



Board of Education Agenda

Wednesday, November 13, 2024



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

Joseph W. Martinez, President
Edgar Montes, Vice President
Evelyn P. Dominguez, LVN, Clerk
Dr. Stephanie E. Lewis, Member
Nancy G. O'Kelley, Member
Ivan Manzo, Student Member

RUSD Acting Superintendent

Dr. Edward D'Souza

Front Cover Picture:

Rialto Unified School District welcomes Student Member **Ivan Manzo** (pictured left) as he steps into his new role, representing the voices of students across the District. Manzo was sworn in by Board of Education President **Mr. Joseph W. Martinez** (pictured right) during the Wednesday, October 16, 2024, Board of Education Meeting. Manzo is a senior at Eisenhower High School who enjoys playing in the school orchestra and calls Advanced Placement Calculus his favorite class. As the student representative on the Board of Education, Ivan is committed to bringing a valuable perspective that reflect the needs of his fellow 24,000 students in the District.



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**

November 13, 2024

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

Board Members:

**Joseph W. Martinez, President
Edgar Montes, Vice President
Evelyn P. Dominguez, LVN, Clerk
Dr. Stephanie E. Lewis, Member
Nancy G. O'Kelley, 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 6:00 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**
- **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 (Government Code 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.

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 PRESENTATION BY HENRY ELEMENTARY SCHOOL

A.8 REPORT OUT OF CLOSED SESSION

A.9 ADOPTION OF AGENDA

Moved _____

Seconded _____

Vote by Board Members to adopt the agenda:

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

B. PRESENTATIONS

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

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

Presented by Board President, Joseph W. Martinez.

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

21

E. CONSENT CALENDAR ITEMS

23

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

Moved _____

Seconded _____

Vote by Board Members to approve Consent Calendar Items:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

E.1 GENERAL FUNCTIONS CONSENT ITEMS

E.1.1 APPROVE THE SECOND READING OF REVISED BOARD POLICY 0510; SCHOOL ACCOUNTABILITY REPORT CARD 24

E.1.2 APPROVE THE SECOND READING OF REVISED BOARD POLICY 2210; ADMINISTRATIVE DISCRETION REGARDING BOARD POLICY 29

E.1.3 APPROVE THE SECOND READING OF REVISED BOARD POLICY 2230; REPRESENTATIVE AND DELIBERATIVE GROUPS 32

E.1.4 APPROVE THE SECOND READING OF REVISED BOARD POLICY 4118, 4218; DISMISSAL/SUSPENSION/DISCIPLINARY ACTION 35

E.1.5 APPROVE THE SECOND READING OF REVISED BOARD POLICY 5148.2; BEFORE/AFTER SCHOOL PROGRAMS 63

E.1.6	APPROVE THE SECOND READING OF REVISED BOARD POLICY 6177; SUMMER LEARNING PROGRAMS	74
E.1.7	APPROVE THE SECOND READING OF REVISED BYLAW OF THE BOARD 9270; CONFLICT OF INTEREST	84
E.1.8	APPROVE THE FIRST READING OF REVISED BOARD POLICY 3516; EMERGENCIES AND DISASTER PREPAREDNESS PLAN	99
E.1.9	APPROVE THE FIRST READING OF REVISED BOARD POLICY 4113; ASSIGNMENT	107
E.1.10	APPROVE THE FIRST READING OF REVISED BOARD POLICY 7214; GENERAL OBLIGATION BONDS	116
E.2 INSTRUCTION CONSENT ITEMS		
E.2.1	APPROVE PHYSICAL EDUCATION EXEMPTION	127
	Approve a Physical Education exemption from all physical activities for Student 4067431.	
E.2.2	APPROVE AN AGREEMENT WITH EMERALD COVE OUTDOOR SCIENCE INSTITUTE (ECOS)	128
	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.	

E.2.3 APPROVE AN AGREEMENT WITH EMERALD COVE OUTDOOR SCIENCE INSTITUTE (ECOS) - TRAPP ELEMENTARY SCHOOL 129

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.

E.2.4 APPROVE AN OVERNIGHT TRIP TO THE 2024 NIKE TOURNAMENT OF CHAMPIONS - RIALTO HIGH SCHOOL 130

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.

E.2.5 APPROVE AN OVERNIGHT TRIP TO BISHOP GORMAN THANKSGIVING SHOWCASE - RIALTO HIGH SCHOOL 131

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.

E.2.6 APPROVE AN OVERNIGHT TRIP TO VARIOUS LOCATIONS – EISENHOWER HIGH SCHOOL 132

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.

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 133

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.

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)

134

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.

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING

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.

E.3.2 DONATIONS

135

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.

E.3.3	SURPLUS OF EQUIPMENT AND MISCELLANEOUS ITEMS	137
	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.	
E.3.4	APPROVE AN AGREEMENT WITH COMMUNITY SCHOOLS LEARNING EXCHANGE	138
	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.	
E.3.5	APPROVE AN AGREEMENT WITH SOUNDTRAP BY SPOTIFY	139
	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).	
E.3.6	APPROVE AN AGREEMENT WITH COULD IT BE DYSLEXIA	140
	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.	

- E.3.7 APPROVE AN AGREEMENT WITH FIT LEARNING** 141
- 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.
- E.3.8 APPROVE AN AGREEMENT WITH FITNESS RESULTS DANCE - DOLLAHAN AND PRESTON ELEMENTARY SCHOOLS** 142
- 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).
- E.3.9 APPROVE AN AGREEMENT WITH CORWIN - PRESTON ELEMENTARY SCHOOL** 143
- 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.
- E.3.10 APPROVE AN AGREEMENT WITH DOUBLETREE BY HILTON ONTARIO AIRPORT** 144
- 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.

E.3.11	APPROVE AN AMENDMENT TO THE AGREEMENT WITH ALLIANCE ENVIRONMENTAL	145
	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.	
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	146
E.5.2	ADOPT RESOLUTION NO. 24-25-28; EC 44263 DEPARTMENTALIZED	157
	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.	
E.6	MINUTES	158
E.6.1	APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD ON OCTOBER 16, 2024	159

F. DISCUSSION/ACTION ITEMS

196

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

197

Moved _____

Seconded _____

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.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

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 _____

Seconded _____

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.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

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

Moved _____

Seconded _____

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.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

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

200

Moved _____

Seconded _____

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).

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

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

Moved _____

Seconded _____

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.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Moved _____

Seconded _____

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

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Ivan Manzo

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.7 ADMINISTRATIVE HEARINGS

Moved _____

Seconded _____

Case Numbers:

24-25-19

24-25-18

24-25-17

24-25-12

24-25-9

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.8 STIPULATED EXPULSIONS

Moved _____

Seconded _____

Case Numbers:

24-25-21

24-25-11

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.9 REINSTATEMENT

Moved _____

Seconded _____

Case Number:

23-24-16

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Dr. Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, LVN, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on 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 _____

Seconded _____

Vote by Board Members to adjourn:

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

Time: _____

PUBLIC HEARING

PUBLIC HEARING

NONE

CONSENT CALENDAR ITEMS



RIALTO UNIFIED SCHOOL DISTRICT

Philosophy, Goals, Objectives, and Comprehensive Plans

BP 0510(a)

School Accountability Report Card

The Board of Education recognizes its responsibility to inform parents/guardians and the community about the conditions, needs, and progress at each District school and to provide data by which parents/guardians can make meaningful comparisons between schools. The process of gathering and analyzing data also provides opportunities for school and District staff to review achievements and identify areas for improvement.

The Board of Education shall annually issue a School Accountability Report Card (SARC) for each school site. (Education Code 35256)

In preparing the District's report cards, the Superintendent or designee may choose to use or adapt the model template provided by the California Department of Education. If the model template is not used, the Superintendent or designee shall ensure that data ~~are~~ **is** reported in a manner that is consistent with the definitions for school conditions as provided in the template. At least every three years, the Board shall compare the content of the District's ~~report cards~~ **SARC's** to the State's model template, recognizing that variances are allowed by law as necessary to meet local needs. (Education Code 33126.1, 35256)

The Board shall annually approve the SARC's for all District schools and shall evaluate the data contained in the SARC's as part of the Board's regular review of the effectiveness of the District's programs, personnel, and fiscal operations.

The Superintendent or designee shall develop strategies for communicating the information contained in the SARC's to all stakeholders, including opportunities for staff and the community to discuss their content.

Notification and Dissemination of SARC's

~~The Superintendent or designee shall annually publicize the issuance of the SARC's and notify parents/guardians that a paper copy will be provided upon request. On or before February 1 of each year, the Superintendent or designee shall make the SARC's available in paper copy and on the internet. (Education Code 35256)~~

Annually, on or before February 1 of each year, the Superintendent or designee shall publicize the issuance of the SARC's, make the SARC's available on the district's website, and notify parents/guardians that a hard copy shall be provided upon request. (Education Code 33126, 35256, 35258)

Additionally, when 15 percent or more of a school's students speak a single primary language other than English, the SARC shall be translated into that other language. (Education Code 48985)

School Accountability Report Card

In addition, the SARC shall be provided in an understandable and uniform format and, to the extent practicable, provided in a language that parents/guardians can understand. (Education Code 33126, 35256; 20 USC 6311)

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
CA Constitution Article 16, Section 8.5(e)	Allocations to State School Fund
Ed. Code 1240	County superintendent of schools; duties
Ed. Code 17002	State School Building Lease-Purchase Law, including definition of good repair
Ed. Code 17014	Plan for building maintenance
Ed. Code 17032.5	Portable classroom maintenance
Ed. Code 17070.15	School Facilities Act; definitions
Ed. Code 17089	Portable classroom maintenance
Ed. Code 33126	School accountability report card
Ed. Code 33126.1	School Accountability Report Card model template
Ed. Code 33126.15	School Accountability Report Card template
Ed. Code 33126.2	Secretary of Education school accountability report card study
Ed. Code 35256	School Accountability Report Card
Ed. Code 35256.1	Information required in the School Accountability Report Card
Ed. Code 35258	Internet access to the School Accountability Report Card
Ed. Code 41409	Calculation of statewide averages
Ed. Code 41409.3	Salary information required in the School Accountability Report Card
Ed. Code 46112	Minimum school day for grades 1 through 3
Ed. Code 46113	Minimum school day for grades 4 through 8

School Accountability Report Card

State	Description
Ed. Code 46141	Minimum school day (high school)
Ed. Code 51225.3	High school graduation requirements
Ed. Code 52052	Accountability; numerically significant student subgroups
Ed. Code 60119	Textbook sufficiency
Ed. Code 60600-60618	General provisions
Ed. Code 60640-60648.5	California Assessment of Student Performance and Progress
Ed. Code 60800	Physical fitness testing
Federal	Description
20 USC 6311	State plan
Management Resources	Description
California Department of Education Publication	Adjusted Cohort Graduation Rate Federal Program Monitoring Instrument
California Department of Education Publication	SARC Preparation Guide for Public Schools
California Department of Education Publication	Frequently Asked Questions about the School Accountability Report Card
U.S. DOE Guidance	Opportunities and Responsibilities for State and Local Report Cards under the Elementary and Secondary Education Act of 1965, as Amended by the Every Student Succeeds Act, September 2019
Website	CSBA District and County Office of Education Legal Services
Website	California Department of Education, School Accountability Report Card
Website	U.S. Department of Education
Cross References	
Code	Description
0420	School Plans/Site Councils
0420	School Plans/Site Councils

School Accountability Report Card

Code	Description
0420.4	Charter School Authorization
0420.4	Charter School Authorization
0450	Comprehensive Safety Plan
0450	Comprehensive Safety Plan
0500	Accountability
1000	Concepts And Roles
1100	Communication With The Public
1100-E PDF(1)	Communication With The Public
1112	Media Relations
1113	District And School Websites
1113	District And School Websites
1114	District-Sponsored Social Media
1114	District-Sponsored Social Media
3517	Facilities Inspection
3517	Facilities Inspection
3517-E(1)	Facilities Inspection
5145.6	Parent/Guardian Notifications
5145.6-E PDF(1)	Parent/Guardian Notifications
6000	Concepts And Roles
6117	Year-Round Schedules
6117	Year-Round Schedules
6142.7	Physical Education And Activity
6142.7	Physical Education And Activity
6162.5	Student Assessment
6190	Evaluation Of The Instructional Program
9000	Role Of The Board

School Accountability Report Card

Policy
adopted: May 26, 1999
revised: July 27, 2005
revised: September 10, 2008
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, CA



RIALTO UNIFIED SCHOOL DISTRICT

Administration

BP 2210(a)

ADMINISTRATIVE DISCRETION REGARDING BOARD POLICY

The Board of Education desires to be proactive in communicating its philosophy, priorities, and expectations for the District; clarifying the roles and responsibilities of the Board, Superintendent, and other senior administrators; and setting direction for the District through written policies. However, the Board recognizes that, in the course of operating District schools or implementing District programs, situations may arise ~~which~~ **that** may not be addressed in written policies. In such situations, or when immediate action is necessary to avoid any risk to the safety and security of students, staff, or District property or to prevent disruption of school operations, the Superintendent or designee shall have the authority to act on behalf of the District in a manner that is consistent with law and Board policies.

~~(cf. 0000—Vision)~~

~~(cf. 0100—Philosophy)~~

~~(cf. 0200—Goals for the School District)~~

~~(cf. 0450—Comprehensive Safety Plan)~~

~~(cf. 0460—Local Control and Accountability Plan)~~

~~(cf. 2110—Superintendent Responsibility and Duties)~~

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

~~(cf. 3516.5—Emergency Schedules)~~

~~(cf. 9000—Role of the Board)~~

~~(cf. 9310—Board Policies)~~

As necessary, the Superintendent or designee shall consult with other District staff, including legal counsel and/or the chief business official, regarding the exercise of this authority.

Any exercise of administrative authority shall be nondiscriminatory and demonstrate the District's commitment to equity in District programs and activities.

~~(cf. 0410—Nondiscrimination in District Programs and Activities)~~

~~(cf. 0415—Equity)~~

The Superintendent shall be accountable to the Board for all areas of operation under his/her authority. As appropriate, the Superintendent or designee shall notify the Board as soon as practicable after he/she exercises the authority granted under this policy. The Board President and the Superintendent shall schedule a review of the action at the next regular Board meeting. If the action indicates the need for additions or revisions to Board policies, the Superintendent or designee shall make the necessary recommendations to the Board.

ADMINISTRATIVE DISCRETION REGARDING BOARD POLICY

(cf. 9320 – Meetings and Notices)
(cf. 9322 – Agenda/Meeting Materials)

Legal Reference:

EDUCATION CODE
35010 Control of district, prescription and enforcement of rules
35035 Powers and duties of superintendent
35160 Authority of governing boards
35161 Powers and duties; authority to delegate
35163 Official actions, minutes and journal

Management Resources:

~~WEB SITES~~
 CSBA: <http://www.csba.org>

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 35010	Control of district; prescription and enforcement of rules
Ed. Code 35035	Powers and duties of the superintendent; transfer authority
Ed. Code 35160	Authority of governing boards
Ed. Code 35161	Board delegation of any powers or duties
Ed. Code 35163	Official actions, minutes and journal
Management Resources	Description
Website	CSBA District and County Office of Education Legal Services
Website	CSBA
Cross References	Description
Code	
0000	Vision

ADMINISTRATIVE DISCRETION REGARDING BOARD POLICY

Code	Description
0100	Philosophy
0200	Goals For The School District
0415	Equity
0450	Comprehensive Safety Plan
0450	Comprehensive Safety Plan
0460	Local Control And Accountability Plan
0460	Local Control And Accountability Plan
2000	Concepts And Roles
2110	Superintendent Responsibilities And Duties
2121	Superintendent's Contract
3100	Budget
3100	Budget
3516.5	Emergency Schedules
9000	Role Of The Board
9310	Board Policies
9320	Meetings And Notices
9322	Agenda/Meeting Materials

Policy
 adopted: May 26, 1999
 revised: January 23, 2002
 revised: March 24, 2010
 revised: October 12, 2011
 revised: September 26, 2018
 revised:

RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Administration

BP 2230(a)

REPRESENTATIVE AND DELIBERATIVE GROUPS

~~The Superintendent or designee may establish a leadership team, administrative councils, task forces, cabinets, or committees as needed to properly administer Board of Education policies, improve the educational program and assist in district communication. The leadership, composition, and responsibilities of these advisory groups shall be defined by the Superintendent or designee and may be changed at his/her discretion. Advisory groups shall channel their advice and recommendations through the Superintendent to the Board.~~

~~Leadership Team~~

~~A "leadership position" is defined as any position having significant responsibilities for administering district programs.~~

~~The leadership team includes all positions designated as management, confidential or supervisory.~~

~~The team is responsible to the Superintendent who, in turn, is responsible to the Board.~~

~~The Superintendent shall designate the members of the district team who will serve as representatives of the Board in negotiations with other employee groups.~~

~~Administrative Councils, Cabinets and/or Committees~~

~~The Superintendent may appoint councils, cabinets and/or committees to advise and assist in the performance of his/her duties and the efficient operation of the district.~~

~~Councils, cabinets and/or committees so appointed shall be advisory only.~~

~~The Superintendent may change the structure, membership and the meeting schedule of the group at his/her discretion in order to facilitate the work of the council, cabinet and/or committee.~~

~~The Superintendent shall be an ex officio member of each council, cabinet and/or committee.~~

Policy RIALTO UNIFIED SCHOOL DISTRICT

adopted: May 26, 1999 Rialto, California

REPRESENTATIVE AND DELIBERATIVE GROUPS

The Governing Board believes that broad input on district operations and policy from staff, parents/guardians, students, and members of the public can provide the district with a diversity of viewpoints and expertise, help build a sense of ownership of the schools, enhance district efficiency, and assist district communications. As desired, the Superintendent or designee may establish a management team, administrative councils, task forces, cabinets, or committees in accordance with law.

The membership, composition, and responsibilities of these groups shall be defined by the Superintendent or designee. The Superintendent or designee may establish, change or dissolve these groups at his/her discretion.

Groups established by the Superintendent or designee shall act in an advisory capacity unless specifically authorized to act on behalf of the Superintendent or designee. Advisory groups shall submit their recommendations to the Superintendent or designee, who may report the recommendations to the Board as appropriate.

Expenses incurred for consulting services, materials, travel, or other related operations shall be approved by the Superintendent or designee in advance.

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 35160.1	<u>Broad authority of school districts</u>
Ed. Code 45100.5	<u>Senior classified management positions</u>
Ed. Code 45256.5	<u>Designation of certain senior classified management positions</u>
Gov. Code 3540.1	<u>Public employment; definitions</u>
Gov. Code 54952	<u>Legislative body; definition</u>

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

Code	Description
0000	<u>Vision</u>
0000	<u>Vision</u>

REPRESENTATIVE AND DELIBERATIVE GROUPS

0400	<u>Comprehensive Plans</u>
0420.4	<u>Charter School Authorization</u>
0420.4	<u>Charter School Authorization</u>
1220	<u>Citizen Advisory Committees</u>
1220	<u>Citizen Advisory Committees</u>
2000	<u>Concepts And Roles</u>
3100	<u>Budget</u>
3100	<u>Budget</u>
3350	<u>Travel Expenses</u>
3350	<u>Travel Expenses</u>
3350-E PDF(1)	<u>Travel Expenses</u>
4111	<u>Recruitment And Selection</u>
4211	<u>Recruitment And Selection</u>
4301	<u>Administrative Staff Organization</u>
4311	<u>Recruitment And Selection</u>
4311	<u>Recruitment And Selection</u>
6020	<u>Parent Involvement</u>
6020	<u>Parent Involvement</u>
9130	<u>Board Committees</u>

Policy
adopted: May 26, 1999
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP4118(a)

Dismissal/Suspension/Disciplinary Action

The Board of Education expects all employees to perform their jobs satisfactorily, exhibit professional and appropriate conduct, and serve as positive role models both at school and in the community. A certificated employee may be disciplined for unprofessional or inappropriate conduct or performance in accordance with law, the applicable collective bargaining agreement, Board policy, and administrative regulation.

~~(cf. 4000—Concepts and Roles)
(cf. 4112.5/4312.5—Criminal Record Check)
(cf. 4119.21/4219.21/4319.21—Professional Standards)
(cf. 4141/4241—Collective Bargaining Agreement)~~

Disciplinary action shall be based on the particular facts and circumstances involved and the severity of the conduct or performance.

The Superintendent or designee shall ensure that disciplinary actions are appropriately documented and taken in a consistent, nondiscriminatory manner. In addition, an employee shall not be suspended, disciplined, reassigned, transferred, dismissed, or otherwise retaliated against solely for engaging in protected activities, or for acting to protect a student engaged in exercising any free speech or press right authorized by, or for refusing to infringe upon a student's conduct protected pursuant to, Education Code 48907 or 48950.

Disciplinary actions may include, but not be limited to, verbal warnings, ~~reassignment,~~ **written warnings, written reprimands,** suspensions, ~~freezing or reduction of wages,~~ compulsory leave, **leaves without pay,** or dismissals.

~~(cf. 4114—Transfers)~~

~~The Superintendent or designee shall ensure that disciplinary actions are taken in a consistent, nondiscriminatory manner and are appropriately documented.~~

~~(cf. 1312.1—Complaints Concerning District Employees)
(cf. 4030—Nondiscrimination in Employment)
(cf. 4031—Complaints Concerning Discrimination in Employment)
(cf. 4112.6/4212.6/4312.6—Personnel Files)
(cf. 4119.1/4219.1/4319.1—Civil and Legal Rights)
(cf. 4119.11/4219.11/4319.11—Sexual Harassment)~~

Suspension/Dismissal Procedures

The Superintendent shall notify the Board whenever ~~he/she~~ believes that there is cause to suspend or dismiss an employee pursuant to Education Code 44932 or 44933.

Dismissal/Suspension/Disciplinary Action

When the Board finds that there is cause to suspend or dismiss an employee pursuant to Education Code 44932 or 44933, it may formulate a written statement of charges specifying instances of behavior and the acts or omissions constituting the charge, the statutes and rules that the employee is alleged to have violated when applicable, and the facts relevant to each charge. The Board shall also review any duty signed and verified written statement of charges filed by any other person. (Education Code 44934, 44934.1)

Based on the written statement of charges, the Board may, upon majority vote, give notice to the employee of ~~its~~ **the Board's** intention to suspend or dismiss ~~him/her~~ **the employee** at the expiration of 30 days from the date the notice is served. (Education Code 44934, 44934.1)

~~(cf. 4112.9/4212.9/4312.9—Employee Notifications)~~

Prior to serving a suspension or dismissal notice that includes a charge of unsatisfactory performance, the District shall give the employee written notice of the unsatisfactory performance that specifies the nature of the unsatisfactory performance with such specific instances of behavior and with such particularity as to furnish the employee an opportunity to correct ~~his/her~~ **the** faults and overcome the grounds for any unsatisfactory performance charges and, if applicable, that includes the evaluation made pursuant to Education Code 44660-44665. The written notice of the unsatisfactory performance shall be provided at least 90 days prior to the filing of the suspension or dismissal notice or prior to the last one-fourth of the school days in the year. (Education Code 44938)

~~(cf. 4115—Evaluation/Supervision)~~

Prior to serving a suspension or dismissal notice that includes a charge of unprofessional conduct, the District shall give the employee written notice that describes the nature of the unprofessional conduct with such specific instances of behavior and with such particularity as to furnish the employee an opportunity to correct ~~his/her~~ **the** faults and overcome the grounds for any unprofessional conduct charges and, if applicable, that includes the evaluation made pursuant to Education Code 44660-44665. The written notice of the unprofessional conduct shall be provided at least 45 days prior to the filing of the suspension or dismissal notice. (Education Code 44938)

Except for notices that only include charges of unsatisfactory performance, the written suspension or dismissal notice may be served at any time of year. Such notice shall be served upon the employee personally if given outside of the instructional year or, if given during the instructional year, may be served personally or by registered mail to the employee's last known address. Notices with a charge of unsatisfactory performance shall be given only during the instructional year of the school site where the employee **is** physically employed; and may be served personally or by registered mail to the employee's last known address. (Education Code 44936)

Dismissal/Suspension/Disciplinary Action

If an employee has been served notice and demands a hearing pursuant to Government Codes 11505 and 11506, the Board shall either rescind its action or schedule a hearing on the matter. (Education Code 44941, 44941.1, 44943, 44944)

Pending suspension or dismissal proceedings for an employee who is charged with egregious misconduct, immoral conduct, conviction of a felony or of any crime involving moral turpitude, incompetency due to mental disability, or willful refusal to perform regular assignments without reasonable cause as prescribed by District rules and regulations, the Board may, if it deems it necessary, immediately suspend the employee from ~~his/her~~ **assigned** duties. If the employee files a motion with the Office of Administrative Hearings for immediate reversal of the suspension based on a cause other than egregious misconduct, the Board may file a written response before or at the time of the hearing. (Education Code 44939, 44939.1, ~~44940~~)

When a suspension or dismissal hearing is to be conducted by a Commission on Professional Competence, the Board shall, no later than 45 days before the date set for the hearing, select one person with a currently valid credential to serve on the Commission. The appointee shall not be an employee of the District and shall have at least three years' experience within the past 10 years at the same grade span or assignment as the employee, as defined in Education Code 44944. (Education Code 44944)

Compulsory Leave of Absence

Upon being informed that a certificated employee has been charged with a mandatory leave of absence offense, the Superintendent or designee shall immediately place the employee on a compulsory leave of absence. (Education Code 44940, 44940.5)

Policy Reference Disclaimer:

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State	Description
5 CCR 80303	Reports of change in employment status; alleged misconduct
5 CCR 80304	Notice of sexual misconduct
CA Constitution Article 1, Section 1	<u>Inalienable rights</u>

Dismissal/Suspension/Disciplinary Action

Ed. Code 44008	<u>Effect of termination of probation</u>
Ed. Code 44009	<u>Conviction of specified crimes</u>
Ed. Code 44010	<u>Sex offense; definitions</u>
Ed. Code 44011	<u>Controlled substance offense</u>
Ed. Code 44242.5	<u>Reports and review of alleged misconduct</u>
Ed. Code 44425	<u>Conviction of a sex or narcotic offense</u>
Ed. Code 44660-44665	<u>Evaluation and assessment of performance of certificated employees</u>
Ed. Code 44830.1	<u>Criminal record summary; certificated employees</u>
Ed. Code 44929.21	<u>Notice of reelection decision; districts with 250 ADA or more</u>
Ed. Code 44929.23	<u>Districts with less than 250 ADA</u>
Ed. Code 44930-44988	<u>Resignations, dismissals and leaves of absence</u>
Ed. Code 45055	<u>Drawing of warrants for teachers</u>
Ed. Code 48907	<u>Exercise of free expression; time, place, and manner rules and regulations</u>
Ed. Code 48950	<u>Speech and other communication</u>
Ed. Code 51530	<u>Advocacy or teaching of communism</u>
Gov. Code 1028	<u>Advocacy of communism</u>
Gov. Code 11505-11506	<u>Hearing</u>

Dismissal/Suspension/Disciplinary Action

Gov. Code 12954	Employment discrimination; cannabis use
Gov. Code 3543.2	<u>Scope of representation</u>
H&S Code 11054	<u>Schedule I; substances included</u>
H&S Code 11055	<u>Schedule II; substances included</u>
H&S Code 11056	<u>Schedule III; substances included</u>
H&S Code 11357-11361	<u>Marijuana</u>
H&S Code 11363	<u>Peyote</u>
H&S Code 11364	<u>Opium</u>
H&S Code 11370.1	<u>Possession of controlled substances with a firearm</u>
Pen. Code 11165.2-11165.6	<u>Child abuse or neglect; definitions</u>
Pen. Code 1192.7	<u>Plea bargaining limitation</u>
Pen. Code 187	<u>Murder</u>
Pen. Code 291	<u>School employees arrest for sex offense</u>
Pen. Code 667.5	<u>Prior prison terms; enhancement of prison terms</u>

Federal

U.S. Constitution, First Amendment

DescriptionFree exercise, free speech, and
establishment clauses**Management Resources**Commission on Teacher Credentialing
Publication**Description**California's Laws and Rules
Pertaining to the Discipline of
Professional Certificated
Personnel, 2007

Court Decision

Visalia Unified School District v.
Public Employment Relations
Board (2024) 98 Cal.App.5th 844

Dismissal/Suspension/Disciplinary Action

Court Decision	Kennedy v. Bremerton (2022) 142 S.Ct. 2407
Court Decision	Crowl v. Commission on Professional Competence (1990) 225 Cal. App. 3d 334
Court Decision	Morrison v. State Board of Education (1969) 1 Cal.3d 214
U.S. Department of Education Publication	<u>Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools, May 2023</u>
Website	<u>Office of the Attorney General</u>
Website	<u>Office of Administrative Hearings</u>
Website	<u>Department of General Services, About Teacher Dismissal Case Type</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>Commission on Teacher Credentialing</u>
Website	<u>CSBA</u>
Website	<u>U.S. Department of Education</u>
Cross References	

	Code	Description
	1114	<u>District-Sponsored Social Media</u>
	1114	<u>District-Sponsored Social Media</u>
	1312.1	<u>Complaints Concerning District Employees</u>
	1312.1	<u>Complaints Concerning District Employees</u>

Dismissal/Suspension/Disciplinary Action

1312.1-E PDF(1)	<u>Complaints Concerning District Employees</u>
1312.3	<u>Uniform Complaint Procedures</u>
1312.3	<u>Uniform Complaint Procedures</u>
3230	<u>Federal Grant Funds</u>
3230	<u>Federal Grant Funds</u>
3512	<u>Equipment</u>
3512	<u>Equipment</u>
3512-E PDF(1)	<u>Equipment - Equipment</u>
3513.3	<u>Tobacco-Free Schools</u>
3513.3	<u>Tobacco-Free Schools</u>
3515.2	<u>Disruptions</u>
3515.2	<u>Disruptions</u>
3515.21	<u>Unmanned Aircraft Systems (Drones)</u>
3516.2	<u>Bomb Threats</u>
4000	<u>Concepts And Roles</u>
4020	<u>Drug And Alcohol-Free Workplace</u>
4020-E PDF(1)	<u>Drug And Alcohol-Free Workplace</u>
4030	<u>Nondiscrimination In Employment</u>
4030	<u>Nondiscrimination In Employment</u>
4040	<u>Employee Use Of Technology</u>
4112.1	<u>Contracts</u>

Dismissal/Suspension/Disciplinary Action

4112.4	<u>Health Examinations</u>
4112.4	<u>Health Examinations</u>
4112.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4112.5	<u>Criminal Record Check</u>
4112.5-E PDF(1)	<u>Criminal Record Check</u>
4112.9	<u>Employee Notifications</u>
4112.9-E PDF(1)	<u>Employee Notifications</u>
4113.5	<u>Working Remotely</u>
4114	<u>Transfers</u>
4115	<u>Evaluation/Supervision</u>
4115	<u>Evaluation/Supervision</u>
4117.7	<u>Employment Status Reports</u>
4119.1	<u>Civil And Legal Rights</u>
4119.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4119.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4119.21	<u>Professional Standards</u>
4119.21-E PDF(1)	<u>Professional Standards</u>
4119.22	<u>Dress And Grooming</u>
4119.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4119.25	<u>Political Activities Of Employees</u>
4127	<u>Temporary Athletic Team Coaches</u>

Dismissal/Suspension/Disciplinary Action

4127	<u>Temporary Athletic Team Coaches</u>
4131.1	<u>Teacher Support And Guidance</u>
4136	<u>Nonschool Employment</u>
4141	<u>Collective Bargaining Agreement</u>
4154	<u>Health And Welfare Benefits</u>
4154	<u>Health And Welfare Benefits</u>
4157	<u>Employee Safety</u>
4157	<u>Employee Safety</u>
4158	<u>Employee Security</u>
4158	<u>Employee Security</u>
4161	<u>Leaves</u>
4161	<u>Leaves</u>
4212.4	<u>Health Examinations</u>
4212.4	<u>Health Examinations</u>
4212.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4212.5	<u>Criminal Record Check</u>
4212.5-E PDF(1)	<u>Criminal Record Check</u>
4212.9	<u>Employee Notifications</u>
4212.9-E PDF(1)	<u>Employee Notifications</u>
4213.5	<u>Working Remotely</u>
4219.1	<u>Civil And Legal Rights</u>
4219.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4219.11	<u>Sex Discrimination and Sex-Based Harassment</u>

Dismissal/Suspension/Disciplinary Action

4219.21	<u>Professional Standards</u>
4219.22	<u>Dress And Grooming</u>
4219.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4219.25	<u>Political Activities Of Employees</u>
4227	<u>Temporary Athletic Team Coaches</u>
4227	<u>Temporary Athletic Team Coaches</u>
4236	<u>Nonschool Employment</u>
4241	<u>Collective Bargaining Agreement</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4257	<u>Employee Safety</u>
4257	<u>Employee Safety</u>
4258	<u>Employee Security</u>
4258	<u>Employee Security</u>
4261	<u>Leaves</u>
4261	<u>Leaves</u>
4312.4	<u>Health Examinations</u>
4312.4	<u>Health Examinations</u>
4312.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4312.5	<u>Criminal Record Check</u>
4312.5-E PDF(1)	<u>Criminal Record Check</u>
4312.9	<u>Employee Notifications</u>
4312.9-E PDF(1)	<u>Employee Notifications</u>

Dismissal/Suspension/Disciplinary Action

4313.5	<u>Working Remotely</u>
4317.7	<u>Employment Status Reports</u>
4319.1	<u>Civil And Legal Rights</u>
4319.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4319.11	<u>Sex Discrimination and Sex-Based Harassment</u>
4319.21	<u>Professional Standards</u>
4319.21	<u>Professional Standards</u>
4319.21-E PDF(1)	<u>Professional Standards</u>
4319.22	<u>Dress And Grooming</u>
4319.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4319.25	<u>Political Activities Of Employees</u>
4327	<u>Temporary Athletic Team Coaches</u>
4327	<u>Temporary Athletic Team Coaches</u>
4336	<u>Nonschool Employment</u>
4354	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
4357	<u>Employee Safety</u>
4357	<u>Employee Safety</u>
4358	<u>Employee Security</u>
4358	<u>Employee Security</u>
4361	<u>Leaves</u>
5145.2	<u>Freedom Of Speech/Expression</u>
5145.2	<u>Freedom Of Speech/Expression</u>

Dismissal/Suspension/Disciplinary Action

5145.3	<u>Nondiscrimination/Harassment</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.7	<u>Sex Discrimination and Sex-Based Harassment</u>
5145.7	<u>Sex Discrimination and Sex-Based Harassment</u>
5145.71	<u>Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures</u>
5145.71-E PDF(1)	<u>Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures</u>
5145.9	<u>Hate-Motivated Behavior</u>
6145.2	<u>Athletic Competition</u>
6145.2	<u>Athletic Competition</u>
6162.54	<u>Test Integrity/Test Preparation</u>
9000	<u>Role Of The Board</u>

Policy
 adopted: December 15, 2010
 revised: December 7, 2016
 revised:

RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP4218(a)

Dismissal/Suspension/Disciplinary Action

The Board of Education expects all employees to perform their jobs satisfactorily, to exhibit professional and appropriate conduct, and serve as positive role models both at school and in the community. A classified employee may be disciplined for unprofessional conduct or unsatisfactory performance in accordance with law or any applicable collective bargaining agreement, Board policy, or administrative regulation.

Disciplinary actions shall be based on the particular facts and circumstances involved and the severity of the employee's conduct or performance.

The Superintendent or designee shall ensure that disciplinary actions are taken in a consistent, nondiscriminatory manner. In addition, an employee shall not be suspended, disciplined, reassigned, transferred, dismissed, or otherwise retaliated against solely for engaging in protected activities, or for acting to protect a student engaged in exercising any free speech or press right authorized by, or for refusing to infringe upon a student's conduct protected pursuant to, Education Code 48907 or 48950.

Disciplinary actions may include, but are not limited to, verbal and written warnings, involuntary reassignment, demotion, suspension or leave without pay, reduction of wages, or dismissal.

Termination of Probationary Employment

At any time prior to the expiration of the probationary period, the Superintendent or designee may, at his/her **their** discretion, dismiss **without cause** a probationary classified employee from District employment. A probationary employee shall not be entitled to a hearing.

Involuntary Suspension Without Pay, Demotion, Reduction of Pay Step in Class, or Dismissal of Permanent Classified Employees

Permanent classified employees shall be subject to personnel action (suspension without pay, demotion, reduction of pay step in class, dismissal) only for cause **as specified in the accompanying administrative regulation**. The Board's determination of the sufficiency of the cause for disciplinary action shall be conclusive.

Dismissal/Suspension/Disciplinary Action

~~1. Causes~~

~~In addition to any disqualifying or actionable causes otherwise provided for by statute or by policy or regulation of this District, each of the following constitutes cause for personnel action against a permanent classified employee:~~

- ~~a. Falsifying any information supplied to the school district, including, but not limited to, information supplied on application forms, employment records, or any other school district records~~
- ~~b. Incompetency~~
- ~~c. Inefficiency~~
- ~~d. Neglect of duty~~
- ~~e. Insubordination~~
- ~~f. Dishonesty~~
- ~~g. Drinking alcoholic beverages while on duty or in such close time proximity hereto as to cause any detrimental effect upon the employee or upon employees associated with him/her.~~

~~(cf. 4020—Drug and Alcohol Free Workplace)~~

- ~~h. Possessing or being under the influence of a controlled substance at work or away from work, or furnishing a controlled substance to a minor~~
- ~~i. Conviction of a felony, conviction of any sex offense made relevant by provisions of law, or conviction of a misdemeanor which is of such a nature as to adversely affect the employee's ability to perform the duties and responsibilities of his/her position. A plea or verdict of guilty, or a conviction following a plea of nolo contendere, is deemed to be a conviction for this purpose.~~
- ~~j. Absence without leave~~
- ~~k. Immoral conduct~~
- ~~l. Discourteous treatment of the public, students, or other employees~~
- ~~m. Improper political activity~~
- ~~n. Willful disobedience~~
- ~~o. Misuse of District property~~
- ~~p. Violation of District, Board or departmental rule, policy, or procedure~~
- ~~q. Failure to possess or keep in effect any license, certificate, or other similar requirement specified in the employee's class specification or otherwise necessary for the employee to perform the duties of the position~~
- ~~r. Refusal to take and subscribe any oath or affirmation which is required by law in connection with his/her employment~~

Dismissal/Suspension/Disciplinary Action

- s. ~~A physical or mental disability which precludes the employee from the proper performance of his/her duties and responsibilities as determined by competent medical authority, except as otherwise provided by a contract or by law regulating the retirement of employees~~
- t. ~~Unlawful discrimination, including harassment, on the basis of race, religious creed, color, national origin, ancestry, physical handicap, marital status, sex, or age against the public or other employees while acting in the capacity of a District employee~~
- u. ~~Unlawful retaliation against any other District officer or employee or member of the public who, in good faith, reports, discloses, divulges, or otherwise brings to the attention of any appropriate authority any information relative to an actual or suspected violation of state or federal law occurring on the job or directly related thereto~~
- v. ~~Any other failure of good behavior either during or outside of duty hours which is of such nature that it causes discredit to the District or his/her employment~~

~~Except as defined in item "s" above, no personnel action shall be taken for any cause which arose before the employee became permanent, nor for any cause which arose more than two years before the date of the filing of the notice of cause unless this cause was concealed or not disclosed by the employee when it could be reasonably assumed that the employee would have disclosed the facts to the District.~~

2-Initiation and Notification of Charges

The Superintendent or designee may initiate a personnel action as defined herein against a permanent classified employee.

In all cases involving a personnel action, the person initiating the action shall file a written recommendation of personnel action with the Board. A copy of the recommendation shall be served upon the employee either personally or by registered or certified mail, return receipt requested, at the employee's last known address. The recommendation shall include:

- a. ~~A statement of the nature of the personnel action (suspension without pay, demotion, reduction of pay step in class, or dismissal)~~
- b. ~~A statement of the cause or causes for the personnel action, as set forth above~~
- c. ~~A statement of the specific acts or omissions upon which the causes are based. If a violation of rule, policy, or regulation of the District is alleged, the rule, policy, or regulation violated shall be stated in the recommendation.~~

Dismissal/Suspension/Disciplinary Action

- ~~d. A statement of the employee's right to appeal the recommendation and the manner and time within which the appeal must be filed~~
- ~~e. A card or paper, the signing and filing of which shall constitute a demand for hearing and a denial of all charges.~~
- a. A statement of the specific acts and omissions upon which the proposed disciplinary action is based;**
- b. A statement of the cause(s) for the proposed disciplinary action;**
- c. If it is claimed that the employee has violated a rule or regulation of the District, a statement of the rule or regulation;**
- d. A statement of the action proposed to the Board;**
- e. The employee shall have seven (7) business days to request a Skelly hearing.**

If an employee requests a Skelly hearing, the District will schedule the Skelly hearing within fifteen (15) business days of receiving the request for hearing.

- f. A form provided by the District, the signing and filing of which with the Board shall constitute a demand for hearing and denial of some or all charges;**
- g. Copies of materials, if any, which support the charges and a copy of this policy;**
- h. A statement that the employee has a right to be represented by an attorney or other representative at the hearing.**

~~3. Employment Status Pending Appeal or Waiver~~

~~Except as provided herein, any employee against whom a recommendation of personnel action has been issued shall remain on active duty status and responsible for fulfilling the duties of the position pending his/her appeal or waiver thereof.~~

~~If the Superintendent or designee determines that a permanent classified employee should be dismissed and that his/her continuing in active duty status would present an unreasonable risk of harm to students, staff, or property while proceedings are pending, the Superintendent or designee may order the employee immediately suspended from duty without pay in conjunction with the recommendation of personnel action. This suspension order shall be in writing and shall state the reasons that the suspension is deemed necessary. The suspension order shall be served upon the employee either personally or by registered or certified mail, return receipt requested, immediately after issuance.~~

Dismissal/Suspension/Disciplinary Action

~~Except in cases of emergency when the employee must be removed from the premises immediately, the Superintendent or designee shall give the employee written notice of the proposed recommendation of dismissal at least five calendar days before the effective date of any order of suspension issued in conjunction with a recommendation involving dismissal. This notice shall state that immediate suspension without pay is being considered, the reasons for the proposed dismissal and proposed immediate suspension without pay, materials upon which the proposed action is based, and the employee's right to respond to the Superintendent or designee orally or in writing before the final recommendation and order are issued.~~

4. Time Limit of Suspension

~~Except for a suspension imposed under #3 above, any suspension invoked under these rules against any one person for one or more periods shall not aggregate more than 90 calendar days in any 12-month period; however, this time limitation shall not apply to cases in which a personnel action of dismissal is modified by the Board to a suspension.~~

5. Right to Appeal

~~Within five calendar days after receiving the recommendation of personnel action described above, the employee may appeal by signing and filing the card or paper included with the recommendation. Any other written document signed and appropriately filed within the specified time limit by the employee shall constitute a sufficient notice of appeal. A notice of appeal is filed only by delivering the notice of appeal to the office of the Superintendent or designee during normal work hours of that office. A notice of appeal may be mailed to the office of the Superintendent or designee but must be received or postmarked no later than the time limit stated herein. In cases where an order of suspension without pay has been issued in conjunction with a recommendation of dismissal, any appeal of the recommendation of dismissal shall also constitute an appeal of the suspension order, and the necessity of the order shall be an issue in the appeal hearing.~~

~~If the employee fails to file a notice of appeal within the time specified in these rules, he/she shall be deemed to have waived his/her right to appeal, and the Board may order the recommended personnel action into effect immediately.~~

6. Amended/Supplemental Charges

Dismissal/Suspension/Disciplinary Action

~~At any time before an employee's appeal is finally submitted to the Board or to a hearing officer for decision, the complainant may, with the consent of the Board or hearing officer, serve on the employee and file with the Board an amended or supplemental recommendation of personnel action.~~

~~If the amended or supplemental recommendation presents new causes or allegations, the employee shall be afforded a reasonable opportunity to prepare his/her defense. Any new causes or allegations shall be deemed controverted and any objections to the amended or supplemental causes or allegation may be made orally at the hearing and shall be noted on the record.~~

7. Hearing Procedures

- ~~a. The hearing shall be held at the earliest convenient date, taking into consideration the established schedule of the Board or hearing officer and the availability of counsel and witnesses. The parties shall be notified of the time and place of the hearing. The employee shall be entitled to appear personally, produce evidence, and have counsel. The employee shall be entitled to a public hearing if he/she demands it when the Board is hearing the appeal. The complainant may also be represented by counsel. The procedure entitled "Administrative Adjudication" commencing with Government Code 11500 shall not apply to any such hearing before the Board or a hearing officer. Neither the Board nor a hearing officer shall be bound by rules of evidence used in California courts. Informality in any such hearing shall not invalidate any order or decision made or approved by the hearing officer or the Board.~~
- ~~b. All hearings shall be heard by a hearing officer (who shall be an attorney licensed in the State of California) except in those cases where the Board determines to hear the appeal itself. In any case in which the Board hears the appeal, the Board may use the services of its counsel or a hearing officer in ruling upon procedural questions, objections to evidence, and issues of law. If the appeal is heard by the Board, the Board shall affirm, modify or revoke the recommended personnel action.~~
- ~~c. If the appeal is heard by a hearing officer, he/she shall prepare a proposed decision in a form that may be adopted by the Board as the decision in the case. A copy of the proposed decision shall be received and filed by the Board and furnished to each party within ten days after the proposed decision is filed by the Board. The Board may:

 - ~~1) Adopt the proposed decision in its entirety~~
 - ~~2) Reduce the personnel action set forth in the proposed decision and adopt the balance of the proposed decision~~~~

Dismissal/Suspension/Disciplinary Action

- 3) ~~Reject a proposed reduction in personnel action, approve the personnel action sought by the complainant or any lesser penalty, and adopt the balance of the proposed decision~~
 - 4) ~~Reject the proposed decision in its entirety~~
- d. ~~If the Board rejects the proposed decision in its entirety, each party shall be notified of such action and the Board may decide the case upon the record including the transcript, with or without the taking of additional evidence, or may refer the case to the same or another hearing officer to take additional evidence. If the case is so assigned to a hearing officer, he/she shall prepare a proposed decision, as provided in item "c" above, upon the additional evidence and the transcript and other papers which are part of the record of the prior hearing. A copy of this proposed decision shall be furnished to each party within 10 days after the proposed decision is filed by the Board.~~
 - e. ~~In arriving at a decision or a proposed decision on the propriety of the proposed personnel action, the Board or the hearing officer may consider the records of any prior personnel action proceedings against the employee in which a personnel action was ultimately sustained and any records that were contained in the employee's personnel files and introduced into evidence at the hearing.~~

8. Hearing Decision

~~The decision of the Board shall be in writing and shall contain findings of fact and the personnel action approved, if any. The findings may reiterate the language of the pleadings or simply refer to them.~~

~~The decision of the Board shall be certified to the Superintendent or designee who recommended the personnel action, and he/she shall enforce and follow this decision. A copy of the decision shall be delivered to the appellant or his/her designated representative personally or by registered mail. The decision of the Board shall be final.~~

Hearing on Suspension, Demotion or Dismissal of Permanent Employee

When a timely request for a hearing has been served upon the Board in accordance with Sections 4(e) and (f), the Board or its designee shall, within fourteen (14) business days after receiving the request, schedule a hearing. The hearing will be scheduled within fifty (50) business days from the date the request for hearing is received. The employee shall be given at least five (5) days written notice of the time and place of the hearing and such hearing shall be closed unless the employee submits a written request for a public hearing.

Dismissal/Suspension/Disciplinary Action

- a. The president of the Board or designee shall preside over the hearing and rule on questions of procedure and evidence. The Board may, in its discretion, select a hearing officer to conduct the hearing in lieu of the Board. The hearing officer shall submit written findings and a proposed decision to the Board.**
- b. Oral evidence shall be taken only on oath or affirmation. Each party shall have the right to call and examine witnesses; to introduce exhibits; to cross-examine opposing witnesses; to impeach any witness regardless of which party first called the witness to testify; and to rebut the evidence against the witness. If the accused employee does not testify in his/her own behalf, the employee may be called and examined as if under cross-examination.**
- c. The hearing need not be conducted according to technical rules relating to evidence and witnesses. Any relevant evidence shall be admitted if it is the sort of evidence on which responsible persons are accustomed to rely in the conduct of serious affairs, regardless of the existence of any common law or statutory rule which might make improper the admission of such evidence over objection in civil actions. Hearsay evidence may be used for the purpose of supplementing and examining other evidence but shall not be sufficient standing by itself to support a finding unless it would be admissible over objection in civil actions. The rules of privilege shall be effective to the extent that they are otherwise required by statute to be recognized at the hearing. Irrelevant and unduly repetitious evidence shall be excluded.**
- d. If the hearing is conducted before the Board, it shall prepare written findings and a decision. If the hearing is conducted before a hearing officer, the Board shall review the record, including the findings, and the Board may accept, reject or modify the proposed decision. In acting upon the hearing officer's recommendation, the Board may take supplemental evidence, as it deems necessary, in order to make a final decision. The Board shall render its written decision within twenty-five (25) business days of receiving the hearing officer's decision, and its determination of the sufficiency of the cause for disciplinary action shall be conclusive. Notwithstanding further legal action in the courts of law, the decision of the Board of Education shall be binding on all parties.**

Dismissal/Suspension/Disciplinary Action

Immediate Demotion or Suspension Without Pay or Benefits of Permanent Employee

Notwithstanding the requirements of paragraph 4 above, if the Superintendent or designee determines that pending a Board hearing on the suspension or dismissal of a permanent employee, the continued presence of such employee is detrimental to the District or the employees of the District, the District may immediately suspend the employee without pay in accordance with the following procedures:

- a. The administration shall meet with the employee, advising the employee of the charges and the proposed action, and give the employee an opportunity to respond to the charges.**
- b. Whenever practicable, the conference between the employee and the administration shall be conducted prior to completion of the suspension, but in any event the District shall schedule the conference within five (5) working days from the time that the suspension is implemented.**
- c. The administration shall give the employee a copy of the written charges and any written materials upon which the charges are based within five (5) working days from the time the suspension is implemented.**

9. Compulsory Dismissal

The District shall not employ or retain in employment any person who has been convicted of any sex offense as defined in Education Code 44010 or any controlled substance offense as defined in Education Code 44011. However, the District may employ a person convicted of a controlled substance offense if the Board determines from the evidence it requires that the person has been rehabilitated for at least five years. If any such conviction is reversed and the person acquitted or charges dismissed except as otherwise provided below, the employee may be reemployed by the District, although reemployment is not a guarantee. (Education Code 45123)

The District reserves the right to dismiss an employee for any acts upon which the original criminal charges were based, despite the disposition by the courts. If dismissal is recommended and upheld, an employee will not be reemployed or compensated for the time he/she was suspended unless otherwise required by law. An employee shall be given notice of the possibility of not being reimbursed during mandatory suspension if he/she is ultimately dismissed for the acts upon which the original charges were based.

Dismissal/Suspension/Disciplinary Action

~~10~~ Extension of Compulsory Leave

The Board may extend an employee's compulsory leave of absence by giving him/her notice, within ten days after the entry of judgment in the proceedings, that he/she will be dismissed in 30 days unless he/she demands a hearing. Employee compensation during the period of compulsory leave shall be made in accordance with law. (Education Code 44940.5)

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
CA Constitution Article 1, Section 1	<u>Inalienable rights</u>
Ed. Code 35161	<u>Board delegation of any powers or duties</u>
Ed. Code 44009	<u>Conviction of specified crimes</u>
Ed. Code 44010	<u>Sex offense; definitions</u>
Ed. Code 44011	<u>Controlled substance offense</u>
Ed. Code 44940	<u>Compulsory leave of absence for certificated persons</u>
Ed. Code 44940.5	<u>Procedures when employees are placed on compulsory leave of absence</u>
Ed. Code 45101	<u>Definitions; disciplinary action and cause</u>
Ed. Code 45109	<u>Fixing of duties</u>
Ed. Code 45113	<u>Notification of charges; classified employees</u>
Ed. Code 45116	Notice of disciplinary action
Ed. Code 45123	<u>Employment after conviction of controlled substance offense</u>
Ed. Code 45302	<u>Demotion and removal from permanent classified service</u>

Dismissal/Suspension/Disciplinary Action

State	Description
Ed. Code 45303	<u>Additional cause for suspension or dismissal of employee charged with mandatory or optional leave of absence offense</u>
Ed. Code 45304	<u>Compulsory leave of absence for classified persons</u>
Gov. Code 12954	Employment discrimination; cannabis use
Veh. Code 1808.8	School bus drivers; dismissal for safety-related cause
Federal	Description
42 USC 12101-12213	Americans with Disabilities Act
U.S. Constitution, First Amendment	<u>Free exercise, free speech, and establishment clauses</u>
Management Resources	Description
Court Decision	Visalia Unified School District v. Public Employment Relations Board (2024) 98 Cal.App.5th 844
Court Decision	Kennedy v. Bremerton (2022) 142 S.Ct. 2407
Court Decision	California School Employees v. Livingston Union School District (2007) 149 Cal. App. 4th 391
Court Decision	CSEA v. Foothill Community College District (1975) 52 Cal. App. 3rd 150
Court Decision	Skelly v. California Personnel Board (1975) 15 Cal.3d 194
U.S. Department of Education Publication	<u>Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools, May 2023</u>
Website	<u>Office of the Attorney General</u>
Website	<u>Office of Administrative Hearings</u>

**Dismissal/Suspension/Disciplinary Action
Management Resources**

	Description
Website	<u>Department of General Services, About Teacher Dismissal Case Type</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>U.S. Department of Education</u>
Website	<u>CSBA</u>
Cross References	

Code	Description
1114	<u>District-Sponsored Social Media</u>
1114	<u>District-Sponsored Social Media</u>
1312.1	<u>Complaints Concerning District Employees</u>
1312.1	<u>Complaints Concerning District Employees</u>
1312.1-E PDF(1)	<u>Complaints Concerning District Employees</u>
1312.3	<u>Uniform Complaint Procedures</u>
1312.3	<u>Uniform Complaint Procedures</u>
3230	<u>Federal Grant Funds</u>
3230	<u>Federal Grant Funds</u>
3512	<u>Equipment</u>
3512	<u>Equipment</u>
3512-E PDF(1)	<u>Equipment - Epuipment</u>
3513.3	<u>Tobacco-Free Schools</u>
3513.3	<u>Tobacco-Free Schools</u>
3515.2	<u>Disruptions</u>
3515.2	<u>Disruptions</u>
3515.21	<u>Unmanned Aircraft Systems (Drones)</u>
3516.2	<u>Bomb Threats</u>
3542	<u>School Bus Drivers</u>

Dismissal/Suspension/Disciplinary Action

Code	Description
4000	<u>Concepts And Roles</u>
4020	<u>Drug And Alcohol-Free Workplace</u>
4020-E PDF(1)	<u>Drug And Alcohol-Free Workplace</u>
4030	<u>Nondiscrimination In Employment</u>
4030	<u>Nondiscrimination In Employment</u>
4040	<u>Employee Use Of Technology</u>
4112.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4112.5	<u>Criminal Record Check</u>
4112.5-E PDF(1)	<u>Criminal Record Check</u>
4113.5	<u>Working Remotely</u>
4119.1	<u>Civil And Legal Rights</u>
4119.21	<u>Professional Standards</u>
4119.21-E PDF(1)	<u>Professional Standards</u>
4119.22	<u>Dress And Grooming</u>
4119.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4119.25	<u>Political Activities Of Employees</u>
4127	<u>Temporary Athletic Team Coaches</u>
4127	<u>Temporary Athletic Team Coaches</u>
4136	<u>Nonschool Employment</u>
4154	<u>Health And Welfare Benefits</u>
4154	<u>Health And Welfare Benefits</u>
4157	<u>Employee Safety</u>
4157	<u>Employee Safety</u>
4158	<u>Employee Security</u>
4158	<u>Employee Security</u>
4161	<u>Leaves</u>
4161	<u>Leaves</u>

Dismissal/Suspension/Disciplinary Action

Code	Description
4161.11	<u>Industrial Accident/Illness Leave</u>
4200	<u>Classified Personnel</u>
4200	<u>Classified Personnel</u>
4212	<u>Appointment And Conditions Of Employment</u>
4212.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4212.5	<u>Criminal Record Check</u>
4212.5-E PDF(1)	<u>Criminal Record Check</u>
4213.5	<u>Working Remotely</u>
4216	<u>Probationary/Permanent Status</u>
4219.1	<u>Civil And Legal Rights</u>
4219.21	<u>Professional Standards</u>
4219.22	<u>Dress And Grooming</u>
4219.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4219.25	<u>Political Activities Of Employees</u>
4227	<u>Temporary Athletic Team Coaches</u>
4227	<u>Temporary Athletic Team Coaches</u>
4236	<u>Nonschool Employment</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4257	<u>Employee Safety</u>
4257	<u>Employee Safety</u>
4258	<u>Employee Security</u>
4258	<u>Employee Security</u>
4261	<u>Leaves</u>
4261	<u>Leaves</u>
4261.11	<u>Industrial Accident/Illness Leave</u>

Dismissal/Suspension/Disciplinary Action

Code	Description
4312.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4312.5	<u>Criminal Record Check</u>
4312.5-E PDF(1)	<u>Criminal Record Check</u>
4313.5	<u>Working Remotely</u>
4319.1	<u>Civil And Legal Rights</u>
4319.21	<u>Professional Standards</u>
4319.21	<u>Professional Standards</u>
4319.21-E PDF(1)	<u>Professional Standards</u>
4319.22	<u>Dress And Grooming</u>
4319.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4319.25	<u>Political Activities Of Employees</u>
4327	<u>Temporary Athletic Team Coaches</u>
4327	<u>Temporary Athletic Team Coaches</u>
4336	<u>Nonschool Employment</u>
4354	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
4357	<u>Employee Safety</u>
4357	<u>Employee Safety</u>
4358	<u>Employee Security</u>
4358	<u>Employee Security</u>
4361	<u>Leaves</u>
4361.11	<u>Industrial Accident/Illness Leave</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.3	<u>Nondiscrimination/Harassment</u>

Dismissal/Suspension/Disciplinary Action

Code	Description
5145.7	<u>Sex Discrimination and Sex-Based Harassment</u>
5145.7	<u>Sex Discrimination and Sex-Based Harassment</u>
5145.71	<u>Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures</u>
5145.71-E PDF(1)	<u>Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures</u>
5145.9	<u>Hate-Motivated Behavior</u>
6145.2	<u>Athletic Competition</u>
6145.2	<u>Athletic Competition</u>
6162.54	<u>Test Integrity/Test Preparation</u>
9000	<u>Role Of The Board</u>

Policy
 adopted: November 10, 2010
 revised:

RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Students

BP 5148.2(a)

Before/After School Programs

The Board desires to provide learning opportunities for students beyond the regular school day that support the regular education program in a supervised environment. In order to increase academic achievement of participating students, the content of such programs shall be coordinated with the District's vision and goals for student learning, local control and accountability plan, curriculum, and academic standards.

Each program offered by the District shall be planned through a collaborative process as required by law. (Education Code 8422, 8482.5, 8484.75, 46120)

~~The Board of Education desires to provide after-school enrichment programs that support the regular education program and provide safe alternatives for students. In order to increase academic achievement of participating students, the content of such programs shall be coordinated with the District's vision and goals for student learning, its curriculum, and District and State academic.~~

~~(cf. 0000—Vision)
(cf. 0200—Goals for the School District)
(cf. 5147—Dropout Prevention)
(cf. 5148—Child Care and Development)
(cf. 6011—Academic Standards)
(cf. 6176—Weekend/Saturday Classes)
(cf. 6177—Summer School)
(cf. 6179—Supplemental Instruction)~~

~~The District's program shall be planned through a collaborative process that includes parent/guardians, students, and representatives of participating schools, community organization, and, if appropriate, the private sector. (Education Code 8422, 8482.5)~~

~~(cf. 1020—Youth Services)
(cf. 1400—Relations Between Other Governmental Agencies and the Schools)
(cf. 1700—Relations Between Private Industry and the Schools)
(cf. 6020—Parent Involvement)~~

~~The establishment of any program at a District school shall be approved by the Board and the principal of each participating school. (Education Code 8421, 8482.3)~~

~~The Superintendent or designee shall ensure that all staff who directly supervise students in the District's after-school program possess appropriate knowledge and experience. As needed, staff and volunteers shall receive ongoing training related to their job responsibilities. (Education Code 8483.4)~~

Before/After School Programs

~~(cf. 1240—Volunteer Assistance)
(cf. 4131—Staff Development)
(cf. 4222—Teacher Aides/Paraprofessional)
(cf. 4231—Staff Development)
(cf. 4331—Staff Development)~~

~~The program shall include academic and enrichment elements in accordance with law and administrative regulation. In addition, the program may include support services that reinforce the educational component and promote student health and well-being~~

~~(cf. 0450—Comprehensive Safety Plan)
(cf. 3550—Food Service/Child Nutrition Program)
(cf. 5030—Student Wellness)
(cf. 5131.6—Alcohol and Other Drugs)
(cf. 6142.7—Physical Education and Activity)~~

~~No fee shall be charged for participation in the program.~~

~~The Board and the Superintendent or designee shall monitor student participation rates and shall identify multiple measures that shall be used to evaluate program effectiveness. Such measures may include, but are not limited to, student outcome data; program self assessments; feedback from staff, participating students, and parents/guardians; and observation of program activities.~~

To the extent feasible, the district shall give priority to establishing expanded learning opportunities beyond the regular school day in low-performing schools and/or programs that serve low-income and other at-risk students.

Any expanded learning opportunities, including but not limited to After School Education and Safety Program (ASES), 21st Century Community Learning Center Program (21st CCLC), 21st Century High School After School Safety and Enrichment for Teens Program (ASSETs), Expanded Learning Opportunities Program (ELO) or any other program to be established pursuant to Education Code 8421, 8482.3, 8484.75, or 46120, shall be approved by the Board.

The Superintendent or designee shall ensure that all staff who directly supervise students in the District's expanded learning opportunity programs possess appropriate knowledge and experience. As needed, staff and volunteers shall receive ongoing training related to their job responsibilities.

Each before-school, after-school, summer, vacation, or intersessional expanded learning opportunity program shall include academic and enrichment elements in accordance with law and administrative regulation. In addition, each program may include support services that reinforce the educational component and promote student health and well-being.

No fee shall be charged for participation in the program.

Before/After School Programs

The Superintendent or designee shall monitor student participation rates and shall identify multiple measures that shall be used to evaluate program effectiveness. Such measures may include, but are not limited to, student outcome data; program self-assessments; feedback from staff, participating students, and parents/guardians; and observations of program activities.

Every three years, the Superintendent or designee shall review the after-school program plan, including, but not limited to, program goals, program content, and outcome measures. Documentation of the program plan shall be maintained for a minimum of five years.

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 17260-17268	<u>Plans and specifications for school facilities</u>
Ed. Code 17264	<u>New construction; accommodation of before- and after-school programs</u>
Ed. Code 35021.3	<u>After-school physical recreation instructors</u>
Ed. Code 45125	<u>Criminal record check</u>
Ed. Code 45330	<u>Paraprofessionals; instructional aides</u>
Ed. Code 45340-45349	<u>Paraprofessionals; instructional aides</u>
Ed. Code 46120	<u>Expanded learning opportunities</u>
Ed. Code 49024	<u>Activity Supervisor Clearance Certificate</u>
Ed. Code 49430-49434	<u>Nutrition standards</u>
Ed. Code 49540-49546	<u>Child care food program</u>
Ed. Code 49553	<u>Free or reduced-price meals</u>
Ed. Code 69430-69460	<u>Cal Grant program</u>

Before/After School Programs

State	Description
Ed. Code 8263	<u>Eligibility and priorities for subsidized child development services</u>
Ed. Code 8273.1	Family fees; exemptions
Ed. Code 8281.5	California Prekindergarten Planning and Implementation Grant Program
Ed. Code 8295-8305	<u>Child development program; personnel qualifications</u>
Ed. Code 8350-8359.1	Programs for CalWORKS recipients
Ed. Code 8360-8370	Personnel qualifications
Ed. Code 8420-8428	<u>21st Century High School After School Safety and Enrichment Program for Teens</u>
Ed. Code 8482-8484.65	<u>After School Education and Safety Program</u>
Ed. Code 8484.7-8484.9	<u>21st Century Community Learning Centers</u>
Ed. Code 8490-8490.7	Distinguished After School Health Recognition Program
W&I Code 10207-10492.2	<u>Child Care and Development Services Act</u>
W&I Code 10273	<u>Preferred placement for otherwise eligible children ages 11 or 12</u>
Federal	Description
20 USC 6311	State plan
20 USC 6314	Title I schoolwide program
20 USC 7171-7176	21st Century Community Learning Centers
42 USC 11434a	Education for homeless children and youths
42 USC 1766-1766a	Child and Adult Care Food Program
7 CFR 226.17	Child care center nutrition standards

Before/After School Programs

Management Resources	Description
California Department of Education Publication	Early Release and Late Arrival Guidance, December 2021
	Quality Program Improvement Plan Instructions: Instructions for Completing a Quality Program Improvement Plan for Expanded Learning Programs in California, January 2022
California Department of Education Publication	21st CCLC and ASSETs FAQs, October 2022
California Department of Education Publication	Request for Applications: 21st Century Community Learning Centers and After School Safety and Enrichment for Teens, September 2022
California Department of Education Publication	Expanded Learning Opportunities Program FAQs, July 2022
California Department of Education Publication	Quality Standards for Expanded Learning in California: Creating and Implementing a Shared Vision of Quality, 2014
California Department of Education Publication	A Crosswalk Between the Quality Standards for Expanded Learning and Program Quality Assessment Tools, 2014
California Department of Education Publication	California After School Physical Activity Guidelines, 2009
U.S. Department of Education Publication	21st Century Community Learning Centers, Nonregulatory Guidance, February 2003
Website	California Afterschool Network
Website	California Child and Adult Care Food Program
Website	CSBA District and County Office of Education Legal Services

Before/After School Programs

Management Resources	Description
Website	<u>California Department of Education, Expanded Learning</u>
Website	<u>U.S. Department of Agriculture</u>
Website	<u>California School-Age Consortium</u>
Website	<u>Partnership for Children and Youth</u>
Website	<u>California Healthy Kids Survey</u>
Website	<u>Commission on Teacher Credentialing</u>
Website	<u>CSBA</u>
Website	<u>U.S. Department of Education</u>

Cross References

Code	Description
0000	<u>Vision</u>
0000	<u>Vision</u>
0200	<u>Goals For The School District</u>
0410	<u>Nondiscrimination In District Programs And Activities</u>
0450	<u>Comprehensive Safety Plan</u>
0450	<u>Comprehensive Safety Plan</u>
0460	<u>Local Control And Accountability Plan</u>
0460	<u>Local Control And Accountability Plan</u>
0500	<u>Accountability</u>
1240	<u>Volunteer Assistance</u>
1240	<u>Volunteer Assistance</u>
1312.3	<u>Uniform Complaint Procedures</u>
1312.3	<u>Uniform Complaint Procedures</u>
1330	<u>Use Of School Facilities</u>
1330	<u>Use Of School Facilities</u>

Before/After School Programs

Code	Description
1330.1	<u>Joint Use Agreements</u>
1400	<u>Relations Between Other Governmental Agencies And The Schools</u>
1700	<u>Relations Between Private Industry And The Schools</u>
3260	<u>Fees And Charges</u>
3260	<u>Fees And Charges</u>
3280	<u>Sale Or Lease Of District-Owned Real Property</u>
3540	<u>Transportation</u>
3540	<u>Transportation</u>
3550	<u>Food Service/Child Nutrition Program</u>
3550	<u>Food Service/Child Nutrition Program</u>
3552	<u>Summer Meal Program</u>
3553	<u>Free And Reduced Price Meals</u>
3553	<u>Free And Reduced Price Meals</u>
3554	<u>Other Food Sales</u>
3554	<u>Other Food Sales</u>
3554-E PDF(1)	<u>Other Food Sales</u>
3580	<u>District Records</u>
3580	<u>District Records</u>
4112.4	<u>Health Examinations</u>
4112.4	<u>Health Examinations</u>
4112.5	<u>Criminal Record Check</u>
4112.5-E PDF(1)	<u>Criminal Record Check</u>
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>

Before/After School Programs

Code	Description
4212.4	<u>Health Examinations</u>
4212.4	<u>Health Examinations</u>
4212.5	<u>Criminal Record Check</u>
4212.5-E PDF(1)	<u>Criminal Record Check</u>
4222	<u>Teacher Aides/Paraprofessionals</u>
4222	<u>Teacher Aides/Paraprofessionals</u>
4231	<u>Staff Development</u>
4231	<u>Staff Development</u>
4312.4	<u>Health Examinations</u>
4312.4	<u>Health Examinations</u>
4312.5	<u>Criminal Record Check</u>
4312.5-E PDF(1)	<u>Criminal Record Check</u>
4331	<u>Staff Development</u>
4331	<u>Staff Development</u>
5030	<u>Student Wellness</u>
5030	<u>Student Wellness</u>
5131.6	<u>Alcohol And Other Drugs</u>
5131.6	<u>Alcohol And Other Drugs</u>
5131.62	<u>Tobacco</u>
5131.62	<u>Tobacco</u>
5137	<u>Positive School Climate</u>
5141.21	<u>Administering Medication And Monitoring Health Conditions</u>
5141.21	<u>Administering Medication And Monitoring Health Conditions</u>
5141.21-E PDF(1)	<u>Administering Medication And Monitoring Health Conditions</u>
5141.21-E PDF(2)	<u>Administering Medication And Monitoring Health Conditions</u>

Before/After School Programs

Code	Description
5141.23	<u>Asthma Management</u>
5141.23	<u>Asthma Management</u>
5141.27	<u>Food Allergies/Special Dietary Needs</u>
5141.27	<u>Food Allergies/Special Dietary Needs</u>
5141.52	<u>Suicide Prevention</u>
5141.52	<u>Suicide Prevention</u>
5141.52-E PDF(1)	<u>Suicide Prevention</u>
5144	<u>Discipline</u>
5144	<u>Discipline</u>
5145.6	<u>Parent/Guardian Notifications</u>
5145.6-E PDF(1)	<u>Parent/Guardian Notifications</u>
5145.9	<u>Hate-Motivated Behavior</u>
5147	<u>Dropout Prevention</u>
5147	<u>Dropout Prevention</u>
5148	<u>Child Care And Development</u>
5148	<u>Child Care And Development</u>
6011	<u>Academic Standards</u>
6020	<u>Parent Involvement</u>
6020	<u>Parent Involvement</u>
6142.4	<u>Service Learning/Community Service Classes</u>
6142.6	<u>Visual And Performing Arts Education</u>
6142.7	<u>Physical Education And Activity</u>
6142.7	<u>Physical Education And Activity</u>
6142.91	<u>Reading/Language Arts Instruction</u>
6142.91	<u>Reading/Language Arts Instruction</u>

Before/After School Programs

Code	Description
6142.92	<u>Mathematics Instruction</u>
6142.92	<u>Mathematics Instruction</u>
6142.93	<u>Science Instruction</u>
6145	<u>Extracurricular And Cocurricular Activities</u>
6145	<u>Extracurricular And Cocurricular Activities</u>
6154	<u>Homework/Makeup Work</u>
6154	<u>Homework/Makeup Work</u>
6159	<u>Individualized Education Program</u>
6159	<u>Individualized Education Program</u>
6163.4	<u>Student Use Of Technology</u>
6170.1	<u>Transitional Kindergarten</u>
6171	<u>Title I Programs</u>
6171	<u>Title I Programs</u>
6173	<u>Education For Homeless Children</u>
6173	<u>Education For Homeless Children</u>
6173-E PDF(1)	<u>Education For Homeless Children</u>
6173.1	<u>Education For Foster Youth</u>
6173.1	<u>Education For Foster Youth</u>
6173.4	<u>Education For American Indian Students</u>
6175	<u>Migrant Education Program</u>
6175	<u>Migrant Education Program</u>
6176	<u>Weekend/Saturday Classes</u>
6177	<u>Summer Learning Programs</u>
6177	<u>Summer Learning Programs</u>
6178	<u>Career Technical Education</u>

Before/After School Programs

Code	Description
6178	<u>Career Technical Education</u>
6179	<u>Supplemental Instruction</u>
6179	<u>Supplemental Instruction</u>

Policy
approved: July 12, 2006
revised: May 9, 2007
revised: December 7, 2016
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Instruction

BP 6177(a)

Summer Learning Programs

The Board of Education recognizes that an extended break from the instructional program may result in significant learning loss, especially among disadvantaged and low-achieving students, and desires to provide opportunities during the summer for students to practice essential skills and make academic progress, **and focus on developing social, emotional, and physical needs and interests through hands-on engaging learning experiences.**

Pursuant to Education Code 46120, on non-school days, intersessional programs of specified lengths of time must include in-person before or after-school programs.

Districts are required to provide an ELO program to specified students. However, student participation in an ELO program is optional. For more information regarding ELO program requirements, see BP/AR 5148.2 - Before/After School Programs.

Pursuant to Education Code 46120, as amended by SB 141 (Ch. 194, Statutes of 2023), a District that is temporarily prevented from operating its ELO program because of a school site closure due to emergency conditions specified in Education Code 41422 or Education Code 8482.8(d), will not be subject to penalties as a result of the emergency if the Governing Board adopts a resolution and provides documentation substantiating the need for closure.

Summer programs offered by the District shall be aligned with the District's local control and accountability plan (LCAP), other applicable District and school plans, and the educational program provided during the school year. When feasible, summer programs shall blend high-quality academic instruction in core curricular and/or elective subjects with recreation, nutrition programs, social and emotional development, and support services that encourage attendance, student engagement in learning, and student wellness.

~~(cf. 0200—Goals for the School District)~~
~~(cf. 0460—Local Control and Accountability Plan)~~
~~(cf. 3552—Summer Meal Program)~~
~~(cf. 5030—Student Wellness)~~
~~(cf. 5141.6—School Health Services)~~
~~(cf. 5148—Child Care and Development Program)~~
~~(cf. 6011—Academic Standards)~~
~~(cf. 6142.7—Physical Education and Activity)~~
~~(cf. 6143—Courses of Study)~~

Summer Learning Programs

Summer School

~~The Superintendent or designee, with Board approval, may establish summer school day and/or evening classes.~~

The Superintendent or designee shall establish summer school classes pursuant to Education Code 46120.

Pursuant to Education Code 46120, ELO programs must include at least nine hours of in-person expanded learning opportunities per day for at least 30 non-school days, inclusive of extended school year days provided pursuant to Education Code 56345.

~~(cf. 5148.2—Before/After School Program)~~

~~(cf. 6171—Title I Programs)~~

~~(cf. 6175—Migrant Education Program)~~

The District's summer learning program may be used to provide supplemental instruction to students needing remediation and/or enrichment in core academic subjects.

~~(cf. 6176—Weekend/Saturday Classes)~~

~~(cf. 6179—Supplemental Instruction)~~

As appropriate, priority for enrollment in summer learning programs shall be given to District students who:

1. Need course credits in order to graduate from high school before the beginning of the next school year

~~(cf. 5147—Dropout Prevention)~~

~~(cf. 6146.1—High School Graduation Requirements)~~

2. Have been retained or are at risk of being retained at their grade level

~~(cf. 5123—Promotion/Acceleration/Retention)~~

3. Demonstrate academic deficiencies in core curriculum areas

~~(cf. 0460—Local Control and Accountability Plan)~~

4. Are in ~~targeted~~ student groups identified in the District's LCAP as needing increased or improved services to succeed in the educational program.

Sites for summer learning programs may be rotated in an effort to make summer learning programs more accessible to all students, regardless of residence or regular attendance area, and to accommodate the maintenance needs of District schools.

Summer Learning Programs

The remaining openings shall be offered to other District students on a first-come, first-served basis.

Because summer courses cover extensive instructional content in a relatively short time period, students who have more than three excused absences or one unexcused absences may not receive credit for summer session class(es) unless they make-up missed work in accordance with law, Board policy, and administrative regulation.

~~(cf. 5113 – Absences and Excuses)~~

~~(cf. 6154 – Homework/Make-Up Work)~~

5. Are foster youth and/or are students experiencing homelessness

If during an intersession period the student will be moving, the student's educational rights holder or, in the case of an American Indian child, Indian custodian, shall determine which school the student attends for the intersession period, if applicable. (Education Code 48850, 48853.5)

6. Are transitional kindergarten or kindergarten children, or in any of grades 1-6 and are required to be offered or provided access to Expanded Learning Opportunities (ELO) Programs pursuant to Education Code 46120 and BP/AR 5184.2 - Before/After School Programs

The remaining openings shall be offered to other District students on a first-come first-served basis.

Because summer courses cover extensive instructional content in a relatively short time period, students who have more than two excused absences or one unexcused absence may not receive credit for summer session class(es) in accordance with law, Board policy, and administrative regulation.

Sites for summer school programs may be rotated in an effort to make summer school programs more accessible to all students, regardless of residence or regular attendance area, and to accommodate the maintenance needs of District schools.

Additional Summer Learning Opportunities

The Superintendent or designee may collaborate with parents/guardians, city and county agencies, community organizations, child care providers, and/or other interested persons to develop, implement, and build awareness of organized activities that support summer learning.

~~(cf. 1020 – Youth Services)~~

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

~~(cf. 1700 – Relations Between Private Industry and the Schools)~~

Summer Learning Programs

Strategies to support summer learning may include, but are not limited to:

1. Providing information to students and parents/guardians about summer reading programs scheduled to be conducted by public libraries or community organizations
2. Collaborating with local parks and recreation agency and/or community organizations to provide day camps, sports programs, or other opportunities for physical education and activity

~~(cf. 1330.1 Joint Use Agreements)~~

3. Collaborating with workforce development agencies, businesses, and community organizations to provide summer job training opportunities that include an academic component

~~(cf. 3260 Fees and Charges)~~

~~(cf. 5113.2 Work Permits)~~

~~(cf. 6178.1 Work Based Learning)~~

4. Encouraging reading in the home, such as providing lists of recommended reading to students and parents/guardians, establishing a target number of books or pages, and providing prizes for achievement of reading goals

~~(cf. 6020 Parent Involvement)~~

5. Assigning summer vacation homework in core curricular subject(s) for extra credit
6. Conducting occasional, interactive "fun days" during the summer to provide activities related to art, music, science, technology, mathematics, environmental science, multicultural education, debate, or other subjects
7. Arranging opportunities for community service

~~(cf. 6142.4 Service Learning/Community Service Classes)~~

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
5 CCR 11470-11472	<u>Summer school</u>
5 CCR 3043	<u>Extended school year; special education students</u>

Summer Learning Programs

State	Description
Ed. Code 37252-37254.1	<u>Supplemental instruction</u>
Ed. Code 39837	<u>Transportation to summer employment program</u>
Ed. Code 41422	<u>Conditions Disqualifying School Districts from Apportionments</u>
Ed. Code 41505-41508	<u>Pupil Retention Block Grant</u>
Ed. Code 41976.5	<u>Summer school programs; substantially disabled persons or graduating high school seniors</u>
Ed. Code 42238.01-42238.07	<u>Local control funding formula</u>
Ed. Code 43520-43525	<u>In-Person Instruction and Expanded Learning Opportunities Grants</u>
Ed. Code 46120	<u>Expanded Learning Opportunities Program</u>
Ed. Code 48070-48070.5	<u>Promotion and retention</u>
Ed. Code 48850-48859	<u>Students in foster care and students experiencing homelessness</u>
Ed. Code 51210	<u>Course of study for grades 1-6</u>
Ed. Code 51220	<u>Course of study for grades 7-12</u>
Ed. Code 51730-51732	<u>Powers of governing boards (authorization for elementary summer school classes); admissions of adults and minors</u>
Ed. Code 52052	<u>Accountability; numerically significant student subgroups</u>
Ed. Code 52059.5-52077	<u>Local control and accountability plan</u>
Ed. Code 54444.3	<u>Summer program for migrant students</u>
Ed. Code 56345	<u>Individualized education program contents</u>

Summer Learning Programs

State	Description
Ed. Code 58700-58702	<u>Credit towards summer school apportionments for tutoring and homework assistance</u>
Ed. Code 58806	<u>Summer school apportionments</u>
Ed. Code 8482-8484.6	<u>After School Education and Safety Program</u>
Ed. Code 8484.7-8484.9	<u>21st Century Community Learning Centers</u>

Federal	Description
20 USC 6311-6322	<u>Improving basic programs for disadvantaged students</u>
20 USC 7171-7176	<u>21st Century Community Learning Centers</u>

Management Resources	Description
CSBA Publication	<u>Supporting the Summer Learning Strategy to Boost Student Achievement, Fact Sheet, December 2015</u>
CSBA Publication	<u>Summer and STEAM Make an Ideal Match, Governance Brief, November 2016</u>
CSBA Publication	<u>Summer Learning: As Easy as 1, 2, 3, January 2016</u>
CSBA Publication	<u>Putting STEAM into Your District's Summer: A Guide to Regional Partners and Resources in California, February 2018</u>
CSBA Publication	<u>Putting STEAM into Your District's Summer: A Planning Guide for School District Governance Teams, January 2018</u>
CSBA Publication	<u>School's Out, Now What? How Summer Programs Are Improving Student Learning and Wellness, Policy Brief, April 2013</u>

Summer Learning Programs

Management Resources	Description
National Summer Learning Association Publication	<u>Every Summer Counts: A Longitudinal Analysis of Outcomes from the National Summer Learning Project, December 2020</u>
National Summer Learning Association Publication	<u>2021 California Summer Learning Guide: Investing in Resilience and Relationships, March 2021</u>
Partnership for Children & Youth Publication	<u>Summer 2022: How California schools are making the most of new increased state investments, January 2023</u>
Rand Corporation Publication	<u>Making Summer Count: How Summer Programs Can Boost Children's Learning, 2011</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>National Summer Learning Association</u>
Website	<u>RAND Corporation</u>
Website	<u>Summer Matters</u>
Website	<u>Partnership for Children and Youth</u>
Website	<u>California Department of Education</u>
Website	<u>CSBA</u>
Cross References	

Code	Description
0200	<u>Goals For The School District</u>
0460	<u>Local Control And Accountability Plan</u>
0460	<u>Local Control And Accountability Plan</u>
1330.1	<u>Joint Use Agreements</u>
1400	<u>Relations Between Other Governmental Agencies And The Schools</u>

Summer Learning Programs

Code	Description
1700	<u>Relations Between Private Industry And The Schools</u>
3260	<u>Fees And Charges</u>
3260	<u>Fees And Charges</u>
3552	<u>Summer Meal Program</u>
3553	<u>Free And Reduced Price Meals</u>
3553	<u>Free And Reduced Price Meals</u>
5030	<u>Student Wellness</u>
5030	<u>Student Wellness</u>
5113	<u>Absences And Excuses</u>
5113	<u>Absences And Excuses</u>
5113.2	<u>Work Permits</u>
5113.2	<u>Work Permits</u>
5123	<u>Promotion/Acceleration/Retention</u>
5123	<u>Promotion/Acceleration/Retention</u>
5141.6	<u>School Health Services</u>
5141.6	<u>School Health Services</u>
5147	<u>Dropout Prevention</u>
5147	<u>Dropout Prevention</u>
5148.2	<u>Before/After School Programs</u>
5148.2	<u>Before/After School Programs</u>
6000	<u>Concepts And Roles</u>
6011	<u>Academic Standards</u>
6020	<u>Parent Involvement</u>
6020	<u>Parent Involvement</u>
6111	<u>School Calendar</u>
6142.4	<u>Service Learning/Community Service Classes</u>

Summer Learning Programs

Code	Description
6142.7	<u>Physical Education And Activity</u>
6142.7	<u>Physical Education And Activity</u>
6142.91	<u>Reading/Language Arts Instruction</u>
6142.91	<u>Reading/Language Arts Instruction</u>
6143	<u>Courses Of Study</u>
6143	<u>Courses Of Study</u>
6146.1	<u>High School Graduation Requirements</u>
6146.1	<u>High School Graduation Requirements</u>
6154	<u>Homework/Makeup Work</u>
6154	<u>Homework/Makeup Work</u>
6159	<u>Individualized Education Program</u>
6159	<u>Individualized Education Program</u>
6164.5	<u>Student Success Teams</u>
6171	<u>Title I Programs</u>
6171	<u>Title I Programs</u>
6173	<u>Education For Homeless Children</u>
6173	<u>Education For Homeless Children</u>
6173-E PDF(1)	<u>Education For Homeless Children</u>
6173.1	<u>Education For Foster Youth</u>
6173.1	<u>Education For Foster Youth</u>
6173.4	<u>Education For American Indian Students</u>
6175	<u>Migrant Education Program</u>
6175	<u>Migrant Education Program</u>
6176	<u>Weekend/Saturday Classes</u>
6178.1	<u>Work-Based Learning</u>

Summer Learning Programs

	Code	Description
	6179	<u>Supplemental Instruction</u>
	6179	<u>Supplemental Instruction</u>

Policy
approved: September 22, 1999
revised: December 6, 2006
revised: February 22, 2017
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California



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	<u>Disclosure of interests</u>
2 CCR 18753-18756	<u>Conflict of interest codes</u>
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

Business and Non-Instructional Operations

BP 3516(a)

EMERGENCIES AND DISASTER PREPAREDNESS PLAN

The Board of Education recognizes that all District staff and students must be prepared to respond quickly and responsibly to emergencies, disasters, and threats of disaster. **The District shall take all reasonable steps to prevent and/or mitigate the impact of a disaster on District students, staff, and schools.**

The Superintendent or designee shall develop and maintain a disaster preparedness plan ~~that details provisions for handling~~ **which contains routine and** emergencies and disasters and shall be included in the District's **procedures, including, but not limited to, earthquake emergency procedures, and adaptations for individuals with disabilities in accordance with the Americans with Disabilities Act, the federal Individuals with Disabilities Education Act, and Section 504 of the federal Rehabilitation Act of 1973.** Such procedures shall be incorporated into the comprehensive school safety plan. (Education Code 32282)

In developing the disaster preparedness plan, the Superintendent or designee shall involve district staff at all levels, including administrators, district police or security officers, facilities managers, transportation managers, food services personnel, school psychologists, counselors, school nurses, teachers, classified employees, and public information officers. As appropriate, the Superintendent shall also collaborate with law enforcement, fire safety officials, emergency medical services, health and mental health professionals, parents/guardians, and students.

The plan shall comply with state-approved Standardized Emergency Management System (SEMS) guidelines established for multiple-jurisdiction or multiple-agency operations and with the National Incident Management System. The Superintendent or designee shall provide training to employees regarding their responsibilities, including periodic drills and exercises to test and refine staff's responsiveness in the event of an emergency.

~~The Superintendent or designee shall also develop and maintain emergency plans for each school site. In developing the District and school emergency plans, the Superintendent or designee shall collaborate with city and county emergency responders, including local public health administrators.~~

~~The Superintendent or designee shall use state-approved Standardized Emergency Management System (SEMS) guidelines, work toward integrating the National Incident Management System (NIMS), and the Incident Command System (ICS) when updating District and site-level emergency and disaster preparedness plans.~~

The Superintendent or designee shall provide training to employees regarding their responsibilities, including periodic drills and exercises to test and refine staff's responsiveness in the event of an emergency.

EMERGENCIES AND DISASTER PREPAREDNESS PLAN

The Board shall grant the use of school buildings, grounds, and equipment to public agencies, including the American Red Cross, for mass care and welfare shelters during disasters or other emergencies affecting the public health and welfare. The Board shall cooperate with such agencies in furnishing and maintaining whatever services ~~they~~ the **District may deem** necessary to meet the community's needs. (Education Code 32282)

School employees are considered disaster service workers and are subject to disaster service activities assigned to them. (Government Code 3100)

Policy Reference Disclaimer:

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State	Description
19 CCR 2400-2450	Standardized Emergency Management System
5 CCR 550	Fire drills
5 CCR 560	Civil defense and disaster preparedness plans
CA Constitution Article 20, Section 3	Oath or affirmation
Civ. Code 1714.5	Release from liability for disaster service workers and shelters
Ed. Code 32001	Fire alarms and drills
Ed. Code 32040	Duty to equip school with first aid kit
Ed. Code 32280-32289.5	School safety plans
Ed. Code 32290	Safety devices
Ed. Code 39834	Operating overloaded bus
Ed. Code 46390-46392	Emergency average daily attendance in case of disaster
Ed. Code 49505	Natural disaster; meals for homeless students; reimbursement

EMERGENCIES AND DISASTER PREPAREDNESS PLAN**State**

Gov. Code 11549

Description[Cybersecurity assessment](#)

Gov. Code 11549.3

[Office of information security](#)

Gov. Code 3100-3109

[Oath or affirmation of allegiance](#)

Gov. Code 8586.5

[California _____ Cybersecurity
Integration Center](#)

Gov. Code 8607

[Standardized _____ Emergency
Management System](#)

Public Utilities Code 2872

[Automatic dialing](#)**Federal****Description**

20 USC 1400-1482

[Individuals _____ with _____ Disabilities
Education Act](#)

29 USC 794

[Rehabilitation Act of 1973; Section
504](#)

42 USC 12101-12213

[Americans with Disabilities Act](#)**Management Resources****Description**

Cal OES Publication

[California _____ Emergency
Management for Schools: A Guide
for Districts and Sites](#)

Cal OES Publication

[School _____ Emergency _____ Response:
Using SEMS at Districts and Sites,
June 1998](#)

Cal OES Publication

[State of California Emergency
Plan, 2017](#)

Cal OES Publication

[Active _____ Shooter _____ Awareness
Guidance, February 2018](#)

California Department of Education Publication

[Crisis Response Box, 2000](#)Federal Emergency Management Agency
Publication[National Incident Management
System, 3rd ed., October 2017](#)

U.S. Department of Education Publication

[Guide _____ for _____ Developing
High-Quality School Emergency
Operations Plans, 2013](#)

Website

[California _____ Public _____ Utilities
Commission](#)

EMERGENCIES AND DISASTER PREPAREDNESS PLAN

Management Resources

	Description
Website	California Office of Emergency Services: School Emergency Planning & Safety
Website	California Department of Education, Comprehensive School Safety Plans
Website	California Cybersecurity Integration Center
Website	CSBA District and County Office of Education Legal Services
Website	California Department of Education, Crisis Preparedness
Website	Centers for Disease Control and Prevention
Website	U.S. Department of Education, Emergency Planning
Website	U.S. Department of Homeland Security
Website	Federal Emergency Management Agency
Website	California Governor's Office of Emergency Services
Website	California Seismic Safety Commission
Website	American Red Cross
Website	California Attorney General's Office
Website	CSBA
Cross References	

Code

Code	Description
0400	Comprehensive Plans
0420	School Plans/Site Councils
0420	School Plans/Site Councils
0450	Comprehensive Safety Plan
0450	Comprehensive Safety Plan

EMERGENCIES AND DISASTER PREPAREDNESS PLAN

Code	Description
1100	Communication With The Public
1100-E PDF(1)	Communication With The Public
1112	Media Relations
1113	District And School Websites
1113	District And School Websites
1114	District-Sponsored Social Media
1114	District-Sponsored Social Media
1220	Citizen Advisory Committees
1220	Citizen Advisory Committees
1313	Civility
1330	Use Of School Facilities
1330	Use Of School Facilities
1330.1	Joint Use Agreements
1340	Access To District Records
1340	Access To District Records
1400	Relations Between Other Governmental Agencies And The Schools
3000	Concepts And Roles
3511	Energy And Water Management
3511	Energy And Water Management
3511-E PDF(1)	Energy And Water Management - Energy Conservation And Building Management
3513.3	Tobacco-Free Schools
3513.3	Tobacco-Free Schools
3514	Environmental Safety
3514	Environmental Safety
3514.2	Integrated Pest Management

EMERGENCIES AND DISASTER PREPAREDNESS PLAN

Code	Description
3515	Campus Security
3515	Campus Security
3515-E PDF(1)	Campus Security
3515.2	Disruptions
3515.2	Disruptions
3515.7	Firearms On School Grounds
3516.1	Fire Drills And Fires
3516.2	Bomb Threats
3516.3	Earthquake _____ Emergency Procedure System
3516.5	Emergency Schedules
3517	Facilities Inspection
3517	Facilities Inspection
3517-E(1)	Facilities Inspection
3530	Risk Management/Insurance
3530	Risk Management/Insurance
3540	Transportation
3540	Transportation
3543	Transportation _____ Safety _____ And Emergencies
3580	District Records
3580	District Records
4112.3	Oath Or Affirmation
4113.5	Working Remotely
4119.41	Employees _____ With _____ Infectious Disease
4131	Staff Development
4131	Staff Development
4157	Employee Safety
4157	Employee Safety
4212.3	Oath Or Affirmation

EMERGENCIES AND DISASTER PREPAREDNESS PLAN

Code	Description
4213.5	Working Remotely
4219.41	Employees With Infectious Disease
4231	Staff Development
4231	Staff Development
4257	Employee Safety
4257	Employee Safety
4312.3	Oath Or Affirmation
4313.5	Working Remotely
4319.41	Employees With Infectious Disease
4331	Staff Development
4331	Staff Development
4357	Employee Safety
4357	Employee Safety
5113	Absences And Excuses
5113	Absences And Excuses
5131.4	Student Disturbances
5131.4	Student Disturbances
5141	Health Care And Emergencies
5141	Health Care And Emergencies
5141.21	Administering Medication And Monitoring Health Conditions
5141.21	Administering Medication And Monitoring Health Conditions
5141.21-E PDF(1)	Administering Medication And Monitoring Health Conditions
5141.21-E PDF(2)	Administering Medication And Monitoring Health Conditions
5141.22	Infectious Diseases
5141.22	Infectious Diseases

EMERGENCIES AND DISASTER PREPAREDNESS PLAN

Code	Description
5142	Safety
5142	Safety
6142.8	Comprehensive Health Education
6142.8	Comprehensive Health Education
6153	School-Sponsored Trips
6153	School-Sponsored Trips
6164.2	Guidance/Counseling Services
6164.2	Guidance/Counseling Services
7111	Evaluating Existing Buildings
9320	Meetings And Notices

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RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Certificated Personnel

BP 4113(a)

ASSIGNMENT

~~**Cautionary Notice:**—As added and amended by SBX3-4 (Ch. 12, Third Extraordinary Session, Statutes of 2009) and ABX4-2 (Ch. 2, Fourth Extraordinary Session, Statutes of 2009), Education Code 42605 grants districts flexibility in “Tier 3” categorical programs. The Rialto Unified School District has accepted this flexibility and thus is deemed in compliance with the statutory or regulatory program and funding requirements for these programs for the 2008-2009 through 2012-2013 fiscal years. As a result, the district may temporarily suspend certain provisions of the following policy or regulation that reflect these requirements. For further information, please contact the Superintendent or designee.~~

In order to serve the best interests of students and the educational program, the Board of Education authorizes the Superintendent or designee to assign certificated personnel to positions for which ~~their~~ **they are qualified pursuant to their certification**, preparation, certification, professional experience, and aptitude ~~qualify~~ them.

~~(cf. 4112.2—Certification)~~

~~(cf. 4112.21—Interns)~~

~~(cf. 4112.22—Staff Teaching Students of Limited English Proficiency)~~

~~(cf. 4112.23—Special Education Staff)~~

~~(cf. 4112.8/4212.8/4312.8—Employment of Relatives)~~

Teachers may be assigned to any school within the District in accordance with the collective bargaining agreement or Board policy.

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

Assignment to Courses/Classes

The Superintendent or designee shall assign teachers ~~to courses~~ based on the grade level and subject matter authorized by their credentials.

When there is no credential authorization requirement for teaching an elective course, the Superintendent or designee shall select the credentialed teacher whose knowledge and skills best prepare ~~him/her~~ **the teacher** to provide instruction in that subject.

ASSIGNMENT *(continued)*

When specifically authorized by law or regulation, the Superintendent or designee may assign a teacher, with ~~his/her~~ **the teacher's** consent, **assign a teacher** to a position outside ~~his/her~~ **the teacher's** credential authorization in accordance with the local teaching **ing** assignment options described in the Commission on Teacher Credentialing's (CTC) Administrator's Assignment Manual. **Such A** assignments made ~~pursuant to Education Code 44256, 44258.2, and 44263~~ shall be annually approved by Board resolution. In such cases, the Superintendent or designee shall reference in District records the statute or regulation under which the assignment is authorized.

(cf. 3580—District Records)

~~The Superintendent or designee shall periodically report to the Board on teacher assignments and vacancies, including the number and type of assignments made outside a teacher's credential authorization through a local teaching assignment option. Whenever District misassignments and vacancies are reviewed by the County Superintendent of Schools or CTC, as applicable, the Superintendent or designee shall report the results to the Board and shall provide recommendations for remedying any identified issues.~~

If at any time a certificated employee is required by the District to accept an assignment which the employee believes is not legally authorized by the employee's credential, the employee shall notify the Superintendent or designee, in writing, of the misassignment. Within 15 working days, the Superintendent or designee shall notify the employee of the legality of the assignment. If no action is taken by the district, the employee shall provide written notification to the County Superintendent of Schools. No adverse action shall be taken against an employee who files a notice of misassignment. (Education Code 44258.9)

(cf. 1312.4—Williams Uniform Complaint Procedures)

Vacancies and Misassignments

Annually, the District shall review potential misassignments and vacant positions throughout the District. Upon receiving notification from CTC of the availability of data regarding potential misassignments and vacant positions in the District, the Superintendent shall review the data within 60 days. When necessary, the Superintendent or designee may respond by submitting additional documentation to the County Superintendent showing that an employee is legally authorized for an assignment and/or that a position identified as vacant was miscoded and a legally authorized employee is assigned to the position. (Education Code 44258.9)

ASSIGNMENT *(continued)*

If the District subsequently receives, within 90 days of CTC's initial notification, a notification from the County Superintendent indicating that a certificated employee in the District is assigned to a position for which the employee has no legal authorization, the District shall correct the assignment within 30 calendar days. (Education Code 44258.9)

The District shall serve as the monitoring authority for teacher assignments in any charter school it has authorized, in accordance with Education Code 44258.9-44258.10.

Any complaint alleging teacher misassignment or vacancy shall be filed and addressed through the District's procedures specified in AR 1312.4 - Williams Uniform Complaint Procedures.

The school accountability report card for each school shall include any assignment of teachers outside their subject areas of competence, misassignments, including misassignments of teachers of English learners, and the number of vacant teacher positions for the most recent three-year period. (Education Code 331)

Equitable Distribution of Qualified Teachers

The Superintendent or designee shall ensure that highly qualified and experienced teachers are equitably distributed **identify and address the equitable distribution of highly qualified and experienced teachers** among District schools, including those with higher than average levels of low-income, minority, and/or academically underperforming students. He/she **The Superintendent or designee** shall annually report to the Board comparisons of teacher qualifications across District schools, including the number of teachers serving under a provisional internship permit, short-term staff permit, intern credential, emergency permit, or credential waiver.

(cf. 0520.2—Title I Program Improvement Schools)

Strategies for ensuring equitable access to experienced teachers may include, but are not limited to, incentives for voluntary transfers, provision of professional development, and/or programs to recruit and retain effective teachers.

(cf. 0460—Local Control and Accountability Plan)

(cf. 4111—Recruitment and Selection)

(cf. 4114—Transfers)

(cf. 4131—Staff Development)

(cf. 4131.1—Teacher Support and Guidance)

(cf. 6171—Title I Programs)

ASSIGNMENT*Legal Reference:*EDUCATION CODE*33126 School accountability report card**35035—Additional powers and duties of superintendent**35186 Complaint process**37616 Assignment of teachers to year-round schools**44225.6 Commission report to the legislature re: teachers**44250-44277 Credentials and assignments of teachers**44314 Subject matter programs, approved subjects**44824 Assignment of teachers to weekend classes**44955 Reduction in number of employees*GOVERNMENT CODE*3543.2—Scope of representation*CODE OF REGULATIONS, TITLE 5*80003-80005 Credential authorizations**80020-80020.5 Additional assignment authorizations**80335 Performance of unauthorized professional services**80339-80339.6 Unauthorized certificated employee assignment*UNITED STATES CODE, TITLE 20*6311 State plan**6312 Local educational agency plans**6601-6651 Teacher and Principal Training and Recruiting Fund**Management Resources:*CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS*California State Plan to Ensure Equitable Access to Excellent Educators**Every Student Succeeds Act 2016-17 School Year Transition Plan,*COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS*Administrator's Assignment Manual—Updates and Revisions, May 2014**The Administrator's Assignment Manual, rev. September 2007*U.S. DEPARTMENT OF EDUCATION GUIDANCE*Transitioning to the Every Student Succeeds Act (ESSA):—Frequently Asked Questions, May 4, 2016**Improving Teacher Quality State Grants: ESEA Title II, Part A, rev. October 5, 2006*WEB SITES*CSBA: <http://www.csba.org>**California Department of Education: <http://www.cde.ca.gov>**Commission on Teacher Credentialing: <http://www.ctc.ca.gov>**U.S. Department of Education: <http://www.ed.gov>*

ASSIGNMENT**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
5 CCR 80003-80005	Credential authorizations
5 CCR 80020-80020.5	Additional assignment authorizations
5 CCR 80335	Performance of unauthorized professional services
5 CCR 80339-80339.6	Unauthorized certificated employee assignment
Ed. Code 33126	School accountability report card
Ed. Code 35035	Powers and duties of the superintendent; transfer authority
Ed. Code 35186	Complaints related to instructional materials, teacher vacancy or misassignment, and facility conditions that pose emergency or urgent threat
Ed. Code 37616	Consultation regarding year-round schedule
Ed. Code 44225.6	Commission report to the legislature re: teachers
Ed. Code 44250-44277	Credentials and assignment of teachers
Ed. Code 44314	Subject matter programs; approved subjects
Ed. Code 44824	Assignment of teachers to weekend classes
Ed. Code 44955	Reduction in number of permanent employees
Gov. Code 3543.2	Scope of representation

ASSIGNMENT**Federal**

20 USC 6311

Description[State plan](#)

20 USC 6312

[Local educational agency plan](#)

20 USC 6601-6651

[Teacher and Principal Training and Recruiting Fund](#)**Management Resources****Description**

California Department of Education Publication

[Every Student Succeeds Act 2016-17 School Year Transition Plan, April 2016](#)

California Department of Education Publication

[California State Plan to Ensure Equitable Access to Excellent Educators](#)

Commission on Teacher Credentialing Publication

[Administrator's Assignment Manual - Updates and Revisions, May 2014](#)

Commission on Teacher Credentialing Publication

[The Administrator's Assignment Manual, 2021](#)

U.S. Department of Education Guidance

[Improving Teacher Quality State Grants: ESEA Title II, Part A , rev. October 5, 2006](#)

Website

[CSBA District and County Office of Education Legal Services](#)

Website

[Commission on Teacher Credentialing](#)

Website

[CSBA](#)

Website

[U.S. Department of Education](#)

Website

[California Department of Education](#)

Cross References

Code**Description**

0415

[Equity](#)

0460

[Local Control And Accountability Plan](#)

ASSIGNMENT

Code	Description
0460	Local Control And Accountability Plan
1312.4	Williams Uniform Complaint Procedures
1312.4-E PDF(1)	Williams Uniform Complaint Procedures
3580	District Records
3580	District Records
4111	Recruitment And Selection
4112.1	Contracts
4112.2	Certification
4112.2	Certification
4112.21	Interns
4112.21	Interns
4112.22	Staff Teaching English Learners
4112.23	Special Education Staff
4112.23	Special Education Staff
4112.8	Employment Of Relatives
4113.5	Working Remotely
4114	Transfers
4115	Evaluation/Supervision
4115	Evaluation/Supervision
4117.3	Personnel Reduction
4121	Temporary/Substitute Personnel
4121	Temporary/Substitute Personnel
4131	Staff Development
4131	Staff Development
4131.1	Teacher Support And Guidance
4140	Bargaining Units

ASSIGNMENT

Code	Description
4141	Collective Bargaining Agreement
4211	Recruitment And Selection
4212.8	Employment Of Relatives
4213.5	Working Remotely
4240	Bargaining Units
4241	Collective Bargaining Agreement
4311	Recruitment And Selection
4311	Recruitment And Selection
4312.8	Employment Of Relatives
4313.5	Working Remotely
4331	Staff Development
4331	Staff Development
4340	Bargaining Units
6000	Concepts And Roles
6117	Year-Round Schedules
6117	Year-Round Schedules
6141.5	Advanced Placement
6142.7	Physical Education And Activity
6142.7	Physical Education And Activity
6162.51	State Academic Achievement Tests
6162.51	State Academic Achievement Tests
6163.1	Library Media Centers
6171	Title I Programs
6171	Title I Programs
6176	Weekend/Saturday Classes

ASSIGNMENT

Code	Description
6181	<u>Alternative Schools/Programs Of Choice</u>
6181	<u>Alternative Schools/Programs Of Choice</u>
6183	<u>Home And Hospital Instruction</u>

Policy
adopted: July 28, 1999
revised: May 26, 2010
revised: December 7, 2016
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Facilities

BP 7214(a)

General Obligation Bonds

The Board of Education recognizes that school facilities are an essential component of the educational program and that the Board has a responsibility to ensure that the District's facilities needs are met in the most cost-effective manner possible. **The Board may direct the Superintendent to explore the possibility of a bond measure, which may include, but is not limited to, conducting community focus groups, surveys, and Board presentations.** When the Board determines that it is in the best interest of District students, it may order an election on the question of whether bonds shall be issued to pay for school facilities.

~~(cf. 1160—Political Processes)~~

~~(cf. 7110—Facilities Master Plan)~~

~~(cf. 7210—Facilities Financing)~~

The Board's decision to order a bond election, as well as its determinations regarding the appropriate amount, timing, and structure of the bond issuance, shall be consistent with law and the District's debt management policy.

~~(cf. 3470—Debt Issuance and Management)~~

Before ordering a bond election, the Board shall obtain reasonable and informed projections of assessed valuations that take into consideration projections of assessed property valuations made by the county assessor. (Education Code 15100)

When any project to be funded by bonds will require state matching funds for any phase of the project, the ballot **materials** for the bond measure shall include a statement as specified in Education Code 15122.5, advising voters that, because the project is subject to approval of state matching funds, passage of the bond measure is not a guarantee that the project will be completed. (Education Code 15122.5)

Bonds Requiring 55 Percent Approval by Local Voters

~~The Board may decide to pursue the authorization and issuance of bonds, by approval of 55 percent majority of the voters pursuant to Article 13A, Section 1(b)(3) and Article 16, Section 18(b) of the California Constitution. If a two-thirds of the Board agrees to such an election, the Board shall vote to~~ **and subject to Education Code 15100, may** adopt a resolution to incur bonded indebtedness if approved by a 55 percent majority of the voters **and order an election. Pursuant to the California Constitution, Article 13A, Section 1(b)(3) and Article 16, Section 18(b), a bond election authorized pursuant to Education Code 15266 requires the approval of at least a 55 percent majority of the voters voting in the election.** (Education Code 15266)

~~(cf. 9323.2—Actions by the Board)~~

General Obligation Bonds

The bond election may only be ordered at a primary or general election, a statewide special election, or a regularly scheduled local election at which all of the electors of the District are entitled to vote. (Education Code 15266)

Bonded indebtedness incurred by the District **pursuant to Education Code 15266** shall be used only for the following purposes: (California Constitution Article 13A, Section 1(b)(3) and 1(b)(3)(A))

1. The construction, reconstruction, rehabilitation, or replacement of school facilities, including the furnishing and equipping of school facilities
2. The acquisition or lease of real property for school facilities
3. The refunding of any outstanding debt issuance used for the purposes specified in ~~it~~Items #1-2 above

The proposition approved by the voters shall include the following accountability requirements: (California Constitution Article 13A, Section 1(b)(3))

1. Certification that proceeds from the sale of the bonds **will** be used only for the purposes specified in ~~it~~Items #1-2 above, and not for any other purposes including teacher and administrative salaries and other school operating expenses.
2. A list of specific school facility~~ies~~**ies** projects to be funded and certification that the Board has evaluated safety, class size reduction, and information technology needs in developing that list

~~(cf. 0440—District Technology Plan)~~

~~(cf. 0450—Comprehensive Safety Plan)~~

~~(cf. 6151—Class Size)~~

3. A requirement that the Board conduct an annual, independent performance audit to ensure that the funds have been expended only on the specific projects listed
4. A requirement that the Board conduct an annual, independent financial audit of the proceeds from the sale of the bonds until all of those proceeds have been expended for the school facilities projects

If a District general obligation bond requiring a 55 percent majority is approved by the voters, the Board shall appoint an independent citizen's oversight committee to inform the public concerning the expenditure of bond revenues as specified in Education Code 15278 and the accompanying administrative regulation. This committee shall be appointed within 60 days of the date that the Board enters the election results in its minutes pursuant to Education Code 15274. (Education Code 15278)

General Obligation Bonds

~~(cf. 1220—Citizen Advisory Committees)~~
~~(cf. 9324—Minutes and Recordings)~~

The Superintendent or designee shall ensure that the annual, independent performance and financial audits required pursuant to ~~Items #3-4~~ above are issued in accordance with the U.S. Comptroller General's Government Auditing Standards and submitted to the citizens' oversight committee at the same time they are submitted to ~~him/her~~ **the Superintendent or designee** and no later than March 31 of each year. (Education Code 15286)

The Board shall provide the citizens' oversight committee with responses to all findings, recommendations, and concerns addressed in the performance and financial audits within three months of receiving the audits. (Education Code 15280)

The Board may disband the citizens' oversight committee when the committee has completed its review of the final performance and financial audits.

Bonds Requiring 66.67 Percent Approval by Local Voters

The Board may decide to pursue the authorization and issuance of bonds by approval of 66.67 percent majority of the voters pursuant to Education Code 15100 and **California Constitution**, Article 13A, Section 1(b)(2) ~~of the California Constitution~~. If a majority of the Board agrees to such an election, or upon a petition of the majority of the qualified electors residing in the District, the Board shall adopt a resolution ordering an election on the question of whether to incur bonded indebtedness if approved by a 66.67 percent majority of the voters. (Education Code 15100)

The Bond election may be ordered to occur on any Tuesday, except a Tuesday that is a state holiday or the day before or after a state holiday, is within 45 days before or after a statewide election unless conducted at the same time as the statewide election, or is an established election date pursuant to Elections Code 1000 or 1500. (Education Code 15101)

Subject to limits specified in Article 13A, Section 1 of the California Constitution, bonds shall be sold to raise money for any of the following purposes: (Education Code 15100)

1. Purchasing school lots
2. Building or purchasing school buildings
3. Making alterations or additions to school building(s) other than as may be necessary for current maintenance, operation, or repairs
4. Repairing, restoring, or rebuilding any school building damaged, injured, or destroyed by fire or other public calamity
5. Supplying school buildings and grounds with furniture, equipment, or necessary apparatus of a permanent nature

General Obligation Bonds

6. Permanently improving school grounds
7. Refunding any outstanding valid indebtedness of the District, evidence by bonds or state school building aid loans
8. Carrying out sewer or drain projects or purposes authorized in Education Code 17577
9. Purchasing school buses with a useful life of at least 20 years
10. Demolishing or razing any school building with the intent to replace it with another school building, whether in the same location or in any other location

Except for refunding any outstanding indebtedness, any of the purposes listed above may be united and voted upon as a single proposition by order of the Board entered into the minutes. (Education Code 15100)

The Board may appoint a citizens' oversight committee to review and report to the Board and the public as to whether the expenditure of bond revenues complies with the intended purposes of the bond.

Certificate of Results

If the certificate of election results received by the Board shows that the appropriate majority of the voters is in favor of issuing the bonds, the Board shall record that fact in its minutes. The Board shall then certify to the County Board of Supervisors all proceedings it had in connection with the election results. (Education Code 15124, 15274)

Resolutions Regarding Sale of Bonds

Following passage of the bond measure by the appropriate majority of voters, the Board shall pass a resolution directing the issuance and sale of bonds. In accordance with law, the resolution shall prescribe the total amount of bonds to be sold and may also prescribe the maximum acceptable interest rate, not to exceed eight percent, and the time(s) when the whole or any part of the principal of the bonds shall be payable. (Education Code 15140; Government Code 53508.6)

In passing the resolution, the Board shall consider each available funding instrument, including, but not limited to, the costs associated with each and their relative suitability for the project to be financed.

Prior to the sale of bonds, the Board shall **place** an agenda item at a public meeting **and adopt as part of** either in the bond issuance resolution, or **in** a separate resolution, **disclosures of the** available funding instruments, the costs and suitability of each, and all of the following information: (Education Code 15146; ~~Government Code 53508.9~~)

General Obligation Bonds

1. Express approval of the method of sale (i.e., **such as** competitive; **or** negotiated; **or hybrid sales**)
2. Statement of the reasons for the method of sale selected
3. Disclosure of the identity of the bond counsel, and the identities of the bond underwriter and the financial advisor if either or both are utilized for the sale, unless these individuals have not been selected at the time the resolution is adopted, in which case the Board shall disclose their identities at the public meeting occurring after they have been selected
4. Estimates of the costs associated with the bond issuance, including, but not limited to, bond counsel and financial advisor fees, printing costs, rating agency fees, underwriting fees, and other miscellaneous costs and expenses of issuing the bonds

When the sale involves bonds that allow for the compounding of interest, such as a capital appreciation bond (CAB), the resolution to be adopted by the Board shall include items #1-4 above as well as the financing term and time of maturity, repayment ratio, and the estimated change in the assessed value of taxable property within the District over the term of the bonds. The resolution shall be publicly noticed on at least two consecutive meeting agendas, first as an information item and second as an action item. The agendas shall identify that bonds that allow for the compounding of interest are proposed. (Education Code 15146)

Prior to adopting a resolution for the sale of bonds that allow for the compounding of interest, the Board shall be presented with the following: (Education Code 15146)

1. An analysis containing the total overall cost of the bonds that allow for the compounding of interest
2. A comparison to the overall cost of current interest bonds
3. The reason bonds that allow for the compounding of interest are being recommended
4. A copy of the disclosure made by the underwriter in compliance with Rule G-17 adopted by the federal Municipal Securities Rulemaking Board

At least 30 days prior to the sale of any debt issue, the Superintendent or designee shall submit a report of the proposed issuance to the California Debt and Investment Advisor Commission (CDIAC). (Government Code 8855)

General Obligation Bonds

After the sale, the Board shall be presented with the actual issuance cost information and shall disclose that information at the Board's next scheduled meeting. The Board shall ensure that an itemized summary of the costs of the bond sale and all necessary information and reports regarding the sale are submitted to the CDIAC. (Education Code 15146; Government Code 53509.5)

Bond Anticipation Notes

Whenever the Board determines that it is in the best interest of the District, it may, by resolution, issue a bond anticipation note, on a negotiated or competitive-bid basis, to raise funds that shall be used only for a purpose authorized by a bond that has been approved by the voters of the District in accordance with law. (Education Code 15150)

Payment of principal and interest on any bond anticipation note shall be made at note maturity, not to exceed five years, from the proceeds derived from the sale of the bond in anticipation of which that note was originally issued or from any other source lawfully available for that purpose, including state grants. Interest payments may also be made from such sources. However, interest payments may be made periodically and prior to note maturity from an increased property tax if the following conditions are met: (Education Code 15150)

1. A resolution of the Board authorizes the property tax for that purpose.
2. The principal amount of the bond anticipation note does not exceed the remaining principal amount of the authorized but unissued bonds.

A bond anticipation note may be issued only if the tax rate levied to pay interest on the note would not cause the District to exceed the tax rate limitation set forth in Education Code 15268 or 15270, as applicable.

Deposit of Bond Proceeds

With regard to general obligation bonds, the District shall invest new money bond proceeds in the county treasury pool as required by law. (Education Code 15146)

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
CA Constitution Article 13A, Section 1	<u>Tax limitation</u>
CA Constitution Article 16, Section 18	<u>Debt limit</u>

General Obligation Bonds

State	Description
Ed. Code 15100-15254	<u>Bonds for school districts and community college districts</u>
Ed. Code 15264-15288	<u>Strict Accountability in Local School Construction Bonds Act of 2000</u>
Ed. Code 17577	<u>Sewers and drains</u>
Ed. Code 47614	<u>Charter school facilities</u>
Ed. Code 5322	<u>Resolution calling election</u>
Ed. Code 7054	<u>Use of district property; campaign purposes</u>
Elec. Code 1090-1099	<u>Prohibitions applicable to specified officers</u>
Elec. Code 1125-1129	<u>Incompatible activities</u>
Elec. Code 13119	<u>Forms of Ballots; ballot order</u>
Elec. Code 15372	<u>Elections official certificate</u>
Elec. Code 324	<u>General election</u>
Elec. Code 328	<u>Local election</u>
Elec. Code 341	<u>Primary election</u>
Elec. Code 348	<u>Regular election</u>
Elec. Code 356	<u>Special election</u>
Elec. Code 357	<u>Statewide election</u>
Elec. Code 53506-53509.5	<u>General obligation bonds</u>
Elec. Code 53580-53595.5	<u>Bonds</u>
Elec. Code 54952	<u>Definition of legislative body; Brown Act</u>
Elec. Code 9160-9170	<u>Ballot label; support and opposition listings</u>
Elec. Code 9400-9405	<u>Bond issues</u>
Gov. Code 6500-6539.9	<u>Joint powers agreements</u>
Gov. Code 8855	<u>California Debt and Investment Advisory Commission</u>
Federal	Description
17 CFR 240.10b-5	<u>Prohibition against fraud or deceit</u>

General Obligation Bonds

Federal	Description
17 CFR 240.15c2-12	<u>Municipal securities disclosure</u>
Management Resources	Description
Attorney General Opinion	<u>87 Ops.Cal.Atty.Gen. 157 (2004)</u>
Attorney General Opinion	<u>88 Ops.Cal.Atty.Gen. 46 (2005)</u>
Attorney General Opinion	<u>99 Ops.Cal.Atty.Gen. 18 (2016)</u>
	<u>Taxpayers for Accountable School Bond Spending v. San Diego Unified School District (2013) 215 Cal.App.4th 1013</u>
Court Decision	<u>San Lorenzo Valley Community Advocates for Responsible Education v. San Lorenzo Valley Unified School District (2006) 139 Cal.App.4th 1356</u>
Court Decision	<u>California's Challenge: Adequately Funding Education in the 21st Century, December 2015</u>
CSBA Publication	<u>Legal Guidelines: Use of Public Resources for Ballot Measures and Candidates, Fact Sheet, February 2011</u>
CSBA Publication	<u>Bond Sales - Questions and Considerations for Districts, Governance Brief, December 2012</u>
CSBA Publication	<u>California Debt Financing Guide, rev. March 2022</u>
Debt & Investment Advisory Commission Publication	<u>Types of Legal Counsel, Best Practice, September 2018</u>
Gov. Finance Officers Association Publication	<u>Selecting and Managing the Method of Sale of Bonds, Best Practice, March 2021</u>
Gov. Finance Officers Association Publication	<u>Debt Management Policy, Best Practice, March 2020</u>
Gov. Finance Officers Association Publication	

General Obligation Bonds

Management Resources	Description
Gov. Finance Officers Association Publication	<u>Investment and Management of Bond Proceeds, Best Practice, March 2022</u>
Gov. Finance Officers Association Publication	<u>Selecting and Managing Municipal Advisors, Best Practice, February 2014</u>
Gov. Finance Officers Association Publication	<u>Understanding Your Continuing Disclosure Responsibilities, Best Practice, March 2020</u>
Gov. Finance Officers Association Publication	<u>Refunding Municipal Bonds, Best Practice, March 2019</u>
Gov. Finance Officers Association Publication	<u>An Elected Official's Guide to Debt Issuance, 3rd Ed., 2008</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>Government Finance Officers Association</u>
Website	<u>Municipal Security Rulemaking Board, Electronic Municipal Market Access (EMMA)</u>
Website	<u>California Debt and Investment Advisory Commission</u>
Website	<u>Department of General Services, Office of Public School Construction</u>
Website	<u>California Department of Education</u>
Website	<u>CSBA</u>
Cross References	

Code	Description
0420	<u>School Plans/Site Councils</u>
0420	<u>School Plans/Site Councils</u>
0440	<u>District Technology Plan</u>
0440	<u>District Technology Plan</u>
0450	<u>Comprehensive Safety Plan</u>
0450	<u>Comprehensive Safety Plan</u>

General Obligation Bonds

Code	Description
1113	<u>District And School Websites</u>
1113	<u>District And School Websites</u>
1160	<u>Political Processes</u>
1220	<u>Citizen Advisory Committees</u>
1220	<u>Citizen Advisory Committees</u>
1230	<u>School-Connected Organizations</u>
1230	<u>School-Connected Organizations</u>
1330.1	<u>Joint Use Agreements</u>
1340	<u>Access To District Records</u>
1340	<u>Access To District Records</u>
3460	<u>Financial Reports And Accountability</u>
3460	<u>Financial Reports And Accountability</u>
3470	<u>Debt Issuance And Management</u>
3580	<u>District Records</u>
3580	<u>District Records</u>
6151	<u>Class Size</u>
7110	<u>Facilities Master Plan</u>
7110	<u>Facilities Master Plan</u>
7210	<u>Facilities Financing</u>
7210	<u>Facilities Financing</u>
7210-E PDF(1)	<u>Facilities Financing</u>
7213	<u>School Facilities Improvement Districts</u>
7213	<u>School Facilities Improvement Districts</u>
9270	<u>Conflict Of Interest</u>
9320	<u>Meetings And Notices</u>

General Obligation Bonds

Code	Description
9323.2	<u>Actions By The Board</u>
9323.2-E PDF(1)	<u>Actions By The Board</u>
9324	<u>Minutes And Recordings</u>

Policy
adopted: August 13, 2011
revised: August 8, 2012
revised: June 18, 2014
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California



**Board of Education Agenda
November 13, 2024**

APPROVE PHYSICAL EDUCATION EXEMPTION

BACKGROUND:

Per Educational Code 51241, the governing board of a school district or the Office of the County Superintendent of Schools of a county may grant temporary exemption to a pupil from courses in physical education, if the pupil is ill or injured and a modified program to meet the needs of the pupil cannot be provided.

REASONING:

Student Services has approved an exemption from all physical activities for student 4067431 for the 2023-2024 and 2024-2025 school years.

RECOMMENDATION:

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

SUBMITTED/REVIEWED BY: Robin McMillon, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
November 13, 2024**

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

BACKGROUND:

Emerald Cove Outdoor Science Institute (ECOS) has specialized in outdoor learning and whole child development since 1972. Their mission is to provide an immersive outdoor science school for students in grades 5 and 6 that sparks curiosity to learn and explore, builds confidence for school and life, and deepens connections with nature and with others. The district for the past two years has invested in a day camp experience for all students, which is coherent with Strategy 1 of our Strategic Plan "We will provide rigorous and relevant learning experiences to ensure each student's holistic development." This year three sites (Dollahan, Garcia, and Morris Elementary) would like to expand this opportunity to include an opportunity to attend an overnight program in which students will participate in Next Generation Science Standards based curriculum and life skills by exploring natural phenomena over three (3) days.

REASONING:

The Next Generation Science Standards (NGSS) adopted for California Schools in 2013, requires students to explore real-world phenomena with curiosity and creativity. Additionally, in 2004, California adopted the Environmental Principles and Concepts that have been overlaid in all of the subject matter frameworks (Ex: English, Math, Science, Social Studies, etc.) which asks students to think locally and act globally to address issues at the intersection of natural systems and human social systems. By having students extend their outdoor learning to the three (3) day option students will have a better understanding of the NGSS standards, including the environmental justice topics that affect the community. Furthermore, spending time in natural spaces is good for the body, soul, and spirit which is also coherent with the district's Socio-Emotional Learning goals.

RECOMMENDATION:

To 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.

SUBMITTED/REVIEWED BY: Juanita Chan-Roden/Patricia Chavez, Ed.D.



**Board of Education Agenda
November 13, 2024**

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

BACKGROUND:

Emerald Cove Science Institute has been utilizing the outdoors to foster holistic child development for thousands of students since 1972. The institute's mission is to ignite curiosity, encourage learning and exploration, instill confidence in both academic and real-life situations, and cultivate a stronger bond with nature and among peers.

REASONING:

Grade 5 students from Trapp Elementary will be going on a three-day, two-night field trip to the Emerald Cove Science Institute. During the trip, students will be supervised by adults at all times and will have the opportunity to participate in academic hikes, hands-on science education, observation, investigation, questioning, and Next Generation Science Standards. They will engage in science education in an outdoor learning environment and take part in team-building activities.

RECOMMENDATION:

To 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.

SUBMITTED/REVIEWED BY: Berenice Gutierrez/Patricia Chavez, Ed.D.



**Board of Education Agenda
November 13, 2024**

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

BACKGROUND:

The 2024 Nike Tournament of Champions will take place in Phoenix, Arizona. Rialto High's girls' basketball team will be participating in this competition, which is an overnight trip starting from December 17, 2024 through December 22, 2024. This basketball tournament will provide an opportunity for Rialto High School girls' basketball players to showcase their talents and skills.

REASONING:

Rialto High School girls' basketball team has been picked as an elite team this year and a team to watch by most. During the 2024 Nike Tournament of Champions, the girls' basketball players will show their basketball talents and skills to scouts and college athletic directors giving the students opportunities to broaden their talent beyond the classroom.

RECOMMENDATION:

To 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.

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



**Board of Education Agenda
November 13, 2024**

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

BACKGROUND:

The Bishop Gorman Thanksgiving Showcase is scheduled to take place in Las Vegas, Nevada. Rialto High's girls basketball team will be participating in this competition, which is an overnight trip starting from November 28, 2024, through November 30, 2024. The showcase will provide an opportunity for the girls' basketball players from Rialto High School to demonstrate their talents and skills.

REASONING:

Rialto High School's girls basketball team has been recognized as an elite team this year and a team to watch by many. During the Bishop Gorman Thanksgiving Showcase, the players will have the chance to showcase their basketball talents and skills to scouts and college athletic directors, providing them with opportunities to expand their talents beyond the classroom.

RECOMMENDATION:

To 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.

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



**Board of Education Agenda
November 13, 2024**

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

BACKGROUND:

The Eisenhower High School (EHS) Band, Orchestra, and Color Guard are led by Mrs. Tracie Scherzer. The award-winning EHS program has performed throughout Southern California and San Francisco. The program won Silver in the Southern California Percussion Alliance, which is the largest percussion competitive circuit in the USA, and the Color Guard took Bronze in the Winter Guard Association of Southern California (WGASC) Championships.

REASONING:

Eisenhower High School would like to send its Band and Color Guard to participate in a Chinese New Year's Parade and to visit the University of California, Santa Cruz in February of 2024. Over 100 units will participate in the Southwest Airlines Chinese New Year Parade. This opportunity will not only elevate the Band and Color Guard's status but also provide students with a valuable cultural experience. The day trip to the University of California, Santa Cruz aims to give students insights into what it takes to be Future Ready. This trip is congruent with the RUSD Strategic Plan, Strategy VI: bridging school and community learning opportunities.

RECOMMENDATION:

To 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.

SUBMITTED/REVIEWED BY: Kristal Henriquez-Pulido/Patricia Chavez, Ed.D.



**Board of Education Agenda
November 13, 2024**

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

BACKGROUND:

The 2024 NABSE Conference is designed to foster leadership development, build essential skills, and create a collaborative network of professionals dedicated to supporting diverse learners and strengthening community engagement. This year's conference offers a variety of sessions, workshops, and opportunities aligned with district goals, providing educators and leaders with the tools to address the unique needs of their communities. Attendees will gain insights into innovative practices, connect with like-minded individuals, and participate in discussions that emphasize equitable education, leadership growth, and community involvement. Hosted in the heart of Atlanta, the conference promises an enriching experience in an atmosphere that values both cultural and educational advancement.

REASONING:

The convention supports action steps related to leadership and family engagement by equipping attendees with tools to foster student success and build stronger community connections. The Agent for Equity, Access, and Excellence will collect post-conference evaluations and participation logs.

RECOMMENDATION:

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.

SUBMITTED/REVIEWED BY: Joseph Williams/ Rhea McIver Gibbs, Ed.D.



**Board of Education Agenda
November 13, 2024**

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

BACKGROUND:

The California Schools Board Association (CSBA) Annual Education Conference (AEC) is held every year in December and focuses on leadership development opportunities, including budget and finance, student achievement, governance, school safety, common core, community engagement, communication, and collaboration. The CSBA AEC Conference will be held December 4–December 7, 2024, at the Anaheim Convention Center in Anaheim, California.

The Annual Education Conference includes a two-day Student Board Member Program December 4-5, 2024, from 8:30 a.m.- 4:30 p.m.

REASONING:

Student Board Members are integral to district school boards, ensuring students' voices are heard and included in the governance team. The Student Board Member program at AEC is a state-wide professional development opportunity in which student board members can expand their governance horizons. This program provides student board members with a focus on developing their governance skills while they also become more familiar with their role as governance team members.

Through various presentations, discussions, and interactive exercises, students are introduced to the principles of good governance, share ideas on best practices, and build a network among their peers. This engaging training will provide student board members with the resources necessary to enhance their role on your governance team.

RECOMMENDATION:

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.

SUBMITTED/REVIEWED BY: Edward D'Souza, Ph.D.



**Board of Education Agenda
November 13, 2024**

DONATIONS

Monetary Donation(s)

Location: Eisenhower High School
Purpose: Instructional Supplies
Donor: Educational Resource Development Trust Amount: \$100.00

Location: Kucera Middle School
Purpose: Science Camp/Supplies
Donor: RUSD Child Nutrition (No Kid Hungry campaign) Amount: \$20,000.00

Location: Strategics Office
Purpose: Summer Strategics Continental Breakfast
Donor: Keenan & Associates Amount: \$982.72

Location: Fiscal Services
Purpose: 2024 Toy Drive Giveaway
Donor: Christmas Cheer All Year Amount: \$9,353.00
Donor: Superior Grocers Amount: \$9,062.00
Donor: Atkinson, Andelson, Loya, Ruud & Romo Amount: \$1,000.00

Non-Monetary Donation(s)

Location: Fiscal Services
Donor: Amazon
Items: 9 Pallets of various items

Location: Family and Community Engagement
Donor: Amazon
Items: Instructional materials and supplies

Location: Werner Elementary School
Donor: Kuehnet Nagel, Inc/Bertha Saldana
Items: School supplies valued at \$500



Non-Monetary Donation(s) cont.

Location: Trapp Elementary School

Donor: DonorsChoose

Items: Books for Ms. Ubario's class

RECOMMENDATION:

Accept the donation(s) and send a letter of appreciation to the donor(s): 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.

Monetary Donations - November 13, 2024	\$ 40,497.72
Donations - Fiscal Year-to-Date	\$ 47,297.72

SUBMITTED/REVIEWED BY: Diane Romo



**Board of Education Agenda
November 13, 2024**

SURPLUS OF EQUIPMENT AND MISCELLANEOUS ITEMS

Quantity	Description	Quantity	Description
2	CPU	7	Projector
1	IPad	2	Camera
4	Television	14	Document Camera
1	Cart, Laptop	8	Monitor
1	Laptop	1	Radio Recorder
128	Chair, Student	3	Printer
1	Easel	1	Whiteboard
1	Map, Pull down	4	Chair, Office
2	Wet Vacuum	4	Key Cutting Tool
1	Cabinet, Metal	1	Translator Receiver, Box
1	Refrigerator	1	Workstation table, Mail Room (Ratification)
12	Lateral File Cabinet (Ratification)	2	Bookcase (Ratification)
7	Desk, Office – wood (Ratification)	10	Tables (Ratification)
4	Speaker (Ratification)	2	Bracket, for speakers (Ratification)
72	ViewSonic Wall Mount (Ratification)	1	Floor scrubber, Nobles (Ratification)
2	Work Table (Ratification)		

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
November 13, 2024**

APPROVE AN AGREEMENT WITH COMMUNITY SCHOOLS LEARNING EXCHANGE

BACKGROUND:

The California Community Schools Learning Exchange (CSLX) is a statewide, nonprofit capacity-building organization focused on high-quality design and implementation of community school strategies. CSLX leaders have decades of experience in equity-driven Community Schools design and implementation, capacity building and technical assistance (TA), cycles of improvement, data systems and implementation research, and partnerships with higher education, research, and community-serving nonprofits. They have been at the forefront of the Community Schools movement in California and nationwide since 1999, as thought leaders, conducting Community Schools implementation and impact research, and supporting LEAs and partner organizations to effectively implement Community Schools strategies throughout the state, including applying for California Community Schools Partnership Program (CCSPP) planning and implementation grants.

REASONING:

Congruent with the Rialto Unified School District's Strategic Plan, Strategy VI, which focuses on bridging school and community learning opportunities, the one-year partnership with CSLX will offer capacity-building support, coaching, and technical support as RUSD moves through the Community School grant application process over the next several months. CSLX has an extraordinary track record working with Districts across the state of California in earning these grants. If successful through the application process, RUSD has the ability to earn well over \$20 million in Community School implementation grants over the next 5 years.

RECOMMENDATION:

To 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.

SUBMITTED/REVIEWED BY: Kevin Hodgson, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
November 13, 2024**

APPROVE AN AGREEMENT WITH SOUNDTRAP BY SPOTIFY

BACKGROUND:

Soundtrap is an easy-to-use, collaborative, online audio recording studio, where teachers and students collaborate in a safe classroom using any device to help support student's educational experience. Soundtrap has over 4,000 loops, sound effects and virtual instruments, live video collaboration, and feedback features. Everything is provided for students to create music in any genre, record a class choir ensemble, or produce podcasts. Soundtrap users include students from over 10,000 schools worldwide- from elementary to university level.

REASONING:

Offering Soundtrap by Spotify is congruent with Strategy I of our District's Strategic Plan, which focuses on providing a rigorous and relevant learning experience to ensure the holistic development of each student. By utilizing Soundtrap, students will have the opportunity to engage in music composition and playback, fostering creativity and artistic expression. This initiative also supports Strategy IV, aiming to cultivate a culture of high expectations within the Rialto Unified School District Community by empowering students to explore and create music in an educational setting.

RECOMMENDATION:

To 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).

SUBMITTED/REVIEWED BY: Ingrid Lin, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
November 13, 2024**

APPROVE AN AGREEMENT WITH COULD IT BE DYSLEXIA

BACKGROUND:

Could It Be Dyslexia is a local tutoring service that supports students with dyslexia using the Barton System. The owner, Mrs. Cynthia Dapello, is a certified master-level instructor trained in dyslexia remediation. She is also skilled in Structured Word Inquiry (SWI) and the Foundation in Sound/LiPS programs for students who do not pass the Barton screening.

REASONING:

The goal is to implement targeted compensatory education services specifically designed to enhance reading instruction. This initiative will focus on identifying students who are struggling with reading and providing them with tailored support and resources to improve their literacy skills.

RECOMMENDATION:

To 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.

SUBMITTED/REVIEWED BY: Sonya Scott, Ed.D/Patricia Chavez, Ed.D.



**Board of Education Agenda
November 13, 2024**

APPROVE AN AGREEMENT WITH FIT LEARNING

BACKGROUND:

Established in 1998, Fit Learning has been dedicated to applying the science of learning to address mainstream academic difficulties. The growth and success of Fit Learning have been solely driven by word of mouth. Their highly specialized program offers unparalleled services to students of all kinds. All programs utilize a multi-modal approach that significantly enhances visual and auditory processing speed, working memory, executive functioning, confidence, and perseverance.

REASONING:

As part of the Alternative Dispute Resolution (ADR) process, the Rialto Unified School District aims to better meet the needs of our families and support each student's unique learning styles. Fit Learning is a service provider for due process settlements, aligning with our focus on providing equitable educational access and opportunities. The District may utilize Fit Learning to offer compensatory services in reading and math.

RECOMMENDATION:

To 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.

SUBMITTED/REVIEWED BY: Sonya Scott, Ed.D/Patricia Chavez, Ed.D.



**Board of Education Agenda
November 13, 2024**

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

BACKGROUND:

The goal of Fitness Results Dance is to bring the joy and knowledge of dance to the youth throughout Southern California. Fitness Results Dance has successfully introduced dance programs in multiple schools, including those in Claremont, Ontario, Fontana, and Pomona. Founder Mrs. Risa Anderson, who has over 20 years of teaching experience, believes that dedication, perseverance, and integrity are essential for success in everything our students do so she incorporates these values into her teaching to help students establish a strong foundation. Dance serves as an excellent vehicle for imparting skills such as classroom etiquette, self-confidence, performance abilities, and teamwork, which can benefit students throughout their lives.

REASONING:

Dollahan and Preston Elementary Schools are offering Hip-Hop dance lessons for all students. The lessons will be provided in (2) two sessions. The first session is for students in grades 3 through 5, and the second session is for students in TK through grade 2. Each session will include two lessons per week for 8 weeks. At the end of the program, each group will perform in a Parent Showcase. This initiative is congruent with our District's Strategy I, which focuses on providing rigorous and relevant learning experiences for holistic student development.

RECOMMENDATION:

To 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).

SUBMITTED/REVIEWED BY: Elizabeth Alegre-Punchur & Erica Bennett/Patricia Chavez, Ed.D.



**Board of Education Agenda
November 13, 2024**

APPROVE AN AGREEMENT WITH CORWIN - PRESTON ELEMENTARY SCHOOL

BACKGROUND:

Corwin (A Sage Company) has been in business for over 28 years, providing practical, research-based resources and services to help educators make the greatest impact through sustained professional learning. For the 2024-2025 school year, Preston plans to have a Corwin consultant provide three days of professional development for instructional staff tailored to grades kindergarten through grade 5. The focus will be on improving the best, first instruction in the area of teaching reading by establishing and communicating learning intentions, analyzing success criteria, and providing students with meaningful experiences and assessments.

REASONING:

This professional development will focus on ensuring that learning expectations and success criteria for reading are communicated to students. Our goal is to provide the best instruction to increase students' learning and improve academic achievement. Comparing the Spring and Fall 2023-24 iReady diagnostic results, Preston Elementary saw a significant improvement in the iReady scores, with proficiency levels rising from 16% to 36% in the Spring. Providing this professional development for our teachers is congruent with our District's plan to improve students' reading and comprehension skills.

RECOMMENDATION:

To 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.

SUBMITTED/REVIEWED BY: Erica Bennett/Patricia Chavez, Ed.D.



**Board of Education Agenda
November 13, 2024**

APPROVE AN AGREEMENT WITH DOUBLETREE BY HILTON ONTARIO AIRPORT

BACKGROUND:

DoubleTree by Hilton is a hotel chain that has been around for more than 50 years with a global portfolio of 660 hotels across 51 countries. DoubleTree by Hilton offers contemporary accommodations and amenities, including unique food and beverage experiences, and meeting/event spaces.

REASONING:

The District has used the DoubleTree by Hilton Ontario Airport location for the past three years to host the District-wide “We Honor Our Own” staff recognition event. The DoubleTree by Hilton provides event space and catering services with a capacity of over 500 guests, as well as audio/visual services and equipment for the event.

RECOMMENDATION:

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.

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



**Board of Education Agenda
November 13, 2024**

APPROVE AN AMENDMENT TO THE AGREEMENT WITH ALLIANCE ENVIRONMENTAL

BACKGROUND:

On June 26, 2024, the Board of Education approved an agreement with Alliance Environmental & Compliance, Inc., an independent contractor specially trained, experienced, and competent in conformity with the laws of the State of California, to perform the special services, at a cost not-to-exceed \$15,000.00.

REASONING:

Over the past few months, Alliance Environmental has provided specialized mitigation services for various school sites and service areas. Alliance Environmental has responded to multiple environmental concerns and provided professional mitigation services. As a result, it is necessary to increase the amount of the agreement from \$15,000.00 to \$35,000.00.

RECOMMENDATION:

Amend the agreement with Alliance Environmental to 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.

SUBMITTED/REVIEWED BY: Derek Harris/Diane Romo



**Board of Education Agenda
November 13, 2024**

CLASSIFIED EXEMPT – PERSONNEL REPORT NO. 1327

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

NOON DUTY AIDES

Ceja, Kimberly	Eisenhower High School	11/04/2024	\$16.50 per hour
Camarena, Dennise	Boyd Elementary School	10/23/2024	\$16.50 per hour
Mendoza, Tania	Curtis Elementary School	10/25/2024	\$16.50 per hour
Ramirez, Iliana	Myers Elementary School	09/20/2024	\$16.50 per hour
Utley, Isaac	Eisenhower High School	11/04/2024	\$16.50 per hour
Vega, Megan	Eisenhower High School	11/04/2024	\$16.50 per hour

WORKABILITY – Returning Students

Gomez Martinez, Olga	Walgreens	11/01/2024	\$16.50 per hour
Hercules, Christopher	Walgreens	09/09/2024	\$16.50 per hour
Marin, Miguel	Walmart	10/09/2024	\$16.50 per hour
Stewart, Malakai	Walmart	10/08/2024	\$16.50 per hour
Sullivan-Gilmore, Camren	Grocery Outlet	11/02/2024	\$16.50 per hour
Thrasher, Isabella	Think Together	09/27/2024	\$16.50 per hour
Vasquez, Saul	Old Navy	10/08/2024	\$16.50 per hour

WORKABILITY

Bostick, Jaysahn	Old Navy	11/01/2024	\$14.03 per hour
Cornejo, Yuliana	Old Navy	10/30/2024	\$14.03 per hour
Ellis, Miluv	Rainbow	11/04/2024	\$14.03 per hour
Garcia, Levi	Walgreens	11/01/2024	\$14.03 per hour
Gonzalez, Efren	Walgreens	10/12/2024	\$14.03 per hour
Jara, Anthony	Walmart	10/08/2024	\$14.03 per hour
Mendehall-Lawrence, Kastin	CVS	11/01/2024	\$14.03 per hour
Morales, Italia	Walgreens	10/30/2024	\$14.03 per hour
Rangel, Joe Nathan	Walgreens	11/04/2024	\$14.03 per hour
Rodriguez, Juan	Walgreens	10/22/2024	\$14.03 per hour
Solis-Perales, Marcelo	Central Kitchen	10/28/2024	\$14.03 per hour
Trujillo, Damaris	Rainbow	11/08/2024	\$14.03 per hour
Vasquez, Ruben	Old Navy	10/08/2024	\$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:

Kucera Middle School

Root, Jessica	Cheer	2024/2025	\$2,180.00
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Carter High School

Greer, Charles	Varsity Asst., Football	2024/2025	\$5,506.00
Lee Jr., Freddie	JV Head, Basketball	2024/2025	\$5,047.00
Wooten, Khalid	Frosh Asst., Football	2024/2025	\$3,271.50

Rialto High School

Galindo, Audri	Frosh Head, Girls' Soccer	2024/2025	\$4,589.00
Ramirez, Gabriela	Frosh Asst., Girls' Soccer	2024/2025	\$4,072.00
Rouzan, Andre	JV Head, Boys' Basketball	2024/2025	\$5,047.00
Vargas, Christian	Varsity Asst., Boys' Soccer	2024/2025	\$4,187.00
Villarreal, Janelle	JV Head, Girls' Soccer	2024/2025	\$4,589.00

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



**Board of Education Agenda
November 13, 2024**

CLASSIFIED EMPLOYEES – PERSONNEL REPORT NO. 1327

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

PROMOTIONS

Argueta, Diana (Repl. T. Vaughn)	To:	Administrative Assistant II Carter High School	11/12/2024	36-6	\$34.02 per hour (8 hours, 12 months)
	From:	Senior Office Assistant Enrollment Center		33-6	\$31.56 per hour (8 hours, 237 days)
Barrick Jr., James (Repl. B. Montez)	To:	Grounds Maintenance Supervisor Maintenance & Operations	10/23/2024	5-1	\$41.86 per hour (8 hours, 225 Days) Management Salary Schedule
	From:	Lead Grounds Maintenance Worker Maintenance & Operations		1-5	\$39.42 per hour (8 hours, 225 Days) Management Salary Schedule
De La Rosa, Jessica	To:	Categorical Program Specialist Expanded Learning Programs	11/05/2024	42-2	\$32.51 per hour (8 hours, 12 months)
	From:	Office Assistant Child Welfare and Attendance		31-6	\$30.02 per hour (8 hours, 237 days)
Gamiz, Evelyn	To:	Administrative Assistant II Rialto High School	11/12/2024	36-5	\$32.40 per hour (8 hours, 12 months)
	From:	Office Assistant Enrollment Center		31-6	\$30.02 per hour (8 hours, 237 days)
Loza, Eduardo	To:	Grounds Maintenance Worker III Maintenance & Operations	10/23/2024	36-2	\$27.99 per hour (8 hours, 12 months)
	From:	Grounds Maintenance Worker I Maintenance & Operations		32-3	\$26.60 per hour (8 hours, 12 months)
Vaughn, Tina (Repl. A. Guzzetta)	To:	Administrative Assistant III Rialto Adult School	10/21/2024	41-1	\$30.18 per hour (8 hours, 12 months)
	From:	Administrative Assistant II Carter High School		36-2	\$27.99 per hour (8 hours, 12 months)

EMPLOYMENT

Aguilar, Apryl	Behavioral Support Assistant Special Services/ Bemis Elementary School	10/15/2024	31-1	\$23.50 per hour (7 hours, 203 days)
Aquino, Elsa (Repl. L. Martinez)	Nutrition Service Worker I Rialto Middle School	10/15/2024	25-1	\$20.20 per hour (2.75 hours, 203 days)
Bravo, Alicia (Repl. J. De La Rosa)	Office Assistant Child Welfare and Attendance	10/31/2024	31-1	\$23.50 per hour (8 hours, 237 days)
Carreon, Coral (Repl. A. Aguayo)	Office Assistant Eisenhower High School	10/21/2024	31-1	\$23.50 per hour (8 hours, 217 days)
Contreras, Berny (Repl. E. Banuelos)	Custodian I** Maintenance & Operations	11/01/2024	34-1	\$25.34 per hour (8 hours, 12 months)
De Eugenio, Rita (Repl. G. Madrigal-Rabiota)	Paraprofessional - Bilingual/Biliterate Jehue Middle School	10/10/2024	27-1	\$21.26 per hour (3 hours, 203 days)
Demers, Alexandra (Repl. J. Osuna)	Health Aide Casey Elementary School	11/01/2024	25-1	\$20.20 per hour (6 hours, 203 days)
Dominguez, Sylvanna (Repl. S. Cortez)	Health Aide Dunn Elementary School	10/14/2024	25-1	\$20.20 per hour (6 hours, 203 days)
Elias, Beyonce	Paraprofessional - Moderate/Severe Carter High School	10/15/2024	30-1	\$22.92 per hour (7.5 hours, 203 days)
Gomez, Julie	Behavioral Support Assistant Special Services/ Casey Elementary School	11/04/2024	31-1	\$23.50 per hour (7 hours, 203 days)
Jackson, Chantelle (Repl. E. Sanchez)	Nutrition Service Worker I Carter High School	10/28/2024	25-1	\$20.20 per hour (3.5 hours, 203 days)
Lee, Peggy (Repl. P. Lee)	Nutrition Service Worker I Central Kitchen	10/15/2024	25-1	\$20.20 per hour (3.75 hours, 203 days)
Lozano, Jesse (Repl. S. Rivera)	Custodian I** Dunn/Dollahan Elementary School	10/28/2024	34-1	\$25.34 per hour (8 hours, 12 months)

EMPLOYMENT (Continued)

Mares Anaya, Jessica (Repl. A. Castillo)	Office Assistant Enrollment Center	10/15/2024	31-2	\$24.69 per hour (8 hours, 237 days)
Pimentel, Lucia (Repl. Y. Jimenez)	Paraprofessional - Bilingual/Biliterate Morris Elementary School	10/16/2024	27-1	\$21.26 per hour (3 hours, 203 days)
Pinedo, Kalsey	Health Aide Preston Elementary School	10/28/2024	25-4	\$23.45 per hour (6 hours, 203 days)
Roa Saldana, Ana (Repl. Y. Salazar)	Paraprofessional - Bilingual/Biliterate Curtis Elementary School	10/21/2024	27-1	\$21.26 per hour (3 hours, 203 days)

CORRECTION TO HOURS AND LOCATION

Luna, Alicia	To: Paraprofessional - Moderate/Severe Casey Elementary School	08/02/2024	30-1	\$22.92 per hour (6 hours, 203 days)
	From: Paraprofessional - Mild/Moderate Milor High School		27-1	\$21.26 per hour (7 hours, 203 days)

RESIGNATIONS

Alducin-Medina, Vianey	Paraprofessional - Moderate/Severe Jehue Middle School	10/31/2024
Ceja Garcia, Mariana	Instructional Technology Assistant Kolb Middle School	10/18/2024
Nava, James	Paraprofessional - Curtis Elementary School	10/11/2024
Pozos, Joana	Behavioral Support Assistant Special Services/ Hughbanks Elementary School	11/04/2024
Velasco, Stephanie	Paraprofessional - Early Education Henry Preschool	10/04/2024

SUBSTITUTES

Arevalo-Trejo, Lizeth	Nutrition Service Worker I	10/31/2024	\$20.20 per hour
Cantorna Ramos, Justin	Custodian I	10/14/2024	\$24.10 per hour
Castaneda, Brandy	Nutrition Service Worker I	11/01/2024	\$20.20 per hour
Chavez, Monique	Paraprofessional	11/01/2024	\$20.72 per hour
Dominguez, Sylvanna	Health Aide	10/04/2024	\$20.20 per hour
Flores, Erika	Health Aide	10/18/2024	\$20.20 per hour
Furgerson, Aubrey	Health Aide	10/18/2024	\$20.20 per hour
Gonzalez, Sabrina	Health Aide	10/18/2024	\$20.20 per hour
Ibarra, Christina	Paraprofessional	11/01/2024	\$20.72 per hour
Lopez, Cassandra I.	Bus Driver	10/15/2024	\$26.64 per hour
Martinez, Jenniffer	Paraprofessional	10/18/2024	\$20.72 per hour
Molina, Breeana	Office Assistant	10/22/2024	\$23.50 per hour
Pinedo, Kalsey	Health Aide	10/02/2024	\$20.20 per hour
Varo, Brittany	Health Aide	10/18/2024	\$20.20 per hour

SHORT TERM ASSIGNMENT

Accounting Support	Rialto High School (not to exceed 8 hours)	11/14/2024- 11/22/2024	\$32.40 per hour
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ADDITION OF BILINGUAL STIPEND (2.75% of base salary)

Argueta, Diana	Administrative Assistant II Carter High School	11/12/2024
Gamiz, Evelyn	Administrative Assistant II Rialto High School	11/12/2024

ADDITION OF SPECIAL NEEDS STIPEND

Demers, Alexandra	Health Aide	11/01/2024
Dominguez, Sylvanna	Health Aide	10/14/2024
Pinedo, Kalsey	Health Aide	10/28/2024

TERMINATION OF PROBATIONARY CLASSIFIED EMPLOYEE

Employee No. 2003634	Categorical Project Clerk	10/14/2024
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CERTIFICATION OF ELIGIBILITY LIST – Administrative Assistant II

Eligible: 11/14/2024
Expires: 05/14/2025

CERTIFICATION OF ELIGIBILITY LIST – Grounds Maintenance Worker I

Eligible: 11/14/2024
Expires: 05/14/2025

CERTIFICATION OF ELIGIBILITY LIST – Nutrition Service Worker I

Eligible: 11/14/2024
Expires: 05/14/2025

**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
November 13, 2024**

CERTIFICATED EMPLOYEES – PERSONNEL REPORT NO. 1327

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 November 14, 2024 unless earlier date is indicated)

Ceja Garcia, Mariana	10/19/2024
Ramos Garcia, Rosalba	10/23/2024
Torres, Anel	10/30/2024

EMPLOYMENT

Fyda, Jason	Secondary Teacher Kolb Middle School	08/06/2024	I-I	\$66,984.00	(184 days)
Lira, Crystal	Special Education Teacher Simpson Elementary School	10/15/2024	II-I	\$90,334.00	(184 days)
Lopez, Beatriz	Elementary Teacher Dollahan Elementary School	10/15/2024	III-I	\$73,850.00	(184 days)
Rodriguez, Riyun	Elementary Teacher Preston Elementary School	10/29/2024	IV-4	\$85,184.00	(184 days)
Thornton, Aaron	Elementary Teacher Werner Elementary School	10/28/2024	I-I	\$66,984.00	(184 days)

RE-EMPLOYMENT

Baker, Michelle	Special Education Teacher Kordyak Elementary School	10/21/2024	III-I	\$73,850.00	(184 days)
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RETIREMENT

Cooper-Sannes, Cheryl	Secondary Teacher Kolb Middle School	01/03/2025
Shigeta, Guy	CTE Teacher Carter High School	10/31/2024

APPROVED LEAVE OF ABSENCE WITHOUT PAY

Felix, Sarah Speech Therapist 11/04/2024 - 06/30/2025
Special Services

ADMINISTRATIVE APPOINTMENTS

Quan, Carina Program Specialist 11/04/2024
Special Services

INTERIM ADMINISTRATIVE ASSIGNMENT

Davis Jr., Nalik High School Assistant 10/22/2024
Principal
Carter High School

HOME AND HOSPITAL TEACHERS (To be used during the 2024/2025 school year, as needed, at the regular hourly rate of \$55.52)

Boadway, Elida

EXTRA DUTY COMPENSATION (Ratify certificated teachers to attend bell schedule meetings during the 2023/2024 school year, from January 24, 2024 through March 29, 2024, at the hourly rate of \$54.93, not to exceed 4.5 hours each, to be charged to the General Fund)

Hague, Elizabeth Schnepf, Kimberly Thompson, Lori

EXTRA DUTY COMPENSATION (Ratify certificated teacher to plan and implement the after school Mariachi Program at Frisbie Middle School, from September 1, 2024 through December 30, 2024, at an hourly rate of \$55.52, not to exceed 25 hours, to be charged to Prop 28 AMS Funds)

Aguayo, Emmanuel

EXTRA DUTY COMPENSATION (Certificated teachers participating as members of the Peer Assistance and Review (PAR) Joint Panel which oversees and administers the PAR program during the 2024/2025 school year, to receive a stipend of \$2,000.00 per teacher, to be charged to PAR Funds)

Mowoe, Faith Norman, Stacy Renderos, William
Yoshimitsu, Eric

EXTRA DUTY COMPENSATION (Certificated teachers trained as Peer Assistance and Review (PAR) Consulting Teachers to provide support to tenured teachers during the 2024/2025 school year, up to a maximum of two (2) tenured teachers per PAR Consulting Teacher, each consulting teacher is to receive a stipend of \$1,500.00 for each tenured teacher they support, not to exceed \$3,000.00 per consulting teacher, to be charged to Induction Funds.

Magdaleno, Cynthia
Turan, Cherlynn

Rapkine-Miller, Leslie

Stubblefield, Jeneen

EXTRA DUTY COMPENSATION (Administrators to oversee the Peer Assistance and Review (PAR) program as members of the PAR Joint Panel during the 2024/2025 school year, and to receive a stipend of \$2,000.00 per administrator, to be charged to PAR Funds)

Dominguez, Roxanne

Eide, Carolyn

Guzman, Karla

CERTIFICATED EXTRA DUTY

ADDITIONAL BLANKET STATEMENTS FOR THE 2024/2025 SCHOOL YEAR

27. EXTRA DUTY COMPENSATION (Approve all certificated staff on an as needed basis to provide supplemental instructional services that support eligible activities for the Proposition 28: Art and Music Funding in Schools during non-duty time for the 2024/2025 school year, at the hourly rate of \$55.52, and to be charged to Proposition 28: AMS Funding)

CERTIFICATED COACHES

Werner Elementary School

Marshall, Tatiana	Cheer	10/31/2024	\$ 487.41
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Frisbie Middle School

McKee, Erendida Valadez, Kathryn	Cross Country – Girls	2024/2025	\$1,434.00
	Volleyball	2024/2025	\$1,434.00

Jehue Middle School

Oxley, Roger	Football – Boys	2024/2025	\$1,434.00
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Kolb Middle School

Medina, Michael Medina, Michael	Cross Country – Boys	10/08/2024	\$1,155.07
	Cross Country – Girls	10/08/2024	\$1,155.07

CERTIFICATED COACHES (Continued)

Eisenhower High School

Cortez, Luis	Varsity Head, Boys' Baseball	2024/2025	\$5,793.00
Horgan, Stephanie	Varsity Asst., Girls' Basketball	2024/2025	\$4,474.00

Rialto High School

Holland, Troy	Frosh Head, Boys' Wrestling	2024/2025	\$5,047.00
Kashiwagi, Keita	JV Head, Girls' Wrestling	2024/2025	\$5,047.00

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



**Board of Education Agenda
November 13, 2024**

**ADOPT RESOLUTION NO. 24-25-28
EC 44263 DEPARTMENTALIZED
RESOLUTION OF THE BOARD OF EDUCATION
2024-2025**

Pursuant to Education Code Section 44263, for the 2024/2025 school year, the Board of Education of the Rialto Unified School District authorizes 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.

<u>NAME</u>	<u>SITE</u>	<u>CREDENTIAL</u>	<u>ASSIGNMENT</u>
Harold, Mark	Jehue M.S.	Single Subject	Robotics

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: November 13, 2024

Edward D'Souza, Ph.D.
Acting Superintendent

MINUTES

RIALTO UNIFIED SCHOOL DISTRICT

October 16, 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

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
Armando Urteaga, Lead Personnel Agent
Also present was Martha Degortari, Executive Administrative Agent, and Jose Reyes, Interpreter/Translator

A. OPENING

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

The meeting was called to order at 6:01 p.m.

A.2 OPEN SESSION

A.3 CLOSED SESSION

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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**

COMMENTS ON CLOSED SESSION AGENDA ITEMS

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

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

Time: 6:02 p.m.

Approved by a Unanimous 4 to 0 Vote

A.4 ADJOURNMENT OF CLOSED SESSION

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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

Time: 7:00 p.m.

Approved by a Unanimous 4 to 0 Vote

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

Open session reconvened at 7:01 p.m.

A.6 PLEDGE OF ALLEGIANCE

Eisenhower High School senior and Orchestra Section Leader Ivan Manzo led the Pledge of Allegiance.

A.7 PRESENTATION BY EISENHOWER HIGH SCHOOL

Eisenhower Orchestra performed "La Bruja," a Mexican folk song arranged by Jorge Vargas under the direction of Eisenhower Band Director Mrs. Tacie Scherzer.

A.8 REPORT OUT OF CLOSED SESSION

Moved By Vice President Montes

Seconded By Clerk Dominguez

The Board of Education accepted the request for an unpaid leave of absence for classified employee #2037134 from October 21, 2024, through February 14, 2025.

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

Approved by a Unanimous 4 to 0 Vote

Moved By Member Dr. Lewis

Seconded By Vice President Montes

The Board of Education accepted the request for an unpaid leave of absence with benefits for classified employee #2832924, from November 2, 2024 through May 2, 2025.

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 2024-2025 STUDENT BOARD MEMBER

Board President, Joseph W. Martinez, will administer the Oath of Office to Student Board Member.

The Oath of Office was administered to Ivan Manzo, Student Board Member for the 2024-2025 school year, by Board President, Mr. Joseph W. Martinez.

B.2 HIGH SCHOOL - DISTRICT STUDENT ADVISORY COMMITTEE

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

Rialto High School - Crystal Magana

Eisenhower High School - Alondra Hernandez

Carter High School - Amaya Bolton

Milor High School - Arlene Aleman

B.3 PRESENTATION ON RIALTO PROJECT IMPACT - GIA AWARD WINNERS

Presented by Dr. Rhea McIver Gibbs, Lead Strategic Agent, and Dr. Chinaka DomNwachukwu, Dean, CSUSB College of Education.

Dr. Rhea McIver Gibbs, Lead Strategic Agent, conducted a presentation on Rialto USD's Project Impact GIA award winners. (See attached copy)

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.

Alfonzo Lopez, District Parent of three Rialto USD students, shared his concern regarding IEPs. He indicated that one of his children was deprived of his therapy by a receptionist. He spoke of being lied to by several staff members and then being called a liar himself. He also mentioned of knowing that a PE teacher was smoking pot on campus. He had a meeting with Dr. Chavez, Dr. Burciaga, and Norberto Perez. He wants to know what the Board is doing about this and whether he needs to get attorneys involved.

Michael Montano, Rialto High School Teacher for over 17 years and Rialto Education Association (REA) Vice President, started by recalling the one-year anniversary of the out-of-state shooting of a teacher by a six-year-old student. He fears that we are getting closer to such a tragedy taking place in the District. He indicated that in the last seven days, we had a stabbing at a Middle School and a tazer gun at a high school. He said that the number one concern is safety and commented that there is a consequence to no consequence. He spoke of the pipeline to prison. He thanked Mr. Martinez for mentioning that there is more security at Frisbie. He recommends that CSOs be able to apply penal codes as in the past.

Grismelda Godinez, for Rialto Council PTA, shared that they will be hosting a meeting next week on October 23, 2024, from 6:00 p.m. - 7:00 p.m., at the Bistro. She encourages all those who have school-aged children to come and get to know the people who are running for school board seats. She said she looks forward to meeting everyone.

Steve Figueroa, an Advocate for children with special needs, shared that the town hall meeting held at Frisbie Middle School was a complete fiasco. He said that Mr. Montes is a bully and he should be censored. He mentioned the multiple infractions that occurred by Mr. Montes and the Frisbie Principal, Mr. Vara. He says no one was complying with the law or Ed Code. He reiterated that last night, the parents were completely bullied. He said that everyone was just grandstanding last night, and up until now,

no one has apologized to the parents. He recommended media training for the Board.

Dakira Williams, District Parent and Community Member running for the Area One School Board Seat thanked Diane Romo, Norberto Perez, and Dr. Sonya Scott for the information shared about District functions. She said it was very informative and helped her learn a lot about the District. She congratulated Project Impact. She thanked the District and urged them to continue to be proactive when it comes to safety at the schools, and to keep families informed. She posed multiple questions to the Board regarding bullying and similar incidents that occurred at Frisbie Middle School and asked what resources are available for students and staff.

Vanessa Valdivinos, Frisbie Middle School Parent, commented that the meeting held last night was a total disaster. She spoke of how upset she was at the way the parents were treated. She shared that her son says that the fights all occur in the lockers and bathrooms because there is no supervision there. She said her son called the mom of the stabbed student to see how he was doing. Mom says that they need more safety presence. She reiterated that the meeting last night was a mess and the process they had for answering questions did not meet the needs of parents who only spoke Spanish. Many questions were not addressed. She said that the bullying needs to stop.

Maurice Bowers, Rialto Alumni and community member, congratulated the District on the USC/UCLA kick-off event and the Project Impact Excellence Awards recently recognized. He congratulated each of the participants. He mentioned other celebrations that he recently attended and also spoke of a hoodie project to help spread positivity among young students. He commented that students need to feel that they matter. He was wearing one of the hoodies to promote this project.

Devona Robertson, Organizer with C.O.P.E., shared that they are here to share as part of the community group that makes up Ebony Triangle, and heir desire to partner with Rialto Unified School District. She commented that there is a false narrative that we have done enough for black students. She requested to meet with Board President Martinez and Member Dr. Lewis to discuss the possibility of forming this partnership which advocates for black students.

Tanaya Holt, Rialto USD Student and C.O.P.E. Member shared that she is excited that the District adopted the equity policy.

Tina Hudson, District Parent and C.O.P.E. Member urged the District to make sure that black students are at the center of these programs.

Crystal Scott, a Member of Ebony Triangle, shared her concern about holding meetings but not giving the opportunity for everyone to express themselves. She urged the Board to rethink going back to school citations and instead focus on providing student resources and support. She shared that school citations are disproportional to black students.

Willie Dansler, District Parent, commented that the District must remain engaged to address the systematic barriers that black students face. Urged the Board to actively engage in Ebony Triangle to ensure student success.

Jewel Patterson, Director at C.O.P.E., shared some of the commitments that were made by the District earlier in the year, which they would like to revisit and partner with the District on.

David Aguilar, Frisbie Middle School Parent and father of a student who was stabbed this past Friday questioned the purpose of the meeting that was held yesterday. He said he felt that the only purpose of the meeting was to make it appear as if there was no problem. He stated that this is a very serious issue, and parents were not able to express what they wanted to say and they were very frustrated. He referred to Vice President Montes as arrogant and bossy and felt that instead of resolving the problem, parents were yelled at and intimidated. He and many other parents are requesting more security, particularly in the locker rooms and bathrooms. They are also requesting metal detectors and more safety training for staff. He also said that parents are doing their job at home, but they want the District to do theirs.

Laurette Allen, Teacher at Frisbie Middle School, began by praising Project Impact. She spoke of the incident that occurred that last week and said that although Ms. Ennis was the only administrator on-site, she did a great job at handling the situation. She thanked the staff, Safety Office Campos, and Nutrition Services for being able to distribute hundreds of meals to students in the classrooms in a matter of minutes. Monday, following the incident, she said that teachers met with 7th and 8th graders in the MPR to see how they felt at the school. They collected comments from the kids and she was sad to hear that they did not feel safe at Frisbie Middle School.

Edith Rocha, Parent at Frisbie Middle School, spoke of the shared responsibility that parents and schools have for the safety of students. She

understands that it is a collective effort. She spoke of the meeting the day prior and said she appreciated the effort of the District and understood they wanted to keep order by passing out the question cards, but people became desperate to speak out, which made it difficult to continue the meeting. She commented that she has been happy with the changes since Mr. Vara became Principal and said parents need to be engaged and remind their children of the importance of kindness.

Celia Saravia, Representing Amigos Unidos, a support group for parents with children with special needs, congratulated the District on the kick-off event for the USC Literacy and the UCLA Math programs. She said that parents are very grateful and thanked the District, the Board, and Dr. Rhea McIver Gibbs, along with many other staff members, for supporting these programs and making them possible for parents. She also had the opportunity to attend the 100th Anniversary Celebration of Rialto Middle School. She remembers her own children attending this school.

Mrs. Saravia also had the opportunity to attend the Community Advisory Planning Meeting and learned a lot about the different policies and procedures pertaining to District Committees. She also thanked the Board and the District for taking into account that safety is a priority, and she thanked Vice President Montes for his support.

Sandra Aguilar, Frisbie Middle School Parent and mother of the student who was stabbed on October 11, 2024, directed her comment to President Martinez and said he asked that if they saw something, to say something, which is what she did. She spoke of witnessing a student taking a knife out of his backpack and told Principal Vara. She then commented that at the meeting held yesterday at Frisbie Middle School, she also wanted to say something, but Vice President Montes did not allow her the opportunity. She completed a card, but her question was not read. She indicated that she feels the District has failed her by not providing safety when her son was assaulted and stabbed.

Michelle Rocha, Frisbie Middle School Parent, shared her concerns regarding the incident that occurred at the school on October 11, 2025. She commented that parents need to be more responsible for their children and have regular conversations with them. She said that the school did not provide the weapon to the student, the weapon was brought from outside. She indicated that Principal Vara has been making improvements at the school. She concluded by stating that everyone must work together to make Frisbie Middle School better.

Todd Taylor, Carter High School Teacher, shared that he has worked for Rialto USD for 33 years. He has worked at both Frisbie Middle School and Carter High School and has had various responsibilities. He commented that over the years, he has had to take weapons away from students, has been hit, cursed at, and experienced many tragic moments involving students. He said an incident where he had to break up a student fight last year caused him to be injured. However, he said that he loves his job, and would do it all over again. He did share his concern over teacher safety and recommended the need for a written policy to protect teachers.

Eva Lopez, District Parent of Student at Eisenhower High School and another at Frisbie Middle School, shared that her middle schooler is dealing with bullying issues at the school. She said the problem had been brought to the attention of Principal Vara. She spoke of a problem two years ago where her student was humiliated by other students who took pictures of him using the restroom. She says her son does not feel safe at school.

Ana Gonzalez, District Parent and Community Member, commented that the forum, which took place at Frisbie Middle School the day prior, was not great and did not create solutions for parents. She said that it hurt the parents who were already hurting. She was in disbelief that Principal Vara would boast about having the highest suspension rates. She shared the new law that prohibits suspensions. She said students are screaming for help.

Cassandra Tamayo, a former student of Rialto USD, shared that she left the District because she did not feel safe or welcomed by the students and staff. She spoke of the need for adults to listen to students, find solutions, and serve as role models.

Kathleen Bojorquez, a Student at Milor High School, commented that citations put parents and families further in debt. She shared the need for fostering partnerships and parent/student engagement.

C.2 PUBLIC COMMENTS ON AGENDA ITEMS

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

Denise Peoples, Chief Education Officer of Stimulate Learning, shared that she was here to share on Expanded Learning for African American Students and ask what the protocol was for vendors. They would like to be considered on the next Board agenda. She said she was asked to submit

a proposal and data but has yet to hear back from anyone. Board President Martinez requested that that information be shared with the Board.

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, spoke of the Frisbie Middle School incident that occurred this past Friday. He would like recognition for the teacher who broke up the fight. He shared that he would like to partner with the District to assist with the issues at Frisbie Middle School. He shared Colton's blueprint for what to do when fights arise. He spoke of the training for teachers offered by the District and advocated for this to be paid training. He stated that misbehavior is often seen as a minimal consequence. He indicated that he attended a student meeting at Frisbie Middle School and shared some recommendations. He concluded his comments with a quote from Plato.

Chris Cordasco, California School Employees Association (CSEA) President, shared that CSEA serves approximately 230,000 classified staff members, and it is known when there is a problem in one District. He spoke of the accrual of vacation and sick leave and how our District is complying with state law. He thanked our leadership for making sure this is taken care of. He thanked the parents who are dedicated to making change. He spoke of our Safety Officers being the highest trained in San Bernardino. He encouraged our Board to meet with them and hear what they have to say.

Heather Estruch, Communication Workers of America Chief Steward, hopes that all safety issues at the schools get resolved and that they have a better rest of the year.

Kristy Streff, Rialto School Managers Association (RSMA) President, extended gratitude to those who were able to attend the tailgate party put on by RSMA. She invited everyone to attend the upcoming Parent Summit on Saturday, October 26, 2024, from 8:00 a.m. - 1:30 p.m. She commented on this being the week of the administrators and thanked them for their service.

- 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

Member O'Kelley was absent. Vote by Board Members to approve Consent Calendar Items:

Approved by a Unanimous 4 to 0 Vote

E.1 GENERAL FUNCTIONS CONSENT ITEMS

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

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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

Approved by a Unanimous 4 to 0 Vote

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

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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

Approved by a Unanimous 4 to 0 Vote

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

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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

Approved by a Unanimous 4 to 0 Vote

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

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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

Approved by a Unanimous 4 to 0 Vote

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

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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

Approved by a Unanimous 4 to 0 Vote

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

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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

Approved by a Unanimous 4 to 0 Vote

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

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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

Approved by a Unanimous 4 to 0 Vote

E.2 INSTRUCTION CONSENT ITEMS

E.2.1 APPROVE AN OVERNIGHT TRIP TO SAN DIEGO - MILOR HIGH SCHOOL

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve 30 students (15 boys, 15 girls) of the Milor High School, CTE, Water Science pathway and 4 chaperones (2 male, 2 female) to attend the multi-day, overnight STEM Study trip to tour multiple locations within San Diego, California, effective November 12, 2024 through November 14, 2024, at a cost not-to-exceed \$35,000.00, and to be paid from the General Fund (Equity Multiplier Funds).

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

Approved by a Unanimous 4 to 0 Vote

E.2.2 APPROVE AN OVERNIGHT TRIP TO THE CALIFORNIA SCHOOL NUTRITION ASSOCIATION CONFERENCE

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve two (2) female students and (1) female chaperone to attend the 72nd Annual California School Nutrition Association Conference at SAFE Credit Union Convention Center in Sacramento, California, effective November 14, 2024 through November 16, 2024, at a cost not-to-exceed \$3,000.00, and to be paid from the General Fund.

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

Approved by a Unanimous 4 to 0 Vote

E.2.3 APPROVE AN OVERNIGHT TRIP TO THE FALL 2024 HEALTHY MEALS SUMMIT

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve two (2) female students and (1) female chaperone to attend the 2024 Healthy Meals Summit at Caesar's Palace, Las Vegas, Nevada, effective October 21, 2024 through October 23, 2024, at a cost not-to-exceed \$6,000.00, and to be paid from the General Fund.

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

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 6, 2024 through September 23, 2024, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

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

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 Amazon; and The Echohero Show, and that a letter of appreciation be sent to the donor.

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

Approved by a Unanimous 4 to 0 Vote

E.3.3 APPROVE A RENEWAL AGREEMENT WITH LEXIA LEARNING SYSTEMS, LLC - FRISBIE MIDDLE SCHOOL

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve the purchase of the annual membership for Frisbie Middle School, effective November 1, 2024 through October 31, 2025, at a cost not-to-exceed \$9,450.00 and to be paid from the General Fund (CSI).

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

Approved by a Unanimous 4 to 0 Vote

E.3.4 APPROVE A RENEWAL AGREEMENT WITH ST. CATHERINE OF SIENA PRIVATE SCHOOL

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Provide extended day services to students identified as English Learners at St. Catherine of Siena Private School, effective October 17, 2024 through May 30, 2025, at a cost not-to-exceed \$6,833.96, and to be paid from the General Fund (Title III).

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

Approved by a Unanimous 4 to 0 Vote

E.3.5 RATIFY AGREEMENTS WITH IN-HOME ABA COMPANIES

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Enable in-home Applied Behavioral Analysis (ABA) therapists to provide additional support and services to Rialto Unified School District students within the school setting, effective August 5, 2024 through June 30, 2026, at no cost to the District.

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

Approved by a Unanimous 4 to 0 Vote

E.3.6 APPROVE AN AGREEMENT WITH BY ANY MEANS VISIONARY, LLC

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Provide six (6) 40-minute assemblies for all eighth graders participating in the Career Cruisin' Career Technical Education recruitment event at the Chavez Huerta Center for Education, effective October 17, 2024 through June 30, 2025, at a cost not-to-exceed \$17,000.00, and to be paid from the General Fund (Perkins Grant).

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

Approved by a Unanimous 4 to 0 Vote

E.3.7 APPROVE AN AGREEMENT WITH ANN SIMUN, PSY.D., SIMUN PSYCHOLOGICAL ASSESSMENT GROUP

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Provide Independent Education Evaluations during the 2024-2025 school year, effective October 17, 2024 through June 30, 2025, at a cost not-to-exceed \$12,000.00, and to be paid from the General Fund.

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

Approved by a Unanimous 4 to 0 Vote

E.3.8 APPROVE AN AGREEMENT WITH GREEN SCHOOLYARDS AMERICA

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve an agreement that would allow three (3) staff members to participate in the Green Schoolyards America project at California State Polytechnic University, Pomona, effective October 17, 2024 through June 30, 2025, at no cost to the District.

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

Approved by a Unanimous 4 to 0 Vote

E.3.9 APPROVE AN AGREEMENT WITH SOLUTION TREE - KUCERA MIDDLE SCHOOL

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Provide professional development services, beginning with a complete School Culture Audit followed by a customized Transforming School Culture Workshop for Kucera Middle School teachers and Administrators, effective October 17, 2024 through June 30, 2025, at a cost not-to-exceed \$15,890.00, and to be paid with the General Fund (CSI).

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

Approved by a Unanimous 4 to 0 Vote

E.3.10 APPROVE AN AGREEMENT WITH NUCLEUS ROBOTICS, LLC

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Provide access to the Nucleus Financial Literacy & Entrepreneurship curriculum to all Career Technical Education participants, effective October 17, 2024 through June 30, 2025, at a cost not-to-exceed \$45,000.00, and to be paid from the General Fund (CTEIG).

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

Approved by a Unanimous 4 to 0 Vote

E.3.11 APPROVE AN AGREEMENT WITH STEP-BY-STEP FOLKLORICO LLC - WERNER ELEMENTARY SCHOOL

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Provide 16 lessons in Ballet Folklorico, one (1) student performance, costume rentals, art and craft activities, and one (1) learning presentation to 40 students at Werner Elementary School, effective October 17, 2024 through June 30, 2025, at a cost not-to-exceed \$17,100.00, and to be paid from the General Fund (PROP 28 AMS).

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

Approved by a Unanimous 4 to 0 Vote

E.3.12 APPROVE AN AGREEMENT WITH TRUBEL&CO

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Provide trubel&co virtual student workshops for any students in grades 9 through 12 interested in learning about Geographic Information Systems (GIS) at any Rialto Unified School District high school, effective October 17, 2024 through June 30, 2025, at a cost not-to-exceed \$20,000.00, and to be paid from the General Fund (California Serves Grant).

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

Approved by a Unanimous 4 to 0 Vote

E.3.13 APPROVE A STUDENT TEACHER AGREEMENT WITH TRUSTEES OF THE CALIFORNIA STATE UNIVERSITY & SAN DIEGO STATE UNIVERSITY

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Assist current and future educators in completing state requirements for credentialing from October 17, 2024, through October 16, 2029, at no cost to the District.

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

Approved by a Unanimous 4 to 0 Vote

E.3.14 APPROVE AN AGREEMENT WITH JAMEY CLARK, INC.

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Approve an agreement with Jamey Clark Inc., to audit and provide comprehensive reports of existing playground structures at multiple sites, effective October 17, 2024, through June 30, 2025, at the cost not-to-exceed \$28,000.00, and to be paid from the General Fund (Routine Repair Maintenance Account).

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

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. 1326 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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

Approved by a Unanimous 4 to 0 Vote

E.5.2 ADOPT RESOLUTION NO. 24-25-23 - BILINGUAL AUTHORIZATION WAIVER

Moved By Member Dr. Lewis

Seconded By Vice President Montes

Authorize the Lead Personnel Agent, Personnel Services, to employ or assign identified individuals additional time to complete the requirements for the credential that authorizes the service or to provide employing agencies time to fill the assignment with an individual who either holds an appropriate credential or qualifies under one of the available assignment options. This includes waivers to employ or assign identified individuals when the employing agency finds there is an insufficient number of certificated persons who meet the specified employment criteria for the position.

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

Approved by a Unanimous 4 to 0 Vote

E.5.3 ADOPT RESOLUTION NO. 24-25-25; PROVISIONAL INTERNSHIP PERMIT

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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.

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

Approved by a Unanimous 4 to 0 Vote

E.6 MINUTES

E.6.1 APPROVE THE MINUTES OF REGULAR BOARD OF EDUCATION MEETING HELD SEPTEMBER 25, 2024

Moved By Member Dr. Lewis

Seconded By Vice President Montes

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

Approved by a Unanimous 4 to 0 Vote

E. CONSENT CALENDAR ITEMS

E.2 INSTRUCTION CONSENT ITEMS

E.2.4 APPROVE PARENT/COMMUNITY MEMBER TO ATTEND REGIONAL EDUCATIONAL LEADERSHIP ACADEMY (RELA)

Moved By Clerk Dominguez

Seconded By Member Dr. Lewis

The Board took action to amend this item as follows:

Approve ~~one (1) parent~~ **ten (10) parents** to attend six (6) sessions of the Regional Educational Leadership Academy offered by the San Bernardino County Superintendent of Schools from November 8, 2024, through April 11, 2025, at a cost not to exceed ~~\$750.00~~ **\$7,500.00**, and to be paid from the General Fund (Title I Parent Involvement).

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

Approved by a Unanimous 4 to 0 Vote

F. DISCUSSION/ACTION ITEMS

F.1 AUTHORIZE THE PURCHASE, WARRANTY, INSTALLATION, AND MAINTENANCE OF TECHNOLOGY HARDWARE, SOFTWARE, AND SOLUTIONS FROM DATA IMPRESSIONS UTILIZING CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS) NUMBER 3-19-70-0697W AND 4-20-58-0080A

Moved By President Martinez

Seconded By Member Dr. Lewis

Approve the use of California Multiple Award Schedule (CMAS) numbers 3-19-70-0697W and 4-20-58-0080A from Data Impressions at a cost to be determined at the time of purchase and to be paid using various funds.

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

Approved by a Unanimous 4 to 0 Vote

F.2 AUTHORIZE THE PURCHASE AND WARRANTY OF TECHNOLOGY SOLUTIONS FROM J. SWEIGART INC. DOING BUSINESS AS BDJTECH UTILIZING CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS) NUMBER 3-24-05-1014

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Approve the use of California Multiple Award Schedule (CMAS) Number 3-24-05-1014 from J. Sweigart Inc. doing business as BDJtech at a cost to be determined at the time of purchase and to be paid using various funds.

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

Approved by a Unanimous 4 to 0 Vote

F.3 AUTHORIZE THE PURCHASE, WARRANTY, AND INSTALLATION OF FURNITURE FROM OFS BRANDS INC. UTILIZING CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS) NUMBER 4-24-01-1049

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Approve the use of California Multiple Award Schedule (CMAS) Number 4-24-01-1049 from OFS Brands Inc. at a cost to be determined at the time of purchase and to be paid using various funds.

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

Approved by a Unanimous 4 to 0 Vote

F.4 AUTHORIZATION TO EXTEND THE USE OF PREVIOUSLY APPROVED INTERGOVERNMENTAL CONTRACTS

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Approve the extension and continued use of intergovernmental contracts during the 2024-2025 school year at a cost to be determined at the time of purchase and to be paid from various funds.

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

Approved by a Unanimous 4 to 0 Vote

F.5 RATIFY A RENEWAL AGREEMENT WITH IMAGINE LEARNING - ZUPANIC VIRTUAL ACADEMY

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Provide a learning license and digital libraries, effective August 5, 2024 through June 30, 2025, at a cost not-to-exceed \$162,475.97, and to be paid from the General Fund.

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

Approved by a Unanimous 4 to 0 Vote

F.6 APPROVE A RENEWAL AGREEMENT WITH PEARSON CLINICAL ASSESSMENT GROUP

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Approve a subscription renewal for one year with Pearson Clinical Assessment for assessment tools to determine students' eligibility for Special Education Supports and Services, effective October 17, 2024, through October 16, 2025, at a cost not to exceed \$56,113.25, and to be paid from the General Fund.

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

Approved by a Unanimous 4 to 0 Vote

F.7 APPROVE AN AGREEMENT WITH SCOOT EDUCATION

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Provide instructional and behavior support aides during the 2024-2025 school year, effective October 17, 2024 through June 30, 2025, at a cost not-to-exceed \$200,000.00, and to be paid from the General Fund.

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

Approved by a Unanimous 4 to 0 Vote

F.8 APPROVE AN AGREEMENT WITH ART SPECIALTIES - EISENHOWER HIGH SCHOOL

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Provide signage and installation at Eisenhower High School, effective October 17, 2024 through June 30, 2025, at a cost not-to-exceed \$50,000.00, and to be paid from the General Fund.

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

Approved by a Unanimous 4 to 0 Vote

F.9 APPROVE SETTLEMENT AGREEMENT WITH SJD&B, INC.FOR THE SPECIAL ED DEPARTMENT RENOVATION PROJECT BID NO. 21-22-006 AND, THEREAFTER, ACCEPT THE PROJECT AS COMPLETE

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Staff recommends that the Board of Education: (1) approve the settlement agreement with SJD&B, Inc., to provide for a full and final settlement, and final payment to the Contractor \$200,000.00, to be paid from Fund 40 - Special Reserve for Capital Outlay Projects; and (2) thereafter, formally accept the project as complete.

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

Approved by a Unanimous 4 to 0 Vote

F.10 ADOPT RESOLUTION NO. 24-25-18; NATIONAL SCHOOL LUNCH WEEK

Moved By Member Dr. Lewis

Seconded By President Martinez

Declare October 14-18, 2024, as National School Lunch Week and encourages all residents to become aware and concerned about their children's and their own nutrition habits, in the hope of achieving a more healthful citizenry for today and the future.

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

Approved by a Unanimous 4 to 0 Vote

F.11 ADOPT RESOLUTION NO. 24-25-19; CONTINUED FUNDING APPLICATION WITH THE STATE OF CALIFORNIA DEPARTMENT OF EDUCATION CONTRACT FOR STATE PRESCHOOL PROGRAM FOR THE 2024-2025 SCHOOL YEAR

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

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

Approved by a Unanimous 4 to 0 Vote

F.12 ADOPT RESOLUTION NO. 24-25-20; REMUNERATION

Moved By Clerk Dominguez

Seconded By Vice President Montes

Excuse the absence of Board Member, Nancy G. O'Kelley, from the Wednesday, September 25, 2024, regular meeting of the Board of Education.

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

Approved by a Unanimous 4 to 0 Vote

F.13 ADOPT RESOLUTION NO. 24-25-21; SUPPLEMENTAL EARLY RETIREMENT PLAN (SERP)

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

The Board of Education of the Rialto Unified School District hereby establishes a retirement plan for certain eligible employees of the District effective July 1, 2025.

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

Approved by a Unanimous 4 to 0 Vote

F.14 ADOPT RESOLUTION NO. 24-25-22; SCHOOL CLOSURE DUE TO EMERGENCY CONDITIONS

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Authorize the filing of Form J-13A and requesting approval by the County Superintendent of Schools for the emergency closure and reduction of Average Daily Attendance for Tuesday, September 10, 2024, through Monday, September 16, 2024, for Rialto Unified School District.

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

Approved by a Unanimous 4 to 0 Vote

F.15 ADOPT RESOLUTION NO. 24-25-24; NATIONAL SCHOOL BUS SAFETY WEEK

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

Declare October 21-24, 2024, as National School Bus Safety Week and encourages all teachers, support staff, and students to participate in appropriate programs and activities.

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

Approved by a Unanimous 4 to 0 Vote

F.16 ADOPT RESOLUTION NO. 24-25-26 AUTHORIZING THE EMERGENCY REPAIR AND RESTORATION OF RIALTO HIGH SCHOOL ROOM H109

Moved By Member Dr. Lewis

Seconded By Clerk Dominguez

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 November 13, 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

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

Time: 10:53 a.m.

Approved by a Unanimous 4 to 0 Vote

Clerk, Board of Education

Secretary, Board of Education



RIALTO
UNIFIED SCHOOL DISTRICT
BRIDGING FUTURES THROUGH INNOVATION

RIALTO PROJECT IMPACT

Presented by:
Rhea McIver Gibbs, Ed.D., Lead Strategic Agent
October 16, 2024



Current Reality

Teacher Demographics by Race & Gender

	% of Male Teachers	% Latino	% African American
National	26%	10%	2%
California	27%	10%	1%
Rialto USD*	27%	12%	3%

*Rialto USD 1,371 certificated employees

California Department of Education



**RIALTO PROJECT
IMPACT**

Why Minority Male Teachers are Important

- Minority male teachers serve as role models and mentors for students.
- When African American students have at least one African American teacher by 3rd grade, they are 13% more likely to enroll in college (EdSurge, 2021).
- Latino students make up 56% of students in the state of California and 88% of students in Rialto USD. It is essential we provide Latino students with high-quality education and inspiration for our communities to thrive.



**RIALTO PROJECT
IMPACT**

Why Minority Male Teachers are Important

- For African American boys from low-income households, exposure to an African American teacher for one year in elementary school reduces high school dropout rates by 39% (Edsurge, 2021).
- Minority teachers are more likely to understand the importance of culturally relevant instruction.
- Minority teachers have a positive impact on children of all races.
- Minority male teacher recruitment is a focus of our District, the San Bernardino County Superintendent of Schools Ted Alejandro, and State Superintendent of Public Instruction Tony Thurmond.



**RIALTO PROJECT
IMPACT**



RIALTO PROJECT What is **IMPACT** ?

- Focus on Underrepresented Males
- Earn a Teaching Credential
 - Single Subject
 - Multiple Subject
 - Special Education
- Provide Mentors
- Tutors
- **“Grow Our Own Model”**



RIALTO PROJECT
IMPACT

RIALTO PROJECT Benefits of **IMPACT**

- Financial Support - Educator Effectiveness Grant
 - Tuition
 - Books
 - Parking
 - Technology - San Manuel Grant
- Intern Positions
- Teaching Positions in Rialto USD



RIALTO PROJECT
IMPACT

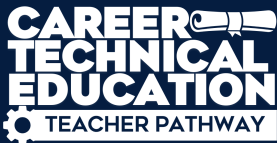
Program Participants

Cohort #1 Fall 2022	5
Cohort # 2 Fall 2023	7
Cohort #2 Spring 2024	7
Cohort #3 Fall 2024	8
Cohort #3 Spring 2025	17 (projected to start)



RIALTO PROJECT
IMPACT

Innovative Practices in Teacher Recruitment



RIALTO PROJECT
IMPACT

RIALTO PROJECT IMPACT



RIALTO PROJECT IMPACT

Project Impact - On the Move

- October 2021 - Minority Male Teacher Pipeline
- September 2022 - Cohort #1 started
- October 2022 - Rialto Unified School District board presentation with CSUSB
- November 2022 - Presentation at the California Association of Black School Administrators (CABSE) with CSUSB
- September 2023 - San Manuel Band of Indians Grant (\$50,000) awarded for computers
- September 2023 - Cohort #2 started (Fall and Spring participants)
- October 2023 - Presented at Growing Inland Achievement (GIA) Conference

RIALTO PROJECT IMPACT

Project Impact - On the Move

- November 2023 - Presented at CSUSB Educational Summit
- December 2023 - Featured podcast guest on Toward a Shared Vision (GIA)
- August 2024 - Presented at the Inland Empire Community Foundation Donors Luncheon at CSUSB (special guest, Tony Thurmond, California State Superintendent of Public Instruction)
- September 2024 - Cohort #3 begins (Fall and Spring participants)
- September 6, 2024 - Presented at the San Bernardino County Superintendent of Schools District Superintendents' Meeting
- November 12, 2024 - Featured speakers for EdTrust West (Rialto USD and Oakland USD)

RIALTO PROJECT IMPACT

Project Impact - Future Events

- November 15, 2024 - Presenting at the Men of Color Conference with CSUSB sponsored by the California State Universities
- March 2025 - Presenting with CSUSB at the National Colleges and Universities Conference





Dr. Chinaka DomNwachukwu, Dean
James R. Watson & Judy Rodriguez Watson College of Education
California State University, San Bernardino



Dr. Becky Sumbera, Assistant Dean
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Dr. James Huff, Project Impact Coordinator
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**RIALTO PROJECT
IMPACT**

VOICES OF CHANGE





**RIALTO PROJECT
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For more information, please visit:



**RIALTO PROJECT
IMPACT**



**Board of Education Agenda
November 13, 2024**

APPROVE AN AGREEMENT WITH GENERAL ENVIRONMENTAL MANAGEMENT SERVICES INC.

BACKGROUND:

General Environmental Management Services Inc., is a local company with many years of experience handling hazardous waste including testing and removal. Following local and state guidelines, their experienced staff are trained and certified to complete projects safely and in a professional and expeditious manner. General Environmental Management Services Inc., has the experience and knowledge to perform these services.

REASONING:

General Environmental Management Services Inc., will inspect for asbestos-containing materials at Rialto USD Schools and Support Sites. They will provide services in accordance with the Environmental Protection Agency (EPA), Asbestos Hazard Emergency Response Act (AHERA) regulations, and the South Coast Air Quality Management District's (SCAQMD) Rule 1403.

RECOMMENDATION:

Approve an agreement with General Environmental Management Services Inc., to 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.

SUBMITTED/REVIEWED BY: Matt Carter/Diane Romo



**Board of Education Agenda
November 13, 2024**

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

BACKGROUND:

On August 10, 2022, the Board of Education awarded Bid No. 21-22-011 for the Central Kitchen Cooler Upgrade Project to Dalke & Sons Construction, Inc., at a cost not-to-exceed \$3,494,890.00.

REASONING:

Throughout the course of the project, there were various changes needed due to code revisions, unforeseen conditions, as well as added scope. The total amount for Change Order No. 1 is \$42,780.27. The revised contract amount increased to \$3,537,670.27.

The project was duly completed and accepted on July 14, 2024. The Notice of Completion when filed with the County Recorder will begin a thirty-five (35) day period for Stop Notice filing after which the final payment to the contractor will be released.

RECOMMENDATION:

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.

SUBMITTED/REVIEWED BY: Angie Lopez/Diane Romo



**Board of Education Agenda
November 13, 2024**

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

BACKGROUND:

On November 17, 2021, the Board of Education awarded Bid No. 21-22-003 for the Districtwide Marquee Projects to Tricore Enterprises Inc., dba Quiel School Signs for a contract amount not-to-exceed \$719,000.00, which included a \$50,000.00 allowance for unforeseen conditions.

REASONING:

During construction, a total of \$43,855.00 of the awarded contract remained unspent resulting in a reduction to the overall cost of the project. The revised contract amount is \$675,145.00.

The project was duly completed and accepted by the District on July 31, 2024. On September 18, 2024, the Board of Education approved the Notice of Completion. The Notice of Completion was filed with the San Bernardino County Recorder's office on September 19, 2024.

RECOMMENDATION:

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.

SUBMITTED/REVIEWED BY: Angie Lopez/Diane Romo



**Board of Education Agenda
November 13, 2024**

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

BACKGROUND:

Historically Black Colleges and Universities (HBCUs) play a crucial role in the success of many students who are striving for a bright future but may lack the resources to get there. HBCUs excel in retaining and graduating first-generation, low-income, African-American students compared to non-HBCU institutions.

REASONING:

For the past six years, Rialto USD has co-sponsored the UCAN College Fair, bringing in HBCUs to recruit students. Many students receive scholarships but don't take advantage of them because the HBCUs are far away and students have never visited their campuses. To address this, the District will organize a field trip for student in grades 10 through 12 to visit 10 HBCUs. Thirty students from diverse student groups will be chosen through an application and interview process. This will provide students with an opportunity to experience HBCUs firsthand and encourage more students to take advantage of the scholarships offered through UCAN. We will track the impact by following up with seniors to see if the trip influenced their college decisions, and counselors will track the data in Synergy.

RECOMMENDATION:

To 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).

SUBMITTED/REVIEWED BY: Ayanna Ibrahim-Balogun, Ed.D. & Kevin Hodgson, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
November 13, 2024**

**APPROVE THE REVISED BOARD OF EDUCATION MEETING SCHEDULE FOR THE
2024-2025 SCHOOL YEAR**

Wednesday, July 10, 2024
Wednesday, August 14, 2024
Wednesday, August 28, 2024
Wednesday, September 11, 2024
Wednesday, September 25, 2024
Wednesday, October 16, 2024
Wednesday, November 13, 2024
~~Wednesday, December 11, 2024~~
Wednesday, December 18, 2024
Wednesday, January 15, 2025
Wednesday, February 05, 2025
Wednesday, February 19, 2025
Wednesday, March 5, 2025
Wednesday, April 9, 2025
Wednesday, April 23, 2025
Wednesday, May 7, 2025
~~Wednesday, May 14, 2025~~
Wednesday, May 21, 2025
~~Wednesday, May 28, 2025~~
Wednesday, June 11, 2025
Wednesday, June 25, 2025

RECOMMENDATION:

Approve the revised Board of Education meeting schedule for the 2024-2025 school year. 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.

SUBMITTED/REVIEWED BY: Edward D'Souza, Ph.D.



**Board of Education Agenda
November 13, 2024**

**ADOPT RESOLUTION NO. 24-25-27
REMUNERATION**

WHEREAS, The Governing Board of the Rialto Unified School District acknowledges that Board Member, Nancy G. O’Kelley, was excused from the Wednesday, October 16, 2024, regular meeting of the Board of Education;

AND WHEREAS, California Education Code §35120 and Rialto Unified School District Board Bylaw 9250 states that a school board member may be paid for any excused absence, by resolution duly adopted and included in its minutes;

THEREFORE, BE IT RESOLVED, that the Board of Education excuse the absence of Board Member, Nancy G. O’Kelley, from the Wednesday, October 16, 2024, regular meeting of the Board of Education.

Joseph W. Martinez, Board President

Date

Edward D’Souza, Ph.D., Acting Board Secretary

Date

SUBMITTED/REVIEWED BY: Edward D’Souza, Ph.D.



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:

There is so much to celebrate in the Rialto Unified School District! Throughout the school year, students, families, staff, and the community have enjoyed many memorable events.

During the 17th Annual Family Summit (top left photo), Eisenhower High alumnus and KCAL/KCBS editor/reporter **Mr. Jim Rodriguez** served as keynote speaker, engaging with thousands of students and families. Eisenhower senior **Karen Rios** earned a gift card by correctly answering one of Mr. Rodriguez's questions. At the Curls, Coils and Crowns ceremony (top right photo) on November 2, 2024, over 70 Black female students from Boyd, Curtis, Garcia, Kelley, Morris, and Simpson Elementary Schools took the stage at Rialto High, radiating pride and self-love after completing a program celebrating identity. Simpson Elementary Assistant Principal **Ms. Natasha Harris** joined student **Ricki Allen** in celebration. During Book Mania (bottom left photo) on October 31, 2024, elementary students celebrated literacy by dressing up as book characters and engaging in reading activities. Curtis Elementary students marched in a parade of characters to start the day. Finally, our Día de los Muertos event (bottom right photo) on November 1, 2024, brought the community together to honor life with student performances, colorful ofrendas, and more. Students from Garcia Elementary, Jehue Middle, and Rialto High School captivated the audience with a moving performance of "La Llorona." Great things are happening in RUSD!

