



KUCERA MIDDLE SCHOOL YOUNG MEN'S SUMMIT



Board of Education Agenda

Wednesday, February 21, 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

Mr. Joseph W. Martinez, President

Mr. Edgar Montes, Vice President

Mrs. Evelyn P. Dominguez, Clerk

Mrs. Stephanie E. Lewis, Member

Mrs. Nancy G. O'Kelley, Member

Keiyne Galazo, Student Member

RUSD Superintendent

Dr. Cuauhtémoc Avila

Front Cover Picture:

Kucera Middle School recently hosted the Young Men's Summit, an inspiring event for male students on campus. The event, held on February 7, 2024, radiated positivity for a selected 180 young male students on the Coyotes' campus. With a focus on providing encouragement and support, guest speakers from across the Rialto Unified School District shared words of wisdom and positivity. Counselors **Mrs. Annemarie Delgado-Brown**, **Ms. Jessica Wright**, and Assistant Principal **Mr. Nalik Davis** organized the program, fostering an environment where students can engage, learn, and grow together. Go Coyotes!



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**

February 21, 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, Clerk
Stephanie E. Lewis, Member
Nancy G. O'Kelley, Member
Keiyne Galazo, Student Board Member**

Superintendent:

Cuauhtémoc Avila, Ed.D.

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

Pages

A. OPENING

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

A.2 OPEN SESSION

A.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: Cuauhtémoc Avila, Ed.D., Superintendent; Lead Personnel Agents: Rhonda Kramer, Roxanne Dominguez, and Armando Urteaga, Personnel Services.

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

- **PURSUANT TO GOVERNMENT CODE
SECTION 54956.9(d) and/or (d)(3).
CONFERENCE WITH LEGAL COUNSEL -
ANTICIPATED LITIGATION SIGNIFICANT
EXPOSURE LITIGATION - Number of Potential
Claims: 1**
- **PUBLIC EMPLOYEE COMPLAINT UNDER
GOVERNMENT CODE SECTION 54957(b)(1)**
- **REVIEW LIABILITY CLAIM NO. 23-24-10**
- **REVIEW LIABILITY CLAIM NO. 23-24-11**
- **CONFERENCE WITH LEGAL COUNSEL –
EXISTING LITIGATION(Paragraph (1) of
subdivision (d) of Section
54956.9)CIVSB2224136 v. Rialto Unified School
District Claim No. 21-22-04**

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:

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Time: _____

A.4 ADJOURNMENT OF CLOSED SESSION

Moved _____

Seconded _____

Vote by Board Members to adjourn Closed Session:

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Time: _____

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

A.6 PLEDGE OF ALLEGIANCE

A.7 PRESENTATION BY JEHUE MIDDLE SCHOOL

A.8 REPORT OUT OF CLOSED SESSION

A.9 ADOPTION OF AGENDA

Moved _____

Seconded _____

Vote by Board Members to adopt the agenda:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

B. PRESENTATIONS

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

B.2 KEY TO THE DISTRICT

Presentation of Key to the District by Board Clerk, Evelyn
P. Dominguez to Mariana Gayton, Jehue Middle School
Teacher

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 STUDENT BOARD MEMBER

C.5 COMMENTS FROM THE SUPERINTENDENT

C.6 COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION

D. PUBLIC HEARING 23

D.1 PUBLIC INFORMATION

D.1.1 SECOND QUARTER WILLIAMS REPORT (OCTOBER - DECEMBER) FISCAL YEAR 2023-24 24

D.1.2 SECOND QUARTER – 2023/2024 – WILLIAMS UNIFORM COMPLAINT REPORT 26

D.2 OPEN PUBLIC HEARING

Any person wishing to speak on the item on the Public Hearing agenda will be granted three minutes.

Moved _____

Seconded _____

Vote by Board Members to open Public Hearing:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Time: _____

**D.2.1 LOCAL CONTROL AND ACCOUNTABILITY
PLAN (LCAP) MIDYEAR REPORT**

27

D.3 CLOSE PUBLIC HEARING

Moved _____

Seconded _____

Vote by Board Members to close Public Hearing:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Time: _____

D.4 OPEN PUBLIC HEARING

Any person wishing to speak on the item on the Public Hearing agenda will be granted three minutes.

Moved _____

Seconded _____

Vote by Board Members to open Public Hearing:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Time: _____

D.4.1 RIALTO EDUCATION ASSOCIATION 2024-2025 PROPOSAL

28

Pursuant to the requirements of Governmental Code and Board Policy, the initial 2024-2025 contract proposal submitted by the Rialto Education Association (REA), for an agreement between the Rialto Education Association (REA), and the Rialto Unified School District, Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

D.5 CLOSE PUBLIC HEARING

Moved _____

Seconded _____

Vote by Board Members to close Public Hearing:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Time: _____

E. CONSENT CALENDAR ITEMS

31

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, Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, 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 1312.3; UNIFORM COMPLAINT PROCEDURES

32

E.1.2	APPROVE THE FIRST READING OF REVISED BOARD POLICY 4140; BARGAINING UNITS	50
E.1.3	APPROVE THE FIRST READING OF REVISED BOARD POLICY 4240; BARGAINING UNITS	61
E.1.4	APPROVE THE FIRST READING OF REVISED BOARD POLICY 4340; BARGAINING UNITS	73
E.2	INSTRUCTION CONSENT ITEMS	
E.2.1	APPROVE NEW COURSES OF STUDY FOR SECONDARY ELECTIVE COURSES	85
	<p>Approve the Renaissance Leadership and the AVID Excel (pilot) courses for the 2024-2025 school year. These courses were approved by the District Curriculum Council at the December 5, 2023 and the February 6, 2024 meetings for the 2023-2024 school year.</p>	
E.2.2	APPROVE AN OVERNIGHT TRIP TO HEALTH OCCUPATIONS STUDENT ASSOCIATION (HOSA)	87
	<p>Approve up to twenty (20) Health Occupations students (19 female and 1 male) and up to three (3) chaperones (2 female and 1 male) to attend the overnight California HOSA State Leadership Conference in Anaheim, California, effective April 4, 2024 through April 6, 2024 at a cost not-to-exceed \$8,000.00, and to be paid from the General Fund (CTEIG and Perkins Grant).</p>	
E.2.3	APPROVE AN OVERNIGHT TRIP TO BOYS WRESTLING CIF STATE CHAMPIONSHIPS - RIALTO HIGH SCHOOL	88
	<p>Approve two (2) male athletes and two (2) male chaperones to compete in the California Interscholastic Federation State Wrestling Championship at the Mechanics Bank Arena in Bakersfield, California, effective February 22, 2024, through February 24, 2024, at a cost not-to-exceed \$2,000.00, and to be paid from the ASB and General Fund.</p>	

E.2.4 APPROVE AN OVERNIGHT COLLEGE TRIP FOR AVID STUDENTS - CARTER HIGH SCHOOL 89

Approve fifty (50) junior students (30 female students and 20 male students) and five (5) chaperones (3 female and 2 male) of the Wilmer Amina Carter High School AVID program, to tour colleges in the Northern California area, effective March 18, 2024 through March 20, 2024 at a cost not-to-exceed \$25,000.00, and to be paid from the General Fund.

E.2.5 APPROVE A RENEWAL AGREEMENT WITH EMERALD BAY OUTDOOR ACADEMY - MILOR HIGH SCHOOL 90

Approve up to twenty (20) Hydro-Science students (10 male and 10 female) and up to three (3) chaperones (1 female and 2 male) to attend the Emerald Bay Outdoor Academy on Santa Catalina Island, California, effective April 29, 2024 through May 1, 2024, at a cost not-to-exceed \$7,000.00, and to be paid from the General Fund (CTEIG).

E.2.6 AMEND AN APPROVAL FOR AN OVERNIGHT TRIP TO JACKSON, CALIFORNIA - CARTER HIGH SCHOOL GIRLS SOFTBALL TOURNAMENT 91

Approve sixteen (16) female students from the Softball team and four (4) chaperones (2 females and 2 males) to participate in the Jackson Lions Softball Classic at Argonaut High School in Jackson, California, effective March 6, 2024 through March 10, 2024, at a cost not-to-exceed \$4,000.00, and to be paid from the ASB Fund and the General Fund.

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING

All funds from January 17, 2024 through January 30, 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 92

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

E.3.3 SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS 93

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 THE PURCHASE OF LAPTOPS WITH CONVERGEONE, INC. 94

Approve the purchase of 17 laptops for seniors as an incentive to complete the FAFSA application for the 2024-2025 school year, effective February 22, 2024 through June 30, 2024, at a cost not-to-exceed \$19,949.50 and to be paid from the General Fund.

E.3.5 APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH THE UNIVERSITY OF CALIFORNIA, MERCED 95

Provide a clear pathway for Rialto Unified School District juniors to be guaranteed admission to the University of California, Merced, effective February 22, 2024 through September 25, 2025, at no cost to the District.

E.3.6	APPROVE DISTRICT AFRICAN AMERICAN ADVISORY COUNCIL MEMBERS TO ATTEND THE CAAASA 2024 PARENT EMPOWERMENT SUMMIT	97
	Approve ten (10) members of the Rialto Unified School District’s African American Parent Advisory Council to attend the CAAASA 2024 Parent Empowerment Summit, to be held on March 12, 2024, at the Town and Country Resort, in San Diego, California, at a cost not-to-exceed \$1,500.00, and to be paid by the General Fund.	
E.3.7	APPROVE AN AGREEMENT WITH CINEMA CULTURAS	98
	Provide two (2) sessions for one hundred (100) students, 20 students per site at Boyd, Garcia, Kelley, Morris Elementary Schools, and Jehue Middle School, effective February 22, 2024 through May 1, 2024, at a cost not-to-exceed \$35,865.00, and to be paid from the General Fund (ELOP).	
E.3.8	APPROVE AN AGREEMENT WITH EXCELSIOR ONLINE EDUCATION - BRIDGE THE GAP	99
	Provide online tutoring lessons, effective February 22, 2024 through June 30, 2024, at a cost not-to-exceed \$49,500.00, and to be paid from the General Fund (ELOP).	
E.4	FACILITIES PLANNING CONSENT ITEMS - None	
E.5	PERSONNEL SERVICES CONSENT ITEMS	
E.5.1	APPROVE PERSONNEL REPORT NO. 1313 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES	100

E.6	MINUTES	105
E.6.1	APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD FEBRUARY 7, 2024	106

F.	<u>DISCUSSION/ACTION ITEMS</u>	135
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F.1	AWARD BID NO. 23-24-015 INTERNATIONAL HEALING GARDEN TO LIFETIME INDUSTRIES, INC DBA PARKWEST CONSTRUCTION COMPANY	136
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Moved _____

Seconded _____

This item is at a cost of \$5,327,000.00 which includes a \$200,000.00 allowance, and to be paid from Fund 40 - Special Reserve for Capital Outlay.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

**F.2 APPROVAL AND RATIFICATION OF THE RIALTO
UNIFIED SCHOOL DISTRICT PUBLIC WORKS
PROJECTS AWARDED UTILIZING CALIFORNIA
UNIFORM PUBLIC CONSTRUCTION COST
ACCOUNTING ACT FOR 2023-24 SCHOOL YEAR**

138

Moved _____

Seconded _____

Approve and ratify the public works projects awarded utilizing the California Uniform Public Construction Cost Accounting Act through February 21, 2024.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

**F.3 RATIFY AN AMENDMENT TO THE AGREEMENT WITH
GIRLS SCOUTS OF SAN GORGONIO SKYLAND
RANCH**

140

Moved _____

Seconded _____

Amend the agreement with Girl Scouts of San Gorgonio Skyland Ranch Institute to increase the amount by \$34,320.00 for a total cost not-to-exceed \$150,000.00, effective February 22, 2024, and to be paid from the General Fund.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.4 APPROVE THE EXTENDED SCHOOL YEAR (ESY) PROGRAM 2023-2024

141

Moved _____

Seconded _____

Approve the proposed plan, calendar, and schedule for the 2023-2024 Extended School Year (ESY) Program for all eligible students with disabilities, effective February 22, 2024 through July 31, 2024, at a cost not-to-exceed \$615,000.00, and to be paid from the General Fund.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.5 ADOPT RESOLUTION NO. 23-24-40 DIRECTING DEVELOPMENT OF A FINANCING PLAN FOR THE DISTRICT'S CENTRAL KITCHEN PROJECT AND RELATED ACTIONS

142

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Moved _____

Seconded _____

Proclaim March 4 through 8, 2024, as National School Breakfast Week, and encourage all citizens to recognize the efforts made by schools, their food service directors, and cafeteria staff to ensure the health, safety, and success of our children.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.7 ADOPT RESOLUTION NO. 23-24-42; REMUNERATION

147

Moved _____

Seconded _____

Excuse the absence of Board Member, Nancy G. O'Kelley, from the Wednesday, February 7, 2024, regular meeting of the Board of Education.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

**F.8 ADOPT RESOLUTION NO. 23-24-43 FOR NON-
REELECTION OF CERTIFICATED PROBATIONARY
EMPLOYEES**

148

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

**F.9 ADOPT RESOLUTION NO. 23-24-44 REGARDING
LAYOFF OF CLASSIFIED PERSONNEL**

149

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.10 DENY LIABILITY CLAIM NO. 23-24-10

150

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.12 ADMINISTRATIVE HEARING

Moved _____

Seconded _____

Case Numbers:

23-24-41

23-24-40

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

F.13 STIPULATED EXPULSION

Moved _____

Seconded _____

Case Number:

23-24-42

DISCUSSION

Vote by Board Members:

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, 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 March 6, 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:

_____ Preferential vote by Student Board Member, Keyne Galazo

_____ Nancy G. O'Kelley, Member

_____ Stephanie E. Lewis, Member

_____ Evelyn P. Dominguez, Clerk

_____ Edgar Montes, Vice President

_____ Joseph W. Martinez, President

Time: _____

PUBLIC HEARING



Board of Education Agenda February 21, 2024

SECOND QUARTER WILLIAMS REPORT (OCTOBER - DECEMBER) FISCAL YEAR 2023-24

California Education Code 1240 requires that the San Bernardino County Superintendent of Schools (SBCSS) annually visits Williams-monitored schools identified in the county and must report to the District the results of any findings on a quarterly basis (October, January, April, and July.) This report serves as the District's second quarterly report for the 2023-24 fiscal year. Additionally, Education Code section 1240(c)(2)(C) requires that the results of the visits and/or reviews be reported to the governing board at a regularly scheduled meeting.

There are no findings to report in the following areas:

Instructional Materials: The instructional materials sufficiency reviews were conducted during the first quarter of the 2023-2024 fiscal year as part of the Williams site visitation process and the findings were reported in the first quarterly reports generated in October 2023.

School Facilities: The facilities inspections were conducted during the first quarter of the 2023-24 fiscal year as part of the Williams site visitation process and the findings were reported in the first quarterly reports generated in October 2023.

The findings are as follows:

School Accountability Report Cards (SARC): 2021-22 SARCs published in the 2022-23 school year were reviewed for accuracy of information pertaining to the quality, currency, and availability of instructional materials, and facilities good repair. Preliminary findings were provided to districts with an opportunity for revision and resubmission, as appropriate. Upon final review, no inaccuracies were reported for any of Rialto's Williams-monitored sites.

Teacher Assignments: Below are the 2022-23 annual assignment monitoring review findings. The annual assignment monitoring review for the 2023-24 fiscal year will begin on or after April 1, 2024, according to data availability from the Commission on Teacher Credentialing (CTC) and the California Department of Education (CDE), and findings will be included in the corresponding quarterly report.

School Name	Teacher Vacancies (Based on SARC Data)	Teacher Vacancies <i>Filled</i> (Based on SARC Data)	Overall Teacher Misassignments* (Based on Census Date)	Teacher Misassignments <i>Corrected</i> during CalSAAS review (Based on Census Date)
Bemis ES	3	1	0	0
Casey ES	0	0	2	0
Fitzgerald ES	3	1	0	0
Henry ES	2	1	0	0
Hughbanks ES	1	0	1	0
Morgan ES	1	1	2	0
Morris ES	0	0	0	0
Preston ES	2	0	0	0
Werner ES	2	1	1	0
Frisbie MS	1	1	8	0
Kucera MS	0	0	58	0

*Overall misassignments includes both corrected and uncorrected misassignments determined during the CalSAAS review.

SUBMITTED/REVIEWED BY: Diane Romo



**Board of Education Agenda
February 21, 2024**

SECOND QUARTER – 2023/2024 – WILLIAMS UNIFORM COMPLAINT REPORT

Number of Complaints this Quarter - Q2 (Oct-Dec)			
	Received	Resolved	Unresolved
Instructional Materials	0	0	0
Facilities	0	0	0
Teacher Vacancies & Misassignments	0	0	0

UCP Contact:
Name: Kevin Hodgson
Title: Academic Agent: Special Programs
Date Reported to Local Governing Board: 02/21/24

Entered By:
Name: Kevin Hodgson
Title: Academic Agent: Special Programs
Entered On: 01/16/24

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



**Board of Education Agenda
February 21, 2024**

LOCAL CONTROL AND ACCOUNTABILITY PLAN (LCAP) MIDYEAR REPORT

According to Education Code 52068 (a)(6), the Local Education Agency (LEA) is required to provide a midyear report on the annual update to the Local Control and Accountability Plan (LCAP) and the Local Control Funding Formula (LCFF) budget overview for parents to the governing board on or before February 28 of each school year.

The report includes both of the following:

- All available midyear outcome data related to metrics identified in the current year's Local Control and Accountability Plan (LCAP).
- All available midyear expenditures and implementation status on all actions identified in the current year's Local Control and Accountability Plan (LCAP).

The copy of the report has been provided to the Board of Education under separate cover and posted on the Rialto Unified School District website's Local Control and Accountability Plan (LCAP) page for public viewing..

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

PLEASE POST

PLEASE POST

PUBLIC NOTICE

PURSUANT TO THE REQUIREMENTS OF GOVERNMENT CODE AND BOARD POLICY, THE ATTACHED INITIAL CONTRACT PROPOSAL FOR THE 2024-2025 SCHOOL YEAR SUBMITTED BY THE RIALTO EDUCATION ASSOCIATION (REA), FOR AN AGREEMENT BETWEEN THE RIALTO EDUCATION ASSOCIATION (REA) AND THE RIALTO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION, IS HEREBY POSTED IN COMPLIANCE WITH THE LEGISLATIVE REQUIREMENTS FOR PUBLIC NOTICE.



Rhonda Kramer,
Lead Personnel Agent
Personnel Services

February 14, 2024

**Rialto Education Association
Proposal to the
Rialto Unified School District
For the 2024 - 2025 School Year**

Article V Class Size

1. Reduce all Gen Ed classes
2. Reduce SDC class
3. Reduce SDC preschool
4. Reduce kindergarten class size
5. Middle School Music Class Cap
6. Elementary Counselors Caseload Cap
7. Secondary Counselors Caseload cap
8. Lower SDC teacher caseload
9. Lower SLP Caseload
10. Additional classroom support (sped,SEI, & kinder classes)

Article XVIII Teaching Hours, Non-Teaching & Extra Curricular Duties

1. Teacher prep day after the new year no PD's/Training/Meeting
2. Preschool & RPRAT Language
3. SLP Language
4. Nursing Language
5. Induction Teacher Language
6. PE Teachers at the Elementary Level
7. Additional prep period for Secondary RSP/Educational Specialist Teachers who Co-Teach
8. Additional prep period for SDC teachers
9. Additional prep period for yearbook & Journalism teacher
10. Additional prep period for APEX Coordinator
11. Eliminate recess duty at the elementary level
12. Reading Specialist concerns
13. Inclusion Teacher concerns
14. Middle School recess time discussion/concerns

Article XXVI Adult Ed

Topics to be discussed if not in a separate contract

Article XIX Salary, Health & Welfare Benefits

1. Stipend for Orchestra Teachers
2. Stipend for Secondary Teachers with multiple preps
3. Stipend for School Site Multi Media person
4. Stipend for Military Service
5. Stipend for teachers in non DLI class providing bilingual support/services
6. Stipend for APEX Coordinator
7. Stipend for Inclusion teachers
8. Stipend for Secondary teachers with combo classes
9. Autism stipend applied to all SDC preschool teachers
10. Increase in stipends for (Drama, Yearbook, Speech and Debate, AVID & ASB Middle School Teachers, & Internal PBIS Internal Coaches)
11. Teacher per diem for Summer School
12. Decrease the number of years on steps after 20 years for movement to 2 years
13. Acupuncture coverage on medical plan
14. United HealthCare double coverage language

*Effective July 1, 2024, and continuing through June 30, 2025, Certificated bargaining unit members who choose the non-Kaiser Foundation Health Plan will contribute an amount, per month, equal to that of the Classified bargaining unit members, towards the other health plans offered by the District for unit member and eligible dependents if plan is lower than Certificated plan.

*The Association will advance a specific monetary proposal when state budget figures, including but not limited to LCFF, COLA, and grants, become defined.

*REA reserves the right to negotiate any additional funds that may come to Rialto Unified School District during the 2024-2025 calendar year after the closing of our current negotiations and before the beginning of the 2025-2026 negotiations.

CONSENT CALENDAR ITEMS



RIALTO UNIFIED SCHOOL DISTRICT

Philosophy-Goals-Objectives and Comprehensive Plans

BP 1312.3(a)

UNIFORM COMPLAINT PROCEDURES

The Board of Education recognizes that the District has the primary responsibility to ensure compliance with applicable state and federal laws and regulations governing educational programs. The Board encourages the early, informal resolution of complaints whenever possible. To resolve complaints ~~which~~ **that** may require a more formal process, the Board adopts the uniform system of complaint processes specified in 5 CCR 4600-4670 and the accompanying administrative regulation.

Complaints Subject to UCP

The District's uniform complaint procedures (UCP) shall be used to investigate and resolve the following complaints **regarding the following programs and activities:**

- ~~1. Any complaint alleging District violation of applicable state or federal law or regulations governing adult education programs, after school education and safety programs, migrant education, career technical and technical education and training programs, child care and development programs, child nutrition programs, special education programs, consolidated categorical aid programs, and any other District implemented program which is listed in Education Code 64000(a) (5 CCR 4610)~~

~~(cf. 3553 Free and Reduced Price Meals)~~

~~(cf. 3555 Nutrition Program Compliance)~~

~~(cf. 5141.4 Child Abuse Prevention and Reporting)~~

~~(cf. 5148 Child Care and Development)~~

~~(cf. 5148.2 Before/After School Programs)~~

~~(cf. 6159 Individualized Education Program)~~

~~(cf. 6171 Title I Programs)~~

~~(cf. 6174 Education for English Language Learners)~~

~~(cf. 6175 Migrant Education Programs)~~

~~(cf. 6178 Career Technical Education)~~

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

~~(cf. 6178.2 Regional Occupational Center/Program)~~

~~(cf. 6200 Adult Education)~~

UNIFORM COMPLAINT PROCEDURES

1. **Accommodations for pregnant and parenting students (Education Code 46015)**
2. **Adult education programs (Education Code 8500-8538, 52334.7, 52500-52617)**
3. **After School Education and Safety programs (Education Code 8482-8484.65)**
4. **Agricultural career technical education (Education Code 52460-52462)**
5. **Career technical and technical education and career technical and technical training programs (Education Code 52300-52462)**
6. **Child care and development programs (Education Code 8200-8488)**
7. **Compensatory education (Education Code 54400)**
8. **Consolidated categorical aid programs (Education Code 33315; 34 CFR 299.10-299.12)**
9. **Course periods without educational content (Education Code 51228.1-51228.3)**
10. **Discrimination, harassment, intimidation, or bullying in district programs and activities, including in those programs or activities funded directly by or that receive or benefit from any state financial assistance, based on a person's actual or perceived characteristics of race or ethnicity, color, ancestry, nationality, national origin, immigration status, ethnic group identification, age, religion, marital status, pregnancy, parental status, physical or mental disability, medical condition, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or any other characteristic identified in Education Code 200 or 220, Government Code 11135, or Penal Code 422.55, or based on the person's association with a person or group with one or more of these actual or perceived characteristics. (5 CCR 4610)**

Discrimination includes, but is not limited to, the Board's refusal to approve the use or prohibit the use of any textbook, instructional material, supplemental instructional material, or other curriculum for classroom instruction, or any book or other resource in a school library, on the basis that it includes a study of the role and contributions of any individual or group consistent with the requirements of Education Code 51204.5 and 60040, unless such study would violate Education Code 51501 or 60044. A complaint alleging such unlawful discrimination may, in addition to or in lieu of being filed with the district, be directly filed with the Superintendent of Public Instruction (SPI). (Education Code 243)

11. **Educational and graduation requirements for students in foster care, students experiencing homelessness, students from military families, students formerly in a juvenile court school, students who are migratory, and students participating in a newcomer program (Education Code 48645.7, 48853, 48853.5, 49069.5, 51225.1, 51225.2)**

UNIFORM COMPLAINT PROCEDURES

- 12. Every Student Succeeds Act (Education Code 52059.5; 20 USC 6301 et seq.)**
 - 13. Local control and accountability plan (Education Code 52075)**
 - 14. Migrant education (Education Code 54440-54445)**
 - 15. Physical education instructional minutes (Education Code 51210, 51222, 51223)**
 - 16. Student fees (Education Code 49010-49013)**
 - 17. Reasonable accommodations to a lactating student (Education Code 222)**
 - 18. Regional occupational centers and programs (Education Code 52300-52334.7)**
 - 19. School plans for student achievement as required for the consolidated application for specified federal and/or state categorical funding (Education Code 64001)**
 - 20. School site councils as required for the consolidated application for specified federal and/or state categorical funding (Education Code 65000)**
 - 21. State preschool programs (Education Code 8207-8225)**
 - 22. State preschool health and safety issues in license-exempt programs (Education Code 8212)**
 - 23. Any complaint alleging retaliation against a complainant or other participant in the complaint process or anyone who has acted to uncover or report a violation subject to this policy**
 - 24. Any other state or federal educational program the SPI or designee deems appropriate**
- ~~2. Any complaint alleging the occurrence of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) against any student, employee, or other person participating in District programs and activities, including, but not limited to, those programs or activities funded directly by or that receive or benefit from any state financial assistance, based on the person's actual or perceived characteristics of race or ethnicity, color, ancestry, nationality, national origin, ethnic group identification, age, religion, marital, pregnancy, or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or any other characteristic identified in Education Code 200 or 220, Government Code 11135, or Penal Code 422.55 or based on his/her association with a person or group with one or more of these actual or perceived characteristics. (5 CCR 4610)~~

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

~~(cf. 5145.3—Nondiscrimination/Harassment)~~

~~(cf. 5145.7—Sexual Harassment)~~

UNIFORM COMPLAINT PROCEDURES

- ~~3. Any complaint alleging District noncompliance with the requirement to provide reasonable accommodation to a lactating student on school campus to express breast milk, breastfeed an infant child, or address other breastfeeding-related needs of the student (Education Code 222)~~

~~(cf. 5146 Married/Pregnant/Parenting Students)~~

- ~~4. Any complaint alleging district noncompliance with the prohibition against requiring students to pay fees, deposits, or other charges for participation in educational activities (5 CCR4610)~~

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

~~(cf. 3320 Claims and Actions Against the District)~~

- ~~5. Any complaint alleging district noncompliance with legal requirements related to the implementation of the local control and accountability plan (Education Code 52075)~~

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

- ~~6. Any complaint, by or on behalf of any student who is a foster youth, alleging district noncompliance with any legal requirement applicable to the student regarding placement decisions, the responsibilities of the district's educational liaison to the student, the award of credit for coursework satisfactorily completed in another school or district, school transfer, or the grant of an exemption from Board imposed graduation requirements (Education Code 48853, 48853.5, 49069.5, 51225.1, 51225.2)~~

~~(cf. 6173.1 Education for Foster Youth)~~

- ~~7. Any complaint, by or on behalf of a homeless student as defined in 42 USC 11434a, alleging district noncompliance with any requirement applicable to the student regarding the award of credit for coursework satisfactorily completed in another school or district or the grant of an exemption from Board imposed graduation requirements (Education Code 51225.1, 51225.2)~~

~~(cf. 6173 Education for Homeless Children)~~

- ~~8. Any complaint, by or on behalf of a former juvenile court school student who transfers into the district after his/her second year of high school, alleging district noncompliance with a requirement applicable to the student regarding the award of credit for coursework satisfactorily completed in the juvenile court school or the grant of an exemption from Board imposed graduation requirements (Education Code 51225.1, 51225.2)~~

9.

UNIFORM COMPLAINT PROCEDURES

~~(cf. 6173.3 – Education for Juvenile Court School Students)~~

9. ~~Any complaint alleging district noncompliance with the requirements of Education Code 51228.1 and 51228.2 that prohibit the assignment of a student to a course without educational content for more than one week in any semester or to a course the student has previously satisfactorily completed, without meeting specified conditions (Education Code 51228.3)~~

~~(cf. 6152 – Class Assignment)~~

10. ~~Any complaint alleging district noncompliance with the physical education instructional minutes requirement for students in elementary school (Education Code 51210, 51223)~~

~~(cf. 6142.7 – Physical Education and Activity)~~

11. ~~Any complaint alleging retaliation against a complainant or other participant in the complaint process or anyone who has acted to uncover or report a violation subject to this policy~~

12. ~~Any other complaint as specified in a district policy~~

The Board recognizes that alternative dispute resolution (ADR) ~~can~~ **may be used for matters involving students receiving special services**, depending on the nature of the allegations, offer a process ~~to reach a resolution to the~~ **for resolving a complaint in a manner** that is acceptable to all parties. **An ADR process** such as mediation may be offered to resolve complaints that involve more than one student and no adult. However, mediation shall not be offered or used to resolve any complaint involving sexual assault or where there is a reasonable risk that a party to the mediation would feel compelled to participate. The Superintendent or designee shall ensure that the use of ADR is consistent with state and federal laws and regulations.

The district shall protect all complainants from retaliation. In investigating complaints, the confidentiality of the parties involved shall be protected as required by law. For any complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the Superintendent or designee shall keep the identity of the complainant, and/or the subject of the complaint if he/she is different from the complainant, confidential when appropriate and as long as the integrity of the complaint process is maintained.

UNIFORM COMPLAINT PROCEDURES

~~(cf. 4119.23/4219.23/4319.23 – Unauthorized Release of Confidential/Privileged Information)~~

~~(cf. 5125 – Student Records)~~

~~(cf. 9011 – Disclosure of Confidential/Privileged Information)~~

When an allegation that is not subject to the UCP is included in a UCP complaint, the District shall refer the non-UCP allegation to the appropriate staff or agency and shall investigate, and, if appropriate, resolve the UCP-related allegation(s) through the District UCP.

The Superintendent or designee shall provide training to District staff to ensure awareness and knowledge of current law and related requirements **related to UCP**, including the steps and timelines specified in this policy and the accompanying administrative regulation.

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

The Superintendent or designee shall maintain records of ~~all UCP~~ **each** complaints and **subsequent related actions, including steps taken during** the investigations **and all information required for compliance with 5 CCR 4631 and 4633.** ~~of these complaints in accordance with applicable state law and District policy.~~

~~(cf. 3580 – District Records)~~

Non-UCP Complaints

The following complaints shall not be subject to the District's UCP but shall be referred to **investigated and resolved by** the specified agency **or through an alternative process:** ~~(5 CCR 4611)~~

1. Any complaint alleging child abuse or neglect shall be referred to the County Department of Social Services, the County Protective Services Division, ~~and~~ **or** the appropriate law enforcement agency. **(5 CCR 4611)**
2. Any complaint alleging health and safety violations by a child development program shall, for licensed facilities, be referred to Department of Social Services and shall, for licensing exempt facilities, be referred to the appropriate Child Development regional administrator. **(5 CCR 4611)**

UNIFORM COMPLAINT PROCEDURES

3. **Any complaint alleging that a student, while in an education program or activity in which the District exercises substantial control over the context and respondent, was subjected to sexual harassment as defined in 34 CFR 106.30 shall be addressed through the federal Title IX complaint procedures adopted pursuant to 34 CFR 106.44-106.45, as specified in Administrative Regulation 5145.71 – Title IX Sexual Harassment Complaint Procedures.**
4. ~~3.~~ **Any complaint alleging employment discrimination or harassment shall be sent to the California Department of Fair Employment and Housing and the compliance officer shall notify the complainant by first class mail of the transfer. investigated and resolved by the District in accordance with the procedures specified in Administrative Regulation 4030 – Nondiscrimination in Employment, including the right to file the complaint with the California Civil Rights Department.**
- ~~4.~~ ~~Any complaint alleging fraud shall be referred to the California Department of Education.~~
5. **Any complaint alleging a violation of a state or federal law or regulation related to special education, a settlement agreement related to the provision of a free appropriate public education (FAPE), failure or refusal to implement a due process hearing order to which the District is subject, or a physical safety concern that interferes with the district's provision of FAPE shall be submitted to the California Department of Education (CDE) in accordance with Administrative Regulation 6159.1 - Procedural Safeguards and Complaints for Special Education. (5 CCR 3200-3205)**
6. **Any complaint alleging noncompliance of the District's food service program with laws regarding meal counting and claiming, reimbursable meals, eligibility of children or adults, or use of cafeteria funds and allowable expenses shall be filed with or referred to CDE in accordance with Board Policy 3555 - Nutrition Program Compliance. (5 CCR 15580-15584)**
7. **Any allegation of discrimination based on race, color, national origin, sex, age, or disability in the District's food service program shall be filed with or referred to the U.S. Department of Agriculture in accordance with Board Policy 3555 - Nutrition Program Compliance. (5 CCR 15582)**

~~In addition, the District's Williams Uniform Complaint Procedures, AR 1312.4, shall be used to investigate and resolve any complaint related to sufficiency of textbooks or instructional materials, emergency or urgent facilities conditions that pose a threat to the health or safety of students or staff, or teacher vacancies and misassignments. (Education Code 35186)~~

UNIFORM COMPLAINT PROCEDURES

8. **Any complaint related to sufficiency of textbooks or instructional materials, emergency or urgent facilities conditions that pose a threat to the health or safety of students or staff, or teacher vacancies and misassignments shall be investigated and resolved in accordance with Administrative Regulation 1312.4 - Williams Uniform Complaint Procedures. (Education Code 35186)**

(cf. 1312.4—Williams Uniform Complaint Procedures)

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 11023	<u>Harassment and discrimination prevention and correction</u>
5 CCR 15580-15584	<u>Child nutrition programs complaint procedures</u>
5 CCR 3200-3205	<u>Special education compliance complaints</u>
5 CCR 4600-4670	<u>Uniform complaint procedures</u>
5 CCR 4600-4687	<u>Uniform complaint procedures and Williams complaints</u>
5 CCR 4690-4694	<u>Complaints regarding health and safety issues in license-exempt preschool programs</u>
5 CCR 4900-4965	<u>Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance</u>
Ed. Code 18100-18203	<u>School libraries</u>
Ed. Code 200-262.4	<u>Prohibition of discrimination</u>
Ed. Code 32280-32289.5	<u>School safety plans</u>
Ed. Code 35186	<u>Williams uniform complaint procedures</u>
Ed. Code 46015	<u>Parental leave for students</u>
Ed. Code 48645.7	<u>Juvenile court schools</u>
Ed. Code 48853-48853.5	<u>Foster youth</u>
Ed. Code 48985	<u>Notices to parents in language other than English</u>
Ed. Code 49010-49013	<u>Student fees</u>

UNIFORM COMPLAINT PROCEDURES

Ed. Code 49060-49079	<u>Student records</u>
Ed. Code 49069.5	<u>Records of foster youth</u>
Ed. Code 49490-49590	<u>Child nutrition programs</u>
Ed. Code 49701	<u>Provisions of the Interstate Compact on Educational Opportunities for Military Children</u>
Ed. Code 51204.5	<u>Social sciences instruction; contributions of specified groups</u>
Ed. Code 51210	<u>Course of study for grades 1-6</u>
Ed. Code 51222	<u>Physical education</u>
Ed. Code 51223	<u>Physical education; elementary schools</u>
Ed. Code 51225.1-51225.2	<u>Foster youth, homeless children, former juvenile court school students; course credits; graduation requirements</u>
Ed. Code 51226-51226.1	<u>Career technical education</u>
Ed. Code 51228.1-51228.3	<u>Course periods without educational content</u>
Ed. Code 51501	<u>Nondiscriminatory subject matter</u>
Ed. Code 52059.5	<u>Statewide system of support</u>
Ed. Code 52060-52077	<u>Local control and accountability plan</u>
Ed. Code 52075	<u>Complaint for lack of compliance with local control and accountability plan requirements</u>
Ed. Code 52300-52462	<u>Career technical education</u>
Ed. Code 52500-52617	<u>Adult schools</u>
Ed. Code 54400-54425	<u>Compensatory education programs</u>
Ed. Code 54440-54445	<u>Migrant education</u>
Ed. Code 54460-54529	<u>Compensatory education programs</u>
Ed. Code 59000-59300	<u>Special schools and centers</u>
Ed. Code 60010	<u>Instructional materials; definition</u>
Ed. Code 60040-60052	<u>Requirements for instructional materials</u>
Ed. Code 64000-64001	<u>Consolidated application process; school plan for student achievement</u>

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Ed. Code 65000-65001	<u>School site councils</u>
Ed. Code 8200-8488	<u>Child care and development programs</u>
Ed. Code 8500-8538	<u>Adult basic education</u>
Gov. Code 11135	<u>Prohibition of discrimination</u>
Gov. Code 12900-12996	<u>Fair Employment and Housing Act</u>
H&S Code 1596.792	<u>California Child Day Care Act; general provisions and definitions</u>
H&S Code 1596.7925	<u>California Child Day Care Act; health and safety regulations</u>
Pen. Code 422.55	<u>Definition of hate crime</u>
Pen. Code 422.6	<u>Crimes; harassment</u>
Federal	Description
20 USC 1221	<u>Application of laws</u>
20 USC 1232g	<u>Family Educational Rights and Privacy Act (FERPA) of 1974</u>
20 USC 1681-1688	<u>Title IX of the Education Amendments of 1972; discrimination based on sex</u>
20 USC 6301-6576	<u>Title I Improving the Academic Achievement of the Disadvantaged</u>
20 USC 6801-7014	<u>Title III language instruction for limited English proficient and immigrant students</u>
28 CFR 35.107	<u>Nondiscrimination on basis of disability; complaints</u>
29 USC 794	<u>Rehabilitation Act of 1973; Section 504</u>
34 CFR 100.3	<u>Prohibition of discrimination on basis of race, color or national origin</u>
34 CFR 104.7	<u>Section 504; Designation of responsible employee and adoption of grievances procedures</u>

UNIFORM COMPLAINT PROCEDURES

34 CFR 106.1-106.82	<u>Nondiscrimination on the basis of sex in education programs</u>
34 CFR 106.30	<u>Discrimination on the basis of sex in education programs and activities; definitions</u>
34 CFR 106.44	<u>Recipient's response to sexual harassment</u>
34 CFR 106.45	<u>Grievance process for formal complaints of sexual harassment</u>
34 CFR 106.8	<u>Designation of coordinator; dissemination of policy, and adoption of grievance procedures</u>
34 CFR 110.25	<u>Notification of nondiscrimination on the basis of age</u>
34 CFR 99.1-99.67	<u>Family Educational Rights and Privacy</u>
42 USC 11431-11435	<u>McKinney-Vento Homeless Assistance Act</u>
42 USC 12101-12213	<u>Americans with Disabilities Act</u>
42 USC 2000d-2000d-7	<u>Title VI, Civil Rights Act of 1964</u>
42 USC 2000h-2-2000h-6	<u>Title IX of the Civil Rights Act of 1964</u>
42 USC 6101-6107	<u>Age Discrimination Act of 1975</u>
Management Resources	Description
California Department of Education Publication	<u>Uniform Complaint Procedure 2021-22 Program Instrument</u>
California Department of Education Publication	<u>Sample UCP Board Policies and Procedures</u>
U.S. DOE, Office for Civil Rights Publication	<u>Part 1: Questions and Answers Regarding the Department's Title IX Regulations, January 2021</u>
U.S. DOE, Office for Civil Rights Publication	<u>Questions and Answers on the Title IX Regulations on Sexual Harassment, July 2021</u>
U.S. DOE, Office for Civil Rights Publication	<u>Dear Colleague Letter: Responding to Bullying of Students with Disabilities, October 2014</u>

UNIFORM COMPLAINT PROCEDURES

U.S. DOJ Publication	<u>Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons, 2007</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>Student Privacy Policy Office</u>
Website	<u>U.S. Department of Agriculture</u>
Website	<u>California Department of Social Services</u>
Website	<u>U.S. Department of Justice</u>
Website	<u>California Department of Education</u>
Website	<u>CSBA</u>
Website	<u>U.S. Department of Education, Office for Civil Rights</u>
Website	<u>California Civil Rights Department</u>

Cross References

Code	Description
0410	<u>Nondiscrimination In District Programs And Activities</u>
0420	<u>School Plans/Site Councils</u>
0420	<u>School Plans/Site Councils</u>
0420.41	<u>Charter School Oversight</u>
0420.41-E PDF(1)	<u>Charter School Oversight</u>
0430A	<u>Comprehensive Local Plan For Special Education</u>
0430	<u>Comprehensive Local Plan For Special Education</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>

UNIFORM COMPLAINT PROCEDURES

0470	<u>COVID-19 Mitigation Plan</u>
1100	<u>Communication With The Public</u>
1100-E PDF(1)	<u>Communication With The Public</u>
1113	<u>District And School Websites</u>
1113	<u>District And School Websites</u>
1114	<u>District-Sponsored Social Media</u>
1114	<u>District-Sponsored Social Media</u>
1220	<u>Citizen Advisory Committees</u>
1220	<u>Citizen Advisory Committees</u>
1250	<u>Visitors/Outsiders</u>
1250	<u>Visitors/Outsiders</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>
1312.2	<u>Complaints Concerning Instructional Materials</u>
1312.2	<u>Complaints Concerning Instructional Materials</u>
1312.2-E PDF(1)	<u>Complaints Concerning Instructional Materials</u>
1312.4	<u>Williams Uniform Complaint Procedures</u>
1312.4-E PDF(1)	<u>Williams Uniform Complaint Procedures</u>
1313	<u>Civility</u>
1340	<u>Access To District Records</u>
1340	<u>Access To District Records</u>
3260	<u>Fees And Charges</u>
3260	<u>Fees And Charges</u>
3555	<u>Nutrition Program Compliance</u>
3580	<u>District Records</u>
3580	<u>District Records</u>
4030	<u>Nondiscrimination In Employment</u>
4030	<u>Nondiscrimination In Employment</u>

UNIFORM COMPLAINT PROCEDURES

4112.23	<u>Special Education Staff</u>
4112.23	<u>Special Education Staff</u>
4112.9	<u>Employee Notifications</u>
4112.9-E PDF(1)	<u>Employee Notifications</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4119.1	<u>Civil And Legal Rights</u>
4119.11	<u>Sexual Harassment</u>
4119.11	<u>Sexual Harassment</u>
4119.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>
4212.9	<u>Employee Notifications</u>
4212.9-E PDF(1)	<u>Employee Notifications</u>
4218	<u>Dismissal/Suspension/Disciplinary Action</u>
4219.1	<u>Civil And Legal Rights</u>
4219.11	<u>Sexual Harassment</u>
4219.11	<u>Sexual Harassment</u>
4219.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4231	<u>Staff Development</u>
4231	<u>Staff Development</u>
4244	<u>Complaints</u>
4244	<u>Complaints</u>
4312.9	<u>Employee Notifications</u>
4312.9-E PDF(1)	<u>Employee Notifications</u>

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4319.1	<u>Civil And Legal Rights</u>
4319.11	<u>Sexual Harassment</u>
4319.11	<u>Sexual Harassment</u>
4319.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4331	<u>Staff Development</u>
4331	<u>Staff Development</u>
4344	<u>Complaints</u>
4344	<u>Complaints</u>
5116.1	<u>Intradistrict Open Enrollment</u>
5116.1	<u>Intradistrict Open Enrollment</u>
5117	<u>Interdistrict Attendance</u>
5117	<u>Interdistrict Attendance</u>
5125	<u>Student Records</u>
5125	<u>Student Records</u>
5131.62	<u>Tobacco</u>
5131.62	<u>Tobacco</u>
5137	<u>Positive School Climate</u>
5141.22	<u>Infectious Diseases</u>
5141.22	<u>Infectious Diseases</u>
5141.4	<u>Child Abuse Prevention And Reporting</u>
5141.4	<u>Child Abuse Prevention And Reporting</u>
5141.4-E PDF(1)	<u>Child Abuse Prevention And Reporting - Child Abuse Reporting Procedures</u>
5144	<u>Discipline</u>
5144	<u>Discipline</u>
5144.1	<u>Suspension And Expulsion/Due Process</u>
5144.1	<u>Suspension And Expulsion/Due Process</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.3	<u>Nondiscrimination/Harassment</u>

UNIFORM COMPLAINT PROCEDURES

5145.6	<u>Parent/Guardian Notifications</u>
5145.6-E PDF(1)	<u>Parent/Guardian Notifications</u>
5145.7	<u>Sexual Harassment</u>
5145.7	<u>Sexual Harassment</u>
5145.71	<u>Title IX Sexual Harassment Complaint Procedures</u>
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5146	<u>Married/Pregnant/Parenting Students</u>
5148	<u>Child Care And Development</u>
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5148.3	<u>Preschool/Early Childhood Education</u>
6142.1	<u>Sexual Health And HIV/AIDS Prevention Instruction</u>
6142.1	<u>Sexual Health And HIV/AIDS Prevention Instruction</u>
6142.7	<u>Physical Education And Activity</u>
6142.7	<u>Physical Education And Activity</u>
6145	<u>Extracurricular And Cocurricular Activities</u>
6145	<u>Extracurricular And Cocurricular Activities</u>
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6145.2	<u>Athletic Competition</u>
6146.1	<u>High School Graduation Requirements</u>
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6159	<u>Individualized Education Program</u>

UNIFORM COMPLAINT PROCEDURES

6159.1	<u>Procedural Safeguards And Complaints For Special Education</u>
6159.1	<u>Procedural Safeguards And Complaints For Special Education</u>
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6173.1	<u>Education For Foster Youth</u>
6173.1	<u>Education For Foster Youth</u>
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6173.2	<u>Education Of Children Of Military Families</u>

UNIFORM COMPLAINT PROCEDURES

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6200	<u>Adult Education</u>
9000	<u>Role Of The Board</u>
9012	<u>Board Member Electronic Communications</u>
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9322	<u>Agenda/Meeting Materials</u>

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March 9, 2016
April 11, 2018

**RIALTO UNIFIED
SCHOOL DISTRICT**
Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4140(a)

Bargaining Units

The Board of Education recognizes the right of ~~public school~~ **District** employees to form **a bargaining units, and to** select an employee organization as the exclusive representative of their unit, **to represent the employees'** and ~~be represented by that organization in their~~ employment relationship with the District. The Board is committed to negotiating in good faith with the employee organizations and respecting the rights of employees and employee organizations.

~~(cf. 4141/4241—Collective Bargaining Agreement)
(cf. 4143/424—Negotiations/Consultation)
(cf. 9000—Role of the Board)~~

The District shall not dominate or interfere with the formation or administration of any employee organization or contribute financial or other support to it. (Government Code 3543.5)

Employees shall not be prohibited from wearing union buttons or other items that favor or oppose the formation of a bargaining unit or any matter that is the subject of negotiations.

~~(cf. 4119.1/4219.1/3219.1—Civil and Legal Rights)~~

Formation of Bargaining Units

Certificated and classified employees shall not be included in the same bargaining unit. (Government Code 3545)

~~The District may recognize a bargaining unit of supervisory employees if:
(Government Code 3545)~~

- ~~1. The bargaining unit includes all supervisory employees.~~
- ~~2. The supervisors are not represented by the same organization that represents employees whom the supervisory employees supervise.~~

~~(cf. 4300—Administrative and Supervisory Personnel)
(cf. 4301—Administrative Staff Organization)
(cf. 4312.1—Contracts)~~

A bargaining unit of supervisory employees may be recognized if the bargaining unit includes all supervisory employees and is not represented by an employee organization that represents District employees who are supervised by the supervisory employees. (Government Code 3545)

Bargaining Units

For this purpose, supervisory employee means any employee, regardless of job description, having authority, in the interest of the District, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or the responsibility to assign work to, direct, or adjust grievance of other employees, or effectively recommend that action, when the exercise of that authority is not of a merely routine or clerical nature, but requires the use of independent judgment. (Government Code 3540.1)

Employees serving in a management, senior management, or confidential positions shall not be represented by an exclusive representative. **In the employment relationship with the District,** ~~Such~~ employees may represent themselves individually or may be represented by an employee organization whose membership is composed entirely of employees designated as holding those positions;. **An employee organization representing management or confidential employees shall not be permitted to meet and negotiate with the District on behalf of the employees.** ~~but that organization shall not meet and negotiate with the District.~~ For this purpose: (Government Code 3540.1, 3543.4)

1. ~~Management employee means any employee who has significant responsibilities for formulating District policies or administering District programs, and whose position is designated as a management position by the Board.~~
2. ~~Confidential employee means any employee who is required to develop or present management positions with respect to employer-employee relations or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions.~~

Management employee means an employee in a position having significant responsibilities for formulating District policies or administering District programs. Management positions shall be designated by the Board which may be subject to review by the Public Employment Relations Board. (Government Code 3540.1)

Confidential employee means any employee who is required to develop or present management positions with respect to employer-employee relations or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions. (Government Code 3540.1)

Membership

The District shall not deter or discourage employees or job applicants from becoming or remaining members of an employee organization, authorizing representation by an employee organization, or authorizing dues or fee deductions to an employee organization. In addition, the District shall not impose or threaten to impose reprisals on employees, discriminate or threaten to discriminate against employees, or

Bargaining Units

otherwise interfere with, restrain, or coerce employees because of their membership or nonmembership in an employee organization. (Government Code 3543.5, 3550)

The Superintendent or designee may communicate with District employees regarding their rights to join and/or support an officially recognized employee organization or to refrain from joining or supporting an officially recognized employee organization. Such communications shall be factual and accurate, and may not promise a benefit, threaten a reprisal, or in any way deter or discourage employees from joining an employee organization or paying dues.

However, before disseminating to multiple employees any mass communication concerning employees' rights under the law, such as a written document or script for oral or recorded presentation or message, the Superintendent or designee shall meet and confer with the employees' exclusive representative regarding the content of the communication. If the District and exclusive representative do not come to agreement on the content of the mass communication, the Superintendent or designee may disseminate the District's mass communication, provided that at the same time, copies of the exclusive representative's communication, which shall be of reasonable length, are also distributed. (Government Code 3553)

(cf. ~~4119.1/4219.1/4319.1~~ Civil and Legal Rights)

Access to Employee Orientations and Contact Information

The District shall permit employee organizations access to new employee orientations **or onboarding process** where newly hired employees are advised, whether in person, online, or through other means or mediums, of their employment status, rights, benefits, duties, responsibilities, or any other employment-related matters. The District shall provide employee organizations at least 10 days' notice in advance of an orientation. However, in any specific instance where an unforeseeable, urgent need critical to the District's operation prevents the required 10 days' notice, a shorter notice may be provided. (Government Code 3555.5, 3556)

Following a request to negotiate by either party, ~~the~~ the structure, time, and manner of the access to new employee orientations shall be determined by mutual agreement of the District and the exclusive representative, ~~following a request to negotiate by either party.~~ If the District and exclusive representative fail to reach an agreement, matters related to the access to new employee orientation shall be subject to compulsory interest arbitration. The District and employee organization may mutually agree to submit any dispute to compulsory interest arbitration at any time. In addition, if any dispute arises during negotiations and is not resolved within 45 days after the first meeting or within 60 days after the initial request to negotiate, whichever is earlier, either party may make a demand for compulsory interest arbitration. **The arbitrator selection process shall commence within 14 days of a party's**

Bargaining Units

demand for compulsory interest arbitration. When any such dispute arises during the summer when the District's administrative office is closed, the timeline shall commence on the first day the administrative office reopens. The decision of the arbitrator shall be final and binding on the parties. (Government Code 3556, 3557)

The date, time and place of orientation shall not be disclosed to anyone other than employees, the exclusive representative, or a vendor that is contracted to provide a service for purposes of the orientation. (Government Code 3556)

~~The Superintendent or designee shall provide an exclusive representative with the name, job title, department, work location, telephone numbers (work, home, and personal cell phone), personal email address(es) on file with the district, and home address of any newly hired employee in the bargaining unit, within 30 days of hire or by the first pay period of the month following hire. In addition, the Superintendent or designee shall provide the same information in regard to all employees in the bargaining unit to an exclusive representative at least every 120 days, unless more frequent or detailed lists are required by agreement with the exclusive representative. (Government Code 3558, 6254.3)~~

~~However, the Superintendent or designee shall not disclose the home address and any phone numbers on file for employees performing law enforcement related functions, nor shall he/she disclose the home address, home or personal cell phone number(s), or personal email address(es) of any employee who is a participant in the Safe at Home address confidentiality program pursuant to Government Code 6207 or any employee who provides written request that the information not be disclosed for this purpose. Following receipt of a written request, the district shall remove the employee's home address, home and personal cell phone numbers, and personal email address from any mailing list maintained by the district unless the list is only used by the district to contact the employee. (Government Code 3558, 6207, 6254.3)~~

~~(cf. 1340 – Access to District Records)~~

Until June 30, 2025, in addition to above provisions regarding new employee orientations, the District shall ensure the following: (Government Code 3556)

- 1. When an in-person new employee orientation has not been conducted within 30 days of hiring any new employee who is working in person, the Superintendent or designee shall permit the exclusive representative to schedule an in-person meeting which newly hired employees shall have an opportunity to attend, at the employee's worksite and during employment hours. Each newly hired employee within the bargaining unit shall be provided at least 30 minutes of paid time to attend the meeting, during which the**

Bargaining Units

exclusive representative shall be permitted to communicate directly with the newly hired employees.

Within seven days of an exclusive representative's request to schedule such an inperson meeting, the Superintendent or designee shall provide an appropriate on-site meeting space.

- 2. When, by reason of a state or local public health order limiting the size of gatherings, the District is prohibited from organizing a new employee orientation, an exclusive representative may schedule multiple meetings to ensure that newly hired employees have an opportunity to attend without exceeding the maximum allowable number of people. If such an order prohibits all gatherings, the exclusive representative may schedule a meeting(s) once the order is lifted or modified to permit gatherings.**

Alternative access to these meetings shall be determined through mutual agreement between the District and the exclusive representative.

Access to Employee Contact Information

The Superintendent or designee shall provide an exclusive representative with the name, job title, department, work location, telephone numbers (work, home, and personal cell phone), personal email address(es) on file with the District, and home address of any newly hired employee within 30 days of hire or by the first pay period of the month following hire, unless the exclusive representative has agreed to a different interval for the provision of the information. In addition, the Superintendent or designee shall provide the exclusive representative the same information in regard to all employees in the bargaining unit at least every 120 days, unless more frequent or detailed lists are required by agreement with the exclusive representative. (Government Code 3558, 7928.300)

However, the Superintendent or designee shall not disclose: (Government Code 3558, 6207, 6215, 6215.2, 7928.300)

- 1. The home address and any phone numbers on file for employees performing law enforcement-related functions**
- 2. The home address, home telephone or personal cell phone number(s), or personal email address(es) of any employee who is a participant in the Safe at Home address confidentiality program pursuant to Government Code 6207**

Bargaining Units

- 3. The employee's home address, home telephone and personal cell phone numbers, and personal email address of an employee not performing law enforcement related functions if the employee has submitted a written request to keep such information private. In such instances, the Superintendent or designee shall also remove the employee's home address, and home telephone and personal cell phone numbers from any mailing list maintained by the District unless the list is only used by the District to contact the employee.**

Within 20 calendar days after an exclusive representative notifies the Superintendent or designee that a list of employees provided by the district is inaccurate or incomplete, the Superintendent or designee shall take steps to correct the list and provide a new list of employees to the exclusive representative. (Government Code 3558)

To provide accurate information, the Superintendent or designee shall review the list of contact information for district employees at the beginning of each school year, or more often as appropriate.

Communications with Employees

Employee organizations may have access at reasonable times to areas in which employees work and may use District facilities at reasonable times for the purpose of meetings. Subject to reasonable regulation, employee organizations may also use institutional bulletin boards, mailboxes, and other means of communication to communicate with employees. (Government Code 3543.1)

Access to District means of communication shall be limited in cases where such access would be disruptive to District operations.

Membership Dues or Other Payments to an Employee Organization

When drawing an order for the salary or wage payment of a bargaining unit employee of an employee organization, the District shall deduct any amount which has been requested by the employee in a revocable written authorization for the purpose of paying dues or other payments for any service, program, or committee provided or sponsored by the employee organization. (Education Code 45060, 45168)

An employee organization that certifies that it has and will maintain individual employee authorizations shall handle and process employee written authorizations for payroll deductions. When an employee organization provides such a certification to the District, the District shall rely on information from the employee organization regarding the amounts of such payroll deductions and from which employees.

Bargaining Units

The employee organization shall not be required to submit to the **D**istrict a copy of the written authorization in order for the payroll deductions to be effective. However, when there is a dispute about the existence or terms of the written authorization, a copy of the employee's written authorization shall be submitted to the **D**istrict. The employee organization shall indemnify the **D**istrict for any employee claims regarding payroll deductions made by the **D**istrict in reliance on notification from the employee organization. (Education Code 45060, 45168)

When an employee organization which has declined to certify that it will handle and process employee written authorizations makes a request for payroll deductions, the **D**istrict shall request a copy of the employee's written authorization before making the payroll deductions. (Education Code 45060, 45168)

A written authorization shall remain in effect until expressly revoked in writing by the employee and pursuant to the terms of the written authorization. Employee requests to cancel or change authorizations for payroll deductions for employee organizations shall be directed to the employee organization rather than the **D**istrict. The employee organization shall be responsible for processing these requests. The **D**istrict shall rely on the information provided by the employee organization regarding whether deductions for an employee organization were properly canceled or changed. The employee organization shall be required to indemnify the **D**istrict for any claims made by an employee for deductions made by the **D**istrict in reliance on information from the employee organization. (Education Code 45060, 45168)
(Education Code 45060, 45168)

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
8 CCR 33015-33490	<u>Recognition of exclusive representative proceedings</u>
8 CCR 33700-33710	<u>Severance of established unit</u>
Ed. Code 45060-45061.5	<u>Deduction of fees from salary or wage payment; certificated employees</u>
Ed. Code 45100.5	<u>Senior classified management positions</u>
Ed. Code 45104.5	<u>Abolishment of senior classified management positions</u>

Bargaining Units

State	Description
Ed. Code 45108.5	<u>Definition of senior classified management employees</u>
Ed. Code 45108.7	<u>Waiver of provisions of 45108.5</u>
Ed. Code 45168	<u>Deduction of fees from salary or wage payment; classified employees</u>
Ed. Code 45220-45320	<u>Merit system; classified employees</u>
Gov. Code 3540-3549.3	<u>Educational Employment Relations Act</u>
Gov. Code 3540.1	<u>Public employment; definitions</u>
Gov. Code 3543.4	<u>Management and confidential positions; representation</u>
Gov. Code 3545	<u>Appropriateness of unit; basis</u>
Gov. Code 3550-3552	<u>Prohibition on public employers deterring or discouraging union membership</u>
Gov. Code 3555-3559	<u>Public employee communication, information and orientation</u>
Gov. Code 53260-53264	<u>Employment contracts</u>
Gov. Code 6205-6210	<u>Confidentiality of addresses for victims of domestic violence, sexual assault, or stalking</u>
Gov. Code 6215-6216	<u>Address confidentiality for individuals who face threats or violence because of work for a public entity</u>
Gov. Code 6503.5	<u>Joint powers agencies; agreement</u>
Gov. Code 7928.300	<u>Disclosure of employee contact information to employee organization</u>
Management Resources	Description
Court Decision	<u>County of Los Angeles v. Los Angeles County Employee Relations Commission (2013) 56 Cal. 4th 905</u>
Court Decision	<u>Friedrichs v. California Teachers Association, et al. (2016) 136 S.Ct. 1083</u>

Bargaining Units

Management Resources

Description

Court Decision	<u>Janus v. American Federation of State, County and Municipal Employees, Council 31 (2018) 138 S.Ct. 2448</u>
Public Employment Relations Board Ruling	<u>East Whittier School District (2004) PERB Dec. No. 1727</u>
Public Employment Relations Board Ruling	<u>City of Sacramento (2019) PERB Dec. No. 2702m</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>California Federation of Teachers</u>
Website	<u>California Public Employment Relations Board</u>
Website	<u>California School Employees Association</u>
Website	<u>California Teachers Association</u>
Website	<u>Association of California School Administrators</u>
Website	<u>CSBA</u>

Cross References

Code	Description
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>
1340	<u>Access To District Records</u>
1340	<u>Access To District Records</u>
1431	<u>Waivers</u>
4113	<u>Assignment</u>
4113	<u>Assignment</u>
4115	<u>Evaluation/Supervision</u>
4115	<u>Evaluation/Supervision</u>

Bargaining Units

Code	Description
4119.1	<u>Civil And Legal Rights</u>
4119.25	<u>Political Activities Of Employees</u>
4121	<u>Temporary/Substitute Personnel</u>
4121	<u>Temporary/Substitute Personnel</u>
4141	<u>Collective Bargaining Agreement</u>
4143	<u>Negotiations/Consultation</u>
4151	<u>Employee Compensation</u>
4154	<u>Health And Welfare Benefits</u>
4154	<u>Health And Welfare Benefits</u>
4161.2	<u>Personal Leaves</u>
4219.1	<u>Civil And Legal Rights</u>
4219.25	<u>Political Activities Of Employees</u>
4241	<u>Collective Bargaining Agreement</u>
4243	<u>Negotiations/Consultation</u>
4251	<u>Employee Compensation</u>
4251	<u>Employee Compensation</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4261.2	<u>Personal Leaves</u>
4301	<u>Administrative Staff Organization</u>
4312.1	<u>Contracts</u>
4315	<u>Evaluation/Supervision</u>
4315	<u>Evaluation/Supervision</u>
4319.1	<u>Civil And Legal Rights</u>
4319.25	<u>Political Activities Of Employees</u>

Bargaining Units

Code	Description
4351	<u>Employee Compensation</u>
4351	<u>Employee Compensation</u>
4354	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
4361.2	<u>Personal Leaves</u>
9000	<u>Role Of The Board</u>

Policy
adopted: March 2007
revised: August 22, 2007
revised: August 27, 2014
revised: September 26, 2018
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4240(a)

Bargaining Units

The Board of Education recognizes the right of ~~public school~~ **District** employees to form **a** bargaining units, **and to** select an employee organization as the exclusive representative of their unit, ~~and be represented by that organization in their~~ **to represent the employees in the employees'** employment relationship with the District. The Board is committed to negotiating in good faith with the employee organizations and respecting the rights of employees and employee organizations.

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

~~(cf. 4143/4243—Negotiations/Consultation)~~

~~(cf. 9000—Role of the Board)~~

The District shall not dominate or interfere with the formation or administration of any employee organization or contribute financial or other support to it. (Government Code 3543.5, 3543.6)

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~~(cf. 4119.1/4219.1/3219.1—Civil and Legal Rights)~~

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~~The District may recognize a bargaining unit of supervisory employees if:~~
(Government Code 3545)

- ~~1. The bargaining unit includes all supervisory employees.~~
- ~~2. The supervisors are not represented by the same organization that represents employees whom the supervisory employees supervise.~~

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

~~(cf. 4301—Administrative Staff Organization)~~

~~(cf. 4312.1—Contracts)~~

A bargaining unit of supervisory employees may be recognized if the bargaining unit includes all supervisory employees and is not represented by an employee organization that represents District employees who are supervised by the supervisory employees. (Government Code 3545)

Bargaining Units

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For this purpose, supervisory employee means any employee, regardless of job description, having authority, in the interest of the District, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or the responsibility to assign work to, direct, or adjust grievance of other employees, or effectively recommend that action, when the exercise of that authority is not of a merely routine or clerical nature, but requires the use of independent judgment. (Government Code 3540.1)

1. Management employee means any employee who **in a position having** ~~has~~ significant responsibilities for formulating District policies or administering District programs, ~~and whose position is designated as a management position by the Board.~~ **Management positions shall be designated by the Board which may be subject to review by the Public Employment Relations Board. (Government Code 3540.1)**
2. Confidential employee means any employee who is required to develop or present management positions with respect to employer-employee relations or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions.

Membership

The **D**istrict shall not deter or discourage employees or job applicants from becoming or remaining members of an employee organization, authorizing representation by an employee organization, or authorizing dues or fee deductions to an employee organization. In addition, the **D**istrict shall not impose or threaten to impose reprisals on employees, discriminate or threaten to discriminate against employees, or otherwise interfere with, restrain, or coerce employees because of their membership or nonmembership in an employee organization. (Government Code 3543.5, 3550, **3551.5**)

Bargaining Units

The Superintendent or designee may communicate with District employees regarding their rights to join and/or support an officially recognized employee organization or to refrain from joining or supporting an officially recognized employee organization. Such communications shall be factual and accurate, and may not promise a benefit, threaten a reprisal, or in any way deter or discourage employees from joining an employee organization or paying dues.

However, before disseminating to multiple employees any mass communication concerning employees' rights under the law, such as a written document or script for oral or recorded presentation or message, the Superintendent or designee shall meet and confer with the employees' exclusive representative regarding the content of the communication. If the District and exclusive representative do not come to agreement on the content of the mass communication, the Superintendent or designee may disseminate the District's mass communication, provided that at the same time, copies of the exclusive representative's communication, which shall be of reasonable length, are also distributed. (Government Code 3553)

~~(cf. 4119.1/4219.1/4319.1 Civil and Legal Rights)~~

Access to Employee Orientations and Contact Information

The District shall permit employee organizations access to new employee orientations **or onboarding process** where newly hired employees are advised, whether in person, online, or through other means or mediums, of their employment status, rights, benefits, duties, responsibilities, or any other employment-related matters. The District shall provide employee organizations at least 10 days' notice in advance of an orientation. However, in any specific instance where an unforeseeable, urgent need critical to the District's operation prevents the required 10 days' notice, a shorter notice may be provided. (Government Code 3555.5, 3556)

Following a request to negotiate by either party, ~~the~~ the structure, time, and manner of the access to new employee orientations shall be determined by mutual agreement of the District and the exclusive representative, following a request to negotiate by either party. If the District and exclusive representative fail to reach an agreement, matters related to the access to new employee orientation shall be subject to compulsory interest arbitration. The District and employee organization may mutually agree to submit any dispute to compulsory interest arbitration at any time. In addition, if any dispute arises during negotiations and is not resolved within 45 days after the first meeting or within 60 days after the initial request to negotiate, whichever is earlier, either party may make a demand for compulsory interest arbitration. **The arbitrator selection process shall commence within 14 days of a party's demand for compulsory interest arbitration.** When any such dispute arises during the summer when the District's administrative office is closed, the timeline shall commence on the first day the administrative office reopens.

Bargaining Units

The decision of the arbitrator shall be final and binding on the parties. (Government Code 3556, 3557)

The date, time and place of **a new employee** orientation shall not be disclosed to anyone other than employees, the exclusive representative, or a vendor that is contracted to provide a service for purposes of the orientation. (Government Code 3556)

~~The Superintendent or designee shall provide an exclusive representative with the name, job title, department, work location, telephone numbers (work, home, and personal cell phone), personal email address(es) on file with the district, and home address of any newly hired employee in the bargaining unit, within 30 days of hire or by the first pay period of the month following hire. In addition, the Superintendent or designee shall provide the same information in regard to all employees in the bargaining unit to an exclusive representative at least every 120 days, unless more frequent or detailed lists are required by agreement with the exclusive representative. (Government Code 3558, 6254.3)~~

~~However, the Superintendent or designee shall not disclose the home address and any phone numbers on file for employees performing law enforcement-related functions, nor shall he/she disclose the home address, home or personal cell phone number(s), or personal email address(es) of any employee who is a participant in the Safe at Home address confidentiality program pursuant to Government Code 6207 or any employee who provides written request that the information not be disclosed for this purpose. Following receipt of a written request, the district shall remove the employee's home address, home and personal cell phone numbers, and personal email address from any mailing list maintained by the district unless the list is only used by the district to contact the employee. (Government Code 3558, 6207, 6254.3)~~

~~(cf. 1340 - Access to District Records)~~

Until June 30, 2025, in addition to above provisions regarding new employee orientations, the District shall ensure the following: (Government Code 3556)

- 1. When an in-person new employee orientation has not been conducted within 30 days of hiring any new employee who is working in person, the Superintendent or designee shall permit the exclusive representative to schedule an in-person meeting which newly hired employees shall have an opportunity to attend, at the employee's worksite and during employment hours. Each newly hired employee within the bargaining unit shall be provided at least 30 minutes of paid time to attend the meeting, during which the exclusive representative shall be permitted to communicate directly with the newly hired employees.**

Bargaining Units

Within seven days of an exclusive representative's request to schedule such an in-person meeting, the Superintendent or designee shall provide an appropriate on-site meeting space.

- 2. When, by reason of a state or local public health order limiting the size of gatherings, the District is prohibited from organizing a new employee orientation, an exclusive representative may schedule multiple meetings to ensure that newly hired employees have an opportunity to attend without exceeding the maximum allowable number of people. If such an order prohibits all gatherings, the exclusive representative may schedule a meeting(s) once the order is lifted or modified to permit gatherings.**

Alternative access to these meetings shall be determined through mutual agreement between the District and the exclusive representative.

Access to Employee Contact Information

The Superintendent or designee shall provide an exclusive representative with the name, job title, department, work location, telephone numbers (work, home, and personal cell phone), personal email address(es) on file with the District, and home address of any newly hired employee within 30 days of hire or by the first pay period of the month following hire, unless the exclusive representative has agreed to a different interval for the provision of the information. In addition, the Superintendent or designee shall provide the exclusive representative the same information in regard to all employees in the bargaining unit at least every 120 days, unless more frequent or detailed lists are required by agreement with the exclusive representative. (Government Code 3558, 7928.300)

However, the Superintendent or designee shall not disclose: (Government Code 3558, 6207, 6215, 6215.2, 7928.300)

- 1. The home address and any phone numbers on file for employees performing law enforcement-related functions**
- 2. The home address, home telephone or personal cell phone number(s), or personal email address(es) of any employee who is a participant in the Safe at Home address confidentiality program pursuant to Government Code 6207**
- 3. The employee's home address, home telephone and personal cell phone numbers, and personal email address of an employee not performing law enforcement related functions if the employee has submitted a written request to keep such information private. In such instances, the Superintendent or designee shall also remove the employee's home address, and home telephone and personal cell phone numbers from any mailing list maintained by the District unless the list is only used by the**

Bargaining Units

District unless the list is only used by the District to contact the employee.

Within 20 calendar days after an exclusive representative notifies the Superintendent or designee that a list of employees provided by the District is inaccurate or incomplete, the Superintendent or designee shall take steps to correct the list and provide a new list of employees to the exclusive representative. (Government Code 3558)

To provide accurate information, the Superintendent or designee shall review the list of contact information for District employees at the beginning of each school year, or more often as appropriate.

Communications with Employees

Employee organizations may have access at reasonable times to areas in which employees work and may use District facilities at reasonable times for the purpose of meetings. Subject to reasonable regulation, employee organizations may also use institutional bulletin boards, mailboxes, and other means of communication to communicate with employees. (Government Code 3543.1)

Access to District means of communication shall be limited in cases where such access would be disruptive to District operations.

~~(cf. 1340—Access to District Records)~~

Membership Dues or Other Payments to an Employee Organization

When drawing an order for the salary or wage payment of a bargaining unit employee of an employee organization, the **D**istrict shall deduct any amount which has been requested by the employee in a revocable written authorization for the purpose of paying dues or other payments for any service, program, or committee provided or sponsored by the employee organization. (Education Code 45060, 45168)

An employee organization that certifies that it has and will maintain individual employee authorizations shall handle and process employee written authorizations for payroll deductions. When an employee organization provides such a certification to the **D**istrict, the **D**istrict shall rely on information from the employee organization regarding the amounts of such payroll deductions and from which employees. The employee organization shall not be required to submit to the **D**istrict a copy of the written authorization in order for the payroll deductions to be effective. However, when there is a dispute about the existence or terms of the written authorization, a copy of the employee's written authorization shall be submitted to the **D**istrict.

Bargaining Units

The employee organization shall indemnify the **D**istrict for any employee claims regarding payroll deductions made by the **D**istrict in reliance on notification from the employee organization. (Education Code 45060, 45168)

When an employee organization which has declined to certify that it will handle and process employee written authorizations makes a request for payroll deductions, the **D**istrict shall request a copy of the employee's written authorization before making the payroll deductions. (Education Code 45060, 45168)

A written authorization shall remain in effect until expressly revoked in writing by the employee and pursuant to the terms of the written authorization. Employee requests to cancel or change authorizations for payroll deductions for employee organizations shall be directed to the employee organization rather than the **D**istrict. The employee organization shall be responsible for processing these requests. The **D**istrict shall rely on the information provided by the employee organization regarding whether deductions for an employee organization were properly canceled or changed. The employee organization shall be required to indemnify the **D**istrict for any claims made by an employee for deductions made by the **D**istrict in reliance on information from the employee organization. (Education Code 45060, 45168)
(Education Code 45060, 45168)

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
8 CCR 33015-33490	Recognition of exclusive representative; proceedings
8 CCR 33700-33710	Severance of established unit
Ed. Code 45060-45061.5	Deduction of fees from salary or wage payment; certificated employees
Ed. Code 45100.5	Senior classified management positions

Bargaining Units

State	Description
Ed. Code 45104.5	<u>Abolishment of senior classified management positions</u>
Ed. Code 45108.5	<u>Definition of senior classified management employees</u>
Ed. Code 45108.7	<u>Waiver of provisions of 45108.5</u>
Ed. Code 45168	<u>Deduction of fees from salary or wage payment; classified employees</u>
Ed. Code 45220-45320	<u>Merit system; classified employees</u>
Gov. Code 3540-3549.3	<u>Educational Employment Relations Act</u>
Gov. Code 3540.1	<u>Public employment; definitions</u>
Gov. Code 3543.4	<u>Management and confidential positions; representation</u>
Gov. Code 3545	<u>Appropriateness of unit; basis</u>
Gov. Code 3550-3552	<u>Prohibition on public employers deterring or discouraging union membership</u>
Gov. Code 3555-3559	<u>Public employee communication, information and orientation</u>
Gov. Code 53260-53264	<u>Employment contracts</u>
Gov. Code 6205-6210	<u>Confidentiality of addresses for victims of domestic violence, sexual assault, or stalking</u>

Bargaining Units

State	Description
Gov. Code 6215-6216	Address confidentiality for individuals who face threats or violence because of work for a public entity
Gov. Code 6503.5	Joint powers agencies; agreement
Gov. Code 7928.300	Disclosure of employee contact information to employee organization
Management Resources	Description
Court Decision	County of Los Angeles v. Los Angeles County Employee Relations Commission (2013) 56 Cal. 4th 905
Court Decision	Friedrichs v. California Teachers Association, et al. (2016) 136 S.Ct. 1083
Court Decision	Janus v. American Federation of State, County and Municipal Employees, Council 31 (2018) 138 S.Ct. 2448
Public Employment Relations Board Ruling	East Whittier School District (2004) PERB Dec. No.1727
Public Employment Relations Board Ruling	City of Sacramento (2019) PERB Dec. No. 2702m
Website	CSBA District and County Office of Education Legal Services

Bargaining Units

Website	California Federation of Teachers
Website	California Public Employment Relations Board
Website	California School Employees Association
Website	California Teachers Association
Website	Association of California School Administrators
Website	CSBA

Cross References

Code	Description
0450	Comprehensive Safety Plan
0450	Comprehensive Safety Plan
0460	Local Control And Accountability Plan
0460	Local Control And Accountability Plan
1340	Access To District Records
1340	Access To District Records
1431	Waivers
4113	Assignment

Bargaining Units

Code	Description
4113	Assignment
4115	Evaluation/Supervision
4115	Evaluation/Supervision
4119.1	Civil And Legal Rights
4119.25	Political Activities Of Employees
4121	Temporary/Substitute Personnel
4121	Temporary/Substitute Personnel
4141	Collective Bargaining Agreement
4143	Negotiations/Consultation
4151	Employee Compensation
4154	Health And Welfare Benefits
4154	Health And Welfare Benefits
4161.2	Personal Leaves
4219.1	Civil And Legal Rights
4219.25	Political Activities Of Employees
4241	Collective Bargaining Agreement
4243	Negotiations/Consultation

Bargaining Units

4251	Employee Compensation
4251	Employee Compensation
4254	Health And Welfare Benefits
4254	Health And Welfare Benefits
4261.2	Personal Leaves
4301	Administrative Staff Organization
4312.1	Contracts
4315	Evaluation/Supervision
4315	Evaluation/Supervision
4319.1	Civil And Legal Rights
4319.25	Political Activities Of Employees
4351	Employee Compensation
4351	Employee Compensation
4354	Health And Welfare Benefits
4354	Health And Welfare Benefits
4361.2	Personal Leaves
9000	Role Of The Board

Policy
adopted: March 2007
revised: August 22, 2007
revised: August 27, 2014
revised: September 26, 2018
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4340(a)

Bargaining Units

The Board of Education recognizes the right of ~~public school~~ **District** employees to form **a bargaining units, and to** select an employee organization as the exclusive representative of their unit, ~~and be represented by that organization in their~~ **to represent the employees in the employees'** employment relationship with the District. The Board is committed to negotiating in good faith with the employee organizations and respecting the rights of employees and employee organizations.

~~(cf. 4141/4241—Collective Bargaining Agreement)
(cf. 4143/4243—Negotiations/Consultation)
(cf. 9000—Role of the Board)~~

The District shall not dominate or interfere with the formation or administration of any employee organization or contribute financial or other support to it. (Government Code 3543.5, 3543.6)

Employees shall not be prohibited from wearing union buttons or other items that favor or oppose the formation of a bargaining unit or any matter that is the subject of negotiations.

~~(cf. 4119.1/4219.1/3219.1—Civil and Legal Rights)~~

Formation of Bargaining Units

Certificated and classified employees shall not be included in the same bargaining unit. (Government Code 3545)

~~The District may recognize a bargaining unit of supervisory employees if:
(Government Code 3545)~~

- ~~1. The bargaining unit includes all supervisory employees.~~
- ~~2. The supervisors are not represented by the same organization that represents employees whom the supervisory employees supervise.~~

~~(cf. 4300—Administrative and Supervisory Personnel)
(cf. 4301—Administrative Staff Organization)
(cf. 4312.1—Contracts)~~

A bargaining unit of supervisory employees may be recognized if the bargaining unit includes all supervisory employees and is not represented by an employee organization that represents district employees who are supervised by the supervisory employees. (Government Code 3545)

Bargaining Units

Employees serving in a management, senior management, or confidential positions shall not be represented by an exclusive representative. **In the employment relationship with the district,** such employees may represent themselves individually or may be represented by an employee organization whose membership is composed entirely of employees designated as holding those positions;. **An employee organization representing management or confidential employees shall not be permitted to** but that organization meet and negotiate with the District **on behalf of the employees.** For this purpose:(Government Code 3540.1, 3543.4)

For this purpose, supervisory employee means any employee, regardless of job description, having authority, in the interest of the district, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or the responsibility to assign work to, direct, or adjust grievance of other employees, or effectively recommend that action, when the exercise of that authority is not of a merely routine or clerical nature, but requires the use of independent judgment. (Government Code 3540.1)

1. Management employee means any employee **in a position having** who has significant responsibilities for formulating District policies or administering District programs.; and whose position is designated as a management position by the Board. **Management positions shall be designated by the Board which may be subject to review by the Public Employment Relations Board. (Government Code 3540.1)**
2. Confidential employee means any employee who is required to develop or present management positions with respect to employer-employee relations or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions. **(Government Code 3540.1)**

Membership

The District shall not deter or discourage employees or job applicants from becoming or remaining members of an employee organization, authorizing representation by an employee organization, or authorizing dues or fee deductions to an employee organization. In addition, the District shall not impose or threaten to impose reprisals on employees, discriminate or threaten to discriminate against employees, or otherwise interfere with, restrain, or coerce employees because of their membership or nonmembership in an employee organization. (Government Code 3543.5, 3550, **3551.5**)

Bargaining Units

The Superintendent or designee may communicate with district employees regarding their rights to join and/or support an officially recognized employee organization or to refrain from joining or supporting an officially recognized employee organization. Such communications shall be factual and accurate, and may not promise a benefit, threaten a reprisal, or in any way deter or discourage employees from joining an employee organization or paying dues.

However, before disseminating to multiple employees any mass communication concerning employees' rights under the law, such as a written document or script for oral or recorded presentation or message, the Superintendent or designee shall meet and confer with the employees' exclusive representative regarding the content of the communication. If the district and exclusive representative do not come to agreement on the content of the mass communication, the Superintendent or designee may disseminate the district's mass communication, provided that at the same time, copies of the exclusive representative's communication, which shall be of reasonable length, are also distributed. (Government Code 3553)

~~(cf. 4119.1/4219.1/4319.1 Civil and Legal Rights)~~

Access to Employee Orientations and Contact Information

The **District** shall permit employee organizations access to new employee orientations **or onboarding process** where newly hired employees are advised, whether in person, online, or through other means or mediums, of their employment status, rights, benefits, duties, responsibilities, or any other employment-related matters. The **District** shall provide employee organizations at least 10 days¹ notice in advance of an orientation. However, in any specific instance where an unforeseeable, urgent need critical to the **District's** operation prevents the required 10 days¹ notice, a shorter notice may be provided. (Government Code 3555.5, 3556)

Following a request to negotiate by either party, ~~the~~ the structure, time, and manner of ~~the~~ the access to new employee orientations shall be determined by mutual agreement of the **District** and the exclusive representative, following a request to negotiate by either party. If the **District** and exclusive representative fail to reach an agreement, matters related to ~~the~~ the access to new employee orientation shall be subject to compulsory interest arbitration. The **District** and employee organization may mutually agree to submit any dispute to compulsory interest arbitration at any time. In addition, if any dispute arises during negotiations and is not resolved within 45 days after the first meeting or within 60 days after the initial request to negotiate, whichever is earlier, either party may make a demand for compulsory interest arbitration. **The arbitrator selection process shall commence within 14 days of a party's demand for compulsory interest arbitration.**

Bargaining Units

When any such dispute arises during the summer when the District's administrative office is closed, the timeline shall commence on the first day the administrative office reopens. The decision of the arbitrator shall be final and binding on the parties. (Government Code 3556, 3557)

The date, time and place of orientation shall not be disclosed to anyone other than employees, the exclusive representative, or a vendor that is contracted to provide a service for purposes of the orientation. (Government Code 3556)

~~The Superintendent or designee shall provide an exclusive representative with the name, job title, department, work location, telephone numbers (work, home, and personal cell phone), personal email address(es) on file with the district, and home address of any newly hired employee in the bargaining unit, within 30 days of hire or by the first pay period of the month following hire. In addition, the Superintendent or designee shall provide the same information in regard to all employees in the bargaining unit to an exclusive representative at least every 120 days, unless more frequent or detailed lists are required by agreement with the exclusive representative. (Government Code 3558, 6254.3)~~

~~However, the Superintendent or designee shall not disclose the home address and any phone numbers on file for employees performing law enforcement related functions, nor shall he/she disclose the home address, home or personal cell phone number(s), or personal email address(es) of any employee who is a participant in the Safe at Home address confidentiality program pursuant to Government Code 6207 or any employee who provides written request that the information not be disclosed for this purpose. Following receipt of a written request, the district shall remove the employee's home address, home and personal cell phone numbers, and personal email address from any mailing list maintained by the district unless the list is only used by the district to contact the employee. (Government Code 3558, 6207, 6254.3)~~

~~(cf. 1340 - Access to District Records)~~

Until June 30, 2025, in addition to above provisions regarding new employee orientations, the District shall ensure the following: (Government Code 3556)

- 1. When an in-person new employee orientation has not been conducted within 30 days of hiring any new employee who is working in person, the Superintendent or designee shall permit the exclusive representative to schedule an in-person meeting which newly hired employees shall have an opportunity to attend, at the employee's worksite and during employment hours.**

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Each newly hired employee within the bargaining unit shall be provided at least 30 minutes of paid time to attend the meeting, during which the exclusive representative shall be permitted to communicate directly with the newly hired employees.

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However, the Superintendent or designee shall not disclose: (Government Code 3558, 6207, 6215, 6215.2, 7928.300)

- 1. The home address and any phone numbers on file for employees performing law enforcement-related functions**
- 2.**

Bargaining Units

2. **The home address, home telephone or personal cell phone number(s), or personal email address(es) of any employee who is a participant in the Safe at Home address confidentiality program pursuant to Government Code 6207**
3. **The employee's home address, home telephone and personal cell phone numbers, and personal email address of an employee not performing law enforcement related functions if the employee has submitted a written request to keep such information private. In such instances, the Superintendent or designee shall also remove the employee's home address, and home telephone and personal cell phone numbers from any mailing list maintained by the district unless the list is only used by the district to contact the employee.**

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When drawing an order for the salary or wage payment of a bargaining unit employee of an employee organization, the District shall deduct any amount which has been requested by the employee in a revocable written authorization for the purpose of paying dues or other payments for any service, program, or committee

provided or sponsored by the employee organization. (Education Code 45060, 45168)

Bargaining Units

An employee organization that certifies that it has and will maintain individual employee authorizations shall handle and process employee written authorizations for payroll deductions. When an employee organization provides such a certification to the **D**istrict, the district shall rely on information from the employee organization regarding the amounts of such payroll deductions and from which employees. The employee organization shall not be required to submit to the **D**istrict a copy of the written authorization in order for the payroll deductions to be effective. However, when there is a dispute about the existence or terms of the written authorization, a copy of the employee's written authorization shall be submitted to the **D**istrict. The employee organization shall indemnify the **D**istrict for any employee claims regarding payroll deductions made by the **D**istrict in reliance on notification from the employee organization. (Education Code 45060, 45168)

When an employee organization which has declined to certify that it will handle and process employee written authorizations makes a request for payroll deductions, the **D**istrict shall request a copy of the employee's written authorization before making the payroll deductions. (Education Code 45060, 45168)

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(Education Code 45060, 45168)

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
8 CCR 33015-33490	<u>Recognition of exclusive representative; proceedings</u>
8 CCR 33700-33710	<u>Severance of established unit</u>

Bargaining Units

State	Description
Ed. Code 45060-45061.5	<u>Deduction of fees from salary or wage payment; certificated employees</u>
Ed. Code 45100.5	<u>Senior classified management positions</u>
Ed. Code 45104.5	<u>Abolishment of senior classified management positions</u>
Ed. Code 45108.5	<u>Definition of senior classified management employees</u>
Ed. Code 45108.7	<u>Waiver of provisions of 45108.5</u>
Ed. Code 45168	<u>Deduction of fees from salary or wage payment; classified employees</u>
State	Description
Ed. Code 45220-45320	<u>Merit system; classified employees</u>
Gov. Code 3540-3549.3	<u>Educational Employment Relations Act</u>
Gov. Code 3540.1	<u>Public employment; definitions</u>
Gov. Code 3543.4	<u>Management and confidential positions; representation</u>
Gov. Code 3545	<u>Appropriateness of unit; basis</u>
Gov. Code 3550-3552	<u>Prohibition on public employers deterring or discouraging union membership</u>
Gov. Code 3555-3559	<u>Public employee communication, information and orientation</u>
Gov. Code 53260-53264	<u>Employment contracts</u>
Gov. Code 6205-6210	<u>Confidentiality of addresses for victims of domestic violence, sexual assault, or stalking</u>

Bargaining Units

State	Description
Gov. Code 6215-6216	<u>Address confidentiality for individuals who face threats or violence because of work for a public entity</u>
Gov. Code 6503.5	<u>Joint powers agencies; agreement</u>
Gov. Code 7928.300	<u>Disclosure of employee contact information to employee organization</u>

Management Resources

	Description
Court Decision	<u>County of Los Angeles v. Los Angeles County Employee Relations Commission (2013) 56 Cal. 4th 905</u>
Court Decision	<u>Friedrichs v. California Teachers Association, et al. (2016) 136 S.Ct. 1083</u>
Court Decision	<u>Janus v. American Federation of State, County and Municipal Employees, Council 31 (2018) 138 S.Ct. 2448</u>
Public Employment Relations Board Ruling	<u>East Whittier School District (2004) PERB Dec. No. 1727</u>
Public Employment Relations Board Ruling	<u>City of Sacramento (2019) PERB Dec. No. 2702m</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>California Federation of Teachers</u>
Website	<u>California Public Employment Relations Board</u>
Website	<u>California School Employees Association</u>

Bargaining Units

Management Resources		Description
Website		<u>California Teachers Association</u>
Website		<u>Association of California School Administrators</u>
Website		<u>CSBA</u>
Cross References		
Code	Description	
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>	
1340	<u>Access To District Records</u>	
1340	<u>Access To District Records</u>	
1431	<u>Waivers</u>	
4113	<u>Assignment</u>	
4113	<u>Assignment</u>	
4115	<u>Evaluation/Supervision</u>	
4115	<u>Evaluation/Supervision</u>	
4119.1	<u>Civil And Legal Rights</u>	
4119.25	<u>Political Activities Of Employees</u>	
4121	<u>Temporary/Substitute Personnel</u>	
4121	<u>Temporary/Substitute Personnel</u>	
4141	<u>Collective Bargaining Agreement</u>	
4143	<u>Negotiations/Consultation</u>	
4151	<u>Employee Compensation</u>	
4154	<u>Health And Welfare Benefits</u>	
4154	<u>Health And Welfare Benefits</u>	

Bargaining Units

Code	Description
4161.2	<u>Personal Leaves</u>
4219.1	<u>Civil And Legal Rights</u>
4219.25	<u>Political Activities Of Employees</u>
4241	<u>Collective Bargaining Agreement</u>
4243	<u>Negotiations/Consultation</u>
4251	<u>Employee Compensation</u>
4251	<u>Employee Compensation</u>
4254	<u>Health And Welfare Benefits</u>
4254	<u>Health And Welfare Benefits</u>
4261.2	<u>Personal Leaves</u>
4301	<u>Administrative Staff Organization</u>
4312.1	<u>Contracts</u>
4315	<u>Evaluation/Supervision</u>
4315	<u>Evaluation/Supervision</u>
4319.1	<u>Civil And Legal Rights</u>
4319.25	<u>Political Activities Of Employees</u>
4351	<u>Employee Compensation</u>
4351	<u>Employee Compensation</u>
4354	<u>Health And Welfare Benefits</u>
4354	<u>Health And Welfare Benefits</u>
4361.2	<u>Personal Leaves</u>
9000	<u>Role Of The Board</u>

Policy
 adopted: March 2007
 revised: August 22, 2007
 revised: August 27, 2014
 revised: September 26, 2018
 revised:

RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, California



APPROVE NEW COURSES OF STUDY FOR SECONDARY ELECTIVE COURSES

BACKGROUND:

Education Services requests the Board of Education to approve the following high school and middle school courses to be offered during the 2024-2025 school year.

REASONING:

To create equal opportunities for English Language Learner (ELL) students, we propose to offer an elective course called Advancement Via Individual Determination (AVID) Excel instead of the English Language Development course. AVID Excel will help ELL students prepare for college and will be piloted at Kolb Middle School for three years, from 2024 to 2027. Additionally, we suggest introducing a new Leadership Elective called Renaissance Leadership at the high school level. This course will equip more students with essential leadership skills, making them better prepared for college or career after graduation.

HIGH SCHOOL ELECTIVE

RNLDSP RENAISSANCE LEADERSHIP (Grades 9-12) 10 credits

Renaissance Leadership is a class that aims to promote a positive school environment by developing leadership, peer mentoring, and self-care skills in students. Through this class, students will learn fundamental leadership skills such as communication, problem-solving, and teamwork, while also being taught the importance of self-care. This approach will help students to better understand how to look after themselves, and in turn, help others to do the same. By working together inclusively, students can create a school culture that celebrates diversity and promotes a positive environment for all.

MIDDLE SCHOOL ELECTIVE

AVIDXL AVID EXCEL (Grades 7-8) 10 credits

AVID Excel is an elective course designed for pre-AVID students in the middle school English Language Development program. This year-long course is aimed at intermediate ELLs to help them acquire academic language skills quickly and prepare them for college-preparatory coursework in the feeder high school. AVID Excel is part of AVID College Readiness Systems equity component and is congruent with AVID's mission of preparing all students for college readiness and success in a global society.

RECOMMENDATION:

To approve the Renaissance Leadership and the AVID Excel (pilot) courses for the 2024-2025 school year. These courses were approved by the District Curriculum Council at the December 5, 2023 and the February 6, 2024 meetings for the 2023-2024 school year.

SUBMITTED/REVIEWED BY: Ed D'Souza, Ph.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
February 21, 2024**

APPROVE AN OVERNIGHT TRIP TO HEALTH OCCUPATIONS STUDENT ASSOCIATION (HOSA)

BACKGROUND:

Cal-HOSA is a student-led organization that caters to students who are interested in professions related to health and mental health. The organization currently has over 8,500 members from over 190 schools in California. It serves as a model for early intervention and prevention for students. Rialto USD has two active HOSA chapters. The 2024 Cal-HOSA State Leadership Conference is scheduled to take place from April 4 to April 6 at the Anaheim Convention Center and Anaheim Hilton.

REASONING:

A group of 20 students from Carter and Rialto High School's HOSA program, consisting of 19 female and 1 male students, will attend educational symposiums and a College and Career Fair. These students will also be competing to showcase their chapter's hard work. The competitive events program will allow members to demonstrate their skills, knowledge, and leadership abilities in six recognition events. HOSA's competitive events are divided into seven categories: Health Science, Emergency Preparedness, Teamwork, Academic Testing Center (ATC) Testing, Health Professions, Leadership, and Recognition. By participating in this opportunity, students can develop technical expertise, leadership, and networking skills.

RECOMMENDATION:

To approve up to twenty (20) Health Occupations students (19 female and 1 male) and up to three (3) chaperones (2 female and 1 male) to attend the overnight California HOSA State Leadership Conference in Anaheim, California, effective April 4, 2024 through April 6, 2024 at a cost not-to-exceed \$8,000.00, and to be paid from the General Fund (CTEIG and Perkins Grant).

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



**Board of Education Agenda
February 21, 2024**

APPROVE AN OVERNIGHT TRIP TO BOYS WRESTLING CIF STATE CHAMPIONSHIPS - RIALTO HIGH SCHOOL

BACKGROUND:

The California Interscholastic Federation (CIF) State Wrestling Championship will take place at Mechanics Bank Arena in Bakersfield, California. Rialto High School's Boys Wrestling team will be participating in this competition, which is an overnight trip starting from Monday, February 22, 2024, through Wednesday, February 24, 2024. This tournament will provide an excellent opportunity for our male athletes to showcase their talent and compete in a challenging environment.

REASONING:

Athletes that qualified for the wrestling finals are eligible to compete in this State Championship. As they go up against the best wrestlers in the state, competition will allow them to continue representing Rialto High School and the Rialto Unified School District. By fostering a healthy school environment and culture, they will give students opportunities to broaden their knowledge and awareness of the world beyond the classroom.

RECOMMENDATION:

To approve two (2) male athletes and two (2) male chaperones to compete in the California Interscholastic Federation State Wrestling Championship at the Mechanics Bank Arena in Bakersfield, California, effective February 22, 2024, through February 24, 2024, at a cost not-to-exceed \$2,000.00, and to be paid from the ASB and General Fund.

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



**Board of Education Agenda
February 21, 2024**

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

BACKGROUND:

The AVID program at Carter High School is a program that aims to support students in their education, encourage them to strive for excellence, and provide scholarship opportunities to help them cover the cost of college. Juniors at Carter High School, have a tradition of visiting colleges in the Northern California region. This is done to expose Rialto students to opportunities for higher learning and give them a goal to strive for as they head into their final year of high school. The tour to universities in the Northern California area includes visits to universities such as Fresno State, UC Merced, San Francisco State, UC Berkeley, and San Jose State.

REASONING:

Our junior AVID program students visit college campuses to broaden their knowledge and motivate them to excel in high school. This gives them an understanding of what type of campus would be a good fit for them in the future. Over the past three years, approximately 80 students each year have visited universities such as UC Santa Barbara, Cal State Monterey Bay, Cal Poly San Luis Obispo, Cal State East Bay, and UC Merced. The college trips have been successful, with 70% of students who attended applying to one of the universities and approximately 10% getting accepted. Ultimately, we want to give our students a goal to strive for as they approach their final year of high school.

RECOMMENDATION:

To approve fifty (50) junior students (30 female students and 20 male students) and five (5) chaperones (3 female and 2 male) of the Wilmer Amina Carter High School AVID program, to tour colleges in the Northern California area, effective March 18, 2024 through March 20, 2024 at a cost not-to-exceed \$25,000.00, and to be paid from the General Fund.

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



**Board of Education Agenda
February 21, 2024**

**APPROVE A RENEWAL AGREEMENT WITH EMERALD BAY OUTDOOR
ACADEMY - MILOR HIGH SCHOOL**

BACKGROUND:

On April 21, 2021, Rialto Unified School District signed a Memorandum of Understanding providing funds for students participating in the Hydro-Science Pathway. This funding will enable students to have access to extended-day learning opportunities. Milor High School is now seeking approval from the Board of Education for a group of twenty-four (24) hydro-science students and three (3) chaperones to attend the Emerald Bay Outdoor Academy. The academy is located on Santa Catalina Island, California.

REASONING:

This program is specifically created for students who are currently enrolled in the Hydro-Science Pathway for the academic year 2023-2024. The Emerald Bay Outdoor Academy offers a distinctive chance to gain knowledge about water stewardship and its associated challenges. Moreover, the program will acquaint students with diverse job opportunities in the fields of maritime and environmental engineering, while simultaneously assisting them to develop technical skills and a passion for water. One hundred percent (100%) of the students who attended the trip last year reported that they had a better understanding of the ocean ecosystem, maritime careers, and developing communications skills.

RECOMMENDATION:

To approve up to twenty (20) Hydro-Science students (10 male and 10 female) and up to three (3) chaperones (1 female and 2 male) to attend the Emerald Bay Outdoor Academy on Santa Catalina Island, California, effective April 29, 2024 through May 1, 2024, at a cost not-to-exceed \$7,000.00, and to be paid from the General Fund (CTEIG).

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



**Board of Education Agenda
February 21, 2024**

**AMEND AN APPROVAL FOR AN OVERNIGHT TRIP TO JACKSON, CALIFORNIA -
CARTER HIGH SCHOOL GIRLS SOFTBALL TOURNAMENT**

BACKGROUND:

On January 17, 2024 the Board of Education approved an overnight trip for fifteen (15) female students from the Softball team and four (4) chaperones (2 females and 2 males) to participate in the Jackson Lions Softball Classic at Argonaut High School in Jackson, California, effective March 6, 2024 through March 10, 2024, at a cost not-to-exceed \$4,000.00, and to be paid from the ASB Fund and the General Fund.

REASONING:

An amendment is needed due to an oversight and an increase in softball players.

RECOMMENDATION:

Approve sixteen (16) female students from the Softball team and four (4) chaperones (2 females and 2 males) to participate in the Jackson Lions Softball Classic at Argonaut High School in Jackson, California, effective March 6, 2024 through March 10, 2024, at a cost not-to-exceed \$4,000.00, and to be paid from the ASB Fund and the General Fund.

SUBMITTED/REVIEWED BY: Robin S. McMillon, Ed.D./Norberto Perez



**Board of Education Agenda
February 21, 2024**

DONATIONS

Monetary Donation(s)

Location: Garcia Elementary School
Donor: Frontstream
Purpose: Instructional Supplies
Amount: \$48.00

Location: Garcia Elementary School
Donor: Kroger
Purpose: Instructional Supplies
Amount: \$720.55

Non-Monetary Donation(s)

None

RECOMMENDATION:

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

Monetary Donations - February 21, 2024	\$ 768.55
Donations - Fiscal Year-to-Date	\$ 39,244.55

SUBMITTED/REVIEWED BY: Diane Romo



**Board of Education Agenda
February 21, 2024**

SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS

Quantity	Description	Quantity	Description
9	CPU	7	Laptop
281	Chromebook	74	IPad
1	DVD Player	2	Television
1	Camera	5	Projector
4	Monitor	1	Amplifier
1	Mixer	1	Printer
4	Desk, Student	130	Chair, Student
1	Chair, Office	2	File Cabinet
1	Credenza	6	Table
8	Cabinets	1	Easel
1	Play Kitchen	1	Paint Rack
1	Rubber Mat	1	Carpet
3	Rolling BP Rack	4	Desk, Teacher
1	Washer	1	Dryer

RECOMMENDATION:

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 February 21, 2024

APPROVE THE PURCHASE OF LAPTOPS WITH CONVERGEONE, INC.

BACKGROUND:

As of the 2021-2022 school year, Education Services has purchased laptops to incentivize students to complete the Free Application for Federal Student Aid (FAFSA). The FAFSA is a form that students can fill out to be considered for various financial aid options, including federal aid, state aid, institutional aid, and loans. Completing a FAFSA can provide students and their families with access to financial aid options, which can help them make an informed decision about attending a college, university, or vocational school. Starting from the 2022-2023 academic year, high schools and school districts in California must ensure that all seniors complete a FAFSA.

REASONING:

Starting in January, Education Services will be promoting and encouraging seniors to complete their FAFSA (Free Application for Federal Student Aid) to increase their access to financial aid. As an incentive, Education Services will be raffling off laptops to seniors who complete and submit their FAFSA. This raffle is intended to encourage seniors to complete and submit their FAFSA application while also providing them with a helpful tool that could assist them in their post-education endeavors. Board Policy Regulation 5126: Awards For Achievement (cf. 1220 Citizen Advisory Committees) states, "Individual awards in excess of \$500 must be approved by the Board of Education (Education Code 44015).

RECOMMENDATION:

To approve the purchase of 17 laptops for seniors as an incentive to complete the FAFSA application for the 2024-2025 school year, effective February 22, 2024 through June 30, 2024, at a cost not-to-exceed \$19,949.50 and to be paid from the General Fund.

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



**Board of Education Agenda
February 21, 2023**

**APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH THE
UNIVERSITY OF CALIFORNIA, MERCED**

BACKGROUND:

UC Merced is offering Rialto Unified School District an opportunity to establish a Memorandum of Understanding agreement. The agreement outlines a clear pathway for Rialto Unified School District juniors, ensuring their guaranteed admissions to UC Merced. This will include collaborative efforts, such as attracting, tracking, and enrolling students in the Merced Automatic Admissions Program (MAAP) program, organizing outreach events, and disseminating information through various channels. The MAAP Program Requirements specify eligibility criteria, including submitting a Guaranteed Admissions Application in the student's junior year, completing specific coursework with a minimum GPA, and adhering to the UC application timeline. The partnership includes annual reviews of the MAAP program, data sharing agreements, such as our already existing Transcript Evaluation Services (TES) agreement with the University of California Office of the President (UCOP), and the provision of promotional materials by UC Merced. The goal is to foster increased enrollment from Rialto Unified School District students at UC Merced, promoting educational opportunities and community advancement.

REASONING:

Entering into this Memorandum of Understanding (MOU) with UC Merced would be highly beneficial for Rialto Unified School District for several reasons. The agreement establishes a clear pathway for junior students to get guaranteed admission to UC Merced with no restrictions for their declared major. This is an excellent opportunity for students who are interested in pursuing careers through impacted majors. This creates a motivational incentive for students to excel academically and actively engage in the MAAP program. Students who participate will be assigned to an Enrollment Coach, who will support them throughout the application and enrollment process. Lastly, students who participate will have ongoing academic support from UC Merced while they are enrolled student with UC Merced.

Moreover, the partnership includes various outreach initiatives, such as career fairs, events, informative sessions, and providing students with exposure to higher education opportunities. By sharing information on websites and social media platforms, the MOU ensures that students and their families are well-informed about the pathway to UC

Merced. Additionally, the agreement prioritizes program participants in the admissions process, potentially increasing the number of students from Rialto Unified School District who are accepted to UC Merced.

RECOMMENDATION:

To approve the Memorandum of Understanding between Rialto Unified School District and the University of California, Merced to provide a clear pathway for Rialto Unified School District juniors to be guaranteed admission to UC Merced, effective February 22, 2024 through September 25, 2025, at no cost to the District.

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



**Board of Education Agenda
February 14, 2024**

**APPROVE DISTRICT AFRICAN AMERICAN ADVISORY COUNCIL MEMBERS TO ATTEND
THE CAAASA 2024 PARENT EMPOWERMENT SUMMIT**

BACKGROUND:

Authorize the attendance of ten members from the District African American Advisory Council at the CAAASA 2024 Parent Empowerment Summit.

The summit, organized by the California Association of African-American Superintendents and Administrators (CAAASA), focuses on the educational needs of African-American students. It will be held on March 12, 2024, at the Town and Country Resort, San Diego, CA. The summit is in line with Rialto USD's Strategic Plan 5, aiming to engage Rialto families through programs tailored to their needs.

REASONING:

Cheryl Brown-Henderson, founder and president of the Brown Foundation for Educational Equity, will address the legacy of Brown v. Board of Education and its ongoing impact on educational strategies for African American students. Her talk, titled "Brown v. Board of Education: 70 Years Later," will delve into our history, celebrate successes, and chart future paths. She will highlight evidence-based strategies, resources, and solutions aimed at accelerating educational growth for African American students and other students of color.

RECOMMENDATION:

Approve ten (10) members of the Rialto Unified School District's African American Parent Advisory Council to attend the CAAASA 2024 Parent Empowerment Summit, to be held on March 12, 2024, at the Town and Country Resort, in San Diego, California, at a cost not-to-exceed \$1,500.00, and to be paid by the General Fund.

SUBMITTED/REVIEWED BY: Joseph R Williams



**Board of Education Agenda
February 21, 2024**

APPROVE AN AGREEMENT WITH CINEMA CULTURAS

BACKGROUND:

Cinema Culturas is an organization that conducts workshops for students on storytelling and filmmaking to empower their voices. The team at Cinema Culturas comprises professionals from diverse fields such as science, education, film, short story, music, culture, performing arts, animation, and graphic design. The program aims to provide a multidisciplinary learning experience to students by combining arts and science to create concepts and themes that are relatable, relevant, and meaningful. The program emphasizes the importance of the role that students play in making the world a better place.

REASONING:

Cinema Culturas plans to conduct two after-school workshops for a total of 100 students in grades 5 and grade 8 across five schools. Both workshops will focus on the Spanish language and will teach students about the Axolotl and its ability to regenerate, adapt, and thrive. The workshops will also cover topics like culture, geography, and the significance of preserving the environment. The program aims to achieve several outcomes, such as improving literacy, boosting self-confidence, promoting bilingualism and biliteracy, and preparing students for college. Dr. Martinez, a specialist in short story writing and cinema, will provide instruction for both workshops. The final activity for both workshops will be a video screening with families on Earth Day. We will gather data on student participation and measure the program's impact on student engagement through a student survey at the end of the program. This differentiated reading program is congruent with Strategy 2 of Rialto Unified School District's Strategic Plan, which aims to provide rigorous and relevant instruction that supports each student's unique learning style.

RECOMMENDATION:

To provide two (2) sessions for one hundred (100) students, 20 students per site at Boyd, Garcia, Kelley, Morris Elementary Schools, and Jehue Middle School, effective February 22, 2024 through May 1, 2024, at a cost not-to-exceed \$35,865.00, and to be paid from the General Fund (ELOP).

SUBMITTED/REVIEWED BY: Marina Madrid, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda
February 21, 2024**

APPROVE AN AGREEMENT WITH EXCELSIOR ONLINE EDUCATION - BRIDGE THE GAP

BACKGROUND:

Excelsior Online Education offers personalized high-dosage tutoring services to support students in core and college-level curriculum. The program is designed to complement classroom instruction and empower all learners with completely customizable academic support. Through synchronous instructional sessions, Excelsior provides personalized learning pathways that cater to each student's unique learning style and needs.

REASONING:

Our District's mission is to provide learning opportunities beyond the traditional school setting. This initiative is congruent with Strategy 2, we at Excelsior Online Education are committed to offering rigorous and relevant instruction that caters to the individual learning style of each student. To achieve this goal, we will provide high-dosage tutoring to all students who are currently enrolled in our dual-enrollment college courses. This tutoring support will be offered in both group and individualized formats.

RECOMMENDATION:

To provide online tutoring lessons, effective February 22, 2024 through June 30, 2024, at a cost not-to-exceed \$49,500.00, and to be paid from the General Fund (ELOP).

SUBMITTED/REVIEWED BY: Norberto Perez/Patricia Chavez, Ed.D.



**Board of Education Agenda
February 21, 2024**

CLASSIFIED EXEMPT – PERSONNEL REPORT NO. 1313

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

WORKABILITY

Luahiwa, Kealani Grocery Outlet 02/07/2024 \$13.60 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 re competent in first aid and emergency procedures as related to coaching techniques in the sports to which they are assigned:

Rialto High School

Heredia Silva, Alvaro	Varsity Asst., Boys' Track	2023/2024	\$4,427.00
Villarreal, Janelle	Frosh Head, Girls' Soccer	2023/2024	\$4,540.00

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



**Board of Education Agenda
February 21, 2024**

CLASSIFIED EMPLOYEES – PERSONNEL REPORT NO. 1313

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

PROMOTIONS

Chavez Romero, Manuel (Repl. D. Hammond)	To:	Grounds Maintenance Worker III Maintenance & Operations	02/16/2024	36-2	\$27.69 per hour (8 hours, 12 months)
	From:	Grounds Maintenance Worker I Maintenance & Operations		32-3	\$26.31 per hour (8 hours, 12 months)
Enriquez, Diana (Repl. E. Lopez)	To:	Secretary I Kolb Middle School	02/26/2024	34-3	\$27.66 per hour (8 hours, 12 months)
	From:	Clerk Typist II Boyd Elementary School		31-3	\$25.66 per hour (8 hours, 237 days)
Hernandez, Paola (Repl. J. Rivera)	To:	Health Clerk Kordyak Elementary School	02/09/2024	31-6	\$29.70 per hour (6.5 hours, 237 days)
	From:	Special Education Child Development Inst. Assistant Preston Elementary School		29-6	\$28.25 per hour (7 hours, 203 days)
Lopez, Esmeralda (Repl. A. Lugo)	To:	Secretary II Carter High School	02/13/2024	36-6	\$33.66 per hour (8 hours, 12 months)
	From:	Secretary I Kolb Middle School		34-6	\$32.02 per hour (8 hours, 12 months)

EMPLOYMENT

Andrade, Thalia (Repl. V. Bibiano)	Categorical Project Clerk Fitzgerald Elementary School	02/13/2024	32-1	\$23.84 per hour (6 hours, 227 days)
Damian, Leyda (Repl. J. Bailey)	Nutrition Service Worker I Rialto Middle School	02/15/2024	20-1	\$17.61 per hour (2.5 hrs., 203 days)
Garza Salas, Thania	Nutrition Service Worker I Kolb Middle School	02/08/2024	20-1	\$17.61 per hour (3 hours, 203 days)
Triana, Irasema (Repl. M. Diaz)	Nutrition Service Worker I Kolb Middle School	02/08/2024	20-1	\$17.61 per hour (3 hours, 203 days)

SUBSTITUTES

Mendoza Bonola, Victor	Bus Driver	02/13/2024	\$22.99 per hour
Rosas, Rosa	Nutrition Service Worker I	02/01/2024	\$16.15 per hour

RECLASSIFICATION

Peters, Matthew	To:	Communications & Media Technician	10/16/2022	50-4	\$39.75 per hour (8 hours, 12 months)
	From:	Communications & Media Services Communications Web Technician Communications & Media Services		50-4	\$39.75 per hour (8 hours, 12 months)

CERTIFICATION OF ELIGIBILITY LIST – Licensed Vocational Nurse

Eligible: 02/22/2024
Expires: 08/22/2024

CERTIFICATION OF ELIGIBILITY LIST – Nutrition Service Worker I

Eligible: 02/22/2024
Expires: 08/22/2024

CERTIFICATION OF ELIGIBILITY LIST – Secretary I

Eligible: 02/22/2024
Expires: 08/22/2024

**Position reflects the equivalent to a one-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
February 21, 2024**

CERTIFICATED EMPLOYEES – PERSONNEL REPORT NO. 1313

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

SUBSTITUTES (To be used as needed at the appropriate rate per day, effective February 22, 2024), unless earlier date is indicated)

Ceja, Jaqueline	02/13/2024
Hernandez, Bianca	02/14/2024
Noori, Bilal	02/14/2024
Romo, Patricia	02/08/2024
Ruiz Bustillo, Hector	02/15/2024

EMPLOYMENT

Pagkaliwangan, Teddy	Secondary Teacher Eisenhower High School	02/05/2024	I-1	\$66,275.00 (184 days)
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RESIGNATIONS

Saxton-Gamez, Jennifer	Special Education Teacher Carter High School	06/30/2024
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ADULT EDUCATION TEACHER (For the 2023/2024 school year at the regular hourly rate of \$54.93 for instructional time and \$35.00 for non-instructional time)

Centeno, Ana	ESL Beginning 1 & 2
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HOME AND HOSPITAL TEACHERS (To be used during the 2023/2024 school year, as needed, at the regular hour rate of \$54.93)

Joham, Montcolm	Lillibridge, Caroline	Richardson, Dianne
Tavarez, Patrick		

SUPPLEMENTAL SERVICES (Ratify retired teacher to provide intervention during the school day in the areas of math, reading, and writing to students at Bemis Elementary School, from February 1, 2024 through May 31, 2024, at an hourly rate of \$54.93, not to exceed a total of 170 hours, to be charged to Title I Funds)

Ibrahim-Balogun, Lawal

EXTRA DUTY COMPENSATION (Ratify Myers Elementary School teachers to provide STEAM activities, lessons, and workshops for students and parents during non-work hours, from February 1, 2024 through May 31, 2024, at the hourly rate of \$54.93, not to exceed 30 hours, to be charged to Title I Funds)

Heras, Amy
Schilreff, Kathleen

Kretschmar, David
Tath-Slezak, Neang

Landeros, Jessie

EXTRA DUTY COMPENSATION (Ratify Eisenhower High School counselor to prepare master schedule for the 2023/2024 school year, from July 1, 2023 through July 31, 2023, at the hourly rate of \$54.93, not to exceed 21 hours, to be charged to the General Fund)

Wood, Bridget

EXTRA DUTY COMPENSATION (Ratify Elementary Music Specialists to distribute instruments to music students and facilitate Instrumental Rental Night, from September 6, 2023 through September 7, 2023, and from January 17, 2024 through January 18, 2024, at the hourly rate of \$54.93, not to exceed 15.5 hours, to be charged to the General Fund)

Aarflot, Jostein
Ruvalcaba, Amado

Gattuso, Paul

Henderson, Francesca

EXTRA DUTY COMPENSATION (Approve an additional class assignment at 1/6 of their daily rate or \$54.93, whichever is greater, from January 9, 2024 through January 12, 2024, to be charged to the General Fund)

Frisbie Middle School

McKee, Erendida
Valadez, Kathryn

Physical Education
Physical Education

01/09/2024 – 01/12/2024
01/09/2024 – 01/12/2024

CERTIFICATED COACHES

Rialto High School

Holland, Troy

Frosh Assistant, Baseball

2023/2024 \$4,029.00

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

MINUTES

RIALTO UNIFIED SCHOOL DISTRICT

February 7, 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, Clerk
Stephanie E. Lewis, Member
Keiyne Galazo, Student Board Member

Board Members

Absent: Nancy G. O'Kelley, Member

Administrators

Present: Cuauhtémoc Avila, Ed.D., Superintendent
Rhea McIver Gibbs, Ed.D., Lead Strategic Agent
Patricia Chavez, Lead Innovation Agent
Diane Romo, Lead Business Services Agent
Rhonda Kramer, Lead Personnel Agent
Also present was Martha Degortari, Executive Administrative Agent, and Interpreters/Translators Jose Reyes and Naila Garcia

A. OPENING

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

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

A.2 OPEN SESSION

A.3 CLOSED SESSION

Moved By Member Lewis

Seconded By Clerk Dominguez

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

- **PUBLIC EMPLOYEE EMPLOYMENT/DISCIPLINE/DISMISSAL/RELEASE/ REASSIGNMENT OF EMPLOYEES (GOVERNMENT CODE SECTION 54957)**

- **STUDENT EXPULSIONS/REINSTATEMENTS/EXPULSION ENROLLMENTS**

- **CONFERENCE WITH LABOR NEGOTIATORS**

Agency designated representatives: Cuauhtémoc Avila, Ed.D., 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.

None.

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

Time: 6:03 p.m.

Majority Vote

A.4 ADJOURNMENT OF CLOSED SESSION

Moved By Member Lewis

Seconded By Vice President Montes

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

Time: 7:00 p.m.

Majority Vote

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

Open session reconvened at 7:00 p.m.

A.6 PLEDGE OF ALLEGIANCE

Boyd Elementary School fourth-grade student Tyson Jamerson led the pledge of allegiance.

A.7 PRESENTATION BY BOYD ELEMENTARY SCHOOL

In honor of Black History Month, Boyd Elementary School's fourth-grade students, led by teachers Ms. Rachel Garvin, Ms. Erika Gamez, and Ms. Christina Cortez, sang the Black National Anthem, "Lift Every Voice and Sing."

A.8 REPORT OUT OF CLOSED SESSION

Moved By Member Lewis

Seconded By Vice President Montes

At the January 17, 2024, the Board of Education denied the request for a paid leave of absence for classified employee #2914334, from January 25, 2024 through June 30, 2024.

Vote by Board Members:

(Ayes) Vice President Montes, Clerk Dominguez, Member Lewis

(Abstain) President Martinez

(Absent) Member O'Kelley

Majority Vote

Moved By Member Lewis

Seconded By Clerk Dominguez

The Board of Education denied the request for an unpaid leave of absence with benefits for classified employee #2914334, from January 25, 2024 through June 30, 2024.

Majority Vote

Moved By Member Lewis

Seconded By Clerk Dominguez

The Board of Education approved the three-day unpaid suspension for classified employee #2931134.

Majority Vote

A.9 ADOPTION OF AGENDA

Moved By Clerk Dominguez

Seconded By Vice President Montes

Member O'Kelley was absent. Vote by Board Members to adopt the agenda with preferential vote by Student Board Member, Keiyne Galazo.

Majority Vote

B. PRESENTATIONS

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

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

Samuel Llamas - Rialto High School

Diego Aguirre - Milor High School

Alees Carrizales - Carter High School

Jocelyn Recano - Eisenhower High School

B.2 VISUAL ARTS AND PERFORMING ARTS (VAPA)

~~Presentation by Ingrid Lin, Ed.D., Lead Academic Agent: Elementary Innovation, and Diane Romo, Lead Business Services Agent.~~

The presentation was pulled prior to the adoption of the agenda.

B.3 STUDENT DISCIPLINE

Presentation by Francisco S. Camacho, Jr., Ed.D., Agent: Child Welfare and Attendance

Francisco S. Camacho, Jr., Ed.D., Agent: Child Welfare and Attendance, conducted a presentation on student discipline. **(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.

Michael Montano, Rialto Education Association Vice President, shared a quote from Henrietta Lacks and her contributions to medicine in honor of black history month. He then made mention of the recent piloting of the EA assessment at the high schools and shared suggestions of starting out with one class before rolling out such programs to multiple sites. He acknowledged counselors for the work they do and asked that they be shown compassion during Counselors' Week.

Mr. Montano then mentioned that the District had one elementary school with students sitting in broken chairs repaired with duct tape. He noted the teacher had requested the furniture to be replaced several times. Mr. Montano asked the issue be addressed immediately.

Teresa Robinson, Lead Negotiator for Rialto Education Association, presented their 2024-2025 proposal to the Board, the Superintendent, and the Innovation Team. She shared her appreciation to the District for making sure members received the rate increase in December and the step increase in January. She indicated that they are close to wrapping up negotiations for Adult Education. She thanked the Board for always being willing to listen to their concerns and for working with REA to come up with reasonable outcomes.

Hector Centeno, District Parent, spoke of his participation in the USC Parent Literacy Program and congratulated the District for the work they are

doing. He thanked the Board and the Superintendent for involving the parents in the education process and for the opportunity to participate in the literacy program. He spoke of the benefits and tools they are receiving to support their children. He thanked the teachers for their support and shared, that from the first day, they have received the tools they need to help them be better parents today. He hopes more groups of parents will continue to participate in the program.

Grismelda Godinez, District Parent, also shared her participation in the USC Literacy Program and thanked the District for the opportunity. She explained how helpful the classes have been, and how they have given her guidance on how to understand and support her kindergarten student. She said her favorite part of the courses is the discussions shared amongst the other parents.

Janete Gutierrez, District Parent and also a participant in the USC Literacy Program, share that she has two daughters in 7th and 8th grade at Rialto Middle School, and she also has a kindergarten student at Curtis Elementary School. She shared her positive experience in the literacy program and some of the things she has learned. She thanked the District for this great opportunity and thanked Dr. Avila, Dr. Gibbs and the instructors for their support.

Renee Jackson, District Parent and participant in the USC Literacy Program thanked the District for this opportunity. She shared that she thought it would be easy and realized that it was not easy. She indicated that she has raised children who are now adults with careers and is now raising a teenager. She spoke of being open to learning new things to be the best parent for her child. She said that some of the tools she has learned have helped her to work with her child to develop better self-esteem. She thanked the instructors and the District for this opportunity.

Debbie Guillean, a District Teacher in her 30th year of teaching with the District, shared her experience as a Visual and Performing Arts Teacher. She spoke of the importance of the arts and how she has witnessed students utilize them as a tool to express themselves. She talked about the impact the arts have had on her, and how this is true for many successful people in all walks of life. She is hopeful that the District will continue to fund the Visual and Performing Arts program.

Rick Lorber, a District Teacher for over 20 years, also spoke of the importance of continuing the Visual and Performing Arts program. He has seen what the arts have meant for students and for teachers. He talked

about being a product of the Rialto USD attending Dunn Elementary, Rialto Middle School, and graduating from Eisenhower High School. He remembers, as a student, having the opportunity to participate in the art enrichment program. He had a teacher who came to his class once a week in elementary school. He shared that, then for many years, students did not have access to the arts until 2015, when it was brought back to the District. He requested that the District continue to provide students with these wonderful opportunities.

Francesca Henderson, a District Teacher, shared on behalf of the elementary Visual and Performing Arts (VAPA) music teachers the importance of continuing to support the VAPA program. She talked about the joy she gets from seeing students participate in the program and spoke of students who have continued their success by pursuing music careers. She shared some of the many opportunities that students receive while in the VAPA program. She indicated that currently, they provide classes to students once a week and said that with smaller groups of students, they are able to provide more individual focus so they can take pride in what they learn. She explained that the program is limited and it is hard to turn students away due to lack of instruments.

Celia Saravia, Representing Amigos Unidos, Parent Group for Children with Special Needs, extended condolences to the families of the Carter High School students who lost their lives this past weekend. She congratulated Superintendent, Dr. Avila for his recent recognition by the Pancreatic Cancer Foundation. She also congratulated several Special Services staff members for their work at recent IEP meetings. She also congratulated the parents participating in the USC Literacy Program and gave special thanks to Dr. Gibbs, Dr. Avila, and the Board for providing these classes. Mrs. Saravia congratulated the African American community for celebrating Black History Month, indicated how proud she is of this District, and encouraged everyone to continue to support the arts. She shared how her own children have benefitted from the arts program and the importance the arts play in the emotional development of children.

Mrs. Saravia shared her concern about the discipline of students receiving special services and requested clarification. She explained that there is a difference between poor behavior and behavior due to a certain condition.

C.2 PUBLIC COMMENTS ON AGENDA ITEMS

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

Michael Montano, Rialto Education Association Vice President, spoke on Item F.4 on the agenda, the 2024 Summer School Enrichment Program, and recommends teachers who work the summer school program get paid their regular pay rate.

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, shared his appreciation for all the amazing counselors in our District and thanked them for all the work and support they provide to students and families. He requested the District to do a better job of listening to the concerns of the counselors. He shared his concern about the shortage of counselors, specifically at Rialto High School. He questioned when help would be provided. He spoke of the REA proposal presented by Ms. Teresa Robinson and the articles included in their proposal, such as class size and caps to pay more or hire additional help.

Mr. Brinker also spoke of the Visual and Performing Arts teachers who spoke this evening and requested the District and Board look into the current band teacher vacancies. He requested on behalf of REA that the District do a better job of providing support and questioned the lack of kindness on behalf of the District.

Christopher Cordasco, California School Employees Association (CSEA) President, shared some highlights and how many programs met or succeeded in their goals, and those were celebrated. He then shared concerns about employees in leadership roles who are breaking rules and are being acknowledged with awards. He felt the Board would be surprised to hear the names of these leaders. He also commented on coming before the Board a few years ago regarding the low morale at Morgan Elementary School. He praised Mr. Alex Vara for the work he is doing and now for the improvements he is making at Frisbie Middle School.

Heather Estruch, Communications Workers of America (CWA) Chief Stuart hopes that all issues that were brought up tonight are resolved. She commented on how it is not good for students to have to wait to be assisted

by a counselor and spoke of the benefits of the Visual and Performing Arts Program.

C.4 COMMENTS FROM STUDENT BOARD MEMBER

C.5 COMMENTS FROM THE 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 Vice President Montes

Seconded By Member Lewis

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

Majority Vote

E.1 GENERAL FUNCTIONS CONSENT ITEMS

E.1.1 APPROVE THE FIRST READING OF REVISED BOARD POLICY 1312.3; UNIFORM COMPLAINT PROCEDURES

Moved By Vice President Montes

Seconded By Member Lewis

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

Majority Vote

E.2 INSTRUCTION CONSENT ITEMS

E.2.1 APPROVE AN OVERNIGHT TRIP TO USA NATIONALS SPIRIT CHEER COMPETITION - RIALTO HIGH SCHOOL

Moved By Vice President Montes

Seconded By Member Lewis

Approve twenty-five (25) female athletes and three (3) female chaperones to compete in the USA National Spirit Cheerleading Title at the Anaheim Convention Center in Anaheim, California, effective February 15, 2024, through February 17, 2024, at a cost not-to-exceed \$4,000.00, and to be paid from the ASB and General Fund.

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

Majority Vote

E.2.2 APPROVE AN OVERNIGHT TRIP TO THE CALIFORNIA PROSTART CUP

Moved By Vice President Montes

Seconded By Member Lewis

To approve twenty (20) Career Technical Education (CTE) Hospitality students (10 girls and 10 boys) and two (2) chaperones (1 male and 1 female) to attend the overnight California ProStart Cup in Long Beach, California, effective February 20, 2024 through February 24, 2024, at a cost not-to-exceed \$6,000.00, and to be paid from the General Fund (CTEIG).

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

Majority Vote

E.2.3 APPROVE AN OVERNIGHT TRIP TO WRESTLING CIF STATE FINALS - EISENHOWER HIGH SCHOOL

Moved By Vice President Montes

Seconded By Member Lewis

Approve four (4) students (2 male and 2 female) and four (4) chaperones (3 male and 1 female) to compete in the California

Interscholastic Federation State Wrestling Finals in Bakersfield, California, effective February 21, 2024 through February 24, 2024, at a cost not-to-exceed \$5,500.00, and to be paid from the General Fund.

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

Majority Vote

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING

Moved By Vice President Montes

Seconded By Member Lewis

All funds from December 20, 2023 through January 16, 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:

Majority Vote

E.3.2 DONATIONS

Moved By Vice President Montes

Seconded By Member Lewis

Accept the listed donations from DonorsChoose: Southwest School & Office Supply; and Amazon, and that a letter of appreciation be sent to the donor.

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

Majority Vote

E.3.3 SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS

Moved By Vice President Montes

Seconded By Member Lewis

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.

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

Majority Vote

E.3.4 SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS- CHILD NUTRITION SERVICES

Moved By Vice President Montes

Seconded By Member Lewis

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.

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

Majority Vote

E.3.5 APPROVE A RENEWAL AGREEMENT WITH ONE ON ONE LEARNING

Moved By Vice President Montes

Seconded By Member Lewis

Provide extended day tutoring services, through One on One Learning services to 24 identified students at St. Catherine of Siena School, effective February 8, 2024 through June 30, 2024, at a cost not-to-exceed \$5,498.77, and to be paid from the General Fund (Title I).

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

Majority Vote

**E.3.6 APPROVE AN AGREEMENT WITH MIA MERCADO
CHOREOGRAPHER - RIALTO HIGH SCHOOL**

Moved By Vice President Montes

Seconded By Member Lewis

Provide choreography support for the Rialto High School students for the Spring Musical Bye Bye Birdie for the 2023-2024 school year, effective February 8, 2024, through March 16, 2024, at a cost not-to-exceed \$1,000.00, and to be paid from the General Fund (Title I).

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

Majority Vote

E.3.7 APPROVE AN AGREEMENT WITH CONCORDIA UNIVERSITY

Moved By Vice President Montes

Seconded By Member Lewis

Approve the School Counselor/Psychology Student Practicum/Fieldwork Agreement to assist current and future students with mentoring opportunities in their specialized fields from February 8, 2024 through February 7, 2027 at no cost to the District.

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

Majority Vote

**E.3.8 APPROVE AN EDUCATIONAL CLINICAL PRACTICE
EXPERIENCES MEMORANDUM OF UNDERSTANDING WITH
LA SIERRA UNIVERSITY**

Moved By Vice President Montes

Seconded By Member Lewis

Assist current and future educators in completing state requirements for credentialing fields from February 8, 2024 through February 7, 2027, at no cost to the District.

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

Majority Vote

E.3.9 APPROVE THE RATIFICATION OF THE AGREEMENTS WITH SCHOOLS FIRST PLAN ADMINISTRATION FOR THE 403(B) AND 457(B) PLANS

Moved By Vice President Montes

Seconded By Member Lewis

Appoint them as the District's Third Party Administrator for the 403(b) and 457(b) plans, effective February 1, 2024, through January 31, 2029.

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

Majority Vote

E.3.10 AMEND AN AGREEMENT WITH STEP-BY-STEP FOLKLORICO LLC

Moved By Vice President Montes

Seconded By Member Lewis

Provide Ballet Folklorico lessons at Bemis, Kelley, Morris, and Preston Elementary, effective February 8, 2024 through May 17, 2024, at a cost not-to-exceed \$43,137.20 and to be paid from the General Fund (ELOP).

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

Majority Vote

E.4 FACILITIES PLANNING CONSENT ITEMS

E.4.1 NOTICE OF COMPLETION – ENKO SYSTEMS, INC. FOR REQUEST FOR PROPOSAL (RFP) NO. 21-22-010 BOARDROOM TECHNOLOGY UPGRADES

Moved By Vice President Montes

Seconded By Member Lewis

Accept the work completed January 24, 2024, by Enko Systems, Inc. as part of RFP No. 21-22-010, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.

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

Majority Vote

E.4.2 APPROVE A DEDUCTIVE CHANGE ORDER AND FILE A NOTICE OF COMPLETION FOR TONY PAINTING

Moved By Vice President Montes

Seconded By Member Lewis

Approve Change Orders for Tony Painting No. 1 in the amount of \$18,900.00; Change Order No. 2 in the amount of \$15,455.00; and the deductive Change Order No. 3 in the amount of \$6,955.00 for the unused allowance, and revise the awarded contract amount from \$387,805.00 to \$380,850.00, to be returned to Fund 14 - Deferred Maintenance. Accept the work completed on December 15, 2023, by Tony Painting for the Exterior Painting Project of Curtis, Dollahan, Fitzgerald, and Hughbanks Elementary Schools and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder, with no fiscal impact.

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

Majority Vote

E.5 PERSONNEL SERVICES CONSENT ITEMS

E.5.1 APPROVE PERSONNEL REPORT NO. 1312 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES

Moved By Vice President Montes

Seconded By Member Lewis

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

Majority Vote

E.5.2 ADOPT RESOLUTION NO. 23-24-39 - PROVISIONAL INTERNSHIP PERMIT

Moved By Vice President Montes

Seconded By Member Lewis

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:

Majority Vote

E.6 MINUTES

E.6.1 APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD ON JANUARY 17, 2024

Moved By Vice President Montes

Seconded By Member Lewis

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

Majority Vote

F. DISCUSSION/ACTION ITEMS

F.1 APPROVE CHANGE ORDER NO. 1 FOR FISCHER, INC. FOR THE TWO (2) TWO- STORY CLASSROOM BUILDINGS PROJECT AT EISENHOWER HIGH SCHOOL

Moved By Member Lewis

Seconded By Clerk Dominguez

Approve Change Order No. 1 for Fischer, Inc. in the amount of \$164,000.00 for a revised contract amount of \$1,813,000.00, for the two (2) Two-Story Classroom Buildings Project at Eisenhower High School, and to be paid from Fund 21 – General Obligation (G.O.) Bond and Fund 25 – Capital Facilities Fund.

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

Majority Vote

F.2 APPROVE A RENEWAL AGREEMENT WITH ROSETTA STONE LLC

Moved By Clerk Dominguez

Seconded By Member Lewis

Provide an adaptive language acquisition program for 1000 English Learners and students in the Dual Language Immersion Program who are at the earliest levels of proficiency, effective February 8, 2024 through February 8, 2025, at a cost not-to-exceed \$56,095.00, and to be paid from the General Fund (Title III).

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

Majority Vote

F.3 APPROVE AN AGREEMENT WITH SMG ONTARIO ARENA, LLC

Moved By Member Lewis

Seconded By Clerk Dominguez

Provide the use of their facility for the 2024 graduation ceremonies to be held on June 2, 2024, at a cost not-to-exceed \$144,440.00 including license fees and other reimbursable expenses, and to be paid from the General Fund.

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

Majority Vote

F.4 APPROVE THE 2024 SUMMER SCHOOL ENRICHMENT PROGRAM

Moved By Clerk Dominguez

Seconded By Vice President Montes

To approve the proposed student eligibility and priority plan, course of study, calendar, and schedule of classes for this year's Summer School Enrichment Program, effective February 8, 2024 through July 31, 2024, at a cost not-to-exceed \$1,600,000.00, and to be paid from the General Fund (ELOP).

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

Majority Vote

F.5 ADOPT RESOLUTION NO. 23-24-37 APPROVING AN AGREEMENT FOR PURCHASE OF REAL PROPERTY AND DELEGATING AUTHORITY FOR RELATED ACTIONS

Moved By Member Lewis

Seconded By Clerk Dominguez

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

Majority Vote

F.6 ADOPT RESOLUTION NO. 23-24-38; REMUNERATION

Moved By Member Lewis

Seconded By Clerk Dominguez

Excuse the absence of Board Member, Nancy G. O'Kelley, from the Wednesday, January 17, 2024, regular meeting of the Board of Education.

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

Majority Vote

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on February 21, 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 Lewis

Seconded By Clerk Dominguez

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

Time: 9:24 p.m.

Majority Vote

Clerk, Board of Education

Secretary, Board of Education



Student Discipline 2023-2024

Presented By:

Francisco S. Camacho, Jr., Ed.D.
Interim Lead Student Service Agent

February 7, 2024



RIALTO
UNIFIED SCHOOL DISTRICT
BRIDGING FUTURES THROUGH INNOVATION



Happy Kids ! Safe and Engaging
Learning Environment



RIALTO
UNIFIED SCHOOL DISTRICT
BRIDGING FUTURES THROUGH INNOVATION



Interventions and Supports
that lead to Student Success



Human Experience
Commitment to Our Community



State Legislation

- In 2013, Assembly Bill 420, prohibits suspensions for willful defiance for students grade kindergarten through grade three
- In 2019, Senate Bill 419 extended the prohibition of suspension for students grades four through grade eight for willful defiance
- As of July 2024, Senate Bill 274 will extend the prohibition of suspending students for willful defiance through grade twelve until July 1, 2029
- As of July 2024, Senate Bill 291 will prohibit school staff members from restricting a pupil's recess for disciplinary reasons



489000 K Willful Defiance

Disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, school officials, or other school personnel engaged in the performance of their duties.



Education Code 48910

- Authorizes teachers to suspend pupil from class for the day and the following day

The teacher must immediately report the suspension to the principal of the school and send the pupil to the principal or the designee of the principal for appropriate action

Teachers must ask the parent to attend a parent-teacher conference regarding the suspension. The conference must be held within the two days

- Indicates that the removal from a particular class shall not occur more than once every five school days



Common Infractions

EC 48900 (A1): Caused, attempted to cause, or threatened to cause physical injury to another person.

EC 48900 (A2): Willfully used force or violence upon the person of another, except in self-defense.

EC 48000 (K): Disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, school officials, or other school personnel engaged in the performance of their duties

EC 48900 (C): Unlawfully possessed, used, sold, or otherwise furnished, or been under the influence of, any controlled substance

EC 48900 (I): Knowingly received stolen school property or private property



Past and Current Suspension Data



District, County, State Suspension Data

	Rialto USD	SB County	State
2018 - 2019	4.6%	4.6%	3.5%
2019 - 2020	3.5%	3.6%	2.6%
2020 - 2021	n/a	n/a	n/a
2021 - 2022	5.8%	4.8%	3.4%
2022 - 2023	6.3%	5.1%	3.8%



Secondary Suspension Rates and Projections

School	2018 - 2019	2021 - 2022	2022 - 2023	2023 - 2024*	
	Suspension Rate	Suspension Rate	Suspension Rate	Suspension Rate	Projection Rate
Frisbie MS	10.7%	8.94%	9.9%	6.2%	18.8%
Jehue MS	6.6%	4.8%	8.0%	2.5%	7.7%
Kolb MS	7.8%	9.9%	9.9%	3.1%	9.3%
Kucera MS	12.2%	11.3%	12.9%	4.0%	12.1%
Rialto MS	9.1%	5.8%	12.5%	3.2%	9.6%
Carter HS	5.5%	5.2%	5.3%	3.4%	10.3%
Eisenhower HS	3.1%	6.4%	7.0%	2.9%	8.7%
Rialto HS	5.3%	5.9%	4.9%	3.5%	10.6%
Milor HS	8.4%	3.9%	6.2%	3.0%	9.2%
Zupanic VA	0%	0%	0%	0%	0%
RUSD	4.6%	5.8%	6.3%	3.1%	5.8%



Student Groups Suspension Data

	2018 - 2019	2022 - 2023	2023 -2024*
African Americans	10%	11.9%	5.6%
Hispanics	4%	5.2%	3.1%
White	5.2%	5.1%	4.7%
Special Education	7.2%	8.9%	5.3%



Disaggregated Suspension Data for Student Receiving Special Education Service

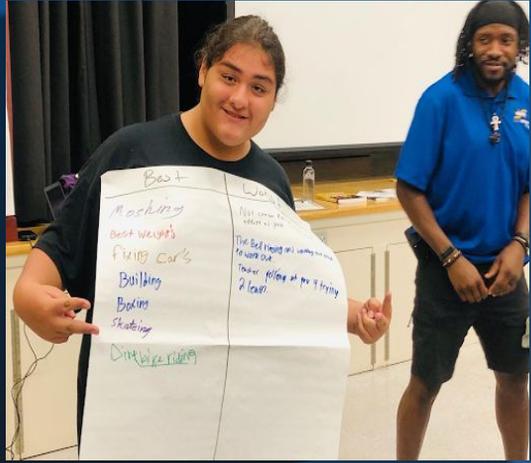
	2018 - 2019	2022 - 2023	2023 - 2024
AA Male	17.0%	20.2%	13.6%
AA Female	8.1%	13.1%	2.67%
Hispanic Male	6.8%	8.8%	6.3%
Hispanic Female	4.6%	4.2%	3.75%
White Male	6.3%	9.5%	10.6%
White Female	7.1%	2.9%	4.54%



Connecting Students



Manhood Project



Bridge Academy



Young Men Summit



District Tier Support Framework

- Multi-Tier System Support (MTSS)
- Positive Behavior Intervention Support (PBIS)
- National Curriculum and Training Institute (NCTI)
- Behavior Specialist
- Behavior Strategist
 - MS (5) and Alternative School (1)
- Wellness Coach
 - HS (3)
- PBIS At-Risk Counselors
 - HS (3)
- Hall Passes
- Program Specialists
- McKinney-Vento/Foster Liaison (2)



Together We Can Make a Difference



Thank
You!





**Board of Education Agenda
February 21, 2024**

AWARD BID NO. 23-24-015 INTERNATIONAL HEALING GARDEN TO LIFETIME INDUSTRIES, INC DBA PARKWEST CONSTRUCTION COMPANY

BACKGROUND:

On December 28, 2023, the District released a bid to new construction of an International Healing Garden which includes modular buildings, a new bus drop-off, a parking lot with accessible parking, and associated site work. Per Public Contract Code (“PCC”) section 22032(c) the District is required to formally bid any public works project which exceeds \$200,000.

REASONING:

As legally required, the District published a Notice of Inviting Bids (“NIB”) in the San Bernardino County Sun on December 28, 2023, and January 4, 2024. The bid was also published on the District’s webpage and an outreach email containing the bid information was sent to local contractors. Twenty-three (23) bidders attended the mandatory job walk on January 10 and January 17, 2024. On January 31, 2024, the District received and opened eleven (11) bids.

The District has identified Lifetime Industries, Inc. dba Parkwest Construction Company as the lowest responsive and responsible bidder. An outline of all bids received and amounts are listed below.

Bidder	Base Bid Amount
Lifetime Industries, Inc. dba Parkwest Construction Company	\$5,127,000.00
Dalke & Sons Construction, Inc.	\$5,462,480.00
Spec Construction Co. Inc.	\$5,581,500.00
KYA Services, LLC	\$5,952,000.00
D.F. Perez Construction, Inc.	\$6,104,058.00
Tovey/Shultz Construction, Inc.	\$6,142,541.00
Oakview Constructors, Inc.	\$6,200,000.00

Kazoni Inc	\$6,447,000.00
Roadway Engineering & Construction Corp.	\$6,814,000.00
ABNY General Engineering	\$7,040,000.00
Harik Construction, Inc.	\$7,197,000.00

The District will add an allowance of \$200,000 for unforeseen conditions that may need to be addressed during construction.

RECOMMENDATION:

Award Bid No. 23-24-015 for the International Healing Garden to Lifetime Industries, Inc. dba Parkwest Construction Company at a cost of \$5,327,000 which includes a \$200,000 allowance, and to be paid from Fund 40 - Special Reserve for Capital Outlay.

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



**Board of Education Agenda
February 21, 2024**

**APPROVAL AND RATIFICATION OF THE RIALTO UNIFIED SCHOOL DISTRICT
PUBLIC WORKS PROJECTS AWARDED UTILIZING CALIFORNIA UNIFORM
PUBLIC CONSTRUCTION COST ACCOUNTING ACT FOR 2023-24 SCHOOL YEAR**

BACKGROUND:

The purpose of this agenda item is to seek Board approval/ratification of listing of District Public Works projects awarded utilizing California Uniform Public Construction Cost Accounting Act (CUPCCAA) for the 2023-24 school year.

REASONING:

The California Uniform Public Construction Cost Accounting Act (“CUPCCAA”), is used as an alternative procedure for awarding public works contracts pursuant to California Public Contract Code 22034. The Act establishes a higher bid limit and an informal bidding process for certain projects. The outline below provides information on all projects awarded through February 21, 2024.

Bid Project Name	Awarded Contractor	Contract Amount	Award Date
Bid No. 23-001 Rialto USD District Office Repairs	R Dependable Const Inc.	\$189,000.00	November 6, 2023
Bid No. 23-001 Playground Pour-In-Place Repairs	R.E. Schultz Construction, Inc.	\$11,300.00	January 8, 2024
Bid No. 23-002 Eisenhower Restroom Flooring and Walls	John Franklin dba Franklin Interiors	\$89,969.00	January 4, 2024
Bid No. 23-003 Garcia Elementary School MPR Floor Repairs	Rod-West Floor Covering LLC	\$29,000.00	January 29, 2024
Bid No. 23-004 Eisenhower High School Restroom Partitions	EC Construction	\$83,900.00	February 5, 2024

RECOMMENDATION:

Approve and ratify the public works projects awarded utilizing the California Uniform Public Construction Cost Accounting Act through February 21, 2024.

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



**Board of Education Agenda
February 21, 2024**

RATIFY AN AMENDMENT TO THE AGREEMENT WITH GIRLS SCOUTS OF SAN GORGONIO SKYLAND RANCH

BACKGROUND:

On February 8, 2023, the Board of Education approved an agreement with Emerald Cove Outdoor Science (ECOS) Institute and Skyland Ranch to approve 1,775 students and 24 administrators to attend a one-day study trip to Emerald Cove Outdoor Science Institute and Skyland Ranch, at a cost not-to-exceed \$150,000.00, and to be paid from the General Fund. The agreement with Emerald Cove was for 771 students at a \$57,680.00 cost. The agreement with Skyland Ranch was for 1004 students at \$80,320.00 cost. Due to unfavorable weather conditions in the mountains, ECOS could not provide services, but Skyland Ranch was able to provide services for our students.

REASONING:

An amendment to the agreement is required to increase the cost by \$34,320.00 for the additional 615 students who attended Skyland Ranch. This falls under the \$150,000.00 approved on February 8, 2023, for both camps.

RECOMMENDATION:

To amend the agreement with Girl Scouts of San Gorgonio Skyland Ranch Institute to increase the amount by \$34,320.00 for a total cost not-to-exceed \$150,000.00, effective February 22, 2024, and to be paid from the General Fund.

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



**Board of Education Agenda
February 21, 2024**

APPROVE THE EXTENDED SCHOOL YEAR (ESY) PROGRAM 2023-2024

BACKGROUND:

Extended School Year (ESY) services are special education and related services that are provided to students with exceptional needs beyond the regular school year. These services are provided in accordance with their Individualized Education Program (IEP). The IEP team determines the need for ESY services on an individual basis annually. The ESY program is staffed with a team of professionals, including Special Services Administrators, Education Specialists, Applied Behavior Analysis Specialists, Behavior Support Assistants, Instructional Aides, Adapted Physical Education Teachers, Speech-Language Pathologists (SLPs), Physical Therapists, Occupational Therapists, SLP Aides, Nurses and Health Aides. They provide services to students as per their IEP.

Extended School Year Program

Elementary School, Middle School, and High School:

Session: June 3, 2024 - June 28, 2024

Time: 8:00 AM -12:00 PM

Teacher Prep Days

May 08, 2024

May 15, 2024

May 22, 2024

May 29, 2024

REASONING:

An Extended School Year is required to assist students at risk of regression or for students with severe disabilities to attain the critical skills or self-sufficiency goals essential to the student's continued progress. It is not a means to develop or enhance new skills.

RECOMMENDATION:

To approve the proposed plan, calendar, and schedule for the 2023-2024 Extended School Year (ESY) Program for all eligible students with disabilities, effective February 22, 2024 through July 31, 2024, at a cost not-to-exceed \$615,000.00, and to be paid from the General Fund.

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



**RESOLUTION NO. 23-24-40
RESOLUTION OF THE BOARD OF EDUCATION OF THE RIALTO UNIFIED SCHOOL
DISTRICT DIRECTING DEVELOPMENT OF A FINANCING PLAN FOR THE
DISTRICT'S CENTRAL KITCHEN PROJECT AND RELATED ACTIONS**

WHEREAS, as provided in Resolution No. 23-24-28, adopted by the Board of Education (the "Board") of the Rialto Unified School District (the "District") on November 13, 2023, the District intends to issue (or cause to be issued) and sell certificates of participation or other obligations (the "Certificates") in order to finance a central kitchen facility project, which project consists in the acquisition of real property and the design, acquisition, construction, installation and equipping of a three story, approximately 60,000 to 70,000 square foot central kitchen facility to support the District's Nutrition Services Division (the "Central Kitchen Project");

WHEREAS, the budgeted costs of the Central Kitchen Project to be financed with the Certificates will not exceed \$50,000,000;

WHEREAS, it is expected that, in order to finance the costs of the Central Kitchen Project, the District will lease and lease back, pursuant to a lease agreement (the "Lease Agreement"), certain real property and the improvements thereto owned or to be owned by the District, that the Certificates, evidencing direct, fractional undivided interests in the base rental payments to be made by the District under the Lease Agreement, will be executed and delivered pursuant to a trust agreement with a commercial bank trustee, that the Certificates will be sold to an investor or investors and that the proceeds of such sale will be used to pay the costs of the Central Kitchen Project; and

WHEREAS, the Board desires that the financing plan for the Central Kitchen Project, including the plan for the execution and delivery of the Certificates and the marketing and sale thereof, be developed and prepared for implementation;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Rialto Unified School District, as follows:

Section 1. All of the recitals herein contained are true and correct and the Board so finds.

Section 2. The Board hereby directs the Lead Business Service Agent of the District, working with staff of the District and consultants to the District, to develop and prepare for implementation the financing plan for the Central Kitchen Project, including the plan for the execution and delivery of the Certificates and the marketing and sale thereof; provided, however, that the specifics of such financing plan and the parameters thereof shall be determined, and the implementation of such financing plan shall be approved, by the Board at a subsequent meeting thereof.

Section 3. The officers, employees and agents of the District are hereby authorized and directed, jointly and severally, to do any and all things which they may deem necessary or advisable in order to consummate the actions herein authorized and otherwise to carry out, give effect to and comply with the terms and intent of this Resolution.

Section 4. All actions heretofore taken by the officers, employees and agents of the District with respect to the actions set forth above are hereby approved, confirmed and ratified.

Section 5. This Resolution shall take effect immediately upon its adoption.

PASSED AND ADOPTED this date, February 21, 2024.

President of the Board of Education
of the Rialto Unified School District

ATTEST:

Clerk of the Board of Education
of the Rialto Unified School District

CLERK'S CERTIFICATE

I, Evelyn P. Dominguez, Clerk of the Board of Education of the Rialto Unified School District, County of San Bernardino, California, hereby certify that the foregoing is a full, true and correct copy of a resolution duly adopted at a regular meeting of the Board of Education of said District held at the regular meeting place thereof on February 21, 2024, and entered in the minutes thereof, of which meeting all of the members of the Board of Education had due notice and at which a quorum thereof was present, and that at said meeting the resolution was adopted by the following vote:

- AYES:
- NOES:
- ABSTAIN:
- ABSENT:

An agenda of the meeting was posted at least 72 hours before the meeting at 182 East Walnut Avenue, Rialto, California, a location freely accessible to members of the public, and on the District's website in accordance with all applicable laws, and a brief description of the resolution appeared on the agenda.

I further certify that I have carefully compared the same with the original minutes of said meeting on file and of record in the District administrative office; the foregoing resolution is a full, true and correct copy of the original resolution adopted at said meeting and entered in said minutes; and that said resolution has not been amended, modified or rescinded since the date of its adoption, and the same is now in full force and effect.

Dated: _____, 2024

Clerk of the Board of Education
Rialto Unified School District

SUBMITTED/REVIEWED BY: Diane Romo



**Board of Education Agenda
February 21, 2024**

**RESOLUTION NO. 23-24-41
NATIONAL SCHOOL BREAKFAST WEEK**

WHEREAS, the School Breakfast Program has served our nation admirably since it was permanently established in 1975; and

WHEREAS, the School Breakfast Program is dedicated to the health and well-being of our nation's children, and

WHEREAS, the School Breakfast Program joins and has been joined through the years by many other excellent child nutrition programs; and

WHEREAS, there is evidence of continued need for nutrition education and awareness of the value of school nutrition programs.

WHEREAS, my administration is dedicated to expanding access to and enhancing current school breakfast programs throughout the state to ensure that our children are provided with the means to succeed; and

WHEREAS, research shows that school-age children who experience hunger have higher levels of absenteeism, nurse's visits, and have more challenges than children receiving a well-balanced diet; and

WHEREAS, frequent studies have shown that meals provided at school not only contribute to the nutritional needs of students but also significantly increase and enhance their ability to learn; and

WHEREAS, as parents, teachers, and school food personnel, we are endowed with the responsibility of providing the children of our communities and state with their basic resources needed to grow, learn, discover their own potential, and live happy fulfilling lives; and

WHEREAS, Breakfast After the Bell programs, which make breakfast part of the school day, are desirable and effective ways of ensuring more students realize the benefits of breakfast.

WHEREAS, offering breakfast as part of the school day improves children's diets, builds healthy, lifelong eating habits and allows students to begin their days focused and ready to learn. The benefits of these models are maximized when schools offer free meals to

all students at no cost.

WHEREAS, the Community Eligibility Provision offers high-need California schools the opportunity to serve breakfast to all students at no cost. This provision has the added benefits to schools of reducing administrative costs, eliminating the collection of paper applications, streamlining meal service operations and increasing the reimbursements schools receive from federal child nutrition programs.

NOW THEREFORE, BE IT RESOLVED that the Board of Education does hereby proclaim March 4-8, 2024 as NATIONAL SCHOOL BREAKFAST WEEK, and encourages all citizens to recognize the efforts made by schools, their food service directors, and cafeteria staff to ensure the health, safety, and success of our children.

PASSED AND ADOPTED by the Governing Board of the Rialto Unified School District of San Bernardino County, at a regular meeting of the Board of Education held February 21, 2024, by the following vote:

AYES: _____
NOES: _____
ABSENT: _____
ABSTAIN: _____

RIALTO UNIFIED SCHOOL DISTRICT

By: _____
Joseph W. Martinez
President, Board of Education

By: _____
Cuauhtémoc Avila, Ed.D.
Secretary, Board of Education

I HEREBY CERTIFY that the foregoing resolution was duly and regularly introduced, passed and adopted by the members of the Board of Education of the Rialto Unified School District, at a public meeting of said Board held on February 21, 2024.

Evelyn P. Dominguez
Clerk, Board of Education
Rialto Unified School District

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



**Board of Education Agenda
February 21, 2024**

**RESOLUTION NO. 23-24-42
REMUNERATION**

WHEREAS, The Governing Board of the Rialto Unified School District acknowledges that Board Member, Nancy G. O’Kelley, was excused from the Wednesday, February 7, 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, February 7, 2024, regular meeting of the Board of Education.

Joseph W. Martinez, Board President

Date

Cauhtémoc Avila, Ed.D., Board Secretary

Date

SUBMITTED/REVIEWED BY: Cauhtémoc Avila, Ed.D.



**Board of Education Agenda
February 21, 2024**

**RESOLUTION NO. 23-24-43
NON-REELECTION OF CERTIFICATED PROBATIONARY EMPLOYEES
RESOLUTION OF THE BOARD OF EDUCATION
2023-2024**

BE IT RESOLVED that, pursuant to Education Code section 44929.21, the following probationary certificated employees shall not be reemployed for the 2024-2025 school year, and that the Superintendent or his designee is directed to give written notice thereof as required by law.

- | | | | |
|-------------------|-------------------|-------------------|-------------------|
| Employee #2804234 | Employee #2027534 | Employee #2126534 | Employee #2426534 |
| Employee #2007534 | Employee #2747334 | Employee #2720334 | Employee #2471634 |
| Employee #2701534 | Employee #2807534 | Employee #2455334 | Employee #2026434 |
| Employee #2017724 | Employee #2178534 | Employee #2826534 | Employee #2792034 |
| Employee #2776534 | Employee #2866234 | Employee #2978534 | Employee# 2305234 |
| Employee #2631534 | Employee #2314334 | Employee #2056534 | |
| Employee #2210234 | Employee #2732634 | Employee #2767534 | |
| Employee #2607534 | Employee #2297814 | Employee #2884824 | |

PASSED AND ADOPTED this 21st day of February, 2024, in the County of San Bernardino, California.

Joseph W. Martinez _____
 Edgar Montes _____
 Evelyn P. Dominguez _____
 Stephanie E. Lewis _____
 Nancy G. O’Kelley _____

President
Board of Education

I, Cuauhtémoc Avila, Ed.D., 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: February 21, 2024

Cuauhtémoc Avila, Ed.D.
Superintendent

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



**Board of Education Agenda
February 21, 2024**

**RESOLUTION NO. 23-24-44
REGARDING LAYOFF OF CLASSIFIED PERSONNEL
RESOLUTION OF THE BOARD OF EDUCATION
2023-2024**

BE IT RESOLVED that the Governing Board of the Rialto Unified School District hereby determines that the following classified positions shall be eliminated due to lack of work and/or lack of funds pursuant to Education Code sections 45117 and 45308:

POSITION	HOURS	NO. OF POSITIONS
Behavior Program Manager/Autism	8	1
Clerk Typist III	8	1
Student Success Strategist	8	7
Workability Liaison Aide	8	1

BE IT FURTHER RESOLVED by the Governing Board as follows:

1. That due to a lack of funds and/or lack of work, the number of classified employees and the amount of service rendered shall be reduced by layoff as specified above, pursuant to Education Code section 45308, and in accordance with Education Code section 45117.
2. That the Superintendent or designee is directed to give notice of layoff or reduction in work year to the affected classified employees pursuant to law.
3. That layoff proceedings shall be conducted in accordance with Education Code section 45117.
4. That the layoff shall become effective at the conclusion of the 2023-2024 school year.
5. That employees laid off pursuant to this Resolution, if any, shall be eligible for reemployment pursuant to Education Code section 45298.

Adopted by the Governing Board of the Rialto Unified School District on February 21, 2024, by the following vote:

Joseph W. Martinez _____
 Edgar Montes _____
 Evelyn P. Dominguez _____
 Stephanie E. Lewis _____
 Nancy G. O’Kelley _____

 Joseph W. Martinez
 President, Board of Education

I, Cuauhtémoc Avila, Ed.D., 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: February 21, 2024

 Cuauhtémoc Avila, Ed.D.
 Superintendent

Submitted by: Roxanne Dominguez, Rhonda Kramer and Armando Urteaga



**Board of Education Agenda
February 21, 2024**

DENY LIABILITY CLAIM NO. 23-24-10

BACKGROUND:

The District received Liability Claim No. 23-24-10

REASONING:

Government Code 945.6 Section 911.6

RECOMMENDATION:

Deny Liability Claim No. 23-24-10

SUBMITTED/REVIEWED BY: Derek Harris/Diane Romo



**Board of Education Agenda
February 21, 2024**

DENY LIABILITY CLAIM NO. 23-24-11

BACKGROUND:

The District received Liability Claim No. 23-24-11

REASONING:

Government Code 945.6 Section 911.6

RECOMMENDATION:

Deny Liability Claim No. 23-24-11

SUBMITTED/REVIEWED BY: Derek Harris/Diane Romo



Beliefs

We believe that...

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

Parameters

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

Back Cover Pictures:

Top: Amidst a celebration of cultural pride, the Rialto Unified School District recently held the Curls, Coils, and Crowns Crowning Ceremony at the Eisenhower High School Performing Arts Center on February 10, 2024. Among the 72 exceptional young girls honored was **Jermamy Robinson** (pictured left), a first-grade student from Trapp Elementary School. Students were greeted by Board of Education Member **Mrs. Stephanie E. Lewis** (pictured right) and **Dr. Rhea McIver Gibbs** (pictured center) as they proudly crossed the stage to earn their crowns. The event symbolized the journey of growth, self-confidence, and development for these students as they received their crowns.

Bottom: Anaid Santamaria-Bautista, a junior at Rialto High School, concentrates on her team's Rube Goldberg machine during the Rube-A-Thon hosted by Rialto High School on February 3, 2024. Students from Rialto Unified School District showcased their engineering prowess at the event, with Kucera Middle School securing second place and Jehue Middle School earning third place and the Best Storytelling Award in the middle school category. Rialto High School's team also excelled, securing second place in the high school competition.

