



# RIALTO

Unified School District

BOARD OF EDUCATION  
AGENDA, APRIL 7, 2021



***“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. Joseph W. Martinez, President  
Mr. Edgar Montes, Vice President  
Mrs. Stephanie E. Lewis, Clerk  
Ms. Dina Walker, Member  
Mrs. Nancy G. O'Kelley, Member  
Destiny Lopez, Student Member

## RUSD Superintendent

Dr. Cuauhtémoc Avila



## Front Cover Picture

The Rialto Unified School District proudly congratulates **Susana Sotelo** (left), who was announced as the Eisenhower High School Class of 2021 Valedictorian on March 30, 2021. Susana has earned an impressive GPA of 4.8. She is currently undecided about which college she will attend, but the University of California, Berkeley is her first choice. Eisenhower High School and Principal **Mr. Frank Camacho**, pictured right, honored Susana, along with Salutatorian **Dalia Torres**, with a ceremony.

**RIALTO UNIFIED SCHOOL DISTRICT**  
Dr. John R. Kazalunas Education Center  
182 East Walnut Avenue  
Rialto, California

**JOSEPH W. MARTINEZ**  
President

**STEPHANIE LEWIS**  
Clerk

**DINA WALKER**  
Member



**EDGAR MONTES**  
Vice President

**NANCY G. O'KELLEY**  
Member

**DESTINY LOPEZ**  
Student Board Member

**CUAUHTÉMOC AVILA, ED.D.**  
Superintendent

## **IMPORTANT PUBLIC NOTICE**

The Board Meeting of **April 7, 2021**, will be held VIRTUALLY and available to the public via YouTube stream.

For those that wish to participate in the meeting  
and/or make public comments,  
please follow the steps set forth below:

- To access the Board Meeting via live stream, go to “Our Board”, scroll down to “Board Meeting Videos” and click play.
- The agenda may be accessed on our website by also going to “Our Board” and scrolling down to “Agendas and Minutes”.
- Although not required, for those who wish to make a public comment, please call **1(909) 419-5566** before 4:00 p.m. the day of the Board meeting, to record your message. You will be asked to state your full name, slowly and clearly, and indicate whether your comment is related to an item "on" the agenda or "off" the agenda. Please keep in mind all comments are limited to 3 minutes. The public comments will then be played back during the Board meeting.
- If you have any questions, please contact Martha Degortari, Executive Administrative Agent, at [mdegorta@rialtousd.org](mailto:mdegorta@rialtousd.org), or 1(909) 820-7700, ext. 2124.
- To access the Spanish version of the Board meeting: United States Toll +1(408) 418-9388 Access Code – 960 675 512 #.



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

**April 7, 2021**

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

**Board Members:**

**Joseph W. Martinez, President  
Edgar Montes, Vice President  
Stephanie E. Lewis, Clerk  
Nancy G. O'Kelley, Member  
Dina Walker, Member  
Destiny Lopez, Student Board Member**

**Superintendent:**

**Cuauhtémoc Avila, Ed.D.**

Any individual who requires disability-related accommodations or modifications, including auxiliary aids and services, in order to participate in the Board meeting should contact the Superintendent or designee in writing.

**Pages**

**A. OPENING**

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

**A.2. OPEN SESSION**

**A.2.1. Comments on Closed Session Agenda Items**

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

**A.3. CLOSED SESSION**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

As provided by law, the following are the items for discussion and consideration at the Closed Session of the Board Meeting:

**Vote by Board Members to move into Closed Session.**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

Time: \_\_\_\_\_

**A.3.1. PUBLIC EMPLOYEE  
EMPLOYMENT/DISCIPLINE/DISMISSAL/RELEASE/REASSIG  
NMENT OF EMPLOYEES (GOVERNMENT CODE SECTION  
54957)**

**A.3.2. STUDENT EXPULSIONS/REINSTATEMENTS/EXPULSION  
ENROLLMENTS**

**A.3.3. CONFERENCE WITH LABOR NEGOTIATORS**

Agency designated representatives: Cuauhtémoc Avila, Ed.D., Superintendent; Rhea McIver Gibbs, Ed.D., 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)

**A.3.4. THREAT TO PUBLIC SERVICES OR FACILITIES**

Consultation with agency counsel from Mullen Coughlin, LLC

**A.3.5. CONFERENCE WITH LABOR NEGOTIATOR (Government Code Section 54957.6)**

Designated Representative: Board President, Joseph W. Martinez

Unrepresented Employee: Superintendent, Cuauhtémoc Avila, Ed.D.

**A.3.6. PUBLIC EMPLOYEE PERFORMANCE EVALUATION (Government Code Section 54957)**

Title: Superintendent, Cuauhtémoc Avila, Ed.D.

**A.4. ADJOURNMENT OF CLOSED SESSION**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**Vote by Board Members to move out of Closed Session.**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

Time: \_\_\_\_\_

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

**A.6. PLEDGE OF ALLEGIANCE**

**A.7. REPORT OUT OF CLOSED SESSION**

**A.8. ADOPTION OF AGENDA**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**Vote by Board Members to adopt the agenda.**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**B. PRESENTATIONS**

**B.1. CAREER CONNECTIONS AND PATHWAYS INFORMATION SESSION**

Presentation on Career Connections and Pathways by Dr. Ed D'Souza, Lead Academic Agent: Math, Science and College/Career Pathways, and Juanita Chan, Coordinator: Stem and Related College/Career Pathways.

**C. COMMENTS**

**C.1. PUBLIC COMMENTS NOT ON THE AGENDA**

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

**C.2. PUBLIC COMMENTS ON AGENDA ITEMS**

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

**C.3. COMMENTS FROM ASSOCIATION EXECUTIVE BOARD MEMBERS**

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

**C.4. COMMENTS FROM THE SUPERINTENDENT**

**C.5. COMMENTS FROM STUDENT BOARD MEMBER**

**C.6. COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION**

**D. PUBLIC HEARING**

**D.1. OPEN PUBLIC HEARING**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**Vote by Board Members to open Public Hearing.**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

Time: \_\_\_\_\_

**D.1.1. CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)  
CHAPTER #203 2021-2022 PROPOSAL**

Pursuant to the requirements of Government Code and Board Policy, the attached initial contract proposal for the 2021-2022 school year submitted by the California School Employees Association (CSEA), for an agreement between the California School Employees Association (CSEA) and the Rialto Unified School District Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

**D.2. CLOSE PUBLIC HEARING**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**Vote by Board Members to close Public Hearing.**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

Time: \_\_\_\_\_



**D.3. OPEN PUBLIC HEARING**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**Vote by Board Members to open Public Hearing.**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

Time: \_\_\_\_\_

**D.3.1. FORM FOR PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT (AB1200)**

17

Pursuant to the requirements of Government Code and Board Policy, the attached form for public disclosure of proposed collective bargaining agreement [AB 1200 (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.

**D.4. CLOSE PUBLIC HEARING**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**Vote by Board Members to close Public Hearing.**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

Time: \_\_\_\_\_

**D.5. OPEN PUBLIC HEARING**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**Vote by Board Members to open Public Hearing.**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

Time: \_\_\_\_\_

**D.5.1. 2021-2022 PROPOSAL TO RIALTO EDUCATION ASSOCIATION (REA)**

22

Pursuant to the requirements of Government Code and Board Policy, the attached initial contract proposal for the 2021-2022 school year submitted by the Rialto Unified School District for an agreement between Rialto Education Association (REA) and Rialto Unified School District Board of Education, is hereby posted in compliance with legislative requirement for public notice.

**D.6. CLOSE PUBLIC HEARING**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**Vote by Board Members to close Public Hearing.**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

Time: \_\_\_\_\_

**E. CONSENT CALENDAR ITEMS**

All items on the Consent Calendar will be acted upon in one motion unless pulled by Board of Education members or the Superintendent for individual action.

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

**Vote by Board Members to approve Consent Calendar Items.**

\_\_\_\_\_ Preferential Vote by Student Board Member, Destiny Lopez

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**E.1. GENERAL FUNCTIONS CONSENT ITEMS - None**

**E.2. INSTRUCTION CONSENT ITEMS**

**E.2.1. SCHOOL PLAN ADDENDUM FOR FRISBIE MIDDLE SCHOOL**

Approve the School Plan Addendum for Frisbie Middle School, at no cost to the District.

**E.3. BUSINESS AND FINANCIAL CONSENT ITEMS**

**E.3.1. WARRANT AND PURCHASE ORDER LISTING**

Approve Warrant Listing Register and Purchase Order Listing for all funds from March 6, 2021 through March 19, 2021 (Sent under separate cover to Board Members). A copy for public review will be available in the District's website.

**E.3.2. DONATIONS**

Accept the listed donations from Alexander Mattison/RBC Capital Markets, LLC, and that a letter of appreciation be sent to the donors.

- E.3.3. APPROVE CLINICAL AFFILIATION AGREEMENT WITH CALIFORNIA STATE UNIVERSITY LOS ANGELES** 27
- Approve Clinical Affiliation Agreement with California State University Los Angeles to assist current and future educators in completing state requirements for credentialing from April 8, 2021 through April 7, 2024, at no cost to the District.
- E.3.4. AGREEMENT WITH VOYAGER SOPRIS LEARNING FOR STEP UP TO WRITING PROGRAM – MORRIS ELEMENTARY SCHOOL** 28
- Approve an agreement with Voyager Sopris Learning to provide the Step Up to Writing program at Morris Elementary School, effective April 8, 2021 through June 30, 2021, at a cost not-to-exceed \$17,000.00, and to be paid from the General Fund – Site Title I.
- E.3.5. AGREEMENT WITH ADVANCEMENT VIA INDIVIDUAL DETERMINATION (AVID) CENTER** 29
- Approve an agreement with AVID Center to provide AVID memberships and site licenses for eight (8) secondary school sites and two (2) elementary school sites, effective July 1, 2021 through June 30, 2022, at a cost not-to-exceed \$35,000.00, and to be paid from General Fund - Title I, Part A.
- E.3.6. AGREEMENT WITH ART SPECIALTIES, INC. - KORDYAK ELEMENTARY SCHOOL** 30
- Approve an agreement with Art Specialties, Inc. to provide and install digitally printed signage with Kordyak Elementary School and PBIS expectations on the campus at Kordyak Elementary School, effective April 8, 2021 through June 30, 2021, at a cost not-to-exceed \$11,997.59, and to be paid from the General Fund – Site Budget.
- E.3.7. AGREEMENT WITH ART SPECIALTIES, INC. - KUCERA MIDDLE SCHOOL** 31
- Approve an agreement with Art Specialties, Inc. to provide and install digitally printed signage with Kucera Middle School, Coyotes, and paw prints on the campus buildings at Kucera Middle School, effective April 8, 2021 through June 30, 2021, at a cost not-to-exceed \$28,750.35, and to be paid from the General Fund - Supplemental and Discretionary Funds.

**E.3.8. DATA PRIVACY AGREEMENTS FOR THIRD PARTY APPLICATIONS 32**

Approve the Data Privacy Agreements for the following Program/Applications: 5 Star Students, Junior Library Guild, Desmos, Parlay Ideas, Young Women’s Empowerment, and Gerald Moore 360 LLC, at no cost to the District.

**E.4. FACILITIES PLANNING CONSENT ITEMS**

**E.4.1. NOTICE OF COMPLETION FOR WORK COMPLETED AT CASEY ELEMENTARY SCHOOL BY JTS MODULAR, INC. 33**

Approve the required work completed by JTS Modular, Inc. before January 31, 2021 in connection with the addition of the three (3) Modular Classroom at Casey Elementary School for the Full-Day Kindergarten Program, and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder, at no cost to the District.

**E.4.2. AMENDMENT NO. 1 TO AGREEMENT WITH PF VISION INC., FOR INSPECTION SERVICES FOR THE SHADE STRUCTURE PROJECT AT CARTER HIGH SCHOOL 34**

Approve Amendment No. 1 to agreement with PF Vision Inc., to extend the agreement term to provide the required DSA inspection services for the Shade Structure project at Carter High School, at no cost to the District.

**E.4.3. AMENDMENT NO. 1 TO AGREEMENT WITH SITESCAN TO PROVIDE UTILITY LOCATION AND MAPPING SERVICES FOR THE SPECIAL EDUCATION RENOVATION PROJECT 35**

Approve Amendment No. 1 to agreement with SiteScan to extend the agreement term to conduct underground utilities investigation at the District office for the Special Education Renovation Project, at no cost to the District.

**E.5. PERSONNEL SERVICES CONSENT ITEMS**

**E.5.1. PERSONNEL REPORT NO. 1254 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES 36**

Approve Personnel Report No. 1254 for classified and certificated employees.

|      |         |    |
|------|---------|----|
| E.6. | MINUTES | 42 |
|------|---------|----|

|        |  |    |
|--------|--|----|
| E.6.1. | MINUTES - REGULAR BOARD OF EDUCATION MEETING OF MARCH 24, 2021 | 43 |
|--------|--|----|

Approve the minutes of the Regular Board of Education meeting held March 24, 2021.

|    |                                |    |
|----|--------------------------------|----|
| F. | <u>DISCUSSION/ACTION ITEMS</u> | 65 |
|----|--------------------------------|----|

|      |   |    |
|------|---|----|
| F.1. | RESOLUTION NO. 20-21-26 AUTHORIZING TEMPORARY BORROWING BETWEEN FUNDS OF THE SCHOOL DISTRICT FOR FY 2021-2022 | 66 |
|------|---|----|

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Adopt Resolution No. 20-21-26 authorizing temporary borrowing between funds of the School District for fiscal year 2021-2022.

**Vote by Board Members.**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**F.2. AGREEMENT WITH EDUPOINT TO PURCHASE SYNERGY ASSESSMENT**

67

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve an agreement with Edupoint to purchase Synergy Assessment effective July 1, 2021 through June 30, 2022, at a cost not-to-exceed \$80,266.00, and to be paid from the General Fund.

**Vote by Board Members.**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**F.3. TENTATIVE SETTLEMENT AGREEMENT WITH COMMUNICATION WORKERS OF AMERICA (CWA)**

68

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Ratify the 2020-2021 Tentative Settlement Agreement between the Rialto Unified School District and the Communication Workers of America (CWA).

**Vote by Board Members.**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Stephanie E. Lewis, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**F.4. APPROVE EXTENSION OF STUDENTS WITH QUALIFIED SERVICES TRANSPORTATION RFP# T17-18-009**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve the two (2) one-year extensions with American Logistics Company, effective July 1, 2021 to June 30, 2022 and July 1, 2022 to June 30, 2023, thereby taking advantage of the same terms and conditions of the existing Agreement dated May 9, 2018, at a cost not-to-exceed \$650,000.00 estimated 2 year total (dependent upon use), and to be paid from the General Fund.

**Vote by Board Members.**

- \_\_\_\_\_ Dina Walker, Member
- \_\_\_\_\_ Nancy G. O'Kelley, Member
- \_\_\_\_\_ Stephanie E. Lewis, Clerk
- \_\_\_\_\_ Edgar Montes, Vice President
- \_\_\_\_\_ Joseph W. Martinez, President

**G. ADJOURNMENT**

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on April 21, 2021, at 7:00 p.m. **and available to the public via YouTube stream.**

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

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

**Vote by Board Members to adjourn.**

- \_\_\_\_\_ Preferential Vote by Student Board Member, Destiny Lopez
- \_\_\_\_\_ Dina Walker, Member
- \_\_\_\_\_ Nancy G. O'Kelley, Member
- \_\_\_\_\_ Stephanie E. Lewis, Clerk
- \_\_\_\_\_ Edgar Montes, Vice President
- \_\_\_\_\_ Joseph W. Martinez, President

Time: \_\_\_\_\_



**D PUBLIC HEARING**

**PLEASE POST**

**PLEASE POST**

**PUBLIC NOTICE**

PURSUANT TO THE REQUIREMENTS OF GOVERNMENT CODE AND BOARD POLICY, THE ATTACHED INITIAL CONTRACT PROPOSAL FOR THE 2021-2022 SCHOOL YEAR SUBMITTED BY THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA), FOR AN AGREEMENT BETWEEN THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA) AND THE RIALTO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION, IS HEREBY POSTED IN COMPLIANCE WITH THE LEGISLATIVE REQUIREMENTS FOR PUBLIC NOTICE.



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**Rhonda Kramer  
Lead Personnel Agent  
Personnel Services**

**March 26, 2021**



California School Employees Association and its Rialto Chapter #203  
2021-2022 Reopener Negotiations Sunshine Proposal

The California School Employees Association and its Chapter #203 (CSEA) present our initial proposal to negotiate 2021-2022 Reopeners. CSEA desires to alter and/or amend the following articles as indicated, and presents our proposal for public discussion in accordance with Government Code 3547, as follows:

**ARTICLE XX - HEALTH AND WELFARE BENEFITS**

CSEA will propose language to enhance the health and welfare benefits of bargaining unit members corresponding with the District's ability to pay.

**ARTICLE XXI: DUTY HOURS**

CSEA will propose language to enhance the assigned hours of bargaining unit members.

**ARTICLE XXII - PAY AND ALLOWANCES**

CSEA will propose language to attract and retain the best-qualified professional classified staff by improving the existing salary structure.

**ARTICLE XXIII: PROFESSIONAL GROWTH**

CSEA will propose language to provide additional funding for professional growth.

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Please place this Proposal on the next Board of Education agenda in compliance with California's Brown Act and Government Code.

**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 [AB 1200 (STATUTES OF 1991, CHAPTER 1213) AS REVISED BY AB2756 (STATUTES OF 2004, CHAPTER 25), GOVERNMENT CODE 3547.5] BETWEEN THE COMMUNICATIONS WORKERS OF AMERICA (CWA) AND THE RIALTO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION, IS HEREBY POSTED IN COMPLIANCE WITH THE LEGISLATIVE REQUIREMENTS FOR PUBLIC NOTICE.



---

Diane Romo,  
Lead Fiscal Services Agent

**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

**03/24/21**

**A. PERIOD OF AGREEMENT:**

The proposed bargaining agreement covers the period beginning and ending for the following fiscal years **2020-2021**

**07/01/20**

**06/30/21**

**2020-2021**

**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

**\$1,980,758.26**

2. Current Year Costs After Agreement

**\$1,980,758.26**

3. Total Cost Change

4. Percentage Change

5. Value of a 1% Change

**\$19,807.58**

**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 )**

**RIALTO UNIFIED SCHOOL DISTRICT**

**SCHOOL DISTRICT**

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

|    |                                   |                     |
|----|-----------------------------------|---------------------|
| 1. | Cost of Benefits Before Agreement | <b>\$349,613.26</b> |
| 2. | Cost of Benefits After Agreement  | <b>\$349,613.26</b> |
| 3. | Percentage Change in Total Costs  |                     |

**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: | <b>\$370,465,559.47</b> |
| 2. | Percentage Reserve Level State Standard for District:              | <b>3.0%</b>             |
| 3. | Amount of State Minimum Reserve Standard:                          | <b>\$11,113,966.78</b>  |

**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) | <b>\$11,113,967.00</b> |
| 5. | Unassigned/Unappropriated (Object 9790)          | <b>\$65,269,057.52</b> |
| 6. | <b>Total Reserves: (Object 9789 + 9790)</b>      | <b>\$76,383,024.52</b> |

**SPECIAL RESERVE FUND (Fund 17, as applicable)**

|    |  |  |
|----|--|--|
| 7. | Reserve for Economic Uncertainties (Object 9789) |  |
|----|--|--|

**TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:**

|    |  |                        |
|----|--|------------------------|
| 8. | General Fund & Special Reserve Fund:                               | <b>\$76,383,024.52</b> |
| 9. | Percentage of General Fund Expenditures/Uses                       | <b>20.62%</b>          |
|    | Difference between District Reserves and Minimum State Requirement | <b>\$65,269,057.74</b> |

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

**RIALTO UNIFIED SCHOOL DISTRICT**

**SCHOOL DISTRICT**

**F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS**

None

**G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS**

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

None

**H. NARRATIVE OF AGREEMENT**

No changes were made to compensation.

**I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT**

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

N/A



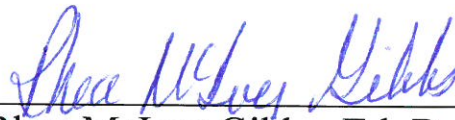


PLEASE POST

PLEASE POST

**PUBLIC NOTICE**

PURSUANT TO THE REQUIREMENTS OF GOVERNMENT CODE AND BOARD POLICY, THE ATTACHED INITIAL CONTRACT PROPOSAL FOR THE 2021-2022 SCHOOL YEAR SUBMITTED BY THE RIALTO UNIFIED SCHOOL DISTRICT FOR AN AGREEMENT BETWEEN THE RIALTO EDUCATION ASSOCIATION (REA) AND RIALTO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION, IS HEREBY POSTED IN COMPLIANCE WITH THE LEGISLATIVE REQUIREMENTS FOR PUBLIC NOTICE.



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Rhea McIver Gibbs, Ed. D.  
Lead Personnel Agent  
Personnel Services

April 2, 2021

**RIALTO UNIFIED SCHOOL DISTRICT  
Initial Proposal to  
RIALTO EDUCATION ASSOCIATION  
2021-2022**

April 7, 2021

The following is the proposal of the Rialto Unified School District for the 2021-2022 school year:

**1. ARTICLE VII: TRANSFER, ASSIGNMENT, AND REASSIGNMENT**

- Modify language regarding voluntary transfer date

**2. ARTICLE X: SAFETY CONDITIONS**

- Add language to include employee safety/responsibilities while operating a District vehicle or equipment

**3. ARTICLE XIX: SALARY, HEALTH, AND WELFARE BENEFITS**

- Modify language regarding salary advancement

The District reserves the right to modify its proposals during the negotiation process.

**E CONSENT CALENDAR ITEMS**



**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM: SCHOOL PLAN ADDENDUM FOR FRISBIE MIDDLE SCHOOL**

**Background:** Education Services and Frisbie Middle School requests the Board of Education approve the School Plan Addendum (sent under separate cover) for Frisbie Middle School. The Single Plan for Student Achievement (SPSA) is meant to consolidate all school-level planning efforts into one plan for programs funded through the consolidated application (ConApp) pursuant to California Education Code Section 64001 and the Elementary and Secondary Education Act, as amended by the Every Student Succeeds Act (ESSA.)

Occasionally, an addendum is required to the School Plan when a review of data by the School Site Council decides a new action is needed and if greater than 10 percent of the total site budget is moved from one category or activity to another.

**Reasoning:** On March 29, 2021, the School Site Council from Frisbie Middle School met to review the School Plan and progress, and voted to approve the change in monies from carryover distribution to Goal 1, Strategy 2 for \$76,500 to purchase instructional technology for teachers. The submission of this addendum was approved by this committee at the time.

**Recommendation:** Approve the School Plan Addendum for Frisbie Middle School.

**Fiscal Impact:** No fiscal impact

**Submitted by:** Carol Mehochko  
**Reviewed by:** Darren McDuffie, Ed.D.



**Rialto Unified School District**

**Board Date: April 7, 2021**

**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **DONATIONS**

| <u>MONETARY DONATIONS</u>                   | <u>LOCATION / DESCRIPTION</u> | <u>AMOUNT</u> |
|---|-------------------------------|---------------|
| Alexander Mattison/RBC Capital Markets, LLC |                               | \$ 1,000.00   |

| <u>NON-MONETARY DONATIONS</u> | <u>LOCATION / DESCRIPTION</u> |
|-------------------------------|-------------------------------|
|-------------------------------|-------------------------------|

**RECOMMENDATION:** It is recommended that the Board of Education accept the listed donations and send a letter of appreciation to:

Alexander Mattison/RBC Capital Markets, LLC;

| <u>DISTRICT SUMMARY</u>            | <u>TOTALS</u> |
|------------------------------------|---------------|
| Monetary Donations – April 7, 2021 | \$ 1,000.00   |
| Donations – Fiscal Year-to-Date    | \$ 22,117.39  |

**Submitted and Reviewed by:** Mohammad Z. Islam



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**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **APPROVE CLINICAL AFFILIATION AGREEMENT WITH CALIFORNIA STATE UNIVERSITY LOS ANGELES**

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Background: The California Commission on Teacher Credentialing requires that teacher/psychology/counselor/SLP candidates that are enrolled in a college/university program to complete student teaching/intern/clinical practice/practicum/fieldwork before the university student can receive their preliminary credential.

Reasoning: California State University Los Angeles provides fieldwork, education and training for university student/intern teachers, and psychology/counseling/SLP students. University students enrolled in the programs at California State University Los Angeles will gain experience with mentors from Rialto Unified School District in their specialized fields in the process of completing their credential requirements.

Recommendation: Approve Clinical Affiliation Agreement with California State University Los Angeles to assist current and future educators in completing state requirements for credentialing from April 8, 2021 through April 7, 2024.

Fiscal Impact: No fiscal impact

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**Submitted by:** Rhonda Kramer and Rhea McIver-Gibbs, Ed.D.  
**Reviewed by:** Mohammad Z. Islam



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**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **AGREEMENT WITH VOYAGER SOPRIS LEARNING FOR STEP UP TO WRITING PROGRAM – MORRIS ELEMENTARY SCHOOL**

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**Background:** *Step Up to Writing* includes embedded professional development; provides flexible implementation options; is compatible with any core curriculum; and supports writing instruction across all content areas. This solution's multisensory, explicit, and systematic approach to teaching writing is designed to provide clear strategies, methods, and supports for increased student success. Created for all students, the strategies in *Step Up to Writing* are designed to be used to support writing instruction in all content areas. *Step Up to Writing* instructional strategies and writing lessons help students understand the importance of each step in the writing process. Beginning writers explicitly learn and practice each phase of the process. Common expectations and language for writing across every grade level builds confidence as students grow into more advanced writers and the process becomes fluid and automatic.

**Reasoning:** Morris Elementary School has committed to align their instruction and improve practices in the core curricular instruction. Goals have been created to help identify structures needed to improve academics in the area of Reading and Writing. Because Morris Elementary School is an Environmental Literacy School, *Step Up to Writing* is a tool that will help achieve success in writing instruction. This will include K-5 Writing Kits for in-person instruction as well as an online component for a virtual setting.

**Recommendation:** Approve an agreement with Voyager Sopris Learning to provide the Step Up to Writing program at Morris Elementary School, effective April 8, 2021 through June 30, 2021.

**Fiscal Impact:** Not-to-exceed \$17,000.00 – General Fund – Site Title I

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**Submitted by:** Karla Guzman  
**Reviewed by:** Darren McDuffie, Ed.D.



**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

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

Background: AVID is designed as a systematic approach to increase schoolwide learning and to increase college going rate of students who may be first in their family to go to college. The mission of AVID is to ensure that all students who are capable of completing a college preparatory path will: Succeed in rigorous curriculum; enter mainstream activities of the school; increase their enrollment in four-year colleges; and become educated and responsible participants and leaders in a democratic society. Rialto USD started using the AVID program in 1989 at Eisenhower High School, which was the only high school at that time. Since then AVID has expanded to all comprehensive high schools, middle schools, and two elementary schools. The secondary sites are: Frisbie Middle School, Jehue Middle School, Kolb Middle School, Kucera Middle School, Rialto Middle School, Carter High School, Eisenhower High School, and Rialto High School. The elementary sites are: Curtis Elementary School and Preston Elementary School. Over 90% of AVID Seniors go to a four year college.

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

Recommendation: Approve an agreement with AVID Center to provide AVID memberships and site licenses for eight (8) secondary school sites and two (2) elementary school sites, effective July 1, 2021 through June 30, 2022.

Fiscal Impact: Not-to-exceed \$35,000.00 – General Fund - Title I, Part A

**Submitted by:** Edward D’Souza, Ph.D.  
**Reviewed by:** Darren McDuffie, Ed.D.





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**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

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

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Background: Art Specialties, Inc. is a local business that has worked with Rialto Unified School District to provide collegiate artwork throughout many of our sites. Kordyak Elementary School continues its efforts to support and nurture a healthy culture which includes Positive Behavior Intervention and Support (PBIS), Social Emotional Learning (SEL), and Safety. This is reflected in our School Plan for Student Achievement, Strategic Plan, and Multi-Tiered System of Support (MTSS) Framework for success. At Kordyak Elementary School our cubs R.O.A.R. Through the R.O.A.R. PBIS Motto, we encourage students to be Respectful, On-Task, an Active Learner, Respectful. These characteristics ensure that students have what is needed for a meaningful connection to our school site. And through the systems and structures created for Kordyak, staff members can ensure that family and community relationships are built for the betterment of students' educational journey.

Reasoning: Per the School Plan for Student Achievement, Strategic Plan, and Multi-Tiered System of Support (MTSS) Framework, Kordyak is dedicated to ensuring students reach their highest potential; this is supported through a positive and diverse learning environment. As a result, Kordyak Elementary School requests the creation of printed signs to be placed on, and around, our campus, whose impact will motivate staff, students, and the community towards excellence in learning, instruction and community involvement through visual inspiration that exemplifies PBIS, SEL, and safety.

Recommendation: Approve an agreement with Art Specialties, Inc. to provide and install digitally printed signage with Kordyak Elementary School and PBIS expectations on the campus at Kordyak Elementary School, effective April 8, 2021 through June 30, 2021.

Fiscal Impact: Not-to-exceed \$11,997.59 – General Fund – Site Budget

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**Submitted by:** Eboni Kemp, Ed.D.  
**Reviewed by:** Darren McDuffie, Ed.D.



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**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

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

---

Background: Art Specialties, Inc. is a local business that has worked with Rialto Unified School District to provide collegiate artwork throughout many of our sites. Kucera Middle School continues its efforts to support and nurture a healthy culture which includes Positive Behavior Intervention and Support (PBIS), Social Emotional Learning (SEL), and Safety. This is reflected in our School Plan for Student Achievement and Strategic Plan for success.

Reasoning: This is aligned with the District's Strategic Plan, Strategy 5 – We will ensure full engagement of Rialto Unified families, Plan 5 – Welcoming and friendly school environments.

Recommendation: Approve an agreement with Art Specialties, Inc. to provide and install digitally printed signage with Kucera Middle School, Coyotes, and paw prints on the campus buildings at Kucera Middle School, effective April 8, 2021 through June 30, 2021.

Fiscal Impact: Not-to-exceed \$28,750.35 – General Fund - Supplemental and Discretionary Funds

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**Submitted by:** Roxanne Dominguez  
**Reviewed by:** Darren McDuffie, Ed.D.



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

**ITEM: DATA PRIVACY AGREEMENTS FOR THIRD PARTY APPLICATIONS**

Background: Technology Service agreements entered into, amended or renewed by a California LEA on or after January 1, 2015 must follow specific requirements. These requirements apply to contracts for services that utilize electronic technology, including cloud-based services, for digital storage, management and retrieval of pupil records as well as educational software that authorizes third party providers to access, store and use pupil records. Applications include paid or free applications. Along with Family Educational Rights and Privacy Act (FERPA), Children's Online Privacy Protection Rule (COPPA), Children's Internet Protection Act (CIPA), Student Online Personal Information Protection Act (SOPIPA) and Ed Code that districts must adhere to in order to protect student data.

Reasoning: The following programs will be used within the district. Rialto Unified School District can piggyback on the agreements already in place by other districts.

| <i>Program/Application</i> | <i>Purpose</i>            | <i>Term of Agreement</i> |
|----------------------------|---------------------------|--------------------------|
| 5 Star Students            | Tutoring Program          | 02/04/21 - 02/03/24      |
| Junior Library Guild       | eBook Platform            | 02/22/21 - 02/21/24      |
| Desmos                     | Interactive Math Platform | 09/24/20 - 09/23/23      |
| Parlay Ideas               | Discussion Platform       | 02/25/21 - 02/24/24      |
| Young Women's Empowerment  | Mentoring Program         | 02/26/21 - 02/25/24      |
| Gerald Moore 360 LLC       | IT Fundamentals Program   | 03/09/21 - 03/08/24      |

Recommendation: Approve the Data Privacy Agreements for the following Program/Applications: 5 Star Students, Junior Library Guild, Desmos, Parlay Ideas, Young Women's Empowerment, and Gerald Moore 360 LLC.

Fiscal Impact: No fiscal impact

**Submitted by:** Paulina Villalobos and Beth Ann Scantlebury  
**Reviewed by:** Darren McDuffie, Ed.D.



**Rialto Unified School District**

**Board Date: April 7, 2021**

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**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **NOTICE OF COMPLETION FOR WORK COMPLETED AT CASEY ELEMENTARY SCHOOL BY JTS MODULAR, INC.**

---

Background: Representatives from Maintenance and Facilities Planning Departments completed the final walk-through of all work required and completed by JTS Modular, Inc. in connection with the addition of the three (3) Modular Classroom at Casey Elementary School for the Full-Day Kindergarten Program.

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

Recommendation: Approve the required work completed by JTS Modular, Inc. before January 31, 2021 in connection with the addition of the three (3) Modular Classroom at Casey Elementary School for the Full-Day Kindergarten Program, and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder.

Fiscal Impact: No fiscal impact.

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**Submitted by:** Angie Lopez  
**Reviewed by:** Mohammad Z. Islam



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**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **AMENDMENT NO. 1 TO AGREEMENT WITH PF VISION INC., FOR INSPECTION SERVICES FOR THE SHADE STRUCTURE PROJECT AT CARTER HIGH SCHOOL**

---

Background: On September 11, 2019, the Board of Education approved an agreement with PF Vision Inc., to provide Division State Architect (DSA) inspection services for the shade structure project at Carter High School.

Reasoning: The term on the current agreement with PF Vision Inc., was from September 12, 2019 to December 31, 2020. Amendment No. 1 will extend the term of the agreement with PF Vision Inc., from December 31, 2020 to June 30, 2021. There are no additional costs. All other terms and conditions of the agreement will remain the same. This amendment is required due to delays that this project has experienced as a result of the COVID-19 pandemic.

Recommendation: Approve Amendment No. 1 to agreement with PF Vision Inc., to extend the agreement term to provide the required DSA inspection services for the Shade Structure project at Carter High School.

Fiscal Impact: No fiscal impact

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**Submitted by:** Angie Lopez  
**Reviewed by:** Mohammad Z. Islam



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**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **AMENDMENT NO. 1 TO AGREEMENT WITH SITESCAN TO PROVIDE UTILITY LOCATION AND MAPPING SERVICES FOR THE SPECIAL EDUCATION RENOVATION PROJECT**

---

Background: On May 20, 2020, the Board of Education approved an agreement SiteScan to perform an investigation of existing underground utilities at the District office in preparation for the Special Education Renovation Project. The project was placed on hold due to the COVID-19 pandemic and the utility location services were not performed.

Reasoning: The term on the current agreement with SiteScan was from May 21, 2020 to September 30, 2020. Amendment No. 1 will extend the term of the agreement with SiteScan from September 30, 2020 to June 30, 2021 with no fiscal impact. All other terms and conditions of the agreement will remain the same.

Recommendation: Approve Amendment No. 1 to agreement with SiteScan to extend the agreement term to conduct underground utilities investigation at the District office for the Special Education Renovation Project.

Fiscal Impact: No fiscal impact

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**Submitted by:** Angie Lopez  
**Reviewed by:** Mohammad Z. Islam



**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **CLASSIFIED EXEMPT – PERSONNEL REPORT #1254**

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

**BRIDGE ACADEMY TUTOR**

|                   |            |            |                  |
|-------------------|------------|------------|------------------|
| Bermudez, Teanna  | Rialto USD | 03/05/2021 | \$16.00 per hour |
| Gallardo, Ryan    | Rialto USD | 03/05/2021 | \$16.00 per hour |
| Reynosa, Cathryne | Rialto USD | 04/02/2021 | \$16.00 per hour |
| Tuxford, Allison  | Rialto USD | 03/05/2021 | \$16.00 per hour |

**WORKABILITY**

|                        |            |            |                  |
|------------------------|------------|------------|------------------|
| Carrillo, Ashley       | Rialto USD | 03/08/2021 | \$11.90 per hour |
| Fernandez, Renee       | Rialto USD | 03/01/2021 | \$11.90 per hour |
| Fields, Jabari         | Rialto USD | 03/01/2021 | \$11.90 per hour |
| Harris, Trent          | Rialto USD | 03/08/2021 | \$11.90 per hour |
| Hernandez, Jacob       | Rialto USD | 03/05/2021 | \$11.90 per hour |
| Hernandez, Jose        | Rialto USD | 03/01/2021 | \$11.90 per hour |
| Livingston, Terrell    | Rialto USD | 03/05/2021 | \$11.90 per hour |
| Maldonado, Trinity     | Rialto USD | 03/05/2021 | \$11.90 per hour |
| Morales, Angelo        | Rialto USD | 03/01/2021 | \$11.90 per hour |
| Navarro, Roberto       | Rialto USD | 03/10/2021 | \$11.90 per hour |
| Nunez-Ojeda, Vanessa   | Rialto USD | 03/05/2021 | \$11.90 per hour |
| Ortega, Eduardo        | Rialto USD | 03/05/2021 | \$11.90 per hour |
| Polk, Sandra           | Rialto USD | 03/01/2021 | \$11.90 per hour |
| Ramirez, Marisol       | Rialto USD | 03/05/2021 | \$11.90 per hour |
| Ramirez, Stephanie     | Rialto USD | 03/01/2021 | \$11.90 per hour |
| Ramirez Rosales, Kevin | Rialto USD | 03/01/2021 | \$11.90 per hour |
| Smith Jr., Michael     | Rialto USD | 03/05/2021 | \$11.90 per hour |
| Valadez, Brianna       | Rialto USD | 03/01/2021 | \$11.90 per hour |
| Viramontes, Jackaline  | Rialto USD | 03/05/2021 | \$11.90 per hour |
| Younger, Brandon       | Rialto USD | 03/01/2021 | \$11.90 per hour |

**WORKABILITY – Returning Students**

|                   |            |            |                  |
|-------------------|------------|------------|------------------|
| Alvarado, Hailie  | Rialto USD | 03/01/2021 | \$14.00 per hour |
| Anganu, Frederick | Rialto USD | 03/01/2021 | \$14.00 per hour |
| Banuelos, Yasmin  | Rialto USD | 03/01/2021 | \$14.00 per hour |
| Carlos, Daniel    | Rialto USD | 03/01/2021 | \$14.00 per hour |

|                     |            |            |                  |
|---------------------|------------|------------|------------------|
| Contreras, Cristian | Rialto USD | 03/08/2021 | \$14.00 per hour |
| Daniels, Love       | Rialto USD | 03/01/2021 | \$14.00 per hour |
| Dennis, Tyson       | Rialto USD | 03/05/2021 | \$14.00 per hour |
| Gallardo, Guillermo | Rialto USD | 03/01/2021 | \$14.00 per hour |
| Gonzalez, Angel     | Rialto USD | 03/01/2021 | \$14.00 per hour |
| Lane, Malachai      | Rialto USD | 03/08/2021 | \$14.00 per hour |
| Loria, Ashley       | Rialto USD | 03/05/2021 | \$14.00 per hour |
| Padilla, William    | Rialto USD | 03/05/2021 | \$14.00 per hour |
| Perez, Kayla        | Rialto USD | 03/05/2021 | \$14.00 per hour |
| Ruiz, Shantell      | Rialto USD | 03/02/2021 | \$14.00 per hour |
| Spotville, Corey    | Rialto USD | 03/01/2021 | \$14.00 per hour |

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**Submitted and Reviewed by:** Rhea McIver Gibbs, Ed.D. and Rhonda Kramer





**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **CLASSIFIED EMPLOYEES – PERSONNEL REPORT #1254**

**EMPLOYMENT**

|  |  |            |  |
|--|--|------------|--|
| Godinez, Yulissa<br>(Repl. R. Dominguez)     | Instructional Technology<br>Assistant<br>Kordyak Elementary School | 03/23/2021 | 31-1 \$19.05 per hour<br>(6 hours, 212 days) |
| Sierra, Maria<br>(Repl. J. Ramirez)          | Health Clerk<br>Henry Elementary School                            | 03/31/2021 | 31-1 \$19.05 per hour<br>(5 hours, 237 days) |
| Villalpando, Danielle<br>(Repl. S. Sailinuu) | Instructional Technology<br>Assistant<br>Preston Elementary School | 03/23/2021 | 31-1 \$19.05 per hour<br>(6 hours, 212 days) |

**PLACE ON THE 39-MONTH REEMPLOYMENT LIST**

|                 |  |            |
|-----------------|--|------------|
| Davis, Aria     | Clerk Typist II<br>Child Welfare & Attendance              | 04/14/2021 |
| Patten, Velinda | Benefits/Insurance Claims<br>Technician<br>Risk Management | 04/10/2021 |

**SHORT TERM ASSIGNMENT**

|                  |  |                            |                  |
|------------------|--|----------------------------|------------------|
| Clerical Support | Child Welfare & Attendance<br>(not to exceed 96 hours) | 04/08/2021 -<br>06/30/2021 | \$18.12 per hour |
| Clerical Support | Fiscal Services<br>(not to exceed 420 hours)           | 04/08/2021 -<br>06/30/2021 | \$18.12 per hour |
| Clerical Support | Fiscal Services<br>(not to exceed 420 hours)           | 04/08/2021 -<br>06/30/2021 | \$18.12 per hour |
| Clerical Support | Fiscal Services<br>(not to exceed 420 hours)           | 04/08/2021 -<br>06/30/2021 | \$18.12 per hour |
| Clerical Support | Jehue Middle School<br>(not to exceed 40 hours)        | 05/01/2021 -<br>05/31/2021 | \$18.12 per hour |

**RECLASSIFICATIONS**

|                |       |                                     |            |       |  |
|----------------|-------|-------------------------------------|------------|-------|--|
| Lozano, Sandra | To:   | Clerk Typist III<br>Early Education | 10/16/2020 | To:   | 33-5 \$24.38 per hour<br>(8 hours, 237 days) |
|                | From: | Clerk Typist II<br>Early Education  |            | From: | 31-5 \$23.19 per hour<br>(8 hours, 237 days) |

**CERTIFICATION OF ELIGIBILITY LIST – Instructional Assistant II/B.B.**

Eligible: 04/08/2021  
Expires: 10/08/2021

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**Submitted and Reviewed by:** Rhea McIver Gibbs, Ed.D. and Rhonda Kramer



**EXTRA DUTY COMPENSATION** (Ratify Carter High School teachers to provide credit recovery at 1/6 of their daily rate or \$45.04, whichever is greater, from March 30, 2021 through May 13, 2021, not to exceed 55 hours each, and to be charged to Low Performing Grant)

Castillo, Adrienne  
Da Silva, Donald

Demery, Margarita  
Roberts, Adelina

Simmons, Johnnie  
Zabala, Pamela

**EXTRA DUTY COMPENSATION** (Teachers to participate in the District Report Card Committee during the 2020/2021 school year, at an hourly rate of \$45.04, not to exceed a total of 25 hours, to be paid by General Fund)

Agosto, Jacqueline  
Walters, Sharon

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**Submitted and Reviewed by:** Rhea McIver Gibbs, Ed.D. and Rhonda Kramer



**MINUTES**

**RIALTO UNIFIED SCHOOL DISTRICT**

**March 24, 2021**

**Dr. John R. Kazalunas Education Center**

**Meeting was held virtually and available to the public**

**Via YouTube stream**

**Board Members**

**Present:**  
**Joseph W. Martinez, President**  
**Edgar Montes, Vice President**  
**Stephanie E. Lewis, Clerk**  
**Nancy G. O'Kelley, Member**  
**Dina Walker, Member**  
**Destiny Lopez, Student Board Member**

**Administrators**

**Present:**  
**Cuauhtémoc Avila, Ed.D., Superintendent**  
**Darren McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence and Social Justice**  
**Rhea McIver Gibbs, Ed.D., Lead Personnel Agent**

Also present was Martha Degortari, Executive Administrative Agent, and Jose Reyes Interpreter/Translator

**A. OPENING**

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

The regular Board Meeting of the Board of Education, which was held virtually and available to the public via YouTube Stream, was called to order at 6:02 p.m.

**A.2 OPEN SESSION**

**A.2.1 Comments on Closed Session Agenda Items**

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

None.

**A.3 CLOSED SESSION**

As provided by law, the following are the items for discussion and consideration at the Closed Session of the Board Meeting:

**Moved By** Member O'Kelley

**Seconded By** Vice President Montes

**Vote by Board Members to move into Closed Session. Member Walker was not present during this vote.**

Time: 6:04 p.m.

**Majority Vote**

**A.3.1 PUBLIC EMPLOYEE  
EMPLOYMENT/DISCIPLINE/DISMISSAL/RELEASE/REASSIGN  
MENT OF EMPLOYEES (GOVERNMENT CODE SECTION  
54957)**

**A.3.2 STUDENT EXPULSIONS/REINSTATEMENTS/EXPULSION  
ENROLLMENTS**

**A.3.3 CONFERENCE WITH LABOR NEGOTIATORS**

Agency designated representatives: Cuauhtémoc Avila, Ed.D., Superintendent; Rhea McIver Gibbs, Ed.D., 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)

**A.3.4 CONFERENCE WITH LABOR NEGOTIATOR (Government Code  
Section 54957.6)**

Designated Representative: Board President, Joseph W. Martinez

Unrepresented Employee: Superintendent

**A.3.5 PUBLIC EMPLOYEE PERFORMANCE EVALUATION  
(Government Code Section 54957)**

Title: Superintendent

**A.4 ADJOURNMENT OF CLOSED SESSION**

**Moved By** Member O'Kelley

**Seconded By** Clerk Lewis

**Vote by Board Members to move out of Closed Session.**

Time: 7:02 p.m.

**Approved by a Unanimous Vote**

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

Open session reconvened at 7: 02 p.m.

**A.6 PLEDGE OF ALLEGIANCE**

Board President, Mr. Joseph W. Martinez, led the pledge of allegiance.

**A.7 REPORT OUT OF CLOSED SESSION**

None.

**A.8 ADOPTION OF AGENDA**

**Moved By** Member O'Kelley

**Seconded By** Clerk Lewis

**Vote by Board Members to adopt the agenda.**

**Approved by a Unanimous Vote**

**B. PRESENTATIONS - None**

**C. COMMENTS**

**C.1 PUBLIC COMMENTS NOT ON THE AGENDA**

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

None.



## C.2 PUBLIC COMMENTS ON AGENDA ITEMS

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

**Elizabeth Jimenez, Community member**, shared that other districts are in school, including Los Angeles Unified School District which is one of the biggest districts; and has plans and protocols to go back to school. She said that students have been online since last year, and it is not fair for them to continue online when the numbers are down, and we are now in the RED tier. She suggests students should go back for at least the remaining months they have this school year, because they are getting too much computer time throughout the day, and spend hours doing school work. She said that she, along with many parents are staying home to teach their kids, and requested that the Board consider going back with safety protocols in place, and consideration of the latest data.

**Maria Santos, Parent of 6th Grade Student at Jehue Middle School and a Kindergartner enrolled at Boyd Elementary School**, requested that the Board members of the Rialto Unified School District, reconsider reopening the schools this late in the school year. She believes that it is not beneficial for anyone involved to open the schools now and said that with COVID-19 still being a problem in the city and county it is best to continue to stay safe at home. She also strongly believes that it will take time for students to transition to the Hybrid learning phase and this transition can be successfully implemented in the new school year. She said that transitioning now would be a big mistake, which will have a negative impact on the parents, teachers and students who are already struggling. She said it was difficult enough in the beginning stages of distance learning, which took time for everyone to adapt and adhere to the changes, and questioned why change it now this late in the school year.

Ms. Santos said that students need consistency, and making changes now would cause interruption in the students learning. She indicated that the focus of the schools, if opened in hybrid, will be on following COVID-19 safety protocols, when the focus should really be spent on the students' education. Students don't have the same capacity as adults when it comes to sanitation and staff does not have enough time to focus on both education and ensuring that everyone is safe from contracting COVID-19. She feels it will be too much of a burden for everyone and for this reason, we should wait to reopen the schools.

**Jenny DeZarn, Kindergarten Teacher at Boyd Elementary**, thanked the Board for their continued service and commitment to the safety and academic needs of the students and staff. She indicated that this is her 16th year in the District and she appreciated that the Board has put the safety of the students and community as their number one priority. She feels that moving to Bridge Academy was a bold decision and the safest option considering the community outbreak. She understands there is a lot of pressure to reopen schools for face to face learning and knows they have all been working very hard. She said that teachers have developed ways to teach students from the safety of their homes. The parents of her students are grateful and appreciative of the extra effort that is being put forth.

She shared that although during the last Board Meeting there was discussion from Mrs. Elizabeth Curtiss who indicated that it would only take 2 weeks to prepare to come back, she disagrees and said the classrooms at her site look nothing like the pictures which were shown. She said that the classrooms at her school site are currently under construction. Shelves are being removed and the carpet is scheduled to be replaced. She encouraged the Board to walk the campuses to get a better idea of the state in which the classrooms are in.

Ms. DeZarn also stated that her school site did not build classes based off of any survey, as indicated by Mrs. Curtiss. She said they have not been told which teachers will be teaching bridge academy and which teachers would be teaching hybrid. Therefore, she indicated, that her kinder students whom she had built strong relationships with, may be transferred to other teachers who they do not know. She said Kinder is hard enough in normal situations and it does not seem right to disrupt their schedules so close to the end of the school year.

Ms. DeZarn also shared her concerns with the internet connection at the school site, which she said is substandard. She is told that the Principal and office staff currently have to use their personal hot spots on their phones in order to get proper internet connection. She finds this very concerning because teachers use a lot of internet based programs for learning and teaching. She also shared that teachers want what is best for students, but also want to remain safe.

**Sara M. Medina, Community Member**, shared her disappointment with comments made by the Board during the Special Board Meeting of March 15, 2021. She said she knows what it takes to administer schools because

she worked as an administrative assistant for 16 years in a top-rated school district, but also knows from working in government-funded organizations for over 40 years, that there is a lot of waste of time, words and energy involved. She suggested that the Board and Superintendent go back and watch the recording of the Board meeting with an open mind, and they would see what she saw.

Ms. Medina felt that the only intelligible and articulate comments came from the Student Board Member, who talked about her fellow students and what is going on in their heads, as they are confined to their bedrooms. She felt the comments from one Board member comparing being at home to retirement were unnecessary. She shared that she has been retired for 10 years and she daily hits the floor running to be alert, productive and positive; even during the pandemic. She has five grandchildren, ages 2 to 10 and greets them regularly with a positive attitude and best physical and mental self to set an example to them. It has broken her heart to see them separated from friends and extended family, and staring at computers, and having to wear masks.

Ms. Medina talked about the Board approving the return of athletics, with what she felt was general pessimism and comments about risk insurance, and a comment from a Board member to rescind his vote later in fear of the ramifications after Spring break. She stated that the Board could have shown some enthusiasm for getting the athletes started, even if it is at the end of the academic year. She suggested that someone could have made a statement addressing parents, teachers and coaches, and letting them know that they would be there to support, protect and help move forward for the sake of being positive. She said she felt the Board would quietly wait and sit back to see the plan fall apart. She said she found the adults dark, pessimistic and disappointing in their message.

**Rachel Garvin, 4th Grade Teacher, Boyd Elementary School,** shared that as the family that she feels the District is, she is proud and defensive with the needs that concern her students, her co-workers, or her school Board. She said she was proud that at the last regular meeting there was no mention of the government monies that have been offered by the State for opening up in March/April. She understood that the Boards' concerns seemed to only lie with the safety of students and liability if something goes wrong. She said Mrs. O'Kelley questioned several times why the severe disruption in the lives of students and significant changes to sites/operations for such a short period of time would be prudent, and Mr. Montes expressed his heartfelt fears, concern, and responsibility over the safety of children

based on his life experience. Mrs. Lewis brought in professional experience and real science into the discussion, and she had tears falling with the opinions and ideas, shared by Student Board Member, Destiny, sounding just as grown as the Board Members. She was proud of her Rialto USD family when no one mentioned the money the Governor is offering School Districts.

Ms. Garvin shared that she has also defended the decisions of the Board with actual COVID numbers/facts, and sharing her opinion and the truth in public forums, as a team player, while defending herself as a teacher when the public accuses them of not doing their jobs during this past year. She indicated that the District can rush to get students back into the classroom and provide them with a sub-par experience or she quoted, 'We can get the COVID numbers down to keep all safe and reduce liability. We can finish the construction projects in the classrooms. We can have continuity in the teacher/classmate situation instead of changes from the only thing the kids have security in at the moment.'

Ms. Garvin indicated that she would love to have her students back in the classroom with her, doing things the normal way, but parents and students do not understand that a return right now would mean hybrid with half days in person, masks, plexiglass, no student collaboration, most everything still on a computer, no recess, no library, no cafeteria. She said there is nothing normal about this plan.

**Kazar Ackerman, Parent of three children in the District:** a second, a fourth, and a senior in high school student shared that it has been difficult for his family but his heart goes out to his eldest daughter who is looking forward to graduation this year. His daughter, as well as many other students in her position have suffered this year, not only emotionally and mentally, but academically. He said it has not been easy and he can speak personally for his daughter who feels they have not fully acclimated to the online format due to its lack of personable interaction with other students and teachers. His daughter told him that teachers get online, talk most of the time, dish out assignments, and sign off, which has been the routine for the better part of a year.

Mr. Ackerman requested that schools open their doors, if not for social interaction, then for the emotional and mental well-being of students. He said he can understand why many teachers are unwilling to return at this time, but feels that other reasons may stem from the lack of motivation or simply finding comfort in not having to deal personally with students and

their problems on a daily basis. He said that school was made primarily for students, not for teachers, and although one cannot function without the other, we must consider the greater threat in this situation, which is the threat to their overall well-being and future. He feels that if the school district decides not to return, then we have failed to do what is right for students and are liable to their well-being and future. He said it is time to restore what has been lost this past year, even if for the last two months, and students and parents will remember that the well-being and the future of students was put first.

**Caron Livings, Grandmother and caregiver of two Rialto USD Students, Frisbie Middle School and Bemis Elementary School**, shared that she feels it is very late in the year and it has taken her a very long time to get her grandson settled in. Her grandson is a fifth grader at Bemis, and he is hyperactive and has ADHD. He is a GATE student, but has a lot of mental health issues, and sees a counselor and a psychiatrist. She said that at the beginning of the school year, he was causing a lot of problems and posting things online when he should not have been. His grades were horrible, but now, on this third quarter report card, he has made honor roll. He was selected as Bemis Bobcat for the first time.

Ms. Livings feels that to have him now go back to the classroom, would cause him to fall back again. He deals with abandonment issues and he would not be able to deal with a new teacher this late in the year. She is requesting for the Board to continue distance learning. Both of her grandkids are so unstable at this time, and she does not see the point of them going to school and still doing the classes on the computers. She feels this will just be more confusing with less than six weeks to go; and a lot of teachers have not had their shots yet.

**Tiffany Howard, District Parent**, shared that she has kids in three schools; Myers, Frisbie, and Eisenhower. She said that this school year has been a challenge, and she and her husband have had to work every week day during the pandemic. Her youngest is only 7 years old, and he has had to not only learn how to read but how to operate a computer. She said that if it wasn't for his grandmother and his teacher, he would have been lost. She said that her daughter who attends Frisbie Middle School spent an entire quarter in the wrong class and she was not notified until grades were due and then it was swept under the rug. She explained that her daughter is an RSP student and was taken out of her elective and placed in English intervention, and is currently failing because the teacher has so many distractions in her home.

Ms. Howard explained that the teacher repeatedly stops class to deal with the people in her home, answer her telephone, and allows kids to leave her class to do their chores. Mom questions why this can't wait until class is over. These interruptions then cause for her daughter to be held after class for an extra 15 minutes each day. She wonders how anyone with a disability is suppose to learn like this?

**Angelique Cabrera, District Parent**, shared that she heard there would be a meeting regarding students returning to school sooner than August. She does not want to send her children back if it will be only part time, as she would have no one to pick them up because she works. She prefers the students finish off the rest of the school year via google classroom if they will not be returning full time. She says it would make it easier for working parents since we have already adapted to this schedule.

**Monicka Alviso, Parent of three students in the District**, indicated that she is very disappointed in the decision that was made at the last school board meeting. As a parent of three children in this district, she said she selected Rialto and voted for the Board because she thought they made educated decisions, which she is unsure of now. She thanked Mr. Montes for standing his ground and continuing to help students. She requested that the Board get their priorities straight. She said COVID is still widespread, and if Rialto gets into the red then it's okay to open up elementary, but requested that decisions be based on Rialto data and not what Colton, Fontana, and San Bernardino are doing. She asked that they keep in mind how many times the athletic programs have opened and closed at Rim of the World, in Yucaipa, or even in Ontario. She requested that the Board not simply listen to letters from special interest people. She said her children would be able to get their education back if they stayed in distance learning, but if they got sick, she does not know if they would get their life back. She asked that the District stop deciding to open everything up because of fear of a few loud people. Ms. Alviso shared that her children would remain in distance learning because their health is more important. She said she can teach math and reading and the District is obligated to help with tutoring. She requested that the Board make the tough decisions for the sake of the students and not friends of the Board.

**Ms. Kimiko Villalvazo, District Parent who share on behalf of her family**, that she is the mother of four students who are attending school at Rialto USD, and the possibility of them returning to school for hybrid learning is very terrifying for her family. At this point in the school year, she

does not feel it will benefit them. She feels they have already made a bond with the teachers and are finally getting into the flow of doing school this way. She indicated that ending the school year with hybrid, will not only confuse them but they will lose instructional time with temperature checks and any other time consuming precautions. She has taught her kids to wash their hands and take every safety precaution to avoid getting sick, and would not want them to go to school and end up getting sick or getting someone else sick, if they were asymptomatic. She indicated that there are a lot of elderly family members and she would not want to put anyone at risk, as Rialto still has a lot more positive cases than surrounding cities. Her family believes right now is just not a good time, and maybe for the new school year if more vaccines become available.

**Selva Monrreal, District Parent**, shared her concern regarding the reopening of schools would be strictly enforcing the mask mandate. She asked the following questions: Will there be parents stating their students must be exempt from using the mask; yet, request to have their students return to school? What will protocol be for those cases? She and her children would like to begin hybrid learning but she is concerned that if there are students/parents not willing to abide to the mask mandate, it will cause for COVID cases to go up again and ultimately have students return to distanced learning. She then asked what protocols would be in place for physical education, and whether elementary students would know to abide by the mask mandate during recess. Also, whether the Dual Language Immersion (DLI) teachers would get an assistant to help them. She has noticed that when the teacher is overwhelmed with students overlapping one another with questions, it causes her daughter to be afraid to ask her questions.

**Tobin Brinker, History Teacher at Frisbie Middle School**, urged for patience on the issue of re-opening the schools. He questioned as to why this issue was being discussed again and asked if something had changed since it was discussed just nine days ago?

He shared that his 7th grade World History students have just begun to study the Scientific Revolution which is a fascinating time period where the discoveries of the men and women in that time period challenged thousands of years of commonly accepted beliefs. He said that even as those new ideas were put forward, the powers that be at that time pushed back because the new ideas threatened their hold on power, and it took time for minds to change and for the new ideas to become the accepted truths.

Mr. Brinker shared about Isaac Newton, who developed the universal law of gravity, the three laws of motion and explained the component parts of light. Mr. Newton spent a year at home on lockdown because of a plague outbreak. While on lockdown, he developed the math that we today call Calculus. He said that not every student is as brilliant as Newton but history tells us we cannot always predict the outcome of events. He wondered if people worried about learning loss during the plague outbreak that sent Newton home.

Mr. Brinker indicated that this time has been difficult for many kids, but he knows that many kids have used this time to engage in pursuits and interests that they otherwise may not have. He asked how many kids will return to school next year, knowing how to program computers because they watched You-Tube videos and did free online tutorials? Or questioned whether a child in Rialto would return to school with their manuscript/or book written in the time of COVID, or diary like Anne Frank's but for a modern age. Or whether a child took time to build a better bond with a sibling or a parent because of this time of forced closeness.

Mr. Brinker said that if the Board decides to return to school for in-person instruction some will feel it is too soon and others will wonder why they waited. He questioned what may be causing them to change direction, and recommended they make it very clear as to what changed and why it must happen now instead of later.

**Gabriele Lenz, First Grade Teacher at Hughbanks Elementary School,** shared that she has taught in this District for 33 years, and loves teaching, especially providing the foundations for reading, writing, and math to the youngest students. She recommended finishing this school year with Bridge Academy and not returning to in-person instruction at this time, because it will benefit her students academically. She indicated that she is not referring to the fear of COVID-19, but about the educational benefits of staying home and continuing distance learning with about 8 weeks to go in the school year.

Ms. Lenz presented the following pros of continuing distance learning this late in the school year:

1. Currently, her students have a routine that keeps synchronous learning running smoothly. Her students know when we do reading, writing, and math, how to get permission to go to the bathroom, and when they can buy prizes with PBIS points. If they return to school with a hybrid model, they



will all have to learn a new routine, different rules, and all these adjustments take time.

2. Currently, every student has a front-row seat. When she holds up a book, counting cubes, a workbook page, sight word cards, or when she models sounding out words right at the camera, every student can see equally well. In a hybrid model, many students will be towards the back of the room due to socially distant desks, a plexiglass shield around them, and she will be far away, for the most part in front of the room. It is difficult to keep a 6-year-old's attention, when physical proximity is not achievable.

3. Currently, her students are assigned to small reading groups, and she voluntarily meets with each group every week to teach them the specific reading skills they need. The phonics, sight words, and stories are at the group's level. Students get personal attention and those in lower-level groups feel successful because they can read. She is super proud of the progress her students are making in their reading groups. In a hybrid model, she would not be able to have time for small reading groups because she only has each student for 2 hours and 45 minutes, and that includes eating a meal, passing out the take-home meal, and marching the whole class to/from the restroom.

**Graciela Ballardo, District Teacher and Parent**, shared her double perspective on the contemplation of reopening schools, for what little time is left this school year. She indicated that as a parent of two children in elementary school, she does not feel comfortable sending her children back to school, at this moment, as the health and safety of her boys is not something she is willing to put at risk. She explained that there are too many unknowns when it comes to this virus; and the rushed attempt to go back to “normal” is not worth any child getting sick, or worse. She is concerned that the number of COVID cases in children have been steadily rising, as society begins to reopen, and the number of COVID cases among children has risen since the beginning of the pandemic. Initially, the federal Centers for Disease Control and Prevention reported that 2% of coronavirus cases were among children. As of this month, that figure has risen to 10%. Plus, many of those children infected, have gone on to develop a rare multi-inflammatory syndrome weeks later, in relation to having had the virus. Sadly, some children have also lost their lives. She is requesting that this be taken into consideration when making your decisions, and to please continue giving families the option of distance learning, if and when schools do reopen.

Mrs. Ballardo said that as a teacher, it has been both challenging and rewarding, during distance learning. It was challenging because teachers have had to learn many new things in a short period of time, but she is proud of how far they have come and the systems they have put in place. She indicated that teachers have risen to the occasion and along with parents and students, they have come together more than ever to form a true partnership of education for children.

### **C.3 COMMENTS FROM ASSOCIATION EXECUTIVE BOARD MEMBERS**

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

**Lisa Lindberg, Rialto Education Association (REA) President** shared that last week the California Board of Education unanimously voted to request a waiver from the U. S. Department of Education in regard to CAASPP testing. This waiver, if granted, would allow school districts to use any currently used assessments, such as iReady, to test students. She strongly encourages Rialto USD to abandon the idea of CAASPP testing if such a waiver is granted. She is concerned that even during normal times, the tests are arduous and lengthy and take up precious instructional minutes, and she feels that taking an unfamiliar assessment such as CAASPP via a digital platform will be frustrating for students and challenging for educators to monitor properly. She indicated that the data obtained would be questionable.

**Heather Estruch, Communications Workers of America (CWA) Representative**, shared that she will be happy to return to in-person instruction, but feels that it should be coordinated, and this will require time for people to plan. She is not sure how fast this can happen, as it will depend on whether or not schedules have been made for when the students return. She indicated that it would be great for those staff members who wish to be vaccinated, to already have that done.

Ms. Estruch also thanked the District for its consideration on the proposals for the 2021-2024 contract and they look forward to negotiations.

### **C.4 COMMENTS FROM THE SUPERINTENDENT**

### **C.5 COMMENTS FROM STUDENT BOARD MEMBER**

### **C.6 COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION**

**D. PUBLIC HEARING**

**D.1 OPEN PUBLIC HEARING**

**Moved By** Vice President Montes

**Seconded By** Member Walker

**Vote by Board Members to open public hearing.**

Time: 8:18 p.m.

**Approved by a Unanimous Vote**

**D.1.1 COMMUNICATIONS WORKERS OF AMERICA (CWA) 2021-2022 PROPOSAL**

Pursuant to the requirements of Government Code and Board Policy, the attached initial contract proposal for the 2021-2022 school year submitted by the Communications Workers of America (CWA), for an agreement between the Communications Workers of America (CWA) and the Rialto Unified School District Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

**D.2 CLOSE PUBLIC HEARING**

**Moved By** Member Walker

**Seconded By** Vice President Montes

**Vote by Board Members.**

Time: 8:25 p.m.

**Approved by a Unanimous Vote**

**E. CONSENT CALENDAR ITEMS**

All items on the Consent Calendar will be acted upon in one motion unless pulled by Board of Education members or the Superintendent for individual action.

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

**Vote by Board Members to approve Consent Calendar items.**

**Approved by a Unanimous Vote**

**E.1 GENERAL FUNCTIONS CONSENT ITEMS - None**

**E.2 INSTRUCTION CONSENT ITEMS - None**

**E.3 BUSINESS AND FINANCIAL CONSENT ITEMS**

**E.3.1 WARRANT AND PURCHASE ORDER LISTING**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Approve Warrant Listing Register and Purchase Order Listing for all funds from February 19, 2021 through March 5, 2021, (Sent under separate cover to Board Members). A copy for public review will be available in the District's website.

**Approved by a Unanimous Vote**

**E.3.2 DONATIONS**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Accept the listed donations from The Home Depot Foundation; Box Top Education; and Blackbaud Giving Fund (Your Cause), and that a letter of appreciation be sent to the donors.

**Approved by a Unanimous Vote**

**E.3.3 SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

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

**Approved by a Unanimous Vote**

**E.3.4 AGREEMENT WITH FRONTLINE EDUCATION – ABSENCE AND SUBSTITUTE MANAGEMENT SYSTEM**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Approve the agreement with Frontline Education for our annual subscription of the “Absence and Management System” (formerly AESOP) service, effective July 1, 2021 to June 30, 2022, at a cost not-to-exceed \$35,911.25, and to be paid from the General Fund.

**Approved by a Unanimous Vote**

**E.3.5 AGREEMENT WITH THE YOUNG AMERICANS COLLEGE OF THE PERFORMING ARTS – JEHUE MIDDLE SCHOOL**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Approve an agreement with The Young Americans College of the Performing Arts to provide an after school enrichment program for up to forty (40) students in grades six through eight at Jehue Middle School, effective March 26, 2021 through April 26, 2021, at no cost to the District.

**Approved by a Unanimous Vote**

**E.3.6 AGREEMENT WITH ART SPECIALTIES, INC. - KELLEY ELEMENTARY SCHOOL**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Approve an agreement with Art Specialties, Inc. to provide and install digitally printed signage with Kelley Elementary School, Koalas, and PBIS expectations on our campus at Kelley Elementary School, effective March 25, 2021 through June 30, 2021, at a cost not-to-exceed \$16,989.87, and to be paid from the General Fund – Site Budget/STEP-Up.

**Approved by a Unanimous Vote**

**E.3.7 AGREEMENT WITH ART SPECIALTIES, INC. - CURTIS ELEMENTARY SCHOOL**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Approve an agreement with Art Specialties, Inc. to provide and install digitally printed signage with Curtis Elementary School, Colts, and PBIS expectations on the campus at Curtis Elementary School, effective March 25, 2021 through April 1, 2021, at a cost not-to-exceed \$6,755.93 – General Fund – Site Budget.

**Approved by a Unanimous Vote**

**E.3.8 AGREEMENT WITH GM360 LLC/MISSION FULFILLED 2030**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Approve an agreement with GM360 LLC/Mission Fulfilled 2030 to provide the IT Fundamentals Program to five (5) Milor High School students, effective April 1, 2021 through June 30, 2021, at a cost not-to-exceed \$5,000.00, and to be paid from the General Fund - Comprehensive Support and Improvement (CSI) Fund.

**Approved by a Unanimous Vote**

**E.3.9 AGREEMENT WITH SELebrate GOOD TIMES, KIM GAMEROZ, CONSULTANT - TRAPP ELEMENTARY SCHOOL**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Approve an agreement with SELebrate Good Times, Kim Gameroz, consultant to provide Social Emotional Learning professional development and coaching to staff at Trapp Elementary School, effective March 26, 2021 through June 30, 2021, at a cost not-to-exceed \$6,400.00, and to be paid from the General Fund – Low Performance Student Block Grant.

**Approved by a Unanimous Vote**

**E.4 FACILITIES PLANNING CONSENT ITEMS - None**

**E.5 PERSONNEL SERVICES CONSENT ITEMS**

**E.5.1 PERSONNEL REPORT NO. 1253 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Approve Personnel Report No. 1253 for classified and certificated employees.

**Approved by a Unanimous Vote**

**E.6 MINUTES**

**E.6.1 MINUTES - REGULAR BOARD OF EDUCATION MEETING OF MARCH 10, 2021**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Approve the minutes of the Regular Board of Education meeting held March 10, 2021.

**Approved by a Unanimous Vote**

**E.6.2 MINUTES - SPECIAL BOARD OF EDUCATION MEETING OF MARCH 15, 2021**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Approve the minutes of the Special Board of Education meeting of March 15, 2021.

**Approved by a Unanimous Vote**

**F. DISCUSSION/ACTION ITEMS**

**F.1 APPROVAL OF PRINT SHOP EQUIPMENT LEASE/MAINTENANCE AGREEMENT WITH KONICA MINOLTA**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Approve a five-year Equipment Lease/Maintenance Agreement with Konica Minolta. The term shall run from April 1, 2021 through March 30, 2026, at a cost not-to-exceed \$192,000.00 annually, and to be paid from the General Fund.

**Vote by Board Members.**

**Approved by a Unanimous Vote**

**F.2 AWARD BID #20/21-003 TO TONY PAINTING FOR THE PAINTING, MATERIALS, AND SERVICES FOR EISENHOWER HIGH SCHOOL**

**Moved By** Member O'Kelley

**Seconded By** Clerk Lewis

Approve the award of Bid No. 20/21-003, to Tony Painting for the Eisenhower High School Painting Project, at a cost not-to-exceed \$174,450.00, and to be paid from Fund 14 - Deferred Maintenance Fund.

**Vote by Board Members.**

**Approved by a Unanimous Vote**

**F.3 APPROVE AGREEMENT WITH EBENEFITS SOLUTIONS, LLC.**

**Moved By** Member Walker

**Seconded By** Member O'Kelley

Approve a three year agreement with EBenefits Solutions, LLC., effective March 25, 2021 through March 24, 2024 at a cost of \$78,600.00 per year for a total cost not-to-exceed \$235,800.00. It is also recommended that the Board approve the option to renew for an additional two (2) years from March 25, 2024 through March 24, 2026 at a cost of \$82,800 per year for a total cost not-to-exceed \$165,600.00. At an overall cost not-to-exceed \$401,400.00, and to be paid from the General Fund.

**Vote by Board Members.**

**Approved by a Unanimous Vote**



**F.4 AGREEMENT WITH FRANKLIN COVEY “LEADER IN ME” AT - CASEY ELEMENTARY SCHOOL**

**Moved By** Member O'Kelley

**Seconded By** Clerk Lewis

Approve an agreement with Franklin Covey to provide Year 1 (\$36,037.57); Year 2 (\$24,780.44); and Year 3 (\$24,861.36) implementation of the Leader in Me program at Casey Elementary School, effective April 15, 2021 through June 30, 2024, at a cost not-to-exceed \$85,679.37, and to be charged to General Fund - Site Title I.

**Vote by Board Members.**

**Approved by a Unanimous Vote**

**F.5 AGREEMENT WITH POWERSCHOOL GROUP LLC FOR HOONUIT SOFTWARE**

**Moved By** Member O'Kelley

**Seconded By** Member Walker

Approve an agreement with PowerSchool Group LLC for Hoonuit software, effective April 1, 2021 through June 30, 2022, at a cost not-to-exceed \$280,395.00, and to be paid from the General Fund.

**Vote by Board Members.**

**Approved by a Unanimous Vote**

**F.6 AGREEMENT WITH SPARK ACADEMICS, LLC (dba IGNITE THE MIND)**

**Moved By** Clerk Lewis

**Seconded By** Member O'Kelley

Approve a new Agreement with Spark Academics, LLC (dba Ignite the Mind) to replace Agreement C-21-0070, from November 20, 2020 through June 30, 2021, at a cost not-to-exceed \$960,000.00, and to be paid from the CARES Act Funds, Title 1, and Low Performing Block Grant.

**Vote by Board Members.**

**Approved by a Unanimous Vote**

**F.7 BOARD OF EDUCATION MEETING SCHEDULE FOR THE 2021-2022 SCHOOL YEAR**

**Moved By** Member O'Kelley

**Seconded By** Member Walker

Approve the Board of Education meeting schedule for the 2021-2022 school year.

**Vote by Board Members.**

**Approved by a Unanimous Vote**

**F.8 DISCUSSION REGARDING REOPENING OF IN-PERSON INSTRUCTION**

Board discussion regarding reopening of in-person instruction, and instructional programs and activities, as well as updated local, state, and federal guidance related to COVID-19.

The Board entered into discussion regarding reopening of in-person instruction, and instructional programs and activities, as well as updated local, state, and federal guidance related COVID-19.

**G. ADJOURNMENT**

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on April 7, 2021, at 7:00 p.m. **and available to the public via YouTube stream.**

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

**Moved By** Clerk Lewis

**Seconded By** Member Walker

**Vote by Board Members to adjourn with a preferential vote by Student Board Member, Destiny Lopez.**

Time: 9:01 P.M.

**Approved by a Unanimous Vote**

\_\_\_\_\_  
Clerk, Board of Education

\_\_\_\_\_  
Secretary, Board of Education





**Rialto Unified School District**

**Board Date: April 07, 2021**

**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed. D., Superintendent

**ITEM:** **RESOLUTION NO. 20-21-26 AUTHORIZING TEMPORARY BORROWING BETWEEN FUNDS OF THE SCHOOL DISTRICT FOR FY 2021-2022**

**WHEREAS**, the San Bernardino County Treasurer does not have authority to honor warrants drawn on school district funds with insufficient cash balances in the absence of an approved borrowing arrangement with the district; and

**WHEREAS**, the governing board of any school district may direct that monies held in any fund or account may be temporarily transferred to another fund or account of the district for payment of obligations as authorized by Education Code Section 42603; and

**WHEREAS**, actual interfund transfers shall be accounted for as temporary loans between funds and shall not be available for appropriation or be considered income to the borrowing fund or account; and

**WHEREAS**, amounts transferred shall be repaid either in the same fiscal year, or in the following fiscal year if the transfer takes place within the final 120 calendar days of a fiscal year;

**NOW, THEREFORE, IT IS HEREBY RESOLVED:**

1. The Board of Education of the Rialto Unified School District, hereby authorizes, for fiscal year 2021-2022, temporary transfers between all funds and accounts, with the exception of Fund 21- Building Fund, and authorizes the San Bernardino County Treasurer to honor warrants drawn on those funds, regardless of their cash balances, provided the aggregate cash balance of all funds is positive;
2. The Board of Education of the Rialto Unified School District hereby authorizes the Superintendent or designee to approve any actual interfund transfers processed between the above-mentioned funds.

**APPROVED, PASSED AND ADOPTED** this 7th day of April, 2021, by the Board of Education of the Rialto Unified School District of San Bernardino County by the following vote:

AYES: \_\_\_\_\_ NOES: \_\_\_\_\_ ABSENT: \_\_\_\_\_ ABSTAINED: \_\_\_\_\_

I certify under penalty of perjury, the foregoing statements to be true and correct.

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

\_\_\_\_\_  
 Joseph W. Martinez  
 President, Board of Education

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



**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM: AGREEMENT WITH EDUPOINT TO PURCHASE SYNERGY ASSESSMENT**

**Background:** Synergy Assessment is a collaborative platform for creating and administering assessments. It is a separate module that works with our current Student Information System - Synergy.

**Reasoning:** Synergy Assessment allows educators to create and administer standards-aligned assessments at the student, classroom, school, and district level. District-level summative assessments can be delivered to any student subset districtwide, with access restrictions to ensure that only administrators can view, schedule, and edit them.

Synergy Assessment features easy-to-use dashboards for all user types. Teachers see results for their classes, principals see results for their school, and district administrators see districtwide results – all in real time. Assessments can also be set to provide student feedback via the StudentVUE portal.

**Recommendation:** Approve an agreement with Edupoint to purchase Synergy Assessment effective July 1, 2021 through June 30, 2022.

**Fiscal Impact:** Not-to-exceed \$80,266.00 – General Fund

**Submitted by:** Paulina Villalobos  
**Reviewed by:** Darren McDuffie, Ed.D.

**RIALTO UNIFIED SCHOOL DISTRICT  
and  
COMMUNICATION WORKERS OF AMERICA LOCAL 9588  
Tentative Agreement**

*March 12, 2021*

**ARTICLE IX – PROTECTION AND SAFETY**

**Section 3 – Student Behavior and School Information**

- A. A unit member may exercise, during performance of his/her duties, the same degree of physical control over a pupil that a parent would be legally privileged to exercise; but in no event shall it exceed the amount of physical control reasonably necessary to maintain order, protect property, or protect the health and safety of pupils, or to maintain proper and appropriate conditions conducive to learning. Under such circumstances, the unit member must act in a reasonable and prudent manner with mature judgment.
- B. The District shall encourage a substitute folder for each classroom **and virtual classroom**. The substitute folder shall be maintained by the teacher and the onsite administrator. The substitute folder should include, as necessary:
- Emergency Lesson Plans & Information
  - Current Bell Schedules – Regular, Minimum, Modified, Inclement Weather
  - School Map, Discipline procedures
  - List of Team/Buddy Teachers
  - Current Class Roster
  - List of elementary students exchanged during the day
  - Seating charts (with photos when available)
  - List of students with special needs, interventions, RSP, Music, Cafeteria Workers, Special testing, Speech, Adaptive PE, Medications
  - Whole class activities PE, Library, Assembly, Computer
  - Site phone lists and phone use instructions
  - Referral forms (low/high)
  - Name and Role of Aides in the classroom
  - Release process - bus, after school program, parent pick-up

**ALL OTHER LANGUAGE WILL REMAIN THE SAME IN ARTICLE IX**

APPENDIX A  
SUBSTITUTE TEACHER SALARY INFORMATION  
(Effective July 1, 2020)

**Daily Rate**

- 30 Day Substitute Permit ..... \$150.00
- Credentialed Substitute ..... \$170.00
- Special Education Substitute ..... \$170.00

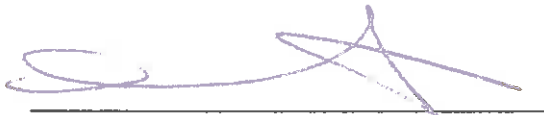
**Long-Term Rate (more than 20 consecutive days, retro to the first day)**

- 30 Day Substitute Permit ..... \$165.00
- Credentialed Substitute ..... \$186.00
- Special Education Substitute ..... \$186.00

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

**Dated this 12th day of March, 2021.**

For the Association:

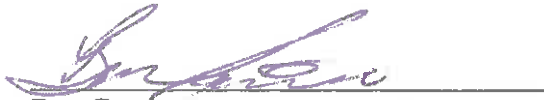


Maggie McCormack  
CWA President, Local 9588

For the District:



Rhonda Kramer  
Lead Personnel Agent



Ben Carrier  
Executive Vice President, Local 9588



Teresa Hunter  
CWA Area Vice President



Heather Estruch,  
Chief Steward





**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM: APPROVE EXTENSION OF STUDENTS WITH QUALIFIED SERVICES TRANSPORTATION RFP# T17-18-009**

**Background:** It is necessary for the District to utilize outside contractors to transport students with special needs and/or qualified services to and from schools and other locations as required. American Logistics Company was awarded a three (3) year contract from July 1, 2018 through June 30, 2021 at the April 25, 2018 Board Meeting through the Request for Proposal (RFP) process. The annual cost is approximately \$325,000.00 (total cost is dependent upon the amount of use).

**Reasoning:** The District must transport students with special needs and/or other qualified services to and from school and other locations for services. American Logistics Company has met the necessary specialized care in the transportation of District students with special needs throughout the three (3) year base term of the existing Agreement, and we are looking to extend their Agreement for two (2) one-year extension years, which is an option in the existing Agreement. The new terms would be from July 1, 2021 through June 30, 2022 at an estimated cost of \$325,000.00 (dependent upon use) and July 1, 2022 through June 30, 2023 at an estimated cost of \$325,000.00 (dependent upon use) for a total estimated two-year cost of \$650,000.00. California Education Code Section 17596 allows School Districts to extend existing Agreements up to two (2) years.

**Recommendation:** Approve the two (2) one-year extensions with American Logistics Company, effective July 1, 2021 to June 30, 2022 and July 1, 2022 to June 30, 2023, thereby taking advantage of the same terms and conditions of the existing Agreement dated May 9, 2018.

**Fiscal Impact:** Not-to-exceed \$650,000.00 estimated 2 year total (dependent upon use) - General Fund

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

## **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) The Rialto Unified School District proudly congratulates **Dalia Torres** (left), who was announced as the Eisenhower High School Class of 2021 Salutatorian on March 30, 2021. Dalia has earned a 4.59 GPA during high school, and she will be advancing her education at UCLA. Eisenhower High School and Principal **Mr. Frank Camacho**, pictured right, honored Dalia, along with Valedictorian **Susana Sotelo**, with a ceremony.

(Bottom) **Miranda Ochoa**, Jehue Middle School sixth grade student, was recently selected as an Advancement Via individual Determination (AVID) Regional Winner in the AVID Write-Off competition. Each year, hundreds of schools in the Riverside, Inyo, Mono, and San Bernardino region submit their best essay for each grade level. These essays are scored and read multiple times to choose one regional winner for each grade level. The students' essays chosen are the best of the best. We congratulate Miranda on her outstanding accomplishment!

