



Board of Education Agenda

Wednesday, January 15, 2025



RIALTO

UNIFIED SCHOOL DISTRICT
BRIDGING FUTURES THROUGH INNOVATION

Mission

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

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

Board of Education

Dr. Stephanie E. Lewis, President
Joseph W. Martinez, Vice President
Edgar Montes, Clerk
Evelyn P. Dominguez, LVN, Member
Dakira R. Williams, Member
Ivan Manzo, Student Member

RUSD Acting Superintendent

Dr. Edward D'Souza

Front Cover Picture:

Ms. Danielle Townshend, Founder and Executive Director of Curls, Coils, and Crowns, crowns **Abygail Stewart**, a seventh-grade student from Frisbie Middle School, during the program's first-ever Middle School Ceremony on Saturday, December 14, 2024, at Kucera Middle School. The event celebrated 30 students from Frisbie, Kolb, and Kucera Middle Schools who completed the program, which focuses on empowering students through cultural pride, self-confidence, and embracing natural beauty.



IMPORTANT PUBLIC NOTICE

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

- To access the Board Meeting via live stream, go to “Our Board”, scroll down to “Board Meeting Videos” and click play.
- To access the meeting agenda, visit our website and click on “Our Board”, then scroll down to “Agendas and Minutes”.
- **To make public comments, please arrive five minutes prior to the school Board meeting to allow time for you to submit your public comment request. Remember that comments are limited to three minutes on each item on or off the agenda.**
- If you have any questions, please contact Martha Degortari, Executive Administrative Agent, at mdegorta@rialtousd.org, or 1(909) 820-7700, ext. 2124.
- To access the Spanish version of the Board meeting: United States Toll +1(408) 418-9388 Access Code – 960 675 512 #.



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

January 15, 2025

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

Board Members:

**Dr. Stephanie E. Lewis, President
Joseph W. Martinez, Vice President
Edgar Montes, Clerk
Evelyn P. Dominguez, LVN, Member
Dakira R. Williams, Member
Ivan Manzo, Student Board Member**

Acting Superintendent:

Edward D'Souza, Ph.D.

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

Pages

A. OPENING

A.1 CALL TO ORDER 5:30 p.m.

A.2 OPEN SESSION

A.3 CLOSED SESSION

Moved _____

Seconded _____

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

- **PUBLIC EMPLOYEE EMPLOYMENT / DISCIPLINE / DISMISSAL / RELEASE / REASSIGNMENT OF EMPLOYEES (GOVERNMENT CODE SECTION 54957)**
- **STUDENT EXPULSIONS / REINSTATEMENTS / EXPULSION ENROLLMENTS**
- **CONFERENCE WITH LABOR NEGOTIATORS**

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

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

- **PURSUANT TO GOVERNMENT CODE SECTION 54956.9(d) and/or (d)(3). CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION SIGNIFICANT EXPOSURE LITIGATION - Number of Potential Claims: 1**
- **PUBLIC EMPLOYEE EVALUATION (Government Code Section 54957)**
Title: Acting Superintendent, Public Employee
- **PUBLIC EMPLOYEE APPOINTMENT (Government Code Section 54957)**
Title: Acting Superintendent

COMMENTS ON CLOSED SESSION AGENDA ITEMS

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

Vote by Board Members to move into Closed Session:

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

Time: _____

A.4 ADJOURNMENT OF CLOSED SESSION

Moved _____

Seconded _____

Vote by Board Members to adjourn Closed Session:

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

Time: _____

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

A.6 PLEDGE OF ALLEGIANCE

A.7 REPORT OUT OF CLOSED SESSION

A.8 ADOPTION OF AGENDA

Moved _____

Seconded _____

Vote by Board Members to adopt the agenda:

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

B. PRESENTATIONS

B.1 HIGH SCHOOL - DISTRICT STUDENT ADVISORY COMMITTEE (DSAC)

B.2 FISCAL YEAR 2023-2024 ANNUAL AUDITED FINANCIAL REPORT

Presentation by Andrew Park, CPA, Partner, Eide Bailly LLP, regarding Fiscal Year 2023-2024 Annual Audited Financial Report.

**B.3 GENERAL OBLIGATION BOND (G.O.), MEASURE A,
FINANCIAL AND PERFORMANCE AUDIT FOR FISCAL
YEAR 2023-2024**

Presentation by Andrew Park, CPA, Partner, Eide Bailly LLP, regarding Measure A 2022 General Obligations Bonds Financial and Performance Audit Report for the year ended June 30, 2024.

**B.4 GENERAL OBLIGATION BOND (G.O.), MEASURE Y,
FINANCIAL AND PERFORMANCE AUDIT FOR FISCAL
YEAR 2023-2024**

Presentation by Andrew Park, CPA, Partner, Eide Bailly LLP, regarding Measure Y 2010 General Obligations Bonds Financial and Performance Audit Report for the year ended June 30, 2024.

**B.5 CELL PHONE POLICY AND SAFETY - FRISBIE MIDDLE
SCHOOL**

Presentation by Alejandro Vara, Principal; Dr. Robin McMillion, Lead Student Services Agent; and Bryan Harper, Safety Operations Supervisor

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 STUDENT BOARD MEMBER

C.5 COMMENTS FROM THE ACTING SUPERINTENDENT

C.6 COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION

D. PUBLIC HEARING - None 33

E. CONSENT CALENDAR ITEMS 35

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 all Consent Calendar Items:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.1 GENERAL FUNCTIONS CONSENT ITEMS

E.1.1 APPROVE THE SECOND READING OF REVISED BYLAW OF THE BOARD 9270; CONFLICT OF INTEREST

36

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.1.2 APPROVE THE FIRST READING OF REVISED BOARD POLICY BP 4161, 4261, AND 4361; LEAVES

51

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.2 INSTRUCTION CONSENT ITEMS

E.2.1 APPROVE AN OVERNIGHT COLLEGE TRIP FOR AVID STUDENTS - RIALTO HIGH SCHOOL

67

Moved _____

Seconded _____

Approve registration fees, lodging, and transportation for 42 students (30 female, 12 male) and five chaperones (3 female, 2 male) from the Rialto High School AVID program to tour college campuses in the Central and Northern California area, effective March 17, 2025 through March 20, 2025, at a cost not-to-exceed \$35,000.00, and to be paid from the General Fund (Title I).

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board
Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.2.2 APPROVE AN OVERNIGHT TRIP TO USA SPIRITS NATIONALS COMPETITION - RIALTO HIGH SCHOOL

68

Moved _____

Seconded _____

Approve registration fees, lodging, and transportation for 24 female student athletes and three (3) female chaperones to compete in the USA Spirit Nationals at the Anaheim Convention Center in Anaheim, California, effective February 13, 2025 through February 15, 2025, at a cost not-to-exceed \$4,000.00, and to be paid from the ASB, Athletics, and General Fund.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.2.3 APPROVE AN OVERNIGHT TRIP FOR ALPHA SCHOLARS - CARTER HIGH SCHOOL

Moved _____

Seconded _____

Approve registration fees, lodging, and transportation for 28 students (20 girls, 8 boys) of the Wilmer Amina Carter High School Alpha Scholars program, three (3) chaperones (1 male, 2 female) to tour colleges in the Northern California area, effective March 12, 2025 through March 14, 2025, at a cost not-to-exceed \$25,000.00, and to be paid from the A-G Grant Fund.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.2.4 APPROVE AN OVERNIGHT COLLEGE TRIP FOR AVID STUDENTS - CARTER HIGH SCHOOL

Moved _____

Seconded _____

Approve registration fees, lodging, and transportation for 60 junior students (35 girls, 25 boys) of the Wilmer Amina Carter High School AVID program and eight (8) chaperones (4 male, 4 female) to tour colleges in the Northern California area, effective March 17, 2025 through March 19, 2025, at a cost not-to-exceed \$49,800.00, and to be paid from the General Fund (Title I).

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.2.5 APPROVE AN OVERNIGHT TRIP TO JAMZ NATIONAL COMPETITION - CARTER HIGH SCHOOL

Moved _____

Seconded _____

Approve registration fees, lodging, and transportation for 26 female student athletes and six (6) female chaperones to compete in the JAMZ National Competition at Orleans Arena in Las Vegas, NV, effective January 23, 2025 through January 26, 2025, at a cost not-to-exceed \$17,500.00, and to be paid from the ASB and General Fund.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING

Moved _____

Seconded _____

All funds from November 26, 2024 through December 16, 2024, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

Moved _____

Seconded _____

Accept the listed donations from Friends of Nancy O’Kelley for Rialto School Board; PBK Architects; Hope Rodriguez; McDonald’s; and Coffee Nutzz, and that a letter of appreciation be sent to the donor.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.3.3 SURPLUS OF EQUIPMENT AND MISCELLANEOUS ITEMS

Moved _____

Seconded _____

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.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

Moved _____

Seconded _____

Approve Dollahan Dalmations PTA as a School-Connected Organization for the 2024-2025 and 2025-2026 school years.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.3.5 APPROVE AN AGREEMENT WITH FRANKLIN COVEY - CASEY ELEMENTARY SCHOOL

Moved _____

Seconded _____

Implement the Leader in Me "Core 3" program at Casey Elementary School, effective January 16, 2025 through June 30, 2025, at a cost not-to-exceed \$13,200.00, and to be paid from the General Fund (Title I).

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

**E.3.6 APPROVE AN AGREEMENT WITH ELEVO -
BEMIS ELEMENTARY SCHOOL (SEL)**

76

Moved _____

Seconded _____

Provide two (2) staff members/coaches to conduct structured and engaging Social Emotional Learning and sports activities for Bemis Elementary School Grades K-5, effective January 17, 2025 through May 2, 2025, at a cost not-to-exceed \$11,400.00, and to be paid from the General Fund (Title I).

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board
Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

**E.3.7 APPROVE AN AGREEMENT WITH ELEVO -
BEMIS ELEMENTARY SCHOOL (VAPA)**

Moved _____

Seconded _____

Provide two (2) VAPA Coaches that focus on topics of Arts, Theater, Dance, and Music for Bemis Elementary School students in grades K-5, effective January 21, 2025 through May 1, 2025, at a cost not-to-exceed \$22,847.50, and to be paid from the General Fund (Prop 28 AMS).

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board
Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.3.8 APPROVE AN AGREEMENT WITH STEP-BY-STEP FOLKLORICO - CURTIS ELEMENTARY SCHOOL

Moved _____

Seconded _____

Provide a presentation and after school sessions for eight (8) weeks servicing 40 students at Curtis Elementary School, effective January 30, 2025 through May 30, 2025, at a cost not-to-exceed \$17,014.08, and to be paid from the General Fund (PROP 28 AMS).

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.3.9 APPROVE A STUDENT EXTERNSHIP AGREEMENT WITH UTAH STATE UNIVERSITY

Moved _____

Seconded _____

Assist current and future student Speech-Language Pathology Assistants with mentoring opportunities in their specialized field from January 16, 2025 through January 15, 2030 at no cost to the District.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.4 FACILITIES PLANNING CONSENT ITEMS - None

E.5 PERSONNEL SERVICES CONSENT ITEMS

**E.5.1 APPROVE PERSONNEL REPORT NO. 1329
FOR CLASSIFIED AND CERTIFICATED
EMPLOYEES**

80

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board
Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

**E.5.2 ADOPT RESOLUTION NO. 24-25-32 FOR
TEACHER SERVING AS STAFF DEVELOPER**

Moved _____

Seconded _____

Authorize the Lead Personnel Agent, Personnel Services, to employ or assign the holder of a California teaching credential based on a baccalaureate degree and a teacher preparation program, including student teaching or the equivalent, may serve as school-site, school district, and or county staff developer in grades twelve and below, including preschool, and in classes organized primarily for adults. A teacher serving as the staff developer for a specific subject must hold a credential in the subject or have his or her expertise in the subject verified and approved by the local governing board.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board
Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

**E.5.3 ADOPT RESOLUTION NO. 24-25-33 FOR
PROVISIONAL INTERNSHIP PERMIT**

Moved _____

Seconded _____

Authorize the Lead Personnel Agent, Personnel Services, to assign various teachers who are enrolled in a credential program, but have not yet completed the requirements to enter an internship program.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board
Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

E.6 MINUTES

88

E.6.1 APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD NOVEMBER 13, 2024

89

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

F. DISCUSSION/ACTION ITEMS

114

F.1 RATIFY THE APPROVAL OF AN AGREEMENT WITH BRINK'S INCORPORATED

115

Moved _____

Seconded _____

Ratify the approval of a 3-year agreement with Brink's Incorporated to provide armored transportation services for five middle schools, three high schools, and the District office, effective September 1, 2024, through September 1, 2027, at a cost not-to-exceed \$50,000.00 per year and to be paid from the General Fund.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

F.2 APPROVAL OF SY 2025-2026 ANNUAL RENEWAL OF SERVICES WITH SUPER CO-OP JOINT POWERS AUTHORITY LEAD AGENCY OF THE SUPER USDA FOODS LODI UNIFIED SCHOOL DISTRICT

116

Moved _____

Seconded _____

Approve the agreement with Lead Agency Lodi Unified School District. The costs of future items purchased using Super Co-op bids will be paid from Cafeteria Fund 13.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

Moved _____

Seconded _____

Accept the Fiscal Year 2023-2024 Annual Audited Financial Report completed by Eide Bailly LLP.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

**F.4 ANNUAL AUDITED GENERAL OBLIGATION BOND
(G.O.), MEASURE A, FINANCIAL AND PERFORMANCE
AUDIT FOR FISCAL YEAR 2023-2024**

118

Moved _____

Seconded _____

Accept the Fiscal Year 2023-2024 Annual General
Obligation (G.O.), Measure A, Financial and Performance
Audit completed by Eide Bailly LLP.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan
Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

**F.5 ANNUAL AUDITED GENERAL OBLIGATION BOND
(G.O.), MEASURE Y, FINANCIAL AND PERFORMANCE
AUDIT FOR FISCAL YEAR 2023-2024**

119

Moved _____

Seconded _____

Accept the Fiscal Year 2023-2024 Annual General
Obligation (G.O.), Measure Y, Financial and Performance
Audit completed by Eide Bailly LLP.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan
Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

Moved _____

Seconded _____

Approve the District to proceed with the SERP offering to eligible District employees, including granting authority to the plan administrator to add eligible participants to the plan if in the best interest of the District. Approve the execution of any and all documents necessary or proper to obtain and maintain IRS approval of the form of the Plan. Administer and implement the SERP with Keenan Financial Services as the consultant, and enter into any other contract agreement necessary or proper to administer and/or fund the Plan to attain and maintain the income tax qualification of the Plan under the Internal Revenue Code of 1986, as amended, effective January 16, 2025, through the duration of the Plan funded over a period of five (5) years.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

F.7 STIPULATED EXPULSIONS

Moved _____

Seconded _____

Case Numbers:

24-25-32

24-25-33

24-25-24

DISCUSSION

Vote by Board Members:

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

F.8 REINSTATEMENT

Moved _____

Seconded _____

Case Number:

23-24-72

DISCUSSION

Vote by Board Members:

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

F.9 ADMINISTRATIVE HEARING

Moved _____

Seconded _____

Case Numbers:

24-25-30

DISCUSSION

Vote by Board Members:

_____ Dakira R. Williams, Member

_____ Evelyn P. Dominguez, LVN, Member

_____ Edgar Montes, Clerk

_____ Joseph W. Martinez, Vice President

_____ Dr. Stephanie E. Lewis, President

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on February 5, 2025, at 7:00 p.m. at the Dr. John Kazalunas Education Center, 182 East Walnut Ave, Rialto, California.

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

Moved _____

Seconded _____

Vote by Board Members to adjourn:

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

Time:_____

PUBLIC HEARING

PUBLIC HEARING

NONE

CONSENT CALENDAR ITEMS



RIALTO UNIFIED SCHOOL DISTRICT

Bylaws of the Board

BB 9270(a)

Conflict of Interest

The Board of Education desires to maintain the highest ethical standards and help ensure that decisions are made in the best interest of the District and the public. In accordance with law, Board members and designated employees shall disclose any conflict of interest and, as necessary, shall abstain from participating in the decision.

The Board shall adopt a resolution that specifies the terms of the District's conflict of interest code, the District's designated positions, and the disclosure categories required for each position.

Upon direction by the code reviewing body, the Board shall review the District's conflict of interest code and submit any changes to the code reviewing body. (Education Code 87306.5)

When a change in the District's conflict of interest code is necessitated due to changed circumstances, such as the creation of new designated positions, changes to the duties assigned to existing positions, amendments, or revisions, the amended code shall be submitted to the code reviewing body within 90 days. (Government Code 87306)

When reviewing and preparing the District's conflict of interest codes, the Superintendent or designee shall provide officers, employees, consultants, and members of the community adequate notice and a fair opportunity to present their views. (Government Code 87311)

Board members and designated employees shall annually file a Statement of Economic Interest/Form 700 in accordance with the disclosure categories specified in the District's conflict of interest code. A Board member who leaves office or a designated employee who leaves District employment shall, within 30 days, file a revised statement covering the period of time between the closing date of the last statement and the date of leaving office or District employment. (Government Code 87302, 87500)

A Board member or designated employee shall not make, participate in making, or in any way use or attempt to use his/her official position to influence a governmental decision in which he/she knows or has reason to know that he/she has a disqualifying conflict of interest. A conflict of interest exists if the decision will have a "reasonably foreseeable material financial effect" on one or more of the Board member's or designated employee's "economic interests," unless the effect is indistinguishable from the effect on the public generally or the Board member's or designated employee's participation is legally required. (Government Code 87100, 87101, 87103; 2 CCR 18700-18709)

Conflict of Interest

A Board member or designated employee makes a governmental decision when, acting within the authority of his/her office or position, he/she votes on a matter, appoints a person, obligates or commits the District to any course of action, or enters into any contractual agreement on behalf of the District. (2 CCR 18702.1)

A Board member who has a disqualifying conflict of interest on an agenda item that will be heard in an open meeting of the Board shall abstain from voting on the matter. He/she may remain on the dais, but his/her presence shall not be counted towards achieving a quorum for that matter. A Board member with a disqualifying conflict of interest shall not be present during a closed session meeting of the Board when the decision is considered and shall not obtain or review a recording or any other nonpublic information regarding the issue. (2 CCR 18702.1)

No District employee or Board member shall participate in the selection, award, or administration of a contract if he or she has a real or apparent conflict of interest. Such a conflict of interest would arise when the District employee has a financial or other interest in or a tangible personal benefit for a firm considered for a contract. Any District employee in violation of this policy shall be subject to disciplinary action consistent with 2 CFR 200.318(c)(1). The Superintendent or designee may take disciplinary action as he/she deems appropriate in light of the particular facts and circumstances involved.

Additional Requirements for Boards that Manage Public Investments

A Board member who manages public investments pursuant to Government Code 87200 and who has a financial interest in a decision shall, upon identifying a conflict or potential conflict of interest and immediately prior to the consideration of the matter, do all of the following: (Government Code 87105; 2 CCR 18702.5)

1. Publicly identify each financial interest that gives rise to the conflict or potential conflict of interest in detail sufficient to be understood by the public, except that disclosure of the exact street address of a residence is not required
2. Recuse himself/herself from discussing and voting on the matter, or otherwise acting in violation of Government Code 87100. The Board member shall not be counted toward achieving a quorum while the item is discussed

However, the Board member may speak on the issue during the time that the general public speaks on it and may leave the dais to speak from the same area as members of the public. He/she may listen to the public discussion of the matter with members of the public.

3. Leave the room until after the discussion, vote, and any other disposition of the matter is concluded, unless the matter has been placed on the portion of the agenda reserved for uncontested matters

If the item is on the consent calendar, the Board member must recuse himself/herself from discussing or voting on that matter, but the Board member is not required to leave the room during consideration of the consent calendar.

Conflict of Interest

4. If the Board's decision is made during closed session, disclose his/her interest orally during the open session preceding the closed session. This disclosure shall be limited to a declaration that his/her recusal is because of a conflict of interest pursuant to Government Code 87100. He/she shall not be present when the item is considered in closed session and shall not knowingly obtain or review a recording or any other nonpublic information regarding the Board's decision.

Board members, employees, or District consultants shall not be financially interested in any contract made by the Board on behalf of the District, including in the development, preliminary discussions, negotiations, compromises, planning, reasoning, and specifications and solicitations for bids. If a Board member has such a financial interest, the District is barred from entering into the contract. (Government Code 1090; *Klistoff v. Superior Court*, (2007) 157 Cal. App. 4th 469)

A Board member shall not be considered to be financially interested in a contract if his/her interest is a "noninterest" as defined in Government Code 1091.5. One such noninterest is when a Board member's spouse/registered domestic partner has been a District employee for at least one year prior to the Board member's election or appointment. (Government Code 1091.5)

A Board member shall not be considered to be financially interested in a contract if he/she has only a "remote interest" in the contract as specified in Government Code 1091 and if the remote interest is disclosed during a Board meeting and noted in the official Board minutes. The affected Board member shall not vote or debate on the matter or attempt to influence any other Board member to enter into the contract. (Government Code 1091)

Even if there is not a prohibited conflict of interest, a Board member shall abstain from voting on personnel matters that uniquely affect his/her relatives. However, a Board member may vote on collective bargaining agreements and personnel matters that affect a class of employees to which his/her relative belongs. Relative means an adult who is related to the Board member by blood or affinity within the third degree, as determined by the common law, or an individual in an adoptive relationship within the third degree. (Education Code 35107)

A relationship within the third degree includes an individual's parents, grandparents, great-grandparents, children, grandchildren, great-grandchildren, brothers, sisters, aunts, uncles, nieces, nephews, and the similar family of the individual's spouse/registered domestic partner unless the individual is widowed or divorced.

Common Law Doctrine against Conflict of Interest

A Board member shall abstain from any official action in which his/her private or personal interest may conflict with his/her official duties.

1. That of an officer who is being reimbursed for his/her actual and necessary expenses incurred in the performance of an official duty

Conflict of Interest

2. That of a recipient of public services generally provided by the public body or board of which he/she is a member, on the same terms and conditions as if he or she were not a member of the Board
3. That of a landlord or tenant of the contracting party if such contracting party is the federal government or any federal department or agency, this state or an adjoining state, any department or agency of this state or an adjoining state, any county or city of this state or an adjoining state, or any public corporation or special, judicial or other public district of this state or an adjoining state unless the subject matter of such contract is the property in which such officer or employee has such interest as landlord or tenant in which even his/her interest shall be deemed a remote interest within the meaning of, and subject to, the provisions of Government Code 1091
4. That of a spouse of an officer or employee of the District if his/her spouse's employment or office holding has existed for at least one year prior to his/her election or appointment
5. That of a nonsalaried member of a nonprofit corporation, provided that such interest is disclosed to the Board at the time of the first consideration of the contract, and provided further that such interest is noted in its official records
6. That of a noncompensated officer of a nonprofit, tax-exempt corporation which, as one of its primary purposes, supports the functions of the nonprofit board or to which the Board has a legal obligation to give particular consideration, and provided further that such interest is noted in its official records
7. That of a person receiving salary, per diem, or reimbursement for expenses from a governmental entity, unless the contract directly involves the department of the government entity that employs the officer or employee, provided that such interest is disclosed to the Board at the time of consideration of the contract, and provided further that such interest is noted in its official records
8. That of an attorney of the contracting party or that of an owner, officer, employee, or agent of a firm which renders, or has rendered service to the contracting party in the capacity of stockbroker, insurance agent, insurance broker, real estate agent, or real estate broker, if these individuals have not received and will not receive remuneration, consideration, or a commission as a result of the contract and if these individuals have an ownership interest of less than 10 percent in the law practice or firm, stockbrokerage firm, insurance firm, or real estate firm

In addition, a Board member or employee shall not be deemed to be interested in a contract made pursuant to competitive bidding under a procedure established by law if his/her sole interest is that of an officer, director, or employee of a bank or savings and loan association with which a party to the contract has the relationship of borrower or depositor, debtor, or creditor. (Government Code 1091.5)

Conflict of Interest

A Board member shall not be deemed to be financially interested in a contract if he/she has only a remote interest in the contract and if the remote interest is disclosed during a Board meeting and noted in the official Board minutes. The affected Board member shall not vote or debate on the matter or attempt to influence any other Board member to enter in the contract. Remote interests are specified in Government Code 1091(b); they include, but are not limited to, the interest of a parent in the earnings of his/her minor child. (Government Code 1091)

On a case-by-case basis and upon advice of legal counsel, a Board member with a financial interest in a contract may participate in the making of the contract if the rule of necessity or legally required participation applies pursuant to Government Code 87101 and 2 CCR 18708.

Board members shall not engage in any employment or activity or hold any office which is inconsistent with, incompatible with, in conflict with, or inimical to the Board member's duties as an officer of the District. (Government Code 1099, 1126)

Even if there is no prohibited or remote interest, a Board member shall abstain from voting on personnel matters that uniquely affect a relative of the Board member. A Board member may vote, however, on collective bargaining agreements and personnel matters that affect a class of employees to which the relative belongs. "Relative" means an adult who is related to the person by blood or affinity within the third degree, as determined by the common law, or an individual in an adoptive relationship within the third degree. (Education Code 35107)

A relationship within the third degree includes the individual's parents, grandparents and great-grandparents, children, grandchildren and great-grandchildren, brothers, sisters, aunts and uncles, nieces and nephews, and the similar family of the individual's spouse/registered partner unless the individual is widowed or divorced.

Disqualification for Board Members Who Manage Public Investments

A Board member who manages public investments pursuant to Government Code 87200 and who has a financial interest in a decision shall, upon identifying a conflict or potential conflict of interest and immediately prior to the consideration of the matter, do all of the following:

1. Publicly identify the financial interest that gives rise to the conflict or potential conflict of interest in detail sufficient to be understood by the public, except that disclosure of the exact street address of a residence is not required. (Government Code 87105)
2. Recuse himself/herself from discussing and voting on the matter, or otherwise acting in violation of Government Code 87100. This Board member shall not be counted toward achieving a quorum while the item is discussed. (Government Code 87105; 2 CCR 18702.5)

Conflict of Interest

3. Leave the room until after the discussion, vote and any other disposition of the matter is concluded, unless the matter has been placed on the portion of the agenda reserved for uncontested matters. (Government Code 87105)

If the item is on the consent calendar, the Board member must recuse himself/herself from discussing or voting on that matter, but the Board member is not required to leave the room during the consent calendar. (2 CCR 18702.5)

~~(cf. 3430—Investing)~~

The Board member may speak on the issue during the time that the general public speaks on the issue. The Board member shall recuse himself/herself from voting on the matter and leave the dais to speak from the same area as members of the public. He/she may listen to the public discussion of the matter with members of the public. (Government Code 87105; 2 CCR 18702.5)

If the Board's decision is made during closed session, the public identification may be made orally during the open session before the Board goes into closed session and shall be limited to a declaration that his/her recusal is because of a conflict of interest pursuant to Government Code 87100. The Board member shall not be present when the decision is considered in closed session or knowingly obtain or review a recording or any other non-public information regarding the Board's action. (2 CCR 18702.5)

Gifts

Board members and designated employees may accept gifts only under the conditions and limitations specified in Government Code 89503 and 2 CCR 18730.

The limitation on gifts do not apply to wedding gifts and gifts exchanged between individuals on birthdays, holidays, and other similar occasions, provided that the gifts exchanged are not substantially disproportionate in value. (Government Code 89503)

Gifts of travel and related lodging and sustenance shall be subject to the current gift limitation except as described in Government Code 89506.

A gift of travel does not include travel provided by the District for Board members and designated employees. (Government Code 89506)

Honoraria

Board members and designated employees shall not accept any honorarium, which is defined as any payment made in consideration for any speech given, article published, or attendance at any public or private gathering, in accordance with law. (Government Code 89501, 89502)

Conflict of Interest

The term honorarium does not include: (Government Code 89501)

1. Earned income for personal services customarily provided in connection with a bona fide business, trade, or profession unless the sole or predominant activity of the business, trade, or profession is making speeches
2. Any honorarium which is not used and, within 30 days after receipt, is either returned to the donor or delivered to the District for donation into the general fund without being claimed as a deduction from income for tax purposes

Appendix A: Defines Disclosure Categories

Appendix B: Identifies Designated Positions in the District

Appendix A - Disclosure Categories

Category 1 - Designated positions must report:

1. Interests in real property that are located in whole or in part (1) within the boundaries of the District, (2) within two miles of the boundaries of the District, or (3) within two miles of any land owned by the District, including leasehold, beneficial or ownership interest or option to acquire such interest in real property
2. Investments and business positions (i.e., director, officer, partner, trustee, employee, or holds any position of management) in business entities or income from sources which engage in the acquisition or disposal of real property within the District
3. Investments and business positions (i.e., director, officer, partner, trustee, employee, or holds any position of management) in business entities or income from sources which: (1) are contractors or subcontractors engaged in the performance of work or services of the type utilized by the District, or (2) which manufacture, sell, or provide supplies, materials, books, machinery, services, or equipment of the type used by the District

Category 2 - Designated position must report investments and business positions in business entities and income from sources that manufacture, sell, or provide supplies, materials, books, machinery, services, or equipment of the type used by the employee's department or the District. For the purposes of this category, a principal's department is his/her entire school.

Appendix B - Designated Positions

The persons holding positions, **including Acting or Interim positions**, listed in this Appendix are designated employees. It has been determined that the persons occupying the positions listed below make or participate in the making of decisions that may foreseeably have a material effect on financial interests of the District. Designated positions must disclose investments, business positions, and interests in real property held on, and income received during the previous 12 months as defined in Appendix A categories 1-2, and will file the Form 700, Statement of Economic Interests.

Conflict of Interest

Position Title, Categories:

Member, Board of Education 1, 2
 Superintendent 1, 2
~~Agent: Child Welfare and Attendance 1, 2~~
~~Assistant Principal 1, 2~~
~~Autism Specialist, Special Education 1, 2~~
~~Behavior Program Manager 1, 2~~
~~Behavior Specialist 1, 2~~
~~Central Kitchen Production Manager 1, 2~~
~~Central Kitchen Supervisor 1, 2~~
~~Agent: Communications/Media Services 1, 2~~
~~Consultant* 1, 2~~
~~Coordinator, English Learners 1, 2~~
~~Custodial Supervisor 1, 2~~
~~Agent: Early Education 1, 2~~
~~Education Specialist-BTSA Induction Support 1, 2~~
~~Agent: English Learners 1, 2~~
~~Agent: Facilities Planning~~
~~Fiscal Services Supervisor 1, 2~~
~~Grounds Supervisor 1, 2~~
~~Coordinator: Health Services 1, 2~~
~~Instructional Specialist 1, 2~~
~~Lead Custodian (Nights) 1, 2~~
~~Lead Fiscal Services Agent 1, 2~~
~~Lead Innovation Agent 1, 2~~
~~Lead Personnel Agent 1, 2~~
~~Lead Risk Management and Transportation Agent~~
~~Lead Special Services Agent 1, 2~~
~~Lead Strategic Agent: Strategies, Congruence & Social Justice 1, 2~~
~~Lead Student Services Agent 1, 2~~
~~Maintenance Foreman 1, 2~~
~~Agent: Maintenance and Operations 1, 2~~
~~Maintenance Supervisor 1, 2~~
~~Network Services Manager 1, 2~~
~~Assistant Agent: Nutrition Services~~
~~Nutrition Services Production Manager 1, 2~~
~~Nutrition Services Supervisor 1, 2~~
~~Occupational Therapist 1, 2~~
~~Principal 1, 2~~
~~Program Specialist, Special Education 1, 2~~
~~Agent: Purchasing Services 1, 2~~
~~Psychologist 1, 2~~
~~Registration Center Supervisor 1, 2~~
~~Special Education Coordinator 1, 2~~
~~Supervisor 1, 2~~

Conflict of Interest

Transportation/Garage Manager 1, 2
 Transportation Supervisor 1, 2
 Therapeutic Behavioral Strategist 1, 2
 Warehouse Supervisor 1, 2

Academic Agent: Special Programs
 Academic Agent: Special Services
 Accountant: Nutrition Service
 Agent: Academic Technology
 Agent: Science and Career Programs
 Agent: Technology Services
 Applied Behavior Analysis Specialist
 Chief, Safety & Security
 Child Development Administrator
 Child Nutrition Program Innovation
 Continuation High School Principal
 Contract Analyst
 Elementary Assistant Principal
 Elementary Principal
 Emotional Health Therapist
 Energy Manager
 High School Assistant Principal
 High School Principal
 Information Systems Agent
 Lead Academic Agent: Elementary Innovation
 Lead Academic Agent: Math and Early College Programs
 Lead Academic Agent: Secondary Innovation
 Lead Business Services Agent
 Lead Grounds Maintenance Worker
 Lead Nutrition Services Agent
 Lead Professional Development Agent
 Middle School Assistant Principal
 Middle School Principal
 Multi-Media Marketing Innovator
 Personnel Specialist
 Physical Therapist
 Physical Therapist
 Principal, Adult Education
 Risk Management/Compliance Officer
 Safety Operations Supervisor

Conflict of Interest

All positions listed on the Management, Confidential, and Supervisory Salary Schedule 1, 2

*Consultant shall be included in the list of designated employees and shall disclose pursuant to the broadest disclosure category in the code when it is determined that the temporary consultant will have significant influence on District financial matters. When notified by the Filing Officer, the consultant will have 30 calendar days to provide a completed Form 700, Statement of Economic Interests to the District.

A consultant is an individual who, pursuant to a contract with the District, makes a governmental decision whether to: (2 CCR 18701)

1. Approve a rate, rule, or regulation
2. Adopt or enforce a law
3. Issue, deny, suspend or revoke a permit, license, application, certificate, approval, order, or similar authorization or entitlement
4. Authorize the District to enter into, modify, or renew a contract that requires District approval
5. Grant District approval to a contract or contract specifications which require District approval and in which the District is a party
6. Grant District approval to a plan, design, report, study, or similar item
7. Adopt or grant District approval of District Policies, standards, or guidelines

A consultant is also an individual who, pursuant to a contract with the District, serves in a staff capacity with the District and in that capacity participates in making a governmental decision as defined in 2 CCR 18702.2, or performs the same or substantially all the same duties for the District that would otherwise be performed by an individual holding a position specified in the District's Conflict of Interest Code. (2 CCR 18701)

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
2 CCR 18110-18997	Regulations of the Fair Political Practices Commission
2 CCR 18438.1-18438.8	Campaign contribution-based conflicts of interest
2 CCR 18700-18760	Conflicts of Interest

Conflict of Interest

State	Description
2 CCR 18722-18740	Disclosure of interests
2 CCR 18753-18756	Conflict of interest codes
Ed. Code 1006	<u>Prohibition against school district employees serving on county board of education</u>
Ed. Code 35107	<u>School district employees</u>
Ed. Code 35230-35240	<u>Corrupt practices</u>
Ed. Code 35233	<u>Prohibitions applicable to members of governing boards</u>
Ed. Code 41000-41003	<u>Moneys received by school districts</u>
Ed. Code 41015	<u>Investments</u>
Fam. Code 297.5	<u>Rights, protections, and benefits of registered domestic partners</u>
Gov. Code 1090-1099	<u>Prohibitions applicable to specified officers</u>
Gov. Code 1125-1129	<u>Incompatible activities</u>
Gov. Code 53234-53235.2	<u>Ethics training</u>
Gov. Code 81000-91014	<u>Political Reform Act</u>
Gov. Code 82011	<u>Code reviewing body</u>
Gov. Code 82019	<u>Definition; designated employee</u>
Gov. Code 82028	<u>Definition; gift</u>
Gov. Code 82030	<u>Definition; income</u>
Gov. Code 82033	<u>Definition; interest in real property</u>
Gov. Code 82034	<u>Definition; investment</u>
Gov. Code 84308	<u>Campaign Disclosure</u>
Gov. Code 87100-87103.6	<u>General prohibitions</u>
Gov. Code 87200-87210	<u>Disclosure</u>
Gov. Code 87300-87313	<u>Conflict of interest code</u>

Conflict of Interest

State	Description
Gov. Code 87500	<u>Statement of economic interests</u>
Gov. Code 89501-89503	<u>Honoraria and gifts</u>
Gov. Code 89506	<u>Ethics; travel</u>
Gov. Code 91000-91014	<u>Enforcement</u>
Pen. Code 85-88	<u>Bribes</u>
Pub. Cont. Code 6102	<u>Bribery of public official; voidable contract</u>
Rev. & Tax Code 203	<u>Taxable and exempt property - colleges</u>

Management Resources**Description**

Attorney General Opinion	105 Ops.Cal.Atty.Gen.69 (2022)
Attorney General Opinion	63 Ops.Cal.Atty.Gen. 868 (1980)
Attorney General Opinion	65 Ops.Cal.Atty.Gen. 606 (1982)
Attorney General Opinion	68 Ops.Cal.Atty.Gen. 171 (1985)
Attorney General Opinion	69 Ops.Cal.Atty.Gen. 255 (1986)
Attorney General Opinion	80 Ops.Cal.Atty.Gen. 320 (1997)
Attorney General Opinion	81 Ops.Cal.Atty.Gen. 327 (1998)
Attorney General Opinion	82 Ops.Cal.Atty.Gen. 83 (1999)
Attorney General Opinion	85 Ops.Cal.Atty.Gen. 60 (2002)
Attorney General Opinion	86 Ops.Cal.Atty.Gen. 138(2003)
Attorney General Opinion	89 Ops.Cal.Atty.Gen. 217 (2006)
Attorney General Opinion	92 Ops.Cal.Atty.Gen. 19 (2009)
Attorney General Opinion	92 Ops.Cal.Atty.Gen. 26 (2009)
Court Decision	Davis v. Fresno Unified School District (2015) 237 Cal.App.4th 261

Conflict of Interest

Management Resources	Description
Court Decision	Klistoff v. Superior Court (2007) 157 Cal.App.4th 469
Court Decision	Kunec v. Brea Redevelopment Agency (1997) 55 Cal.App.4th 511
Court Decision	McGee v. Balfour Beatty Construction, LLC, et al. (2016) 247 Cal. App. 4th 235
Court Decision	Thorpe v. Long Beach Community College District (2000) 83 Cal.App.4th 655
CSBA Publication	Conflict of Interest: Overview of Key Issues for Governing Board Members, Fact Sheet, July 2010
Fair Political Practices Commission Publication	Can I Vote? A Basic Overview of Public Officials' Obligations Under the Conflict-of-Interest Rules, 2005
Institute For Local Government Publication	Understanding the Basics of Public Service Ethics: Personal Financial Gain Laws, 2009
Institute for Local Government Publication	Understanding the Basics of Public Service Ethics: Transparency Laws, 2009
Website	CSBA District and County Office of Education Legal Services
Website	Institute for Local Government
Website	Fair Political Practices Commission
Website	CSBA
Cross References	

Code	Description
1340	Access To District Records
1340	Access To District Records
1700	Relations Between Private Industry And The Schools
3230	Federal Grant Funds
3230	Federal Grant Funds

Conflict of Interest

Code	Description
3300	<u>Expenditures And Purchases</u>
3311	<u>Bids</u>
3311	<u>Bids</u>
3400	<u>Management Of District Assets/Accounts</u>
3400	<u>Management Of District Assets/Accounts</u>
3430	<u>Investing</u>
3430	<u>Investing</u>
3470	<u>Debt Issuance And Management</u>
3600	<u>Consultants</u>
4112.8	<u>Employment Of Relatives</u>
4117.2	<u>Resignation</u>
4136	<u>Nonschool Employment</u>
4212.8	<u>Employment Of Relatives</u>
4217.2	<u>Resignation</u>
4236	<u>Nonschool Employment</u>
4312.8	<u>Employment Of Relatives</u>
4317.2	<u>Resignation</u>
4336	<u>Nonschool Employment</u>
6161.1	<u>Selection And Evaluation Of Instructional Materials</u>
6161.1	<u>Selection And Evaluation Of Instructional Materials</u>
6161.1-E PDF(1)	<u>Selection And Evaluation Of Instructional Materials</u>
7140	<u>Architectural And Engineering Services</u>
7140	<u>Architectural And Engineering Services</u>

Conflict of Interest

Code	Description
7214	<u>General Obligation Bonds</u>
7214	<u>General Obligation Bonds</u>
9000	<u>Role Of The Board</u>
9005	<u>Governance Standards</u>
9140	<u>Board Representatives</u>
9200	<u>Limits Of Board Member Authority</u>
9220	<u>Governing Board Elections</u>
9222	<u>Resignation</u>
9230	<u>Orientation</u>
9320	<u>Meetings And Notices</u>
9323	<u>Meeting Conduct</u>

Policy
 approved: May 12, 1999
 revised: August 22, 2018
 revised: October 20, 2021
 revised:

RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4161(a)

Leaves

The Board of Education shall provide for paid and unpaid leaves of absence for employees in accordance with law, Board policy, administrative regulation, collective bargaining agreements, and merit system rules, as applicable.

~~(cf. 4141/4241—Collective Bargaining Agreement)~~

~~(cf. 4161.9/4261.9/4361.9—Catastrophic Leave Program)~~

Employees have the right to take leaves as authorized by law and/or collective bargaining agreements, including, but not limited to:

The Board recognizes the following justifiable reasons for employee absence:

1. Personal illness or injury

~~(cf. 4161.1/4261.1/4361.1—Personal Illness/Injury Leave)~~

2. Industrial accident or illness

~~(cf. 4161.11/4261.11/4361.11—Industrial Accident/Illness Leave)~~

3. Family care and medical leave

~~(cf. 4161.8/4261.8/4361.8—Family Care and Medical Leave)~~

4. Military service

~~(cf. 4161.5/4261.5/4361.5—Military Leave)~~

5. Personal Necessity and personal emergencies

~~(cf. 4161.2/4261.2/4361.2—Personal Leaves)~~

6. Disability leave for certificated employees in accordance with Education Code 44986

7. Vacations for classified staff and certificated management staff, as applicable

8. Sabbaticals for purposes of study or training related to the employee's job duties

~~(cf. 4161.3/4261.3—Professional Leaves)~~

9. Attendance at work-related meetings and staff development opportunities

Leaves

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

10. Compulsory leave

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

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

11. Maternity, parental leave, and reproductive loss leave for both certificated and classified staff, as applicable under state law

12. Bereavement

Long-Term Leaves

With Board approval, an employee may receive a leave of absence, without pay and without accruing seniority or service credit, for a period of up to one school year. Applications for long-term leave shall be made in writing and shall state the purpose for which leave is requested. All long-term leave agreements shall be in writing and shall state the terms and conditions of the leave, including the conditions governing the employee's return.

At the end of a long-term leave, the employee shall be reinstated to a similar position as that held at the time leave was granted, ~~unless otherwise agreed upon.~~ **or a position for which they are credentialed to hold.**

The Board shall consider any written request by an employee to return to work prior to the expiration date of the leave.

Administrative and Supervisory Personnel

Certificated administrative and supervisory employees who are not subject to the District's bargaining agreement for certificated employees shall generally be entitled to those leave provisions provided in the bargaining agreement for other certificated employees unless otherwise specified in individual contract, memorandums of understanding, Board policy, administrative regulation, or law.

Classified administrative and supervisory employees who are not subject to the District's bargaining agreement for classified employees shall generally be entitled to those leave provisions provided in the bargaining agreement for other classified employees unless otherwise specified in individual contract, memoranda of understanding, Board policy, administrative regulation, or law.

~~(cf. 2121—Superintendent's Contract)~~

~~(cf. 4300—Administrative and Supervisory Personnel)~~

~~(cf. 4312.1—Contracts)~~

Leaves

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 22850-22856	<u>Pension benefits; STRS members on military leave</u>
Ed. Code 44018	<u>Compensation for employees on active military duty</u>
Ed. Code 44036-44037	<u>Leaves of absence for judicial and official appearances</u>
Ed. Code 44043.5	<u>Catastrophic leave</u>
Ed. Code 44800	<u>Effect of active military service on status of employees</u>
Ed. Code 44842	<u>Reemployment notices; certificated employees</u>
Ed. Code 44940	<u>Compulsory leave of absence for certificated persons</u>
Ed. Code 44962-44988	<u>Leave of absence; certificated</u>
Ed. Code 45059	<u>Employee ordered to active military/naval duty; computation of salary</u>
Ed. Code 45190-45210	<u>Leaves of absence; classified</u>
Fam. Code 297-297.5	<u>Rights, protections, benefits under the law; registered domestic partners</u>
Gov. Code 12945.1-12945.21	<u>California Family Rights Act</u>
Gov. Code 20990-21013	<u>Pension benefits; PERS members on military leave</u>
Gov. Code 3543.1	<u>Rights of employee organizations</u>
Gov. Code 3543.2	<u>Scope of representation</u>
Lab. Code 230-230.2	<u>Leaves for victims of domestic violence, sexual assault or specified felonies</u>
Lab. Code 230.3	<u>Leave for emergency personnel</u>
Lab. Code 230.4	<u>Leave for volunteer firefighters</u>
Lab. Code 230.8	<u>Time off to visit child's school</u>

Leaves

State	Description
Lab. Code 233	<u>Leave to attend to family illness</u>
M&V Code 395-395.9	<u>Military leave</u>
M&V Code 395.10	<u>Leave when spouse on leave from military deployment</u>
Federal	Description
29 USC 2601-2654	<u>Family Care and Medical Leave Act</u>
38 USC 4301-4334	<u>Uniformed Services Employment and Reemployment Rights Act of 1994</u>

Management Resources	Description
Website	<u>CSBA District and County Office of Education Legal Services</u>
Cross References	

Code	Description
2121	<u>Superintendent's Contract</u>
4112.1	<u>Contracts</u>
4112.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>
4141	<u>Collective Bargaining Agreement</u>
4154	<u>Health And Welfare Benefits</u>
4154	<u>Health And Welfare Benefits</u>
4161.1	<u>Personal Illness/Injury Leave</u>
4161.1	<u>Personal Illness/Injury Leave</u>
4161.11	<u>Industrial Accident/Illness Leave</u>
4161.2	<u>Personal Leaves</u>
4161.5	<u>Military Leave</u>

Leaves

4161.8	<u>Family Care And Medical Leave</u>
4161.8	<u>Family Care And Medical Leave</u>
4161.9	<u>Catastrophic Leave Program</u>
4161.9	<u>Catastrophic Leave Program</u>
4212.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4218	<u>Dismissal/Suspension/Disciplinary Action</u>
4231	<u>Staff Development</u>
4231	<u>Staff Development</u>
4241	<u>Collective Bargaining Agreement</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4261.1	<u>Personal Illness/Injury Leave</u>
4261.11	<u>Industrial Accident/Illness Leave</u>
4261.2	<u>Personal Leaves</u>
4261.5	<u>Military Leave</u>
4261.8	<u>Family Care And Medical Leave</u>
4261.8	<u>Family Care And Medical Leave</u>
4261.9	<u>Catastrophic Leave Program</u>
4261.9	<u>Catastrophic Leave Program</u>
4300	<u>Administrative And Supervisory Personnel</u>
4300	<u>Administrative And Supervisory Personnel</u>
4312.1	<u>Contracts</u>
4312.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4331	<u>Staff Development</u>
4331	<u>Staff Development</u>
4354	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
4361.1	<u>Personal Illness/Injury Leave</u>

Leaves

4361.11	<u>Industrial Accident/Illness Leave</u>
4361.2	<u>Personal Leaves</u>
4361.5	<u>Military Leave</u>
4361.8	<u>Family Care And Medical Leave</u>
4361.8	<u>Family Care And Medical Leave</u>
4361.9	<u>Catastrophic Leave Program</u>
4361.9	<u>Catastrophic Leave Program</u>

Policy
approved: November 10, 2010
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4261(a)

Leaves

The Board of Education shall provide for paid and unpaid leaves of absence for employees in accordance with law, Board policy, administrative regulation, collective bargaining agreements, and merit system rules, as applicable.

The Board recognizes the following justifiable reasons for employee absence:

Employees have the right to take leaves as authorized by law and/or collective bargaining agreements, including, but not limited to:

1. Personal illness or injury
2. Industrial accident or illness
3. Family care and medical leave
4. Military service
5. Personal Necessity and personal emergencies
- ~~6.~~ ~~Disability leave for certificated employees in accordance with Education Code 44986~~
- ~~7.~~ 6. Vacations for classified staff and certificated management staff, as applicable
- ~~8.~~ ~~Sabbaticals for purposes of study or training related to the employee's job duties~~
- ~~9.~~ 7. Attendance at work-related meetings and staff development opportunities
- ~~10.~~ 8. Compulsory leave
- ~~11.~~ **9. Maternity, parental leave, and reproductive loss leave for both certificated and classified staff, as applicable under state law**
- ~~12.~~ **10. Bereavement**

Long-Term Leaves

With Board approval, an employee may receive a leave of absence, without pay and without accruing seniority or service credit, for a period of up to one school year. Applications for long-term leave shall be made in writing and shall state the purpose for which leave is requested. All long-term leave agreements shall be in writing and shall state the terms and conditions of the leave, including the conditions governing the employee's return.

Leaves

At the end of a long-term leave, the employee shall be reinstated to ~~a similar~~ **the first vacant** position as that held at the time leave was granted, unless otherwise agreed upon **prior to taking leave**.

The Board of Education shall consider any written request by an employee to return to work prior to the expiration date of the leave.

Administrative and Supervisory Personnel

~~Certificated administrative and supervisory employees who are not subject to the District's bargaining agreement for certificated employees shall generally be entitled to those leave provisions provided in the bargaining agreement for other certificated employees unless otherwise specified in individual contract, memorandums of understanding, Board policy, administrative regulation, or law.~~

Classified administrative and supervisory employees who are not subject to the District's bargaining agreement for classified employees shall generally be entitled to those leave provisions provided in the bargaining agreement for other classified employees unless otherwise specified in individual contract, memoranda of understanding, Board policy, administrative regulation, or law.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 22850-22856	<u>Pension benefits; STRS members on military leave</u>
Ed. Code 44018	<u>Compensation for employees on active military duty</u>
Ed. Code 44036-44037	<u>Leaves of absence for judicial and official appearances</u>
Ed. Code 44043.5	<u>Catastrophic leave</u>
Ed. Code 44800	<u>Effect of active military service on status of employees</u>
Ed. Code 44842	<u>Reemployment notices; certificated employees</u>
Ed. Code 44940	<u>Compulsory leave of absence for certificated persons</u>

Leaves

Ed. Code 44962-44988	<u>Leave of absence; certificated</u>
Ed. Code 45059	<u>Employee ordered to active military/naval duty; computation of salary</u>
Ed. Code 45190-45210	<u>Leaves of absence; classified</u>
Fam. Code 297-297.5	<u>Rights, protections, benefits under the law; registered domestic partners</u>
Gov. Code 12945.1-12945.21	<u>California Family Rights Act</u>
Gov. Code 20990-21013	<u>Pension benefits; PERS members on military leave</u>
Gov. Code 3543.1	<u>Rights of employee organizations</u>
Gov. Code 3543.2	<u>Scope of representation</u>
Lab. Code 230-230.2	<u>Leaves for victims of domestic violence, sexual assault or specified felonies</u>
Lab. Code 230.3	<u>Leave for emergency personnel</u>
Lab. Code 230.4	<u>Leave for volunteer firefighters</u>
Lab. Code 230.8	<u>Time off to visit child's school</u>
Lab. Code 233	<u>Leave to attend to family illness</u>
M&V Code 395-395.9	<u>Military leave</u>
M&V Code 395.10	<u>Leave when spouse on leave from military deployment</u>

Federal**Description**

29 USC 2601-2654	<u>Family Care and Medical Leave Act</u>
38 USC 4301-4334	<u>Uniformed Services Employment and Reemployment Rights Act of 1994</u>

Management Resources**Description**

Website	<u>CSBA District and County Office of Education Legal Services</u>
---------	--

Cross References

Code**Description**

2121	<u>Superintendent's Contract</u>
------	----------------------------------

Leaves

4112.1	<u>Contracts</u>
4112.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>
4141	<u>Collective Bargaining Agreement</u>
4154	<u>Health And Welfare Benefits</u>
4154	<u>Health And Welfare Benefits</u>
4161.1	<u>Personal Illness/Injury Leave</u>
4161.1	<u>Personal Illness/Injury Leave</u>
4161.11	<u>Industrial Accident/Illness Leave</u>
4161.2	<u>Personal Leaves</u>
4161.5	<u>Military Leave</u>
4161.8	<u>Family Care And Medical Leave</u>
4161.8	<u>Family Care And Medical Leave</u>
4161.9	<u>Catastrophic Leave Program</u>
4161.9	<u>Catastrophic Leave Program</u>
4212.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4218	<u>Dismissal/Suspension/Disciplinary Action</u>
4231	<u>Staff Development</u>
4231	<u>Staff Development</u>
4241	<u>Collective Bargaining Agreement</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4261.1	<u>Personal Illness/Injury Leave</u>
4261.11	<u>Industrial Accident/Illness Leave</u>

Leaves

4261.2	<u>Personal Leaves</u>
4261.5	<u>Military Leave</u>
4261.8	<u>Family Care And Medical Leave</u>
4261.8	<u>Family Care And Medical Leave</u>
4261.9	<u>Catastrophic Leave Program</u>
4261.9	<u>Catastrophic Leave Program</u>
4300	<u>Administrative And Supervisory Personnel</u>
4300	<u>Administrative And Supervisory Personnel</u>
4312.1	<u>Contracts</u>
4312.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4331	<u>Staff Development</u>
4331	<u>Staff Development</u>
4354	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
4361.1	<u>Personal Illness/Injury Leave</u>
4361.11	<u>Industrial Accident/Illness Leave</u>
4361.2	<u>Personal Leaves</u>
4361.5	<u>Military Leave</u>
4361.8	<u>Family Care And Medical Leave</u>
4361.8	<u>Family Care And Medical Leave</u>
4361.9	<u>Catastrophic Leave Program</u>
4361.9	<u>Catastrophic Leave Program</u>

Policy approved: November 10, 2010
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4361(a)

Leaves

The Board of Education ~~recognizes the need to~~ **shall** provide for **paid or unpaid** leaves **of absence for employees in accordance** ~~which management and confidential personnel may take for justifiable reasons. Such leaves shall be authorized pursuant to~~ **with law, Board policies policy, and/or** administrative regulations, **collective bargaining agreements, and merit system rules, as applicable.**

Employees have the right to take leaves as authorized by law and/or collective bargaining agreements, including, but not limited to:

1. **Personal illness or injury**
2. **Industrial accident or illness**
3. **Family care and medical leave**
4. **Military service**
5. **Personal necessity and personal emergencies**
6. **Disability leave for certificated employees in accordance with Education Code 44986**
7. **Vacations for classified staff and certificated management staff, as applicable**
8. **Attendance at work-related meetings and staff development opportunities**
9. **Compulsory leave**
10. **Maternity, parental leave, and reproductive loss leave for both certificated and classified staff, as applicable under state law**
11. **Bereavement**

~~The Board shall consider any written request by an employee to return to work prior to the expiration date of the leave.~~

Long-Term Leaves

With Board approval, an employee may receive a leave of absence, without pay and without accruing seniority or service credit, for a period of up to one school year. Applications for long-term leave shall be made in writing and shall state the purpose for which leave is requested. All long-term leave agreements shall be in writing and shall state the terms and conditions of the leave, including the conditions governing the employee's return.

Leaves

At the end of a long-term leave, the employee shall be reinstated to a similar position as that employee held at the time leave was granted, unless otherwise agreed upon.

The Board of Education shall consider any written request by an employee to return to work prior to the expiration date of the leave.

Administrative and Supervisory Personnel

Certificated administrative and supervisory employees who are not subject to the District's bargaining agreement for certificated employees shall generally be entitled to those leave provisions provided in the bargaining agreement for other certificated employees unless otherwise specified in individual contract, memorandums of understanding, Board policy, administrative regulation, or law.

Classified administrative and supervisory employees who are not subject to the District's bargaining agreement for classified employees shall generally be entitled to those leave provisions provided in the bargaining agreement for other classified employees unless otherwise specified in individual contract, memoranda of understanding, Board policy, administrative regulation, or law.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 22850-22856	<u>Pension benefits; STRS members on military leave</u>
Ed. Code 44018	<u>Compensation for employees on active military duty</u>
Ed. Code 44036-44037	<u>Leaves of absence for judicial and official appearances</u>
Ed. Code 44043.5	<u>Catastrophic leave</u>
Ed. Code 44800	<u>Effect of active military service on status of employees</u>
Ed. Code 44842	<u>Reemployment notices; certificated employees</u>

Leaves

State	Description
Ed. Code 44940	<u>Compulsory leave of absence for certificated persons</u>
Ed. Code 44962-44988	<u>Leave of absence; certificated</u>
Ed. Code 45059	<u>Employee ordered to active military/naval duty; computation of salary</u>
Ed. Code 45190-45210	<u>Leaves of absence; classified</u>
Fam. Code 297-297.5	<u>Rights, protections, benefits under the law; registered domestic partners</u>
Gov. Code 12945.1-12945.21	<u>California Family Rights Act</u>
Gov. Code 20990-21013	<u>Pension benefits; PERS members on military leave</u>
Gov. Code 3543.1	<u>Rights of employee organizations</u>
Gov. Code 3543.2	<u>Scope of representation</u>
Lab. Code 230-230.2	<u>Leaves for victims of domestic violence, sexual assault or specified felonies</u>

State	Description
Lab. Code 230.3	<u>Leave for emergency personnel</u>
Lab. Code 230.4	<u>Leave for volunteer firefighters</u>
Lab. Code 230.8	<u>Time off to visit child's school</u>
Lab. Code 233	<u>Leave to attend to family illness</u>
M&V Code 395-395.9	<u>Military leave</u>
M&V Code 395.10	<u>Leave when spouse on leave from military deployment</u>

Federal	Description
29 USC 2601-2654	<u>Family Care and Medical Leave Act</u>
38 USC 4301-4334	<u>Uniformed Services Employment and Reemployment Rights Act of 1994</u>

Management Resources	Description
Website	<u>CSBA District and County Office of Education Legal Services</u>

Leaves

Cross References

Code	Description
2121	<u>Superintendent's Contract</u>
4112.1	<u>Contracts</u>
4112.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>
4141	<u>Collective Bargaining Agreement</u>
4154	<u>Health And Welfare Benefits</u>
4154	<u>Health And Welfare Benefits</u>
4161.1	<u>Personal Illness/Injury Leave</u>
4161.1	<u>Personal Illness/Injury Leave</u>
4161.11	<u>Industrial Accident/Illness Leave</u>
4161.2	<u>Personal Leaves</u>
Code	Description
4161.5	<u>Military Leave</u>
4161.8	<u>Family Care And Medical Leave</u>
4161.8	<u>Family Care And Medical Leave</u>
4161.9	<u>Catastrophic Leave Program</u>
4161.9	<u>Catastrophic Leave Program</u>
4212.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4218	<u>Dismissal/Suspension/Disciplinary Action</u>
4231	<u>Staff Development</u>
4231	<u>Staff Development</u>
4241	<u>Collective Bargaining Agreement</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>

Leaves

Code	Description
4261.1	<u>Personal Illness/Injury Leave</u>
4261.11	<u>Industrial Accident/Illness Leave</u>
4261.2	<u>Personal Leaves</u>
4261.5	<u>Military Leave</u>
4261.8	<u>Family Care And Medical Leave</u>
4261.8	<u>Family Care And Medical Leave</u>
4261.9	<u>Catastrophic Leave Program</u>
4261.9	<u>Catastrophic Leave Program</u>
4300	<u>Administrative And Supervisory Personnel</u>
4300	<u>Administrative And Supervisory Personnel</u>
4312.1	<u>Contracts</u>
4312.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4331	<u>Staff Development</u>
4331	<u>Staff Development</u>

Code	Description
4354	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
4361.1	<u>Personal Illness/Injury Leave</u>
4361.11	<u>Industrial Accident/Illness Leave</u>
4361.2	<u>Personal Leaves</u>
4361.5	<u>Military Leave</u>
4361.8	<u>Family Care And Medical Leave</u>
4361.8	<u>Family Care And Medical Leave</u>
4361.9	<u>Catastrophic Leave Program</u>
4361.9	<u>Catastrophic Leave Program</u>

Policy approved: July 14, 1999
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California



Board of Education Agenda January 15, 2025

APPROVE AN OVERNIGHT COLLEGE TRIP FOR AVID STUDENTS - RIALTO HIGH SCHOOL

BACKGROUND:

Advancement Via Individual Determination (AVID) is a college readiness program designed to equip students with the skills they need for success in college. The mission of AVID is to close the achievement gap by preparing all students for college readiness and success in a global society. The purpose of this trip is to provide junior students with essential information about admission requirements from various admissions counselors and advisors. Additionally, it offers them the opportunity to learn more about university culture and campus life at different institutions. During the trip, students will visit the following universities: California State University, Fresno; the University of California, Merced; California State University, Stanislaus; the University of California, Berkeley; the University of California, Santa Cruz; the University of California, Santa Barbara; and Azusa Pacific University.

REASONING:

This trip is designed for Rialto High School juniors who plan to attend college. It provides an opportunity for them to visit various colleges and universities across the state that they may not otherwise have the chance to see. Students will interact with current college students, gaining insights into university culture and campus life in different areas. This experience will allow them to explore campus life, receive advice from current college students, advisors, and counselors, and observe various types of campus layouts. Transportation will be provided by a district charter bus.

RECOMMENDATION:

To approve registration fees, lodging, and transportation for 42 students (30 female, 12 male) and five chaperones (3 female, 2 male) from the Rialto High School AVID program to tour college campuses in the Central and Northern California area, effective March 17, 2025 through March 20, 2025, at a cost not-to-exceed \$35,000.00, and to be paid from the General Fund (Title I).

SUBMITTED/REVIEWED BY: Caroline Sweeney, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
January 15, 2025**

**APPROVE AN OVERNIGHT TRIP TO USA SPIRITS NATIONALS COMPETITION -
RIALTO HIGH SCHOOL**

BACKGROUND:

Since 1986, the annual USA Spirit Nationals competition has been a premier event for cheerleading, song/pom, mascot, and pep flag activities. This year, Rialto High School has been selected to compete in Anaheim, California. As last year's champions, Rialto High School's Cheer Team will return to defend their title. The competition will take place from Thursday, February 13, 2025, to Saturday, February 15, 2025.

REASONING:

By participating in the USA Spirit Nationals, the Rialto High School Cheer Team will proudly represent their school and the Rialto Unified School District as defending champions. This national competition provides an excellent platform for the athletes to showcase their talents and skills in front of scouts and college athletic directors. Furthermore, this event will foster a positive school culture and climate, offering students the chance to gain knowledge and awareness beyond the classroom. The student athletes and chaperones will travel by district bus and stay in a lodging facility in Anaheim, CA.

RECOMMENDATION:

To approve registration fees, lodging, and transportation for 24 female student athletes and three (3) female chaperones to compete in the USA Spirit Nationals at the Anaheim Convention Center in Anaheim, California, effective February 13, 2025 through February 15, 2025, at a cost not-to-exceed \$4,000.00, and to be paid from the ASB, Athletics, and General Fund.

SUBMITTED/REVIEWED BY: Caroline Sweeney, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
January 15, 2025**

APPROVE AN OVERNIGHT TRIP FOR ALPHA SCHOLARS - CARTER HIGH SCHOOL

BACKGROUND:

ALPHA Scholars is Carter High School's honors program, which utilizes a cohort model to motivate, encourage, and support our top honor students in becoming attractive candidates for prestigious universities. This program includes a trip to tour universities in Northern California, such as UC Santa Barbara, California Polytechnic State University in San Luis Obispo, UC Santa Cruz, Stanford University, UC Berkeley, and Santa Clara University.

REASONING:

The purpose of this trip is to allow our junior Alpha Scholars to explore college campuses they might not have had the chance to visit otherwise. By exposing them to a variety of university environments, we aim to enhance their knowledge about colleges and inspire them to excel in high school. Additionally, as the students experience different campuses, we hope they will begin to understand what type of campus might be the best fit for them in the future.

RECOMMENDATION:

To approve registration fees, lodging, and transportation for 28 students (20 girls, 8 boys) of the Wilmer Amina Carter High School Alpha Scholars program, three (3) chaperones (1 male, 2 female) to tour colleges in the Northern California area, effective March 12, 2025 through March 14, 2025, at a cost not-to-exceed \$25,000.00, and to be paid from the A-G Grant Fund.

SUBMITTED/REVIEWED BY: Manuel Burciaga, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
January 15, 2025**

APPROVE AN OVERNIGHT COLLEGE TRIP FOR AVID STUDENTS - CARTER HIGH SCHOOL

BACKGROUND:

The AVID program at Carter High School helps students access higher education through support, encouragement, and scholarship opportunities. Juniors, a crucial year for AVID, traditionally tour colleges in Northern California to inspire them for their senior year. Notable visits include UC Santa Barbara, UC Santa Cruz, San Jose State University, San Francisco State University, Cal State East Bay, and UC Merced. This experience has led to an increase in applications to universities in the region, contributing to the growth of a Carter High School Alumni network at various institutions.

REASONING:

The purpose of the trip is to give our junior AVID students a chance to explore college campuses they might not otherwise see. Access to higher education is the main mission of Carter's AVID program, and multiple college trips enhance this experience. Before their final year, we visit colleges further from home to reveal new educational opportunities. Touring campuses instills hope and gratitude, inspiring students to envision themselves as future college students. The program exposes students to various universities throughout high school, broadening their college knowledge and motivating them to excel. We aim for students to understand what type of campus might be a good fit for them in the future.

RECOMMENDATION:

To approve registration fees, lodging, and transportation for 60 junior students (35 girls, 25 boys) of the Wilmer Amina Carter High School AVID program and eight (8) chaperones (4 male, 4 female) to tour colleges in the Northern California area, effective March 17, 2025 through March 19, 2025, at a cost not-to-exceed \$49,800.00, and to be paid from the General Fund (Title I).

SUBMITTED/REVIEWED BY: Adam Bailey, Ph.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
January 15, 2025**

APPROVE AN OVERNIGHT TRIP TO JAMZ NATIONAL COMPETITION - CARTER HIGH SCHOOL

BACKGROUND:

Carter High School requests the Board of Education approve 26 Carter High School Cheer Team students and six (6) chaperones to attend the JAMZ National Competition in Las Vegas, NV from January 23, 2025 through January 26, 2025. This is the 20th national championship sponsored by JAMZ, a CIF-sanctioned company. The JAMZ National competition is a cheerleading and dance competition held in Las Vegas, Nevada, where all-star teams from across the country compete for national titles in various divisions, hosted by the JAMZ Cheer & Dance organization; known for its large-scale productions and offering bids to prestigious events like The Cheerleading Worlds and The Pinnacle Cheerleading Championships.

REASONING:

The Carter High School Cheer Team will proudly represent their school and the Rialto Unified School District by participating in the JAMZ National Competition. This prestigious national competition offers an excellent platform for athletes to showcase their talents and skills in front of scouts and college athletic directors. Additionally, the event fosters a positive school culture and climate, providing students with valuable opportunities to gain knowledge and awareness beyond the classroom. The student athletes and chaperones will travel by district bus and stay in a Las Vegas, Nevada lodging facility.

RECOMMENDATION:

To approve registration fees, lodging, and transportation for 26 female student athletes and six (6) female chaperones to compete in the JAMZ National Competition at Orleans Arena in Las Vegas, NV, effective January 23, 2025 through January 26, 2025, at a cost not-to-exceed \$17,500.00, and to be paid from the ASB and General Fund.

SUBMITTED/REVIEWED BY: Adam Bailey, Ph.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
January 15, 2025**

DONATIONS

Monetary Donation(s)

Location: Superintendent’s Office
Donor: Friends of Nancy O’Kelley for Rialto School Board
Amount: \$2,842.56
Purpose: Student Scholarships

Non-Monetary Donation(s)

Location: Fiscal Services
Donor: PBK Architects
Items: 2 Boxes of Toys

Location: Health Services
Donor: Hope Rodriguez
Items: 3 New Adult Wheelchairs

Location: Werner Elementary
Donor: McDonald’s - Foothill Blvd., Rialto
Items: Toy, Coloring Sheet, Meal Coupon for all students

Location: Werner Elementary
Donor: Coffee Nutzz/Andy & Alicia Carrizales
Items: 65 Jackets for students

RECOMMENDATION:

Accept the donation(s) and send a letter of appreciation to the donor(s): Friends of Nancy O’Kelley for Rialto School Board; PBK Architects; Hope Rodriguez; McDonald’s; and Coffee Nutzz.

Monetary Donations - January 15, 2025	\$ 2,842.56
Donations - Fiscal Year-to-Date	\$ 59,190.28

SUBMITTED/REVIEWED BY: Diane Romo



**Board of Education Agenda
January 15, 2025**

SURPLUS OF EQUIPMENT AND MISCELLANEOUS ITEMS

Quantity	Description	Quantity	Description
2	CPU	529	Chromebook
3	Laptop	4	Chair, Office
1	Desk, Office	1	Whiteboard
1	Play Kitchen	12	Table
60	Desk, Student	3	File Cabinet
5	Bookcase	40	Chair, Student
2	Rolling Cabinet	1	Portable Sink
3	Surface Pro Laptop	2	Monitor

RECOMMENDATION:

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

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



**Board of Education Agenda
January 15, 2025**

SCHOOL-CONNECTED ORGANIZATION

BACKGROUND:

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

REASONING:

The School-Connected Organization has submitted the required documentation to the District for Board approval.

RECOMMENDATION:

Approve Dollahan Dalmations PTA as a School-Connected Organization for the 2024-2025 and 2025-2026 school years.

SUBMITTED/REVIEWED BY: Nicole Albiso/Diane Romo



**Board of Education Agenda
January 15, 2025**

APPROVE AN AGREEMENT WITH FRANKLIN COVEY - CASEY ELEMENTARY SCHOOL

BACKGROUND:

Casey Elementary School requests the Board of Education to approve an agreement with Franklin Covey for the implementation of their Leader in Me (LIM) "Core 3" program, for the 2024-2025 school year. This agreement includes professional development, coaching, and Lighthouse coordinator development of digital resources and materials for all staff members and students. Implementation of the Leader in Me "Core 3" program will result in the facilitation of daily lessons focused on the "Habit" of the month, each teacher, library technician, and instructional technology assistant developing mission statements, the coordination and coaching of the Casey Lighthouse Team, monthly Lighthouse Team meetings, the revision of the Casey mission statement, adult mentors who facilitate scholar-lead teams, and parent volunteers to enhance the celebration of the monthly Habits. The partnership between Franklin Covey Leader in Me and Casey Elementary School will support the focus on leadership, life, and college-career readiness skills.

REASONING:

The Leader in Me program is congruent with our school's mission and supports our Strategic Plan by promoting a positive school climate, social-emotional learning, and community engagement. It is endorsed by the Collaborative for Academic Social Emotional Learning (CASEL) and the Bill & Melinda Gates Foundation. Casey Elementary School has chosen Leader in Me as the school-wide SEL curriculum to build the capacity of teachers and staff, empower student development, and involve families and the community in SEL reinforcement. The implementation plan includes a focus on school goals and individual student goal-setting, with a cost of \$13,200.00 for the first year.

RECOMMENDATION:

To implement the Leader in Me "Core 3" program at Casey Elementary School, effective January 16, 2025 through June 30, 2025, at a cost not-to-exceed \$13,200.00, and to be paid from the General Fund (Title I).

SUBMITTED/REVIEWED BY: Jeremy Sauer/Patricia Chavez, Ed.D.



**Board of Education Agenda
January 15, 2025**

APPROVE AN AGREEMENT WITH ELEVO - BEMIS ELEMENTARY SCHOOL (SEL)

BACKGROUND:

Elevo staffing can provide flexible solutions for schools with various staffing support solutions. Elevo is a full service educational provider with over (17) years of experience. Elevo has dedicated recruitment department focused on hiring and training on-site staff based on client's needs. Elevo's site success team works hand in hand with site levels to successful outcomes. The Elevo approach to whole child well-being is embedded in every element of their programs and services.

REASONING:

Elevo will provide two staff members/coaches to support Bemis Elementary School during recess and lunch periods. These coaches will conduct structured and engaging Social and Emotional Learning (SEL) activities and sports drills, teaching students valuable skills. With Elevo on site, student engagement will rise, and discipline issues during recess will decrease.

RECOMMENDATION:

To provide two (2) staff members/coaches to conduct structured and engaging Social Emotional Learning and sports activities for Bemis Elementary School Grades K-5, effective January 17, 2025 through May 2, 2025, at a cost not-to-exceed \$11,400.00, and to be paid from the General Fund (Title I).

SUBMITTED/REVIEWED BY: Monte Stewart, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
January 15, 2025**

**APPROVE AN AGREEMENT WITH ELEVO - BEMIS ELEMENTARY SCHOOL
(VAPA)**

BACKGROUND:

Elevo staffing offers flexible support solutions tailored to the unique needs of schools. With over 17 years of experience, Elevo is a full-service educational provider. Their dedicated recruitment department specializes in hiring and training on-site staff to meet clients' specific requirements. Elevo's site success team collaborates closely with school sites to ensure successful outcomes. The Elevo approach, focused on whole-child well-being, is integrated into every aspect of their programs and services.

REASONING:

Elevo will provide two VAPA Coaches to support Bemis Elementary School through the Prop 28 Fund. These coaches will conduct 40-minute structured and engaging Visual and Performing Arts (VAPA) activities with students, rotating weekly through topics such as Arts, Theater, Dance, and Music. Each topic will be organized into 3 to 4-week blocks. This initiative is congruent with our District's Strategy I, which aims to provide rigorous and relevant learning experiences for holistic student development.

RECOMMENDATION:

To provide two (2) VAPA Coaches that focus on topics of Arts, Theater, Dance, and Music for Bemis Elementary School students in grades K-5, effective January 21, 2025 through May 1, 2025, at a cost not-to-exceed \$22,847.50, and to be paid from the General Fund (Prop 28 AMS).

SUBMITTED/REVIEWED BY: Monte Stewart, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
January 15, 2025**

**APPROVE AN AGREEMENT WITH STEP-BY-STEP FOLKLORICO - CURTIS
ELEMENTARY SCHOOL**

BACKGROUND:

Step by Step Folklorico Inc. is a company based in Highland, California, that collaborates with students to explore the traditions and histories of various cultures, fostering a deeper appreciation and understanding of diversity. They offer a 45-minute presentation that showcases dances from three Mexican states: Veracruz, Yucatán, and Jalisco. This presentation is followed by after-school instruction, which consists of one 90-minute lesson held two days a week for eight weeks. Each session accommodates up to 20 students, including both primary and upper-grade participants. These sessions aim to enhance creativity, enrich knowledge of music and the arts, and develop essential skills in teamwork, social interaction, and discipline.

REASONING:

This offers a fantastic opportunity for students to immerse themselves in the rich culture and history of dance while actively participating in this art form. The impact of this experience will be evaluated through a culminating project and a survey completed by Curtis students and their parents. This Future Ready activity is designed to inspire lifelong learning for both students and their families.

RECOMMENDATION:

To provide a presentation and after school sessions for eight (8) weeks servicing 40 students at Curtis Elementary School, effective January 30, 2025 through May 30, 2025, at a cost not-to-exceed \$17,014.08, and to be paid from the General Fund (PROP 28 AMS).

SUBMITTED/REVIEWED BY: Owen Ross/Patricia Chavez, Ed.D.



**Board of Education Agenda
January 15, 2025**

APPROVE A STUDENT EXTERNSHIP AGREEMENT WITH UTAH STATE UNIVERSITY

BACKGROUND:

The purpose of this Student Externship Agreement is to enter into a mutually beneficial education and training agreement with Utah State University for Speech-Language Pathology Assistants. Students enrolled in the field of Speech-Language Pathology at Utah State University will gain experience in the clinical setting with experienced professionals within the Rialto Unified School District.

REASONING:

Utah State University will offer students opportunities to flourish in an actual work environment within the school setting. This is in order to further their education toward becoming effective and efficient future Speech-Language Pathology Assistants with the hope that they will come back and return their knowledge to the children of the district and its community.

RECOMMENDATION:

Approve the Student Externship Agreement with Utah State University to assist current and future student Speech-Language Pathology Assistants with mentoring opportunities in their specialized field from January 16, 2025 through January 15, 2030 at no cost to the District.

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



**Board of Education Agenda
January 15, 2025**

CLASSIFIED EXEMPT – PERSONNEL REPORT NO. 1329

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

AVID TUTORS

Aguayo, Valerie	Rialto High School	12/10/2024	\$18.50 per hour
-----------------	--------------------	------------	------------------

PLACED ON THE 39-MONTH REEMPLOYMENT LIST

Robles, Carlota	Noon Duty Aide Eisenhower High School
-----------------	--

Villegas, Ana	Noon Duty Aide Rialto High School
---------------	--------------------------------------

WORKABILITY

Barron, Sandy	Walgreens	01/07/2025	\$14.03 per hour
Martinez, Leslie	Old Navy	01/07/2025	\$14.03 per hour
Segura, Bridget	Walgreens	01/07/2025	\$14.03 per hour
Vargas Cruz, Joseph	Walgreens	01/07/2025	\$14.03 per hour

NON-CERTIFICATED COACHES

A search of the certificated staff of the Rialto Unified School District has failed to fulfill the District's coaching needs. Pursuant to the Title 5 California Code of Regulations, Section 5531, this is to certify that the following non-certificated coaches employed by the Rialto Unified School District are competent in first aid and emergency procedures as related to coaching techniques in the sports to which they are assigned:

Kolb Middle School

Alducin, Luis	Boys' Soccer	2024/2025	\$1,434.00
---------------	--------------	-----------	------------

Carter High School

Giffin, Andrew	JV Head, Boys' Wrestling	12/10/2024	\$3,194.50
Bustamante, Esmie	Varsity Asst., Girls' Soccer	12/16/2024	\$2,721.68
Bustamante, Robert	Varsity Head, Girls' Soccer	2024/2025	\$5,506.00

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



**Board of Education Agenda
January 15, 2025**

CLASSIFIED EMPLOYEES – PERSONNEL REPORT NO. 1329

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

PROMOTIONS

Collins-Boyd, Riegeana (Repl. K. House Jr.)	To: District Parent Institute Assistant Strategic Partnerships/ Parent Institute	01/07/2025	40-4	\$34.12 per hour (8 hours, 12 months)
	From: Categorical Project Clerk Werner Elementary School		33-6	\$31.56 per hour (6 hours, 227 days)
Gutierrez, Ivonne (Repl. J. Orantes)	To: Paraprofessional - Bilingual/Biliterate Trapp Elementary School	01/07/2025	27-2	\$22.34 per hour (3 hours, 203 days)
	From: Nutrition Service Worker I Frisbie Middle School		25-2	\$21.24 per hour (3 hours, 203 days)
Orantes, Jaclyn	To: Behavioral Support Assistant Special Services/ Kordyak Elementary School	01/07/2025	31-5	\$28.60 per hour (7 hours, 203 days)
	From: Paraprofessional - Bilingual/Biliterate Trapp Elementary School		27-6	\$27.16 per hour (3 hours, 203 days)

EMPLOYMENT

Acosta, Andy (Repl. I. Cavero)	Paraprofessional - Bilingual/Biliterate Kelley Elementary School	01/07/2025	27-1	\$21.26 per hour (3 hours, 203 days)
Aguayo, Cristal	Behavioral Support Assistant Special Services/ Dunn Elementary School	01/09/2025	31-1	\$23.50 per hour (7 hours, 203 days)
Alamillo, Jessica	Behavioral Support Assistant Special Services/ Dunn Elementary School	01/07/2025	31-1	\$23.50 per hour (7 hours, 203 days)
Campos, Sarah (Repl. J. Aldana)	Custodian I Rialto High School	12/12/2024	34-1	\$25.34 per hour (8 hours, 12 months)

EMPLOYMENT (Continued)

Ceballos, Alicia (Repl. A. Velasco)	Paraprofessional - Bilingual/Biliterate Rialto Middle School	01/07/2025	27-1	\$21.26 per hour (3 hours, 203 days)
Dircio Bacio, Jasmin (Repl. B. Molina)	Categorical Program Assistant Preston Elementary School	01/06/2025	33-1	\$24.71 per hour (6 hours, 227 days)
Garcia, Elizabeth (Repl. J. Nava)	Paraprofessional Curtis Elementary School	01/07/2025	26-1	\$20.72 per hour (4.5 hours, 203 days)
Gutierrez, Melissa (Repl. C. Harrison)	Paraprofessional - Bilingual/Biliterate Bemis Elementary School	01/07/2025	27-1	\$21.26 per hour (3 hours, 203 days)
Gutierrez, Yulianna	Paraprofessional - Bilingual/Biliterate Simpson Elementary School	01/07/2025	27-1	\$21.26 per hour (3 hours, 203 days)
Mendoza, Jose	Behavioral Support Assistant Special Services/ Kolb Middle School	01/07/2025	31-1	\$23.50 per hour (7 hours, 203 days)
Morris, Richard	Behavioral Support Assistant Special Services/ Kolb Middle School	01/07/2025	31-4	\$27.25 per hour (7 hours, 203 days)
Navarro, Minerva (Repl. F. Rojas)	Nutrition Service Worker I Kucera Middle School	01/07/2025	25-1	\$20.20 per hour (3 hours, 203 days)
Puente, Jouzlin (Repl. V. Alducin-Medina)	Paraprofessional - Moderate/Severe Jehue Middle School	01/07/2025	30-1	\$22.92 per hour (6 hours, 203 days)
Sanchez, Gabriela (Repl. A. Vazquez Rodriguez)	Nutrition Service Worker I Eisenhower High School	01/07/2025	25-1	\$20.20 per hour (2.5 hours, 203 days)

RESIGNATIONS

Barrios, Rebeca	Behavioral Support Assistant Special Services/ Preston Elementary School	12/27/2024		
-----------------	--	------------	--	--

RESIGNATIONS (Continued)

Fernandez, Wanda	Paraprofessional - Mild/Moderate Casey Preschool	01/06/2025
Hernandez Sanchez, Bertha	Paraprofessional - Bilingual / Biliterate Werner Elementary School	01/06/2025
Mendoza Villalta, Claudia	Nutrition Service Worker I Kucera Middle School	12/11/2024
Rodriguez Jr., Alexander	Emergency Operations Specialist Safety Support Services	01/03/2025
Valadez, Aerielle	Paraprofessional - Early Education Casey Preschool	01/06/2025

RETIREMENT

Bell, Jackie	Therapeutic Behavioral Strategist Special Services	01/01/2025
--------------	--	------------

SUBSTITUTES

Anaya Rodriguez, Veronica	Nutrition Services	12/11/2024	\$20.20 per hour
Caballero, Jeimy	Nutrition Services	01/07/2025	\$20.20 per hour
Chairez, Deanna	Licensed Vocational Nurse	12/13/2024	\$29.44 per hour
Nunez-Bermudez, Diego	Custodian I	12/11/2024	\$24.10 per hour
Rios, Nicole	Licensed Vocational Nurse	12/13/2024	\$29.44 per hour

CERTIFICATION OF ELIGIBILITY LIST – Categorical Program Assistant

Eligible: 01/16/2025

Expires: 07/16/2025

**Position reflects the equivalent to a two-Range increase for night differential

*** Position reflects a \$50.00 monthly stipend for Confidential position

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



**Board of Education Agenda
January 15, 2025**

CERTIFICATED EMPLOYEES – PERSONNEL REPORT NO. 1329

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

GUEST TEACHERS (To be used as needed at the appropriate rate per day, effective January 16, 2025 unless earlier date is indicated)

Arevalo, George	01/07/2025
Baker, Cassandra	01/07/2025
Boyd, D'Anthony	01/07/2025
Coronado, Elizabeth	12/14/2024
Coronado, Gloria	01/08/2025
De La Torre, Carlos	01/07/2025
Estrada, Alexis	01/08/2025
Fernandez, Wanda	01/07/2025
Parres, Andres	01/07/2025
Valadez, Aerielle	01/07/2025

EMPLOYMENT

Hall, Halle	Special Education Teacher Myers Elementary School	01/06/2025	IV-1	\$77,542.00 (184 days)
Iwashika, Kristy	Special Education Teacher Eisenhower High School	01/06/2025	IV-1	\$77,542.00 (184 days)
Jimenez, Maria	Elementary Teacher Kolb Middle School	01/06/2025	IV-1	\$77,542.00 (184 days)
Warsi, Arif	Special Education Teacher Eisenhower High School	01/06/2025	IV-1	\$77,542.00 (184 days)
Wibert, Regina	Special Education Teacher Frisbie Middle School	01/06/2025	I-1	\$66,984.00 (184 days)

RESIGNATION

Schneider, Laura	Intervention Strategist Eisenhower High School	01/08/2025
------------------	---	------------

EXTRA DUTY COMPENSATION (Ratify additional class assignment at 1/6 of their daily rate or \$55.52, whichever is greater, for Carter High School certificated staff to provide credit recovery from January 2025 through May 2025, not to exceed 55 hours per teacher, to be charged to General Funds.)

Da Silva, Donald
Martinez, Denise

Demery, Margarita
Mendiola, Michelle

Lam, Paulina
Parziale, Frank

EXTRA DUTY COMPENSATION (Ratify additional class assignment at 1/6 of their daily rate or \$55.52, whichever is greater, for Rialto High School certificated staff to provide credit recovery from January 2025 through May 2025, not to exceed 55 hours per teacher, to be charged to Title I Funds.)

Anderson, Nicole
Haigh, Batrice
Montano, Michael
Rosales, Steve

Cook, John
Kingdom, James
Ocampo Bustos, Ana
Sheehan, Crystal

Crump, Tamiko
Lopez, Toni
Rodriguez, Casandra
Wrightstone, Brad

CERTIFICATED COACHES

Kucera Middle School

McKee, John
Rudd, Ronald

Girls' Basketball
Boys' Basketball

2024/2025 \$1,434.00
2024/2025 \$1,434.00

Rialto Middle School

Mahmood, Muhammad
Vasquez Serrano, Yesenia

Boys' Basketball
Girls' Basketball

2024/2025 \$1,434.00
2024/2025 \$1,434.00

Rialto High School

Kingdom, James

Co-Varsity Head, eSports

01/06/2025 \$1,230.45

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



**Board of Education Agenda
January 15, 2025**

**RESOLUTION NO. 24-25-32
TEACHER SERVING AS STAFF DEVELOPER
RESOLUTION OF THE BOARD OF EDUCATION
2024-2025**

Pursuant to Title V Section 80020.4, for the 2024/2025 school year, the Board of Education of the Rialto Unified School District authorizes the Lead Personnel Agent, Personnel Services, to employ or assign the holder of a California teaching credential based on a baccalaureate degree and a teacher preparation program, including student teaching or the equivalent, may serve as school-site, school district, and or county staff developer in grades twelve and below, including preschool, and in classes organized primarily for adults. A teacher serving as the staff developer for a specific subject must hold a credential in the subject or have his or her expertise in the subject verified and approved by the local governing board.

<u>NAME</u>	<u>SITE</u>	<u>CREDENTIAL</u>	<u>ASSIGNMENT</u>
Russell, Hiendieu	Chavez/Huerta Center	Multiple Subject	District Lead Technology Strategist

I, Edward D’Souza, Ph.D., Acting Superintendent of Rialto Unified School District of San Bernardino County, California, do hereby certify that the foregoing is a full, true and correct copy of a Resolution adopted by the District’s Board of Education at a duly scheduled meeting thereof.

Dated: January 15, 2025

Edward D’Souza, Ph.D.
Acting Superintendent



**RESOLUTION NO. 24-25-33
PROVISIONAL INTERNSHIP PERMIT
RESOLUTION OF THE BOARD OF EDUCATION
2024-2025**

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

<u>NAME</u>	<u>SITE</u>	<u>CREDENTIAL</u>	<u>ASSIGNMENT</u>
Hall, Halle	Kucera M.S.	Provisional Internship Permit – Mild To Moderate Support Needs	Education Specialist

I, Edward D’Souza, Ph.D., Acting Superintendent of Rialto Unified School District of San Bernardino County, California, do hereby certify that the foregoing is a full, true and correct copy of a Resolution adopted by the District’s Board of Education at a duly scheduled meeting thereof.

Dated: January 15, 2025

Edward D’Souza, Ph.D.
Acting Superintendent

MINUTES

RIALTO UNIFIED SCHOOL DISTRICT

November 13, 2024

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

Board Members

Present: Joseph W. Martinez, President
Edgar Montes, Vice President
Evelyn P. Dominguez, LVN, Clerk
Dr. Stephanie E. Lewis, Member
Ivan Manzo, Student Board Member

Board Members

Absent: Nancy G. O'Kelley, Member

Administrators

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

A. OPENING

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

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

A.2 OPEN SESSION

A.3 CLOSED SESSION

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

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

- **PUBLIC EMPLOYEE EMPLOYMENT / DISCIPLINE / DISMISSAL / RELEASE / REASSIGNMENT OF EMPLOYEES (GOVERNMENT CODE SECTION 54957)**
- **STUDENT EXPULSIONS / REINSTATEMENTS / EXPULSION ENROLLMENTS**
- **CONFERENCE WITH LABOR NEGOTIATORS**

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

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

- **PURSUANT TO GOVERNMENT CODE SECTION 54956.9(d) and/or (d)(3). CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION SIGNIFICANT EXPOSURE LITIGATION - Number of Potential Claims: 1**
- **CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**(Paragraph (1) of subdivision (d) of Section 54956.9)2096234 v. Rialto Unified School District - Claim No. 24-25-08 (GovernmentCode Section 910, et al. 24-25-08)

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.

Member O'Kelley was absent. Vote by Board Members to move into Closed Session:

Time: 6:03 p.m.

Approved by a Unanimous 4 to 0 Vote

A.4 ADJOURNMENT OF CLOSED SESSION

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Member O'Kelley was absent. Vote by Board Members to adjourn Closed Session:

Time: 7:09 p.m.

Approved by a Unanimous 4 to 0 Vote

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

Open session reconvened at 7: 09 p.m.

A.6 PLEDGE OF ALLEGIANCE

Henry Elementary School, Media, Visual & Performing Arts School, 4th grade Student Yahaira Alvarez, led the Pledge of Allegiance.

A.7 PRESENTATION BY HENRY ELEMENTARY SCHOOL

Henry Elementary Schools' 4th Grade Media Team, under the direction of Henry News Director/Teacher, Ms. Zulema Gandy, shared a skit, entitled *Henry House System*.

A.8 REPORT OUT OF CLOSED SESSION

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

The Board of Education took action to suspend certificated employee #2970624 without pay pursuant to Education Code Section 44939 and to authorize the administration to issue a 30-day Notice of Dismissal in accordance with Education Code Section 44934 and direct the Superintendent or designee to send out appropriate legal notices.

Board Member O'Kelley was absent. Vote by Board Members:

Approved by a Unanimous 4 to 0 Vote

Moved By Member Dr. Lewis

Seconded By President Martinez

The Board of Education approved a ten-day unpaid suspension for classified employee #2971514,

Board Member O'Kelley was absent. Vote by Board Members:

Approved by a Unanimous 4 to 0 Vote

Moved By Clerk Dominguez

Seconded By Vice President Montes

The Board of Education accepted the administrative appointment of Dr. Sergio Amaro, Elementary Assistant Principal, Casey Elementary School.

Board Member O'Kelley was absent. Vote by Board Members:

Approved by a Unanimous 4 to 0 Vote

A.9 ADOPTION OF AGENDA

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Member O'Kelley was absent. Vote by Board Members to adopt the agenda:

Approved by a Unanimous 4 to 0 Vote

B. PRESENTATIONS

B.1 MIDDLE SCHOOL - DISTRICT STUDENT ADVISORY COMMITTEE (DSAC)

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

Frisbie Middle School - Kimberly Espinoza

Jehue Middle School - Kayla Rodriguez-Leon

Kolb Middle School - Chanelle Soto

Kucera Middle School - Melanie Nehls

Rialto Middle School - Nicole Enosegbe

B.2 RECOGNITION OF RIALTO HIGH SCHOOL STUDENT, ISABELLA D. CRUZ

Presented by Board President, Joseph W. Martinez,

Board President Joseph W. Martinez, presented Rialto High School Student, Isabella D. Cruz, a recognition for her academic achievements and her service to the community.

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.

Monica Thomas, District Parent, requested that the District Tier meetings which were available to the community when Ms. Angela Brantley worked in the District, be brought back. She felt they were very beneficial. She also commented that she was discouraged by the Divergent games. She felt they were unorganized and said her child was lost during the event. She also questioned the status of a special education report which was done by an outside company.

Frank Montes, Community Member, congratulated Dr. Lewis and Mr. Martinez on their reelection. He thanked Dr. Lin for inviting him to be part of the resume writing event. He also voiced his concerns regarding comments made by Board Vice President Montes, specifically calling Mr. Steve Figueroa an opportunist. He made the statement that Dr. Rhea McIver Gibbs should have been appointed Superintendent.

Oscar Tapia, Retired Safety Officer, shared that he worked for Rialto USD for approximately 25 years, he shared that he heard that the District is changing the language on the job description for security officers and specifically removing some of the requirements. He explained his concerns and the importance of these requirements which have been in place for the protection of students and staff. He does not understand why the requirements would be lowered when they are not lowered for teachers or other positions.

Steven Figueroa, Community Member, and Special Education Advocate congratulated Mr. Martinez and Dr. Lewis on their reelection. He addressed Board Vice President Mr. Montes in response to accusations he made of him being an opportunist. He explained that he has been working since 1969 at the age of 9 years old. He said he was simply exercising his

First Amendment right. He said an opportunist is one who employs family members and approves contracts for friends and family who say good things about a Board Member.

Michael Montano, Rialto High School Teacher, started by congratulating Rialto High School student Isabella for her well-deserved recognition tonight. He congratulated the incumbents on their reelection. He then shared his concern regarding the possible funding cuts due to the nationwide elections. He is concerned as to how the District is going to retain teachers. He indicated that he is shocked by the public comments made earlier regarding lowering the requirement for safety officers. He requested that the Board look into this and make sure our schools are safe.

Dakira Williams, Community Member, and District Parent shared her heartfelt congratulations for Dr. Lewis and Mr. Martinez on their reelection. She said their commitment and dedication are greatly appreciated. She also extended her deepest gratitude to the community for their support during the election process. She said regardless of the outcome of the elections, she will continue to serve and support the District.

Luvia Nava, a Community Member, thanked Principal Velasco and Assistant Principal Dr. Baba at Kelley Elementary School for their support in allowing the use of space at their site to hold a meeting/workshop where they made Hispanic culture items. She would like to see this kind of welcome and support from more school sites. She thanked all those who attended the Dia de los Muertos celebration, which was a huge success, and thanked Wendy Gavini who was there to guide them through the event.

Gloria Suarez, Henry Elementary School Parent, shared her concerns regarding her son's teacher who was removed back in September. She explained how this has negatively affected her son, who used to love going to school, and with this change, there is no more consistency. She requested answers from Dr. Scott as to the change.

Celia Saravia, Representing Amigos Unidos, a support group for parents with children with special needs, congratulated Dr. Lewis and Mr. Martinez on their reelection. She was happy to announce that the UCLA math courses and USC reading courses for parents have started. She also shared the opportunity to get involved in the advisory workshops offered through the County and District office. She explained that it is a great opportunity for parents to support their children. She thanked the Board and Dr. D'Souza for their passion for education. She thanked staff members, the Board, and Dr. D'Souza for their support and congratulated

Henry Elementary School on their presentation. She requested that Principals include special education students in their presentations. She recommended that we work together to make this District a better place.

C.2 PUBLIC COMMENTS ON AGENDA ITEMS

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

Michael Montano, Rialto High School Teacher, requested the Board reconsider item E3.4 regarding an agreement with Community Schools Learning Exchange. Suggesting the District keep this service in-house, as it may not be wise to contract out.

Monica Thomas, District Parent, asked if item E3.6 - Agreement with Could it Be Dyslexia is approved, how will the program be implemented at the school sites?

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)

Tobin Brinker, Rialto Education Association (REA) President, congratulated Mr. Martinez and Dr. Lewis on their reelection and commented that we all have student's best interests at heart. He shared what he learned at a recent conference he attended with other District leaders. He spoke of how important it is for him to be the voice of teachers. He also shared his concerns about safety and some of the comments he heard tonight. He explained the need for having rules and the fact that suspension may not be the right answer, but we need to work together to find solutions.

Chris Cordasco, California School Employees Association (CSEA), thanked classified members for all their work and support at recent District events. He shared concerns regarding Henry Elementary School and recent administration changes, which he requested the Board keep in mind.

C.4 COMMENTS FROM THE STUDENT BOARD MEMBER

C.5 COMMENTS FROM THE ACTING SUPERINTENDENT

C.6 COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION

D. PUBLIC HEARING - None

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 Member Dr. Lewis

Seconded By Vice President Montes

Prior to the adoption of Consent Calendar Items, the following items were pulled from the agenda:

- E.1.2 Approve the Second Reading of Revised Board Policy 2210; Administrative Discretion Regarding Board Policy
- E.1.4 Approve the Second Reading of Revised Board Policy 4118, 4218; Dismissal/Suspension/Disciplinary Action
- E.1.7 Approve the Second Reading of Revised Board Bylaw of the Board 9270; Conflict of Interest

Board Member O'Kelley was absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1 GENERAL FUNCTIONS CONSENT ITEMS

E.1.1 APPROVE THE SECOND READING OF REVISED BOARD POLICY 0510; SCHOOL ACCOUNTABILITY REPORT CARD

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.3 APPROVE THE SECOND READING OF REVISED BOARD POLICY 2230; REPRESENTATIVE AND DELIBERATIVE GROUPS

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.5 APPROVE THE SECOND READING OF REVISED BOARD POLICY 5148.2; BEFORE/AFTER SCHOOL PROGRAMS

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.6 APPROVE THE SECOND READING OF REVISED BOARD POLICY 6177; SUMMER LEARNING PROGRAMS

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.8 APPROVE THE FIRST READING OF REVISED BOARD POLICY 3516; EMERGENCIES AND DISASTER PREPAREDNESS PLAN

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.9 APPROVE THE FIRST READING OF REVISED BOARD POLICY 4113; ASSIGNMENT

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.10 APPROVE THE FIRST READING OF REVISED BOARD POLICY 7214; GENERAL OBLIGATION BONDS

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.2 INSTRUCTION CONSENT ITEMS

E.2.1 APPROVE PHYSICAL EDUCATION EXEMPTION

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve a Physical Education exemption from all physical activities for Student 4067431.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.2.2 APPROVE AN AGREEMENT WITH EMERALD COVE OUTDOOR SCIENCE INSTITUTE (ECOS)

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve up to 150 students from Dollahan, Garcia, and Morris Elementary, and 15 teachers and/or necessary staff to attend a three (3) day overnight study trip to Emerald Cove Outdoor Science Institute, effective December 1, 2024 through December 31, 2024, at a cost not-to-exceed \$39,000.00, and to be paid from the General Fund.

Board Member O'Kelley was absent. Vote by Board Members:

Approved by a Unanimous 4 to 0 Vote

E.2.3 APPROVE AN AGREEMENT WITH EMERALD COVE OUTDOOR SCIENCE INSTITUTE (ECOS) - TRAPP ELEMENTARY SCHOOL

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve 70 grade 5 students from Trapp Elementary and seven (7) teachers and/or necessary staff to attend an overnight trip to Emerald Cove Science Institute in Cedar Crest, Running Springs, effective May 5, 2025 through May 7, 2025, at a cost not-to-exceed \$18,620.00, and to be paid from the General Fund.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.2.4 APPROVE AN OVERNIGHT TRIP TO THE 2024 NIKE TOURNAMENT OF CHAMPIONS - RIALTO HIGH SCHOOL

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve 15 female athletes, two (2) female chaperones, and five (5) coaches to participate in the 2024 Nike Tournament of Champions in Phoenix, Arizona, effective December 17, 2024 through December 22, 2024, at a cost not-to-exceed \$19,600.00, and to be paid from the General Fund (Athletics) and ASB.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

**E.2.5 APPROVE AN OVERNIGHT TRIP TO BISHOP GORMAN
THANKSGIVING SHOWCASE - RIALTO HIGH SCHOOL**

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve 15 female athletes, two (2) female chaperones, and five (5) coaches to participate in the Bishop Gorman Thanksgiving Showcase in Las Vegas, Nevada, effective November 28, 2024 through November 30, 2024, at a cost not-to-exceed \$10,400.00, and to be paid from the General Fund (Athletics) and ASB.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

**E.2.6 APPROVE AN OVERNIGHT TRIP TO VARIOUS LOCATIONS –
EISENHOWER HIGH SCHOOL**

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve 80 students (60 girls and 20 boys) of the Eisenhower High School Band and Color Guard, and eight (8) chaperones (2 male, 6 female), to attend the multi-day, overnight trip to the Chinese New Year's Parade in the greater San Francisco area as well as a Santa Cruz College Visit, effective February 14, 2025 through February 17, 2025, at a cost not-to-exceed \$12,500.00, and to be paid through General Fund (PROP 28 AMS) and ASB.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

**E.2.7 APPROVE FOR DISTRICT AFRICAN AMERICAN PARENT
ADVISORY COUNCIL (DAAPAC) AND STAFF TO ATTEND THE
NATIONAL ALLIANCE OF BLACK SCHOOL EDUCATORS
(NABSE) ANNUAL CONVENTION**

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve for two (2) District African American Parent Advisory Council (DAAPAC) parents and one (1) staff member to attend the National Alliance of Black School Educators (NABSE) Annual Convention November 20-24, 2024, in Atlanta, Georgia, at a cost not-to-exceed \$12,000.00, and to be paid from the General Fund.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING

Moved By Member Dr. Lewis

Seconded By Vice President Montes

All funds from September 24, 2024 through October 22, 2024, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.3.2 DONATIONS

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Accept the listed donations from Educational Resource Development Trust; RUSD Child Nutrition (No Kid Hungry campaign); Keenan & Associates; Christmas Cheer All Year; Superior Grocers; Atkinson, Andelson, Loya, Ruud & Romo; Amazon; Kuehnet Nagel, Inc/Bertha Saldana; and DonorsChoose, and that a letter of appreciation be sent to the donor.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.3.3 SURPLUS OF EQUIPMENT AND MISCELLANEOUS ITEMS

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.3.5 APPROVE AN AGREEMENT WITH SOUNDTRAP BY SPOTIFY

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Provide Soundtrap by Spotify for all elementary school students, effective November 14, 2024, through June 30, 2025, at a cost not-to-exceed \$21,490.00, and to be paid from the General Fund (PROP 28 AMS).

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.3.6 APPROVE AN AGREEMENT WITH COULD IT BE DYSLEXIA

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve an agreement with Could It Be Dyslexia as part of a settlement agreement to provide compensatory reading instruction, effective November 14, 2024 through June 30, 2026, at a cost not-to-exceed \$45,000.00, and to be paid from the General Fund.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.3.7 APPROVE AN AGREEMENT WITH FIT LEARNING

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Provide compensatory education as part of a settlement agreement, effective November 13, 2024 through June 30, 2025, at a cost not-to-exceed \$15,000.00, and to be paid from the General Fund.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.3.8 APPROVE AN AGREEMENT WITH FITNESS RESULTS DANCE - DOLLAHAN AND PRESTON ELEMENTARY SCHOOLS

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Provide dance lessons and a Parent Showcase for students in TK through grade 5 at Dollahan and Preston Elementary Schools, effective November 14, 2024 through June 30, 2025, at a cost not-to-exceed \$15,000.00 per site for a total cost not-to-exceed \$30,000.00, and to be paid by the General Fund (PROP 28 AMS).

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.3.9 APPROVE AN AGREEMENT WITH CORWIN - PRESTON ELEMENTARY SCHOOL

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Provide three (3) days total for the entire school of on-site professional development for kindergarten through grade 5 teachers, including the specialists, at Preston Elementary School, effective November 19, 2024, through June 30, 2025, at a cost not-to-exceed \$22,500.00, and to be paid from the General Fund.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.3.10 APPROVE AN AGREEMENT WITH DOUBLETREE BY HILTON ONTARIO AIRPORT

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve the catering sales event agreement with DoubleTree by Hilton Ontario Airport to host the District's annual "We Honor Our Own" staff recognition event during May of 2025, at a cost not-to-exceed \$72.97 per person (total cost will be determined by total number of attendees) and to be paid from the General Fund. A portion of this cost will be supplemented by ticket sales.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.3.11 APPROVE AN AMENDMENT TO THE AGREEMENT WITH ALLIANCE ENVIRONMENTAL

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Increase the amount of the agreement from \$15,000.00 to \$35,000.00, and to be paid from the General Fund. All other terms of the agreement will remain the same.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.4 FACILITIES PLANNING CONSENT ITEMS – None

E.5 PERSONNEL SERVICES CONSENT ITEMS

E.5.1 APPROVE PERSONNEL REPORT NO. 1327 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.5.2 ADOPT RESOLUTION NO. 24-25-28; EC 44263 DEPARTMENTALIZED

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Authorize the Lead Personnel Agent, Personnel Services, to assign various teachers at the secondary level, with their consent, to teach any subject in departmentalized classes if the teachers have completed 18-semester units, or 9 upper semester units, in the subject to be taught.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.6 MINUTES

E.6.1 APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD ON OCTOBER 16, 2024

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E. CONSENT CALENDAR ITEMS

E.1 GENERAL FUNCTIONS CONSENT ITEMS

E.1.2 APPROVE THE SECOND READING OF REVISED BOARD POLICY 2210; ADMINISTRATIVE DISCRETION REGARDING BOARD POLICY

At the request of the Board, this item was pulled from the agenda for further review.

E.1 GENERAL FUNCTIONS CONSENT ITEMS

E.1.1 APPROVE THE SECOND READING OF REVISED BOARD POLICY 0510; SCHOOL ACCOUNTABILITY REPORT CARD

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.3 APPROVE THE SECOND READING OF REVISED BOARD POLICY 2230; REPRESENTATIVE AND DELIBERATIVE GROUPS

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.5 APPROVE THE SECOND READING OF REVISED BOARD POLICY 5148.2; BEFORE/AFTER SCHOOL PROGRAMS

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.6 APPROVE THE SECOND READING OF REVISED BOARD POLICY 6177; SUMMER LEARNING PROGRAMS

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.8 APPROVE THE FIRST READING OF REVISED BOARD POLICY 3516; EMERGENCIES AND DISASTER PREPAREDNESS PLAN

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.9 APPROVE THE FIRST READING OF REVISED BOARD POLICY 4113; ASSIGNMENT

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.10 APPROVE THE FIRST READING OF REVISED BOARD POLICY 7214; GENERAL OBLIGATION BONDS

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E.1.4 APPROVE THE SECOND READING OF REVISED BOARD POLICY 4118, 4218; DISMISSAL/SUSPENSION/DISCIPLINARY ACTION

At the request of the Board, this item was pulled from the agenda for further review.

E.1.7 APPROVE THE SECOND READING OF REVISED BYLAW OF THE BOARD 9270; CONFLICT OF INTEREST

At the request of the Board, this item was pulled from the agenda for further review.

E. CONSENT CALENDAR ITEMS

E.2 INSTRUCTION CONSENT ITEMS

E.2.8 APPROVE FOR STUDENT BOARD MEMBER AND PARENT CHAPERONE TO ATTEND AN OVERNIGHT TRIP TO THE CALIFORNIA SCHOOL BOARD ASSOCIATION ANNUAL EDUCATION CONFERENCE (AEC)

Moved By Clerk Dominguez

Seconded By Vice President Montes

Approve registration, lodging, transportation, and meal expenses for Student Board Member, Ivan Manzo, and his parent who will serve as his chaperone, to attend the California Schools Board Association (CSBA) Annual Education Conference (AEC), Student Board Member Program, to be held on December 4 – December 5, 2024, at the Anaheim Convention Center in Anaheim, California, at a cost not-to-exceed \$3,500.00 and to be paid from the General Fund.

Board Member O'Kelley was absent. Vote by Board Members with abstention from Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

E. CONSENT CALENDAR ITEMS

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.4 APPROVE AN AGREEMENT WITH COMMUNITY SCHOOLS LEARNING EXCHANGE

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Provide support, coaching, and technical support through the California Community Schools Implementation Grant process, effective November 14, 2024 through June 30, 2025, at a cost not-to-exceed \$42,000.00, and to be paid from the California Community Schools Planning Grant.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

F. DISCUSSION/ACTION ITEMS

F.1 APPROVE AN AGREEMENT WITH GENERAL ENVIRONMENTAL MANAGEMENT SERVICES INC.

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Inspect District schools and sites for asbestos-containing materials, collect samples, analyze, and report findings, effective November 14, 2024, through June 30, 2025, at a cost not-to-exceed \$50,000.00, and to be paid from the General Fund.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

F.2 APPROVE CHANGE ORDER NO. 1 AND FILE A NOTICE OF COMPLETION FOR DALKE & SONS CONSTRUCTION, INC., FOR THE CENTRAL KITCHEN COOLER UPGRADE PROJECT

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Approve Change Order No. 1 for Dalke & Sons Construction, Inc., in the amount of \$42,780.27 for the Central Kitchen Cooler Project and revise the contract amount from \$3,494,890.00 to \$3,537,670.27 to be paid from Fund 40 - Special Reserve for Capital Outlay Projects. Accept the work completed on July 14, 2024, by Dalke & Sons Construction, Inc., for the Central Kitchen Cooler Upgrade Project and authorize District staff to file the Notice of Completion with the San Bernardino County Recorder.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

F.3 APPROVE A DEDUCTIVE CHANGE ORDER FOR TRICORE ENTERPRISES INC., DBA QUIEL SCHOOL SIGNS FOR THE DISTRICTWIDE MARQUEE PROJECTS

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Approve a deductive change order in the amount of \$43,855.00 for the unused allowance and revise the awarded contract amount from \$719,000.00 to \$675,145.00 for the Districtwide Marquee Projects.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

F.4 APPROVE AN OVERNIGHT TRIP WITH ON A MISSION YOUTH TRAVEL, LLC

Moved By Member Dr. Lewis

Seconded By President Martinez

Approve thirty (30) students and three (3) chaperones to attend the Historically Black Colleges and Universities (HBCU) tour, effective March 16, 2025 through March 21, 2025, at a cost not-to-exceed \$59,820.00, and to be paid from the General Fund (Title IV).

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

F.5 APPROVE THE REVISED BOARD OF EDUCATION MEETING SCHEDULE FOR THE 2024-2025 SCHOOL YEAR

Moved By Member Dr. Lewis

Seconded By President Martinez

The revised schedule will change the Board Meeting of December 11, 2024, to December 18, 2024; and the Board Meetings in May 2025 will now take place on May 7, 2025, and May 21, 2025.

Board Member O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Ivan Manzo:

Approved by a Unanimous 4 to 0 Vote

F.6 ADOPT RESOLUTION NO. 24-25-27; REMUNERATION

Moved By Clerk Dominguez

Seconded By Vice President Montes

Excuse the absence of Board Member Nancy G. O'Kelley from the Wednesday, October 16, 2024, regular meeting of the Board of Education.

Board Member O'Kelley was absent. Vote by Board Members:

Approved by a Unanimous 4 to 0 Vote

F.7 ADMINISTRATIVE HEARINGS

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Case Numbers:

24-25-19

24-25-18

24-25-17

24-25-12

24-25-9

Board Member O'Kelley was absent. Vote by Board Members:

Approved by a Unanimous 4 to 0 Vote

F.8 STIPULATED EXPULSIONS

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Case Numbers:

24-25-21

24-25-11

Board Member O'Kelley was absent. Vote by Board Members:

Approved by a Unanimous 4 to 0 Vote

F.9 REINSTATEMENT

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Case Number:

23-24-16

Board Member O'Kelley was absent. Vote by Board Members:

Approved by a Unanimous 4 to 0 Vote

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on **December 18, 2024**, at 7:00 p.m. at the Dr. John Kazalunas Education Center, 182 East Walnut Ave, Rialto, California.

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

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Board Member O'Kelley was absent. Vote by Board Members to adjourn with preferential vote by Student Board Member, Ivan Manzo:

Time: 9:36 p.m.

Approved by a Unanimous 4 to 0 Vote

Clerk, Board of Education

Secretary, Board of Education



**Board of Education Agenda
January 15, 2025**

RATIFY THE APPROVAL OF AN AGREEMENT WITH BRINK'S INCORPORATED

BACKGROUND:

The Brink's Company is an American cash-handling company, headquartered in Richmond, Virginia. Its operations include cash-in-transit, ATM replenishment & maintenance, and cash management & payment services, such as vault outsourcing, money processing, intelligent safe services, and international transportation of valuables. Brink's is a provider of security services to banks, retailers, governments, mints, and jewelers. Brink's business evolved from local armored transportation services to providing corporate financial logistics and international secure transportation.

Since 2013, the District has contracted with an armored transportation company to safeguard the District and ASB funds.

REASONING:

It is critical to transport cash and deposits quickly with reliability and security from school sites and the District to our bank. Brink's proposal is based on serving eight (8) school sites (Frisbie, Jehue, Kolb, Kucera, and Rialto Middle Schools; Carter, Eisenhower, and Rialto High Schools) twice per week and the District office once per week.

RECOMMENDATION:

Ratify the approval of a 3-year agreement with Brink's Incorporated to provide armored transportation services for five middle schools, three high schools, and the District office, effective September 1, 2024, through September 1, 2027, at a cost not-to-exceed \$50,000.00 per year and to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Nicole Albiso/Diane Romo



**Board of Education Agenda
January 15, 2025**

**APPROVAL OF SY 2025-2026 ANNUAL RENEWAL OF SERVICES WITH
SUPER CO-OP JOINT POWERS AUTHORITY LEAD AGENCY OF THE SUPER
USDA FOODS LODI UNIFIED SCHOOL DISTRICT**

BACKGROUND:

Rialto Unified School District, Child Nutrition, provides nutritionally balanced meals to all children every day through the operation of the National School Lunch program, the School Breakfast Program, the Child and Adult Care Program (Supper), Snack, Fresh Fruit and Vegetable Program (FFVP), and participates in several cooperative purchasing groups to take advantage of cost-saving programs.

REASONING:

The District takes advantage of the cost savings and the direct diversion program offered by the United States Department of Agriculture through membership in the Super Co-op. The benefits of such a program are: lower handling costs of commodities, a wider variety of commodities available, a decrease in paperwork, and a more efficient transfer of commodities. One entity must be designated as the lead agency in the cooperative community purchasing group. Lodi Unified School District is the lead agency for the Super Co-op.

RECOMMENDATION:

As a member of the Super Co-op, Rialto Unified School District Child Nutrition recommends that the Board of Education approve the agreement with Lead Agency Lodi Unified School District. The costs of future items purchased using Super Co-op bids will be paid from Cafeteria Fund 13.

SUBMITTED/REVIEWED BY: Fausat Rahman-Davies/Diane Romo



**Board of Education Agenda
January 15, 2025**

ANNUAL AUDITED FINANCIAL REPORT FOR FISCAL YEAR 2023-2024

BACKGROUND:

The certified public accounting firm of Eide Bailly LLP has completed its audits of the District's accounts for the fiscal year ending June 30, 2024. The auditor's recommendations contained in the current audit and the prior audit have been implemented, or are in the process of being implemented.

REASONING:

A copy of this audit report was provided to the Board under separate cover. It will be available in the Board Room for review by the public and posted on the District's website.

RECOMMENDATION:

Accept the Fiscal Year 2023-2024 Annual Audited Financial Report completed by Eide Bailly LLP.

SUBMITTED/REVIEWED BY: Nicole Albiso/Diane Romo



**Board of Education Agenda
January 15, 2025**

**ANNUAL AUDITED GENERAL OBLIGATION BOND (G.O.), MEASURE A,
FINANCIAL AND PERFORMANCE AUDIT FOR FISCAL YEAR 2023-2024**

BACKGROUND:

The certified public accounting firm of Eide Bailly LLP has completed its General Obligation Bond (G.O.), Measure A, Financial and Performance Audit for the fiscal year ending June 30, 2024. This audit is performed annually.

REASONING:

A copy of this audit report was provided to the Board under separate cover. It will be available in the Board Room for review by the public and posted on the District's website.

RECOMMENDATION:

Accept the Fiscal Year 2023-2024 Annual General Obligation (G.O.), Measure A, Financial and Performance Audit completed by Eide Bailly LLP.

SUBMITTED/REVIEWED BY: Nicole Albiso/Diane Romo



**Board of Education Agenda
January 15, 2025**

**ANNUAL AUDITED GENERAL OBLIGATION BOND (G.O.), MEASURE Y,
FINANCIAL AND PERFORMANCE AUDIT FOR FISCAL YEAR 2023-2024**

BACKGROUND:

The certified public accounting firm of Eide Bailly LLP has completed its General Obligation Bond (G.O.), Measure Y, Financial and Performance Audit for the fiscal year ending June 30, 2024. This audit is performed annually.

REASONING:

A copy of this audit report was provided to the Board under separate cover. It will be available in the Board Room for review by the public and posted on the District's website.

RECOMMENDATION:

Accept the Fiscal Year 2023-2024 Annual General Obligation (G.O.), Measure Y, Financial and Performance Audit completed by Eide Bailly LLP.

SUBMITTED/REVIEWED BY: Nicole Albiso/Diane Romo



**Board of Education Agenda
January 15, 2025**

SUPPLEMENTAL EARLY RETIREMENT PLAN (SERP) OFFERING

BACKGROUND:

On October 16, 2024, the Board of Education adopted Resolution No. 24-25-21 for the District to establish a Supplemental Early Retirement Plan (SERP) to be offered to eligible Certificated (Management or Non-Management), Classified (Management or Non-Management), Supervisory, and Confidential employees, effective July 1, 2025.

According to the resolution, the Board of Education designated the District as the plan administrator authorizing and directing the Lead Business Services Agent and the Lead Risk Management and Transportation Agent to execute and implement the Plan, including any amendment to the Plan or the entering of any other agreement deemed necessary or proper to administer and/or fund the Plan to maintain the income tax qualification under the Internal Revenue Code of 1986, as amended. At the same Board meeting, the Board of Education appointed and approved an agreement with Keenan Financial Services as the contract administrator to assist the District in the implementation and administration of the Plan.

Eligibility requirements for employees to participate in the SERP are as follows:

- Employee must be a Certificated (Management or Non-Management), Classified (Management or Non-Management), Supervisory, or Confidential employee of the Rialto Unified School District with a full-time equivalency (FTE) of at least 0.75 in a permanent position.
- Employee must be in active status with the District as of the last day of their assigned calendar.
- Employee must be at least 50 years of age with 5 years of consecutive service by June 30, 2025, or has obtained the age of 55, with a cumulative total of 10 years of service by June 30, 2025.
- Employee must retire from the District on or before July 1, 2025.
- Employee must submit to Risk Management Services a completed SERP Enrollment Package, a Letter of Resignation, and an Irrevocable Letter of SERP Participation no later than January 8, 2025.

The District's contributions will fund each participant's benefit at 85% of the annual base salary, based on the salary schedule as of February 1, 2025, paid over a period of five (5) years.

REASONING:

Upon receipt of SERP applications by eligible District employees, Business Services and Risk Management have conducted a final savings analysis and determined there are adequate savings to proceed with the SERP offering.

RECOMMENDATION:

Approve the District to proceed with the SERP offering to eligible District employees, including granting authority to the plan administrator to add eligible participants to the plan if in the best interest of the District. Approve the execution of any and all documents necessary or proper to obtain and maintain IRS approval of the form of the Plan. Administer and implement the SERP with Keenan Financial Services as the consultant, and enter into any other contract agreement necessary or proper to administer and/or fund the Plan to attain and maintain the income tax qualification of the Plan under the Internal Revenue Code of 1986, as amended, effective January 16, 2025, through the duration of the Plan funded over a period of five (5) years.

SUBMITTED/REVIEWED BY: Derek Harris/Diane Romo



Beliefs

We believe that...

- Everyone has unique talent
- There is unlimited power in all of us
- All people have equal inherent worth
- Diversity is strength
- Each person deserves to be treated with respect
- High expectations lead to high achievement
- Risk is essential for success
- Common goals take priority over individual interest
- Integrity is critical to trust
- Honest conversation leads to understanding
- Music is the universal language
- A strong community serves all of its members
- Everyone has the ability to contribute to the good of the community

Parameters

- We will make all decisions in the best interest of students
- We will honor the worth and dignity of each person
- We will hold the highest expectations of everyone
- We will assert the unlimited potential of every student
- We will practice participatory decision-making throughout the district
- We will not allow the past to determine our future

Back Cover Pictures:

Top: The Timberwolves brought a festive spirit to Sunrise Church as they lit up the stage. Trapp Elementary School students from all grade levels took the stage under the bright lights at Sunrise Church for a stunning holiday performance in December. Families and the community gathered to celebrate the season and enjoy the incredible talent of our young performers.

Bottom: Before students returned to campus from Winter Break, RUSD staff hit the ground running with professional development sessions designed to ensure every student's success. At the Special Services' "Lights, Camera, Action: Every Student Deserves the Spotlight" symposium, the spotlight was on inclusive practices, innovative strategies, and plenty of laughter. Applied Behavioral Analysis Specialists **Mrs. Melissa Pacheco** (pictured left), **Mrs. Jamie Goertz** (second from right), and **Mr. Robert Cerda** (far right) brought smiles and valuable insights during their session, "Lights, Camera, Calm: Behavior De-escalation Strategies for Educators." Held at Rialto High School on Monday, January 6, 2025, the event featured more than a dozen breakout sessions, empowering staff to help every student shine in 2025.

