic communication devices, threats to safety

CODE OF REGULATION, TITLE 5

4600-4687 Uniform complaint procedures

UNITED STATES CODE, TITLE 47

254 Universal service discounts (e-rate)

CODE OF FEDERAL REGULATIONS, TITLE 28

35.107 Nondiscrimination on basis of disability; complaints

CODE OF FEDERAL REGULATIONS, TITLE 34

104.7 Designation of responsible employee for Section 504

106.8 Designation of responsible employee for Title IX

110.25 Notification of nondiscrimination on the basis of age

COURT DECISIONS

Wynar v. Douglass County School District, (2013) 728 F.3d 1062

J.C. v. Beverly Hills Unified School District, (2010) 711 F. Supp.2d 1094

Lavine v. Blaine School District, (2002) 279 F.3d 719

BULLYING (continued)*Management Resources:***CSBA PUBLICATIONS***Final Guidance: AB 1266, Transgender and Gender Nonconforming Students, Privacy, Program, Activities & Facilities, Legal Guidance, March 2014**Providing a Safe, Nondiscriminatory School Environment for Transgender and Gender-Nonconforming Students, Policy Brief, February 2014**Addressing the Conditions of Children: Focus on Bullying, Governance Brief, December 2012**Safe Schools: Strategies for Governing Boards to Ensure Student Success, 2011**Cyberbullying: Policy Considerations for Boards, Policy Brief, July 2007 rev. July 2010**Building Healthy Communities: A School Leaders Guide to Collaboration and Community Engagement, 2009*~~*Cyberbullying: Policy Considerations for Boards, Policy Brief, July 2007*~~**CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS****Bullying Module***California's Social and Emotional Learning: Guiding Principles 2018**Social and Emotional Learning in California: A Guide to Resources, 2018**Health Education Content Standards for California Public Schools: Kindergarten Through Grade Twelve, 2008**Bullying at School, 2003***U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS PUBLICATIONS***Dear Colleague Letter: Responding to Bullying of Students with Disabilities, October 2014**Guidance to America's Schools: Bullying of Students with Disabilities, October 2014*~~*Dear Colleague Letter: Bullying of Students with Disabilities, August 2013*~~*Dear Colleague Letter: Harassment and Bullying, October 2010***WEB SITES**CSBA: <http://www.csba.org>California Department of Education, Safe Schools Office: <http://www.cde.ca.gov/lss>Common Sense Media: <http://www.common Sense Media.org>National School Safety Center: <http://www.schoolsafety.us>ON[the]LINE, digital citizenship resources: <http://www.onthelineca.org>U.S. Department of Education, Office of Civil Rights: <http://www.ed.gov/about/offices/list/ocr>

Policy
 adopted: May 14, 2003
 revised: February 11, 2015
 revised: February 22, 2017
 revised:

RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Instruction

BP 6142.1(a)

SEXUAL HEALTH AND HIV/AIDS PREVENTION INSTRUCTION

The Board of Education desires to provide a well-planned, integrated sequence of medically accurate and inclusive instruction on comprehensive sexual health and human immunodeficiency virus (HIV) prevention. The District's education program shall address the goals of the California Healthy Youth Act pursuant to Education Code 51930-51939, including providing provide students with the knowledge and skills necessary to protect them-from risks presented by sexually transmitted infections, and unintended pregnancy, sexual harassment, sexual assault, sexual abuse, and human trafficking and to have healthy, positive, and safe relationships and behaviors. The District's educational program shall also promote students' understanding of sexuality as a normal part of human development and--their the development of healthy attitudes and behaviors concerning adolescent growth and development, body image, gender, gender identity, gender expression, sexual orientation, relationships, marriage, and family.

(cf. 5030 - Student Wellness)
(cf. 5141.22- Infectious Diseases)
(cf. 5141.25 -Availability of Condoms)
(cf. 5146-Married/Pregnant/Parenting Students)
(cf. 6142.8 - Comprehensive Health Education)

The district shall respect the rights of parents/guardians to supervise their children's education on these subjects and to impart values regarding human sexuality to their children.

Comprehensive sexual health education and HIV prevention education shall be offered to all students in grades 7-12, including at least once in middle school and at least once in high school. (Education Code 51934)

(cf. 6143 – Courses of Study)

The Superintendent or designee shall identify appropriate methods for informing the school community about subjects related to the district's comprehensive sexual health and HIV prevention education. The Superintendent or designee shall use such identified methods to inform parents/guardians of students in grades 6-12 about human trafficking prevention resources, as required pursuant to Education Code 49381

The District's curriculum shall support the purposes of the California Healthy Youth Act as specified in Education Code 51930-51939, be unbiased and inclusive of all students in the

SEXUAL HEALTH AND HIV/AIDS PREVENTION INSTRUCTION (continued)

classroom, and be aligned with the State's content standards shall respect the rights of parents/guardians to supervise their children's education on these subjects and to impart values regarding human sexuality to their children.

(cf. 5141.22 - Infectious Diseases)
(cf. 5141.25 - Availability of Condoms)
(cf. 5146 - Married/Pregnant/Parenting Students)
(cf. 6143 - Courses of Study)

The Superintendent or designee may appoint a coordinator and/or an advisory committee regarding the District's comprehensive sexual health and HIV prevention curriculum. The advisory committee shall represent a divergence of viewpoints and may participate in planning, implementing, and evaluating the District's comprehensive sexual health education program. The Board shall consider the advisory committee's recommendations when approving the District's program.

(cf. 1220 - Citizen Advisory Committees)

Parent/Guardian Consent

Annually, At the beginning of each school year or at the time of a student's enrollment, parents/guardians shall be notified, in the manner specified in the accompanying administrative regulation, that they may request in writing that their child be excused from participating in comprehensive sexual health and HIV prevention education. Students so excused by their parents/guardians shall be given an alternative educational activity. (Education Code 51240, 51938, 51939)

(cf. 5022 - Student and Family Privacy Rights)

A student shall not be subject to disciplinary action, academic penalty, or other sanction if the student's parent/guardian declines to permit the student to receive the instruction. (Education Code 51939)

Legal Reference:

EDUCATION CODE

220 Prohibition of discrimination

33544 Inclusion of sexual harassment and violence in health curriculum framework

48980 Notice at Beginning of Term

49381 Human trafficking prevention resources

51202 Instruction in Personal and Public Health and Safety

51210.8 Health education curriculum

51225.35 Instruction in sexual harassment and violence; district that require health education for graduation

51240 Excuse From Instruction Due to Religious Beliefs

SEXUAL HEALTH AND HIV/AIDS PREVENTION INSTRUCTION (continued)

51513 Materials Test, questionnaire, survey, or examination containing questions about beliefs or practices

51930-51939 California Healthy Youth Act

51950 Abuse, sexual abuse, and human trafficking prevention education

67386 Student safety; affirmative consent standard

HEALTH AND SAFETY CODE

1255.7 Parents surrendering physical custody of a baby

PENAL CODE

243.4 Sexual Battery

261.5 Unlawful Sexual Intercourse

271.5 Parents Voluntarily Surrendering Custody of a Baby

UNITED STATES CODE, TITLE 20

1232h Protection of Student Rights

7906 Sex education requirements and prohibited use of funds

Management Resources:

CSBA PUBLICATIONS

Promoting Healthy Relationships for Adolescents: Board Policy Considerations, Governance Brief, August 2014

CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS

Health Education Content Standards for California Public Schools, Kindergarten Through Grade 12, 2008

Health Framework for California Public Schools, Kindergarten through Grade 12, 2003

HUMAN RIGHTS CAMPAIGN FOUNDATION PUBLICATIONS

California LGBTQ Youth Report January 2019

WEB SITES

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

California Dept. of Education, Sex Education and HIV/AIDS/STD Instruction: <http://www.cde.ca.gov>

California Dept. of Public Health: <http://www.cdph.ca.gov>

California Healthy Kids Resource Center: <http://www.hkresources.org>

California Partnership to End Domestic Violence: <http://www.cpedv.org>

California Safe Schools Coalition: <http://www.casafeschools.org>

Centers for Disease Control and Prevention: <http://www.cdc.gov>

Human Rights Campaign: <https://www.hrc.org/hrc-story/hrc-foundation>

U.S. Food and Drug Administration: <http://www.fda.gov>

Policy

adopted: September 22, 1999

revised: August 12, 2009

revised: June 1, 2016

revised:

RIALTO UNIFIED SCHOOL DISTRICT

Rialto, California

G INSTRUCTION CONSENT



Rialto Unified School District

Board Date: September 25, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **PHYSICAL EDUCATION EXEMPTION**

Background: Per Education Code 51241, the governing board of a school district or the office of the county superintendent of schools of a county may grant temporary exemption to a pupil from courses in physical education, if the pupil is ill or injured and a modified program to meet the needs of the pupil cannot be provided.

Reasoning: Student Services has approved an exemption from all physical activities for student 895351 for the 2018-2019 school year, and student 0381231 for the 2019-2020 school year.

Recommendation: Approve student 895351 to be exempt from all physical activities for the 2018-2019 school year, and student 0381231 for the 2019-2020 school year.

Fiscal Impact: No fiscal impact

Submitted by: Angela Brantley
Reviewed by: Kelly Bruce

(Ref. G 1.1)



Rialto Unified School District

Board Date: September 25, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **CARTER BOYS CROSS COUNTRY TEAM TO CLOVIS INVITATIONAL**

Background: Student athletes participate in tournaments and invitationals outside of their regular league schedule.

Reasoning: The invitational will allow team members to participate at an event outside of the area in order to compete against some of the state's finest cross country teams and athletes. Lodging will be in the Clovis area, approximately 5 minutes from the invitational. Transportation will be via van.

Recommendation: Approve seven (7) male team members of the Wilmer Amina Carter High School Boys Cross Country Team, and two (2) male advisors to attend the Clovis Cross Country Invitational in Clovis, California from October 11, 2019 through October 12, 2019.

Fiscal Impact: \$1,000.00 – \$250.00 General Fund (site) and \$750.00 ASB Funds

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

(Ref. G 2.1)



Rialto Unified School District

Board Date: September 25, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **NORTHERN CALIFORNIA UNIVERSITY TOURS
EISENHOWER HIGH SCHOOL IVY LEAGUE**

Background: The Ivy League program is the cohort of high achieving students that are vetted from their middle school years and recommended to take all of their core classes in the honors/AP track together for all four (4) years. The vision for these students on this pathway is that they will qualify to apply to any university that they aspire to in their senior year.

Reasoning: The Northern California college trip offers students an opportunity to experience college life and culture outside their normal surroundings. The campus tour will give the Ivy League students information from admissions counselors, teach them about the university culture and campus life, and allow interaction with current college students serving as mentors.

Recommendation: Approve thirty six (36) students (24 female, 12 male) of the Eisenhower High School Ivy League and five (5) chaperones (3 female, 2 male) to attend a college tour on November 6, 2019 through November 8, 2019, at the following colleges: Cal Poly San Luis Obispo, UC Berkeley, Stanford University and UC Santa Barbara.

Fiscal Impact: \$12,000.00 – General Fund (Site Title I)

Submitted by: Francisco S. Camacho, Jr.
Reviewed by: Kelly Bruce

(Ref. G 3.1)



Rialto Unified School District

Board Date: September 25, 2019

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

MONETARY DONATIONS

<u>Name of Donors</u>	<u>Location/Description</u>	<u>Amount</u>
United Food and Commercial Workers Union Local 1167	11 th Annual Parent Summit / Curtis T. Winton Parent Institute	\$ 250.00

NON-MONETARY DONATIONS

DonorsChoose.org	2 Flashforge Finder Lite 3d Printers / Trapp Elementary Technology Club S/N for Printer #1 – FFFL220664 S/N for Printer #2 – FFFL220676
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It is recommended that the Board of Education accept the listed donations from United Food & Commercial Workers Union Local 1167 and DonorsChoose.org and it is requested that a letter of appreciation be sent to these donors.

DISTRICT SUMMARY

Monetary Donations – August 28, 2019	\$ 12,153.18
Donations – Fiscal Year-To-Date	\$ 20,071.38

Submitted and Reviewed by: Mohammad Z. Islam
(Ref. H 2.1)



Rialto Unified School District

Board Date: September 25, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed. D., Superintendent

ITEM: **SCHOOL-CONNECTED ORGANIZATIONS**

Background: In accordance with Board Policy (BP 1230) and Administrative Regulation (AR 1230), the Board of Education must authorize school-connected organizations such as Parent Teacher Associations (PTA), Parent Teacher Organizations (PTO), and Booster Clubs that desire to raise money to benefit District students. Organizations proposing to establish a school-connected organization shall submit a request to the Board of Education for authorization to operate at the school.

Reasoning: The following organizations have submitted the required documentation to the District for Board approval:

Carter High Football Booster Club
Lion Pride Music Booster (Carter High School)

Recommendation: Approve the Carter High Football Booster Club and Lion Pride Music Booster (Carter High School) school-connected organizations of Parent Teacher Organizations (PTO) and Booster Organizations for the 2019-2020 and 2020-2021 school year

Fiscal Impact: No fiscal impact

Submitted by: Diane Romo
Reviewed by: Mohammad Z. Islam

(Ref. H 3.1)



Rialto Unified School District

Board Date: September 25, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed. D., Superintendent

ITEM: **ESTABLISHING THE BUILDING FUND SUB-FUND**

Background: A fund is established to demonstrate fiscal accountability and compliance with finance-related legal, budgetary, and contractual provisions and restrictions on the use of public resources.

Reasoning: The District will be selling a third issuance of Measure Y, Series D, General Obligation Bond Funds in October 2019. The Building Fund Sub-Fund 21-9203 would be established to account for the financing proceeds and expenditures generated from this bond issuance.

Recommendation: Approve establishing the Building Fund Sub-Fund 21-9203.

Fiscal Impact: No fiscal impact

Submitted by:

Diane Romo

Reviewed by:

Mohammad Z. Islam

(Ref. H 4.1)



Rialto Unified School District

Board Date: September 25, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH PATHFINDER RANCH SCIENCE AND OUTDOOR EDUCATION SCHOOL – PRESTON ELEMENTARY SCHOOL**

Background: The District has contracted with Pathfinder Ranch Science and Outdoor Education School in previous years to send 5th graders to Science Camp. The camp provides activity instruction, facilities, and food services for an overnight stay including hands-on lessons in science covering subjects such as animal ecology, fresh water ecology, geology, natural observation, and team challenges.

Reasoning: Science camp will prepare the 5th grade students for the required California Association of Student Performance and Progress (CAASPP) Science Test. It is also in line with the District's Strategic Plan, Strategy 1 – We will provide diverse avenues for learning both inside and outside the classroom.

Recommendation: Approve an agreement with Pathfinder Ranch Science and Outdoor Education School to provide Science Camp for sixty (60) Preston Elementary School 5th grade students, ten (10) parents/adults, and two (2) teachers from April 13, 2020 through April 15, 2020.

Fiscal Impact: \$14,628.00 – ASB Funds

Submitted by: Monica Radcliffe-Perez
Reviewed by: Kelly Bruce

(Ref. H 5.1)



Rialto Unified School District

Board Date: September 25, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH PARENT INSTITUTE FOR QUALITY EDUCATION (PIQE) TRAINING – JEHUE MIDDLE SCHOOL**

Background: Lilian Esther Hernandez from Parent Institute for Quality Education (PIQE) will provide a 9 week parent training course. PIQE will recruit parents by phone, provide a needs assessment session, a series of weekly training sessions for parents culminating in a graduation ceremony with certificates given to parents who attend four sessions or more.

Reasoning: The training is designed to develop skills and techniques which will enable parents to address the educational needs of their school-aged children. This is in line with the District's Strategic Plan, Strategy 5 – We will ensure full engagement of Rialto Unified School District families in the education of their children.

Recommendation: Approve an agreement with the Parent Institute for Quality Education (PIQE) for parents to participate in the PIQE training held at Jehue Middle School, effective October 1, 2019 through December 7, 2019.

Fiscal Impact: \$ 9,000.00 – General Fund - Title I

Submitted by: Carolyn Eide
Reviewed by: Kelly Bruce

(Ref. H 6.1)



Rialto Unified School District

Board Date: September 25, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH WM MUSIC LESSONS**

Background: WM Music Lessons, Independent Music Instructor. Guillermo Morales will provide compensatory education services in the area of Music, per one student's Individualized Education Program (IEP) and settlement agreement for the remainder of 2019-2020 school year.

Reasoning: The District is in need of a specialized Music Teacher who can provide music classes after school to ensure compliance with student Individualized Education Program (IEP).

Recommendation: Approve agreement with WM Music Lessons, Independent Music Instructor, to provide compensatory education services in the area of music, effective September 26, 2019 through June 30, 2020.

Fiscal Impact: \$5,600.00 – General Fund – Special Education

Submitted by: Bridgette Ealy
Reviewed by: Kelly Bruce

(Ref. H 7.1)

I FACILITIES PLANNING CONSENT

I. FACILITIES PLANNING CONSENT ITEMS

NONE

J PERSONNEL SERVICES CONSENT



Rialto Unified School District

Board Date: September 25, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **CLASSIFIED EXEMPT – PERSONNEL REPORT #1222**

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

AVID TUTOR

Alvarez, Francisco	Kolb Middle School	09/12/2019	\$14.00 per hour
Orozco, Stephanie	Jehue Middle School	09/12/2019	\$14.00 per hour

WORKABILITY

Acosta, Marisol	Rainbow Shops	09/11/2019	\$10.20 per hour
Alcaraz Toscano, Maria	Melis Granero/Rialto	09/12/2019	\$10.20 per hour
Flores, Kimberly	Walmart/Rialto	09/11/2019	\$10.20 per hour
Magana, Jazmin	Old Navy	09/11/2019	\$10.20 per hour
Pagan Lopez, Sarah	Walgreens/Rialto	09/20/2019	\$10.20 per hour

WORKABILITY – Returning Students

Carlos, Daniel	Walmart/Rialto	09/11/2019	\$12.00 per hour
Diaz Cortes Jr., Marcos	Walgreens/Rialto	09/19/2019	\$12.00 per hour
Dominguez, Sofia	Old Navy	09/12/2019	\$12.00 per hour
Escobedo, Ruben	Grocery Outlet	09/12/2019	\$12.00 per hour
Gonzalez, Sergio	Walgreens/Rialto	09/12/2019	\$12.00 per hour
Hymes, Jha'nessa	99 Cent Store/Rialto	09/10/2019	\$12.00 per hour
Martinez-Rodriguez, Zitlaly	Grocery Outlet	09/12/2019	\$12.00 per hour
Morfin, Briana	Grocery Outlet	09/12/2019	\$12.00 per hour
Recio Quintana, Sugeiry	Old Navy	09/11/2019	\$12.00 per hour
Rogers, Kari	Petco/Fontana	09/12/2019	\$12.00 per hour
Sandoval, Ernesto	Grocery Outlet	09/12/2019	\$12.00 per hour

NON-CERTIFICATED EMPLOYEES

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

Brown, Alvin	Varsity Head, Boys' Football	2019/2020	\$5,305.00
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(Ref. J 1.1)

Eisenhower High School (Continued)

Brown, Laura	Freshman Assistant, Boys' Football	2019/2020	\$3,723.00
Caldwell, Cameron	Varsity Assistant, Boys' Football	2019/2020	\$4,002.00
Elias, Bobby	Varsity Head, Girls' Volleyball	2019/2020	\$3,630.00
Erickson, Jason	Freshman Assistant, Boys' Football	2019/2020	\$3,723.00
Frost, Railynn	JV Head, Boys' Volleyball	2019/2020	\$2,978.00
Griffin, Kashan	Varsity Assistant, Boys' Football	2019/2020	\$4,002.00
Harrison, Michael	JV Assistant, Boys' Football	2019/2020 (Split)	\$1,861.50
Jimenez, Julian	Varsity Head, Boys' Waterpolo	2019/2020	\$3,630.00
Melesio, Tomas	JV Head, Boys' Soccer	2019/2020	\$3,257.00
Miles, Shelton	Freshman Assistant, Boys' Football	2019/2020	\$3,723.00
Ponce, Peter	Varsity Assistant, Boys' Football	2019/2020	\$4,002.00
Pugh, Darnell	JV Head, Boys' Football	2019/2020	\$4,188.00
Raygoza, Magdalena	Freshman Head, Girls' Volleyball	2019/2020	\$2,978.00
Shaheed, Omar	Freshman Head, Boys' Football	2019/2020	\$4,188.00
Stevenson, Kyle	Varsity Assistant, Boys' Water Polo	2019/2020	\$2,978.00

Carter High School

Berry, Gilbert Jr.	Freshman Head, Boys' Basketball	2019/2020	\$3,630.00
Edwards, Edgar	Varsity Head, Girls' Waterpolo	2019/2020	\$3,630.00
Fincher, Kory	JV Head, Boys' Soccer	2019/2020	\$3,257.00
Greer, Charles	Freshman Assistant, Boys' Football	2019/2020	\$3,723.00
Guisa, Sky	Freshman Assistant, Girls' Soccer	2019/2020	\$2,838.00
Hardesty, Saban	JV Head, Boys' Basketball	2019/2020	\$3,630.00
Hardesty, Saban	Varsity Assistant, Boys' Cross Country	2019/2020	\$2,978.00
Manker, Eric	JV Head, Girls' Basketball	2019/2020	\$3,630.00
McKinzie, Charles	Freshman Assistant, Boys' Football	2019/2020	\$3,723.00
Navarro Torres, Helio	Varsity Assistant, Boys' Soccer	2019/2020	\$2,932.00
Onyegbulem, Tyrone	JV Assistant, Boys' Football	2019/2020	\$3,723.00
Ornelas, Justin	JV Head, Girls' Volleyball	2019/2020	\$2,978.00
Ruvalcaba, Enrique	Varsity Head, Girls' Volleyball	2019/2020	\$3,630.00
Salabaj, Nicholas	Freshman Assistant, Boys' Football	2019/2020 (Split)	\$1,861.50
Sweet, Dylan	Freshman Assistant, Boys' Football	2019/2020 (Split)	\$1,861.50
Sweet, Dylan	Freshman Head, Boys' Wrestling	2019/2020	\$3,630.00

Rialto High School

Albert, Marie	Varsity Head, Boys' Cross Country	2019/2020	\$3,443.00
Armenta, Irene	Varsity Head, Cheerleading	2019/2020	\$3,490.00
De La Cruz, Marissa	JV Head, Girls' Volleyball	2019/2020	\$2,978.00
Estada, Robert	Varsity Assistant, Boys' Football	2019/2020	\$4,002.00
Grayson, Anthony	Freshman Assistant, Boys' Football	2019/2020	\$3,723.00
Marron, Gloria	Freshman Head, Girls' Volleyball	2019/2020	\$2,978.00
Mitchell, Robert	Varsity Head, Boys' Football	2019/2020	\$5,305.00
Murray, John	JV Head, Boys' Baseball	2019/2020	\$3,397.00
Murray, John	Freshman Assistant, Boys' Football	2019/2020	\$3,723.00
Peterson, Drew	JV Assistant, Boys' Football	2019/2020	\$3,723.00

Rialto High School (Continued)

Ulibarri, Ryan	JV Head, Boys' Football	2019/2020	\$4,188.00
Woolley, Victor	Freshman, Assistant, Boys' Football	2019/2020	\$3,723.00

Submitted and Reviewed by: Rhea McIver Gibbs and Rhonda Kramer

(Ref. J 1.3)



Rialto Unified School District

Board Date: September 25, 2019

TO: Board of Education
FROM: Cuauhtémoc Avila, Ed.D., Superintendent
ITEM: **CLASSIFIED EMPLOYEES – PERSONNEL REPORT #1222**

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

EMPLOYMENT

Peters, Matthew F. (Repl. R. Carlos)	Communications Web Technician Communications / Media Services	09/16/2019	50-1 \$29.73 per hour (8 hours, 12 Months)
Simental, Angel (Repl. I. Sandoval-Amaro)	Nutrition Service Worker I Casey Elementary School	09/16/2019	19-1 \$13.66 per hour (2.5 hours, 203 days)
Weaver, Chad (Repl. N. Linares)	Grounds Maintenance Worker II Maintenance & Operations	09/24/2019	34-1 \$19.92 per hour (8 hours, 12 months)

SUBSTITUTES

Acosta, Daniel	Custodian I	09/09/2019	\$18.95 per hour
Bravo, Julio	Custodian I	09/12/2019	\$18.95 per hour
Green, Amber	Custodian I	09/09/2019	\$18.95 per hour
Patino, Victor	Custodian I	09/09/2019	\$18.95 per hour
Villalobos, Katheryne	Custodian I	09/09/2019	\$18.95 per hour

RETURN TO FORMER CLASSIFICATION WITHIN PROBATION WITH A DECREASE IN WORK HOURS

Rodriguez, Alicia (Repl. M. Lemus)	To: Lead Nutrition Service Worker Bemis Elementary School	09/09/2019	To: 21-5 \$17.51 per hour (4.5 hours, 205 days)
	From: Nutrition Service Worker III Jehue Middle School		From: 33-1 \$19.43 per hour (8 hours, 205 days)

RESIGNATIONS

Almaraz, Emmylou	Child Development Instructional Assistant Boyd Preschool	09/20/2019
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RESIGNATIONS (Continued)

Barner, Valerie	Grounds Maintenance Worker III Carter High School	09/20/2019
Zamora, Ashley	Career Center Technician Rialto High School	09/27/2019

TERMINATION OF PERMANENT CLASSIFIED EMPLOYEE

Employee #1482929	Nutrition Service Worker I Nutrition Services	09/19/2019
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CERTIFICATION OF ELIGIBILITY LIST – Account Clerk II

Eligible: 09/26/2019
Expires: 03/26/2020

CERTIFICATION OF ELIGIBILITY LIST - Administrative Agent

Eligible: 09/26/2019
Expires: 03/26/2019

CERTIFICATION OF ELIGIBILITY LIST – Clerk Typist II

Eligible: 09/26/2019
Expires: 03/26/2020

CERTIFICATION OF ELIGIBILITY LIST – Clerk Typist III

Eligible: 09/26/2019
Expires: 03/26/2020

CERTIFICATION OF ELIGIBILITY LIST - Communications Web Technician

Eligible: 9/26/2019
Expires: 3/26/2020

CERTIFICATION OF ELIGIBILITY LIST – Contract Analyst

Eligible: 09/26/2019
Expires: 03/26/2020

CERTIFICATION OF ELIGIBILITY LIST – Mechanic III/Heavy Duty

Eligible: 09/26/2019
Expires: 03/26/2020

CERTIFICATION OF ELIGIBILITY LIST – School Secretary

Eligible: 09/26/2019

Expires: 03/26/2020

**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: September 25, 2019

TO: Board of Education
FROM: Cuauhtémoc Avila, Ed.D., Superintendent
ITEM: CERTIFICATED EMPLOYEES – PERSONNEL REPORT # 1222

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

EMPLOYMENT

Duran, Cynthia G.	Special Education Teacher Rialto Middle School	08/28/2019	I-1	\$54,343.00	(184 days)
Lee, Shirley	Elementary Teacher Trapp Elementary School	09/18/2019	I-1	\$54,343.00	(184 days)
Mayorquin, Ryan	Elementary Teacher Curtis Elementary School	09/19/2019	I-1	\$54,343.00	(184 days)
Perez, Jonathan	Elementary Teacher Casey Elementary School	09/18/2019	I-1	\$54,343.00	(184 days)
Rodarte, Daisey	Elementary Teacher Werner Elementary School	09/17/2019	I-1	\$54,343.00	(184 days)

RESIGNATIONS

Batres, Richard	Assistant Principal Kolb Middle School	09/27/2019
King, Samantha	Elementary Teacher Casey Elementary School	09/19/2019

HOME AND HOSPITAL TEACHER (To be used during the 2019/2020 school year, as needed, at the regular hourly rate of \$45.04)

Beattie, Ann
Broman, Jennifer
Corrales, Maria

Evans, Britanny
Good, Sarah
Jaquez, Geny

Won, David

SUPPLEMENTAL COMPENSATION (Retired teacher at Morgan Elementary School to provide Reading/Language Arts intervention in the areas of fluency, phonemic awareness, and comprehension for 3rd grade students during the 2019/2020 school year, at the hourly rate of \$25.00, not to exceed 100 hours, to be charged to Title I Funds)

Crees, Shirlene

SUPPLEMENTAL COMPENSATION (Evening administrative/supervisory services for Adult Education students to assist with counseling services for students, evaluation of transcripts and for CASAS testing during the 2019/2020 school year, at the hourly rate of \$50.00, up to three (3) days per week, not to exceed three (3) hours per day, to be charged to Adult Education Funds)

Baker, Howard

EXTRA DUTY COMPENSATION (Teachers to provide Where Everybody Belongs (WEB) training for eighth grade students to be mentors to sixth grade students during the 2019/2020 school year, at the hourly rate of \$45.04, not to exceed a total of 63 hours, to be charged to Title I Funds)

Jefferson, Veronica
Johnson, Alycandria

EXTRA DUTY COMPENSATION (Additional class assignment at 1/6 of their daily rate or \$45.04, whichever is greater, for the fall semester of the 2019/2020 school year, and to be charged to the General Fund)

Rialto Middle School

Douglass, Michael	Physical Education	08/09/2019
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EXTRA DUTY COMPENSATION

Curtis Elementary School

Morales, Doreen	Academic Coaching	2019/2020	\$1,768.00
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Garcia Elementary School

De Loera, Stephanie	PBIS Coach (Internal)	2019/2020	\$1,163.00
Feliz, Georgi	Grade Level Lead	2019/2020	\$698.00
Galindo, Valerie	Grade Level Lead	2019/2020	\$698.00
Genz, Debbie	Grade Level Lead	2019/2020	\$698.00
Lopez, Elizabeth	Grade Level Lead	2019/2020	\$698.00
Mena, Autumn	Grade Level Lead	2019/2020	\$698.00
Petrizzo, Jill	Grade Level Lead	2019/2020	\$698.00
Scarborough, Katharine	Grade Level Lead	2019/2020	\$698.00

Jehue Middle School

Prado, Kathi	Band	2019/2020	\$2,327.00
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CERTIFICATED COACHES

Carter High School

Allen-Hardesty, Shawna	Varsity Assistant, Girls' Cross Country	2019/2020	\$2,978.00
Berry III, Gilbert	Varsity Head, Boys' Basketball	2019/2020	\$4,514.00
Fitzsimmons, John	Varsity Head, Girls' Soccer	2019/2020	\$4,002.00
Hampton, Joyce	Varsity Head, Girls' Tennis	2019/2020	\$3,443.00
Loepp, Aaron	Varsity Head, Boys' Wrestling	2019/2020	\$4,514.00
Nasraty, Yamma	Freshman Head, Boys' Football	2019/2020	\$4,188.00
Paluba, Joseph	Varsity Head, Girls' Wrestling	2019/2020	\$4,514.00
Paluba, Wanda	Freshman Head, Girls' Wrestling	2019/2020	\$3,630.00
Randall, Justin	Varsity Head, Boys' Football	2019/2020	\$5,305.00
Sanchez, Joshua	Freshman Head, Boys' Soccer	2019/2020	\$3,257.00

Eisenhower High School

Bibian, Mark	Varsity Assistant, Boys' Cross Country	2019/2020	\$2,978.00
Evans, William	Varsity Head, Girls' Tennis	2019/2020	\$3,443.00
Lopez, Denise	Varsity Head, Boys' Cross Country	2019/2020	\$3,443.00
Saucedo, Rogelio	Varsity Head, Girls' Cross Country	2019/2020	\$3,443.00

Rialto High School

Rodriguez, Eric	Varsity Assistant, Boys' Football	2019/2020	\$4,002.00
Schneider, Laura	Varsity Head, Girls' Cross Country	2019/2020	\$3,443.00
Torres, Alberto	Varsity Assistant, Boys' Football	2019/2020	\$4,002.00

Submitted and Reviewed by: Rhea McIver Gibbs and Rhonda Kramer

(Ref. J 3.3)



Rialto Unified School District

Board Date: September 25, 2019

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

**RESOLUTION # 19-20-14
RESOLUTION OF THE BOARD OF EDUCATION
RIALTO UNIFIED SCHOOL DISTRICT
2019-2020**

September 25, 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>
Maldonado, Deserie	Kordyak Elementary	Provisional Internship Permit – Multiple Subject	Grade 2/ELM
Sowell, Tierra	Fitzgerald Elementary	Provisional Internship Permit – Multiple Subject	Grade TK/ELM/SEI

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 25th day of September, 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: September 25, 2019

TO: Board of Education
FROM: Cuauhtémoc Avila, Ed.D., Superintendent
ITEM: **SPORTS PE**

**RESOLUTION # 19-20-15
RESOLUTION OF THE BOARD OF EDUCATION
RIALTO UNIFIED SCHOOL DISTRICT
2019-2020**

September 25, 2019

Pursuant to Education Code Section 44258.7(b), for the 2019/2020 school year, the Board of Education of the Rialto Unified School District authorizes the Lead Personnel Agent, Personnel Services, to assign a full-time teacher with a credential other than Physical Education to coach a competitive sport for one period per day for which students receive Physical Education credit.

NAME

Berry, Gilbert
Randall, Justin
Cortez, Luis
Dunbar-Small, Laurie

SCHOOL

Carter H.S.
Carter H.S.
Eisenhower H.S.
Eisenhower H.S.

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 resolution 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 25th day of September, 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: September 25, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **IMPLEMENTATION OF ATTENDANCE BOUNDARY ADJUSTMENTS FOR ELEMENTARY SCHOOLS**

Background: The District formed a Boundary Advisory Committee (BAC) in fall 2018 to study and make a recommendation on adjustments to the attendance boundaries for various schools. The BAC met five times from January 2019 to May 2019, culminating on June 11, 2019, at a community input meeting where the recommended elementary school attendance boundary adjustments were presented to parents/guardians, and the community. In addition, we have sent out letters to all of the parents/guardians that will and/or can be affected by this change. Furthermore, follow-up phone calls were made and we will be re-running our list to capture any new students in the spring of 2020.

Reasoning: The objective of a boundary study is to balance existing capacities with projected enrollment and keep in alignment with the District strategic plans of "effective communication throughout the community" (Strategy 8, Plan 4) and "effective family and community involvement" (Mission) by encouraging students who live in the same neighborhood to attend the school closest to them (neighborhood schools). The study also addressed the importance of common concerns and the criteria used to make the adjustments; such as, special programs, AVID, Dual Language Immersion, Special Education, safe routes to schools, effective use of existing school facilities and resources, etc., which shall be preserved.

Formal approval by the Board of Education is necessary to implement the proposed boundary adjustments for the 2020-2021 school year.

Recommendation: Approve the attendance boundary adjustments for the elementary schools to be implemented in the 2020-2021 school year.

Fiscal Impact: No fiscal impact

Submitted and Reviewed by: Mohammad Z. Islam
(Ref. K 1.1)



Rialto Unified School District

Board Date: September 25, 2019

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: **AGREEMENT WITH HMC ARCHITECTS FOR ARCHITECTURAL CONCEPTUAL PLANS FOR THE REDESIGN OF AVAILABLE SPACE AT THE KAZALUNAS EDUCATION CENTER (KEC)**

Background: An architectural firm is needed to provide architectural conceptual plans for available space at the Kazalunas Education Center (KEC).

Reasoning: District is in need of conceptual space planning layouts to provide open space floor planning in 4 buildings of the KEC as outlined.

- Building A – Current unused available space at the District main office,
- Building B – Build a Special Education waiting area and new entrance for parents and community members,
- Building C – Open space by removing as many walls as structurally possible to redesign and maximize the use of space for Special Education operations, and
- Building F – Redesign and remodel the entire area to maximize the use of space to create office spaces and a conference room

HMC Architects will furnish these basic services for a not-to-exceed total cost of \$20,000.00 comprised of hourly rates on a sliding scale of \$160.00 to \$235.00 per hour. Reimbursable expenses as needed shall not exceed \$500.00.

Recommendation: Approve an agreement with HMC Architects for Architectural Conceptual plans for the redesign of four (4) buildings at the Kazalunas Education Center.

Fiscal Impact: \$20,000.00 – Fund 40, Special Reserve Fund

Submitted and Reviewed by: Mohammad Z. Islam
(Ref. K 2.1)

**Rialto Unified School District
and
Communication Workers of America Local 9588
Tentative Agreement
September 19, 2019**

ARTICLE VI – UNIT MEMBER RIGHTS

Section 4 – Health and Benefits

- A. Qualified unit members will receive health care according to Covered California Law and the Affordable Health Care Act.
- B. The District shall recognize and follow The Healthy Workplaces, Healthy Families Act of 2014.
- C. Unit members working in a long-term assignment (21-days or more) shall be eligible for bereavement leave, not to exceed three days, for the following immediate family members:

Mother	Uncle	Spouse	Daughter
Stepmother	Grandmother	Domestic Partner	Daughter-in-law
Father	Grandfather	Son	Brother
Step-father	Grandchild	Son-in-law	Sister
Aunt			

- D. Unit members working in a long-term assignment (21-days or more) shall be eligible for personal necessity leave, not to exceed three days/18 hours, for any of the following:
- Death of a relative who is not covered under bereavement
 - District employee or a student of the Rialto Unified School District
 - A close friend
 - An unforeseen crisis involving the unit member's property. Such crisis must be serious in nature, involve circumstances the unit member cannot disregard, and require the attention of the unit member during the member's assigned hours of service

Personal Necessity shall be deducted from and shall not exceed the number of full-paid days of sick leave to which the unit member is entitled for the school year.

The unit member will be subject to appropriate discipline if the Personnel Necessity Leave is used for purposes other than the above circumstances.

**APPENDIX A
SUBSTITUTE TEACHER SALARY INFORMATION
(Effective July 1, 2018 2019)**

Daily Rate

➤ 30 Day Substitute Permit	\$145.00	\$150.00
➤ Credentialed Substitute	\$165.00	\$170.00
➤ Special Education Substitute	\$165.00	\$170.00


Long-Term Rate (after more than 20 consecutive days, retro to the first day)

- 30 Day Substitute Permit ~~\$160.00~~ \$165.00
- Credentialed Substitute ~~\$180.00~~ \$186.00
- Special Education Substitute ~~\$180.00~~ \$186.00

~~\$70.00~~ \$73.00 to attend District sponsored trainings outside of normal work hours


Rhonda Kramer,
Lead Personnel Agent, Personnel Services

9/19/2019
Date


Maggie McCormack, CWA President
Local 9588

9/19/19
Date

Teresa Hunter,
Area Vice President

Date

Heather Estruch,
Chief Steward

Date

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) Hundreds of students from Carter, Eisenhower, Milor and Rialto High Schools participated in the **U-CAN (United College Action Network Inc.)** College Fair on September 16, 2019, at A.B. Miller High School in Fontana. Seniors had the opportunity to receive thousands of dollars worth of scholarships, on-the-spot admissions, application waivers, and consultations with college/university recruiters. Carter High School student, **Laura Dunn**, is pictured, proudly, holding a check for a full ride scholarship to Delaware State University.

(Bottom) A majestic presentation of colors by Eisenhower High School Marine JROTC, under direction of **Master Sergeant Benoit** at **San Bernardino County Superintendent Ted Alejandro's** State of Education Address on September 19, 2019.

