

MINUTES

RIALTO UNIFIED SCHOOL DISTRICT

June 10, 2020

Dr. John R. Kazalunas Education Center

**Meeting was held TELEPHONICALLY and available to the public
Via streamlined-audio only**

Board Members Present:
Nancy G. O'Kelley, President
Dina Walker, Vice-President
Joseph W. Martinez, Clerk
Joseph Ayala, Member
Edgar Montes, Member

Student Board Member Absent:
Avionc' Douglas, Student Board Member

Administrators Present:
Cuauhtémoc Avila, Ed.D., Superintendent
Darren McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence and Social Justice
Also present was Martha Degortari, Executive Administrative Agent, and Jose Reyes, Interpreter/Translator

Administrators Absent:
Mohammad Z. Islam, Associate Superintendent, Business Services
Elizabeth Curtiss, Interim Lead Innovation Agent
Rhea McIver Gibbs, Ed.D., Lead Personnel Agent
Rhonda Kramer, Lead Personnel Agent

A. OPENING

A.1 CALL TO ORDER - 6:30 p.m.

The regular Board meeting of the Board of Education, which was held telephonically and available to the public via streamlined audio only, was called to order at 6:32 p.m.

A.2 OPEN SESSION

A.2.1 Comments on Closed Session Agenda Items

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

None.

A.3 CLOSED SESSION

Moved By Member Ayala

Seconded By Clerk Martinez

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

Vote by Board Members to move into Closed Session.

Approved by a Unanimous Vote

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

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

A.3.3 CONFERENCE WITH LABOR NEGOTIATORS

Agency designated representatives: Cuauhtémoc Avila, Ed.D., Superintendent; Rhea McIver Gibbs, Ed.D., Lead Personnel Agent, Personnel Services; and Rhonda Kramer, Lead Personnel Agent, Personnel Services.

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

A.4 ADJOURNMENT OF CLOSED SESSION

Moved By Member Montes

Seconded By Member Ayala

Vote by Board Members to adjourn out of Closed Session.

Time: 7:05 p.m.

Approved by a Unanimous Vote

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

Open session reconvened at 7:05 p.m.

A.6 PLEDGE OF ALLEGIANCE

Nancy G. O'Kelley, Board President, led the Pledge of Allegiance.

A.7 REPORT OUT OF CLOSED SESSION

None.

A.8 ADOPTION OF AGENDA

Moved By Clerk Martinez

Seconded By Vice-President Walker

Prior to adoption of the agenda, the following items were pulled from page 67, Ref. E-6.1:

PLACE ON THE 39-MONTH REEMPLOYMENT LIST

Martinez, Veronica Custodian I 6/18/2020

Preston Elementary School

The Board also revised the following item from page 70, Ref. E-6.1 of the agenda to increase the hours from 5 hours to 6 hours:

EXTRA DUTY COMPENSATION (Ratify Certificated teachers to provide intervention tutoring for at improvement during the Summer Academy from May 15, 2020 to June 30, 2020, at an hourly rate of \$45.04, not to exceed 6 hours per teacher, to be paid from the Title IV Funds.)

Vote by Board Members to adopt the agenda.

Approved by a Unanimous Vote

B. PRESENTATIONS

B.1 RECOGNITION OF STUDENT BOARD MEMBER, AVIONC' DOUGLAS, SCHOLARSHIP RECIPIENT

Board President, Mrs. O'Kelley, presented Student Board Member, Avionc' Douglas, with a \$2,000.00 scholarship check in recognition of the service and dedication rendered as Student Board Member for the 2019-2020 school year.

C. COMMENTS

C.1 PUBLIC COMMENTS FROM THE FLOOR

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

Superintendent, Dr. Avila, read the following public comments, which were received via email:

Paula Bailey, proud parent of three children who have graduated from the District, thanked the Nutrition Services team for their amazing work in providing students' daily meals. She thanked administrators and staff who were present during the DSAC ceremony, which meant a lot to her son who will cherish the opportunity. She also thanked the staff at Milor, particularly Ms. Cynthia Pool, who was fundamental in her son's graduation. She is hopeful that the District will consider a traditional graduation, in the near future. In the meantime, she is aware of other districts doing a virtual graduation video, and feels it would be great if Rialto could offer the same to the students.

She shared that she has heard the State and County Superintendent release statements regarding financial cuts and hopes that whatever is decided for the 2020-21 school year, that all teachers and staff members remain employed.

Anita Schulz, parent of two elementary students in the District, shared her concerns regarding students not being able to return to school the way it was prior to the quarantine. She questions how California is opening up everything as part of phase 3, yet children are not able to return to school full-time. She fears that the District is feeding more into the panic. She indicated that if other Districts have returned to school, that we need to follow their models. During the past three months, government offices and essential businesses have been utilizing safeguards in order to remain open during the pandemic, and she feels the District can follow similar safeguards in the classroom. She recommends the District spend the necessary money to make this work for the sake of the children. She asked the District not to ignore the impact that distance learning has had and will continue to have on the mental and emotional health of the students. She feels that distance learning has too many limitations and it is difficult to keep students engaged. She concluded by stating that Rialto USD needs her children for funding, but she will not allow Rialto USD to receive funding for her children when she is the one doing the homeschooling. She asked that school resume 100% with proper safeguards, otherwise she will be left with no other choice but to dis-enroll her children and find other alternatives.

Lara Costello, parent of an elementary student in the District, expressed her concern for the possibility of Rialto USD not returning to full time on-campus teaching and instead continue with distance learning. She shared that as a family of two full-time essential workers, they are unable to provide enough hours to their elementary children to complete distance learning. She also shared that they chose to place their children in public school in order to allow professionals to educate their children. She and her husband were taught differently and they do not understand the way lessons are taught now, which causes frustration and stress for the children, the parents and the teachers. Her biggest concern is the amount of education that is lost due to distance learning. She recommended that guidelines are reviewed carefully and that they are implemented in order to return children to traditional full-time school, and not distance learning.

Gabriela Sanchez, student at Eisenhower High School, requested that the Board consider giving the students the opportunity to host a law enforcement club at Eisenhower High School. She has spent the past three years in this program and the students and teacher have worked hard to achieve criminal law studies. She has heard that the law class teacher is not returning to Eisenhower this coming year. This club would at least continue some part of law enforcement at Eisenhower High School.

Tobin Brinker, History teacher at Frisbie Middle School, shared that he loves his job, and teaching the kids of Rialto has been a blessing. He has been coaching the *Frisbie Students Run LA* team, where he trains the kids to participate in the LA Marathon each year. This year they were able to make it to the marathon before the quarantine. He indicated that running with the kids is where he gets his joy; and seeing all the schools closed made him sad. He therefore decided to create a marathon route in Rialto. He first ran the route on his own and then had some students, teachers and friends join him. He is thinking of running this Rialto School Marathon route again when school returns

Mr. Brinker also shared some of the activities and events that teachers planned for the end of the year, when students came back to return their books and empty their lockers. He also shared that last year he was invited by the Nutrition Services team to participate in their summer program at the park. This year, although it was different, he was invited back and helped hand out food to students. He thanked Sarah Dunbar-Aguilar for the invitation and encouraged teachers on the Rialto Education Association Facebook group to help with this year's summer program, which will include online activities.

Nancy Porter, parent of Rialto Unified School District, asked that the plan for next year be shared with the parents. She indicated that many parents depend on their children to be at school while they work to support their families.

Mirna Ruiz, PTA President, gave a shout out to the Nutrition Services staff for the amazing work to make sure children and community have something to eat. She thanked Dr. Avila for assuring parents that he is working on making sure that students will have the education they deserve. She also asked the Board to be cautious when approving items that will require spending money on computer programs. She asked that they first request data and reports that will support the need. She provided the example of the Board approving to spend a total of \$102,000 on a computer program to monitor English Learner students, yet monitoring does not directly help the students if they do not get the individual help and support they need. She requested that English Learner students and students receiving special needs do not get left behind and hopes there is a plan in place for them.

Sixta Iribe, parent of elementary student in Rialto Unified School District, shared her concern that school will not be back to normal as pre-quarantine. She indicated that distance learning took a toll on her and her child. She and other fellow parents agree that distance learning is a huge challenge. Working a full time job at a hospital and having to become a teacher for her child was a challenge. She would much rather have her child at school learning from an educated teacher with credentials. Since so many businesses have opened, schools should follow similar protocols. She suggested kids be screened before entering class and that teachers wear masks. She shared that tax dollars are being paid in order for children to be at school, being taught by qualified teachers and she will not fund Rialto USD if distance learning continues. She is asking that school resume with proper safeguards.

Christina Parrish, PTA President at her son's elementary school and PTA 4th Vice President at council level, shared her concerns for students if District continues with distance learning. She indicated that the District has not provided any information to students, parents or staff, and she would like to know what the plan is for next year. She has heard speculation about continued distance learning, half-day schedules or some days on campus and some days off. She is asking how the District expects this to work when the majority of families in Rialto consist of two working parents who barely make it on that. She feels that distance learning was a complete

disaster. Her son finished second grade and she did not feel he learned anything during the google meets. She indicated that distance learning does not work for elementary students. She gave several examples and explained that many parents have full time jobs and cannot be expected to be home to teach their children at the same time. Socialization and education is a key to become successful adults and she believes distance learning is not beneficial for secondary students.

She took a survey within her neighborhood and found that 70% of parents would like their students to return to school and only 32% said they would allow their children to return if there was a vaccine. She feels that if we can open everything else in the Country, such as child care facilities, movie theaters, gyms, and huge corporations, it is safe to open schools with the precautions being met. She is worried that the new year is approaching quickly and if the district cannot provide information, she will be forced to look elsewhere for her son's education.

C.2 PUBLIC COMMENTS ON AGENDA ITEMS

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

Superintendent, Dr. Avila, read the following public comments, which were received via email:

Tracy Luna, classified employee who works with Special Ed students, expressed her concern regarding the recent news that many Instructional Assistant positions will eventually be terminated. She indicated that these positions are vital to student success and the ability of the teachers to effectively run their classrooms.

Margie Taylor, shared her concern with potential layoffs. She indicated the classified staff work very hard to maintain a stable environment for parents and children at our schools. She has noticed that whenever there is a layoff involved, the classified employees get hit the hardest. She requested that the Board of Education take a close look at the jobs to determine what is truly needed.

Cynthia Clarke, Buyer, Nutrition Services, shared the turn of unfortunate events during the past four months and the financial ruin that many are facing. She was so grateful for being placed on a modified schedule during the quarantine, and saw how hard the Nutrition Services staff continued working. She decided to make and donate to them over 250 masks. However, when she read the Board agenda for the June 10, 2020

Board meeting, she was very shocked that layoffs were so bluntly announced. She understands these are uncertain times, but did not feel it was the time to make such decisions. She was shocked and disappointed that the list included so many crucial positions which directly affect the safety, education and particularly the direct nurturing of the minds of the children of the Rialto Unified School District. She asked that instead of announcing layoffs as a threat, if the funding doesn't come, that a plan be developed by all involved to keep all the jobs.

Ann Marie Secor, Account Clerk II, at Rialto High School, shared that the layoffs are a horrible way to treat all the hardworking people of this District. They are the ones who keep the District running and deserve better. She indicated that panic layoffs are not the answer and people need to get back to some semblance of normalcy. She asked that everyone be given a chance to get back to work.

Claudia Reyes, classified employee, shared her disappointment with the proposed layoffs. She indicated that she was shocked and appalled that decisions are being made without consideration of the students and staff. She asked that the District reconsider their decisions, as it will affect the students and the staff. She requested that the District meet with the union chapter to come to a resolution that will benefit everyone, especially the students that need classified staff in their daily educational lives.

Mykiah Harding, classified employee, indicated that it is unfair to take away the jobs that so many have worked so hard for. She asked that the Board think of all the families that will be affected and all the children who depend on their assistance. Students are their priority and they are the ones who provide the bonding and encouragement for them to succeed. She said she is deeply saddened by this pathetic decision and hopes that their voices will be heard for the sake of continuing to build futures, not only for staff but also for the students.

Ray Verdugo, District Officer assigned to the Safety Patrol and Intervention Services Team, who has worked in this capacity for nearly 15 years. He shared many of the services that they provide to students, teachers, staff, and administrators. In addition to maintaining a safe learning environment, they provide the following intervention services: Crisis Intervention; Crisis De-escalation; Conflict Resolution; Anti-Bullying; Suicide Intervention; and Gang and Drug Awareness. He indicated that the parent support that the day shift officers receive for the services they provide to the elementary schools students is overwhelmingly strong. To completely eliminate the 11

Safety and Intervention Officer positions would also eliminate the trusting relationship they have developed, and it will deprive the elementary school students of those safety and intervention services.

Heidy Alarcon, Instructional Assistant, shared that she cannot begin to imagine the upcoming decision to terminate all the hard working people that help a school go round. She works hand in hand with teachers who she has helped make a difference in the education of students. She shared that the time they have dedicated has been with a purpose and a mission, and the relationships students build with classified staff is one they will miss.

Cynthia Robles, Instructional Assistant II (RSP/SDC), who has been volunteer since 2015 and classified employee since 2016, shared that she would like to join in the fight to ban the proposal of massive classified layoffs. She has lived in Rialto 19 years, and has five children, two who graduated from Eisenhower High School, and three who currently attend middle schools and elementary schools in the District. Her plan is to continue as an employee of the Rialto USD until retirement. She is urging the Board to please reconsider their decision.

Rosina F. Gonzalez McCraley, Secretary II at Rialto High School, who has been employed by the Rialto USD since 2009, shared her concerns regarding the layoff notices. Her spouse also works for the District and they have often said how blessed they are to have their jobs. She understands that in business, hard decisions have to be made, but to see layoffs added to the agenda without notice was a punch in the gut and a slap to the face by this leadership. To see the list of positions and the clause that more can be added by December 31st left a horrible taste in her mouth. She indicated that people who have come to work every day with a smile, to help students and parents, have essentially been listed as expendable. She is urging the leadership of this District to rethink its position and to look at how other Districts will manage without massive layoffs. She asked that if we are all really together in this, that it is time to look at how money can be saved elsewhere, and not in eliminating people.

William Villalpando, Child Development Instructional Assistant, shared her opposition to Resolution 19-20-55 and requested that the unions negotiate with District personnel, as they need to be a part of these negotiations and decisions.

Sonia Herrera, Instructional Assistant III, shared some of the challenges we have had to face within our society, such as the Corona Virus, distance learning, the racial inequality protests, rioting, and now the possibility of

layoffs. She indicated that it is an honor to be part of the Rialto Unified School District, which is a community that is supported by each other. She feels that the community has grown stronger during these tough times. However, many of the proposed layoffs are targeting supporting staff. These are people who have formed special bonds with children and families and who support their schools to the fullest. She questioned how schools would continue to serve families to its fullest potential by taking away the support that they need. She understands that some financial changes need to be made, but she is sure there are other ways. She is requesting that the layoff proposal not be passed, as not only will the staff be affected, but also many families in the community.

Karen Villalpando, Instructional Assistant III-SE (SED/MH) expressed her opposition to Resolution 19-20-55, and indicated that the union should have been made aware of this resolution from the beginning. She said that the union needs to be involved in all future negotiations with the District personnel on this resolution.

Kathy Martinez, shared her disappointment with the amount of layoffs being proposed. She explained how they are needed in the classroom to assist students with everyday work and indicated that the proposed layoffs will not only affect the employees, but also the teachers and the students. She is asking that the union be involved with any negotiations that involve classified employees.

Kapena Kamakawiwoole, Maintenance III classified employee, shared that he is one of the positions being eliminated. He indicated that he is not a statistic, he is an employee and eliminating his position will affect many positions below him. He understands that this reduction is needed based on the initial proposed budget, but the budget since has been revised and is being increased. Therefore, he feels it is premature to be looking at any cuts at this time.

Elysha Bascomb, classified employee, shared that these positions are far too important to be cut primarily due to the impact each of the employees have on the students. She indicated that many of the most hardworking students rely on countless classified staff in order to succeed. She requested that these positions not be eliminated.

Evelina Quiroz, classified employee, indicated that she was recently made aware of the District's intent to propose massive layoffs at tonight's Board meeting and the news was shocking and repulsive. She explained that many of these employees are dependent on their jobs to take care of their

loved ones, and without a job or uncertainty of a job will cause unnecessary stress on top of everything they are facing now. She is requesting that the district work together with a foundation of clear communication.

Patricia Conner, Safety Intervention and Community Engagement Specialist, shared her concerns on the proposed layoff Resolution No. 10-20-55. She indicated that changes were expected due to the COVID 19 stay home order and distance learning, however, she asked that decisions not be one sided. She explained that there are married couples, partners, siblings, parents, and children that work in the same department and or classifications that are slated to be cut. She is requesting that if the District has to do a layoff, that the selection of positions be revisited to be inclusive of every department.

The LA LIT Review, an Education Consulting Firm, commented on the layoff resolution and shared concerns as to whether this decision is premature. They questioned whether the District has explored all possible avenues before cutting people and why safety officers are being cut when the schools will still need them. They questioned why the District is cutting some of the low paying positions and not starting at the top. They asked whether the Superintendent, Assistant Superintendent and Lead Strategic Agent have been invited to take a pay cut. They shared comments on many of the Board items on the agenda and the fact that money is being spent on services that may not be needed, particularly since it is not known what the new school year will look like. They made a request to postpone voting on these proposals and pay cuts until a later time.

Tobin Brinker, History Teacher at Frisbie Middle School, shared his concerns on the resolution the Board is being asked to vote on at tonight's meeting, which will potentially eliminate hundreds of positions and save \$17,651,128. He shared the list of positions, which total 340 jobs. He talked about the reason why the name of the position is listed but not the names of individual employees. He explained that this is done due to people having seniority and there will be bumping as they move into other positions, but perhaps the plainest reason is because Board members will know the people on the list. They are people who live within their community. He suggested that before they vote, they should consider several items, such as: Reducing management jobs in order to have the least impact; Looking at which jobs work directly with children; how much is saved by each classification, etc. He recommended that decisions not be made in fear and asked that the Board think of the students whose lives will

be impacted and balance the financial strain of the current economy versus the needs of those kids.

Isaura Zuniga, District Interpreter Translator, shared that she is disgusted with the massive layoffs the District has proposed. She explained that in the translation department, they have many essential duties, but the most import is interpreting at IEP meetings and translating IEPs. She indicated that they are well behind in their written translations of IEPs and currently they are translating those from the month of December. Other surrounding Districts have twice as many interpreter/translators and now the Rialto Unified School District is proposing to lay off three interpreters. She asked that they look at numbers and data before making a drastic decision.

Carlos Ramirez, classified employee who started as a Custodian I and has worked his way up to Maintenance Worker III, shared that it was not an easy task to work his way up to one of the higher positions of the Maintenance Department, but with all the years of training, knowledge of multiple trades and dedication, he knew he could make it. He said he now finds himself wondering how a District he's worked so hard for is not doing the same for its loyal employees. He believes hard work should be rewarded and you should be able to find a solution that benefits the employees and the District.

David Chaparro, classified employee shared that there are definitely other ways to get through the storm from what COVID-19 has done to the District and get back in order. He stated that classified staff are people and individuals who have families to provide for during these crazy times.

Andrea Garibay, classified employee, opposes the Resolution No. 19-20-55, and requested that the union negotiate with District personnel.

Juanita Vasquez, classified employee, shared her deep concern to the proposed massive layoff and the catastrophic effect it would have on students and staff. As a grandparent of four students of the District, she knows firsthand how this situation has already affected them both personally and socially. She has seen the emotional roller coaster, as they are unable to interact with their favorite officer or clerk at the front office. She talked about the nurturing children receive from staff when they are away from home, which is valuable and fundamental. Classified staff is strong and they never step away from any challenges no matter how tough.

Ylhihana Pimentel, Interpreter Translator, who has worked for the District for almost 10 years and considers this District her family, indicated that it is our duty as a District to be the example of what we want our children to be in the future as adult leaders. She said that we need to show our students that the District is a team and we look out for each other in time of sorrow, pain and sickness, and it would be unfair to add to employees the stress of financial instability at this time. She feels that the proposed layoffs are unjust and heartbreaking and we need to find a better solution to the possible budget cuts. She has faith that the Board will do what is best for everyone and we will stay united as a family.

Devatia Williams, classified employee, shared her concern with the current situation that classified employees are facing due to the pandemic. She is in hopes that everything will work out and that no one will be laid off. She indicated that all employees rely on their employment and are truly grateful for the opportunity to work for Rialto Unified.

Gina Villalpando, Instructional Assistant II RSP/SDC, who has worked for the District since 2014. She enjoys what she does and feels she is an asset to the students, school and teachers she works for. She does not agree with the layoff proposal and feels it would hurt not only her, but the District, as it would lose important classified staff in all areas. She asked that the proposal be reconsidered.

Maria Sandoval, as a parent of students in the Rialto Unified School District, she supports the actions and measures to save the children. As clients, she feels parents are becoming more verbal, which is good for better communication. She feels that the agenda item reflecting the termination of several employees is a requirement due to the extreme circumstances we are going through, and is hopeful that it will be a new beginning for a better education. She is in hopes that the District continues to use its resources to terminate employees who are causing problems, which are being handled over and over but never resolved. She feels relieved that students are going to be better off with the right people around them, and it would be a good idea that from this date forward, all administrators take the right approach and document all the discipline problems their employees have. She stated that COVID-19 has been an eye opener to see that students are the most precious people represented. She also feels that employees already received their reward by being paid to stay home doing nothing, and others getting paid more for being at work, while students did not get anything extra. Even while doing distance learning, most got nothing out of it because teachers did not even connect with them. She

hopes the Board keeps going the right way making sure these unprofessional employees are terminated once and for all.

Maria Sequeira, classified employee, opposes Resolution No.19-20-55 and would like unions to negotiate with district personnel.

Saddmy Millan-Costello, one of the eight Interpreter/Translators in the District, shared that she was shocked to see the agenda for this evening and that three of her team would be let go for the upcoming school year. She was shocked because they are already behind on all areas considering they do IEP interpretations and translations of special education documents, general documents and meeting. She stated that other districts have double the amount of interpreter/translators and about the same quantity of work. They have also been working during the quarantine and if three of their team members are removed, they will be even more behind. She shared that the District has many parents who do not speak English and who are grateful when they are there to assist them. She is requesting that the District reconsider its proposed decision, as many employees depend on their jobs.

Dawn-Rene Tomlinson, opposes Resolution 19-20-55 and requests that unions negotiate with District personnel and that they be part of these negotiations and decisions.

Matthew Helpert, opposes Resolution 19-20-55 and requests that unions negotiate with District personnel and that they be part these negotiations and decisions.

Alexander Rodriguez, Jr., Emergency Operations Specialist, who has been an employee of the Rialto Unified School District for the past 23 years, shared that during this time, he has dedicated his time and efforts to make this District as safe as possible for students, staff and residents. Whether it was patrolling the schools during graveyard to prevent theft and vandalism, fulfilling duties of SARB to check on students to get them back in class, etc., he did it because he is a hardworking, dedicated employee. He indicated that cutting his position and those of other employees in his division, should not be how the District treats employees that work so diligently. He questioned whether the cuts are equal across the board and whether they are made without bias. He also questioned whether the District is prepared to eliminate the state mandated requirements that an Emergency Operations Specialist currently completes. He indicated that these employees have dedicated their careers with the District's best interest in mind and now they ask that the District do the same.

Austen Woods, M.Ed. in Educational Administration, expressed his concern and opposition to Resolution 19-20-55, and requests that unions negotiate with District personnel and that they be part of these negotiations and decisions.

D Jackson, District employee, questioned whether it would be wise to lay off essential staff. He indicated that they were considered essential during the midst of COVID 19 and asked when did stop being essential? He said that the main goal should be to ensure the safety and well-being of students and staff, and to reduce departments that are responsible for these duties may come with huge consequences.

Rachel Ochoa Ramirez, Workability Liaison, as a District employee for the past five years, expressed her concerns regarding the layoffs on the agenda, which were made without any communication with the union or the employees. She indicated that this is no way to conduct business and she would hope that as a District we would treat a layoff as a last resort and not a first response to a budget crisis. She requested that the Board hold off on making such a detrimental decision that will affect many loyal employees and their families.

Nate Lyon opposes Resolution 19-20-55 and requests that unions negotiate with District personnel and that they be part of these negotiations and decisions.

A. Tooley opposes Resolution 19-20-55 and requests that unions negotiate with District personnel and that they be part of these negotiations and decisions.

Ace Schwartz opposes Resolution 19-20-55 and requests that unions negotiate with District personnel and that they be part of these negotiations and decisions.

Elizabeth Duvall, stated that she is outraged, that classified staff once again are made to be sacrificial lambs in the name of balancing the budget. She hopes that all other options have been thoroughly investigated before the layoff proposal was made. She urged the Board to vote "No" on the proposal and requested that they actively work with the union to discuss other options.

Carla Ricker, Safety Specialist, indicated that it was known that there would be more sacrifices to be made due to COVID-19, but to see Resolution No. 19-20-55 on the agenda was shocking, and feels the list of positions which may be abolished is inequitable. She noted that 75% of the Safety

Department would be cut, and there are no cuts to Personnel, Fiscal, Business, Risk, Purchasing, Nutrition, Transportation, CWA, or IT. She mentioned several new positions recently added by the District, which were not on the list, and indicated that it is hard not to feel targeted, respected or appreciated. She does not feel this was fair or equitable.

John Rodney, opposes Resolution 19-20-55 and requests that unions negotiate with District personnel and that they be part of these negotiations and decisions.

Fynn Menzies, Writer and Educator, opposes Resolution 19-20-55 and indicated that the unions need to be part of these negotiations and decisions.

Termain Williams, Substitute Campus Intervention Specialist who has been attending the police academy for the past eight months hoping to gain a full time position, was sickened by the news of the layoff proposal because he would no longer have a chance at a full time position. He requested that the Board reconsider the proposal, which would reduce the department he works for by 50%.

Naveal Anderson, who has been with the District since 2014, shared that after learning that the jobs of classified employees are at risk for the 2021-2022 school year, he felt it was his duty to reach out and urge the Board against it. He indicated that classified employees are the biggest contributors in children's education and by reducing these positions, many children would be affected. He strongly believes that there must be other avenues to take.

Oscar Tapia, shared his concerns regarding the layoff proposal and does not understand how the safety department can go from being essential workers to non-essential, and it is suggested that the officers that are being proposed to be laid off do not matter. He stated that there are many officers who have worked for the District for 10, 15 and 20 years, and it is not the same department where he started 24 years ago. It has become a department that cares for students and has given so much to help students succeed in life. He is asking the Board to reconsider the layoffs and negotiate with the union.

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).

Superintendent, Dr. Avila, read the following comments from Association Executive Board Members, which were received via email:

Chris Cordasco, CSEA President, indicated that with Resolution 19-20-55 on the agenda, it did not feel like family and it was a kick in the gut to classified staff. Many members, even those who were not on the list of layoffs, reached out to him to express their disapproval. He said that this threatens to destroy the moral, which will definitely have a negative impact on students. They would have appreciated to at least have had the opportunity to give input on ways to overcome the budget challenges that we faced, but instead they did not find out about this until they read the agenda. He thought that CSEA and the District had a better relationship than this. He said that they do not feel this is necessary as the original projections have already changed and more changes are to come in the next few months. He shared that it takes many different people to educate students and one teacher cannot do it alone. The list includes many front line employees and many Spanish language support staff without consideration for the community that is served. He said there are better ways to get through rough times and the classified staff, if allowed are willing to help find them. He asked that the Board show they are willing to find solutions that will not hurt this community and to vote "No" on this resolution.

Johanna Cuellar, shared on behalf of RSMA that amid the heartbreaking events that prevail every aspect of our lives, the Rialto School Managers Association (RSMA) remain steadfast on operating in the best interest of those they serve. Every year the Rialto School Managers Association works diligently throughout the year to award monetary scholarships to selected graduating seniors from each of the Rialto USD Comprehensive and Continuation High Schools. This year those scholarship recipients were as follows:

Genesis Gaheta, Carter High School

Helena Arevola Tovar, Eisenhower High School

Meia Parra, Milor/Zupanic High School

Mariaya Laguna, Rialto High School

Additionally, RSMA awards a scholarship to a child or dependent of one of its members. This year that scholarship was awarded to Kaiyla Grey, daughter of Germaine Grey, Assistant Principal of Jehue Middle School.

Ms. Cuellar also shared that RSMA would be hosting an open and honest dialogue on Thursday, June 11, 2020, at 5:00 p.m., guided by Rev. Sam Casey, Executive Director of Congregation Organized for Prophetic Engagement. She urged everyone to join them.

C.4 COMMENTS FROM THE SUPERINTENDENT

C.5 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 Clerk Martinez

Seconded By Vice-President Walker

All items on the Consent Calendar were approved with the exception of **E 6.1 PERSONNEL REPORT NO. 1237 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES**, which was pulled to be discussed and voted on separately.

Vote by Board Members to approve Consent Calendar Items.

Approved by a Unanimous Vote

E.1 MINUTES

E.1.1 MINUTES - REGULAR BOARD OF EDUCATION MEETING OF MAY 20, 2020.

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve the minutes of the Regular Board of Education meeting, held May 20, 2020.

Approved by a Unanimous Vote

E.2 GENERAL FUNCTIONS CONSENT ITEMS

E.2.1 SECOND READING OF REVISED BOARD POLICY 6146.1(a-h); HIGH SCHOOL GRADUATION REQUIREMENTS

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve second reading of revised Board Policy 6146.1(a-h); High School Graduation Requirements

Approved by a Unanimous Vote

E.3 INSTRUCTION CONSENT ITEMS

E.3.1 INDEPENDENT STUDY SUMMER PROGRAM – RIALTO ADULT SCHOOL

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve and ratify the proposed independent study summer program for Rialto Adult School diploma students and 18 year old non-grad seniors, at a cost not-to-exceed \$18,000.00, to be paid from the Adult Education Fund.

Approved by a Unanimous Vote

E.3.2 PHYSICAL EDUCATION EXEMPTION

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve an exemption from all physical activities for student 7815431 for the 1st semester of the 2019-2020 school year and student 253731 for the 2nd semester of the 2019-2020 school year, at no cost to the District.

Approved by a Unanimous Vote

E.3.3 COURSES FOR APPROVAL

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve these new courses that will be utilized by all middle and high schools in the district beginning with the 2020-2021 school year, at a cost of the text books, to be paid from the General Fund.

Approved by a Unanimous Vote

E.4 BUSINESS AND FINANCIAL CONSENT ITEMS

E.4.1 WARRANT ORDER AND PURCHASE ORDER LISTINGS

Moved By Clerk Martinez
Seconded By Vice-President Walker

Approve Warrant Listing Register and Purchase Order Listing for all funds from May 1, 2020 through May 21, 2020. Sent under separate cover to Board Members. A copy for public review will be available on the District website.

Approved by a Unanimous Vote

E.4.2 DONATIONS

Moved By Clerk Martinez
Seconded By Vice-President Walker

Accept the listed donations from Lifetouch National School Studies and Pentel of America, LTD., and request that a letter of appreciation be sent to the donor.

Approved by a Unanimous Vote

E.4.3 MEMORANDUM OF UNDERSTANDING (MOU) WITH SOUTH COAST COMMUNITY SERVICES

Moved By Clerk Martinez
Seconded By Vice-President Walker

Approve a Memorandum of Understanding (MOU) with South Coast Community Services to supplement Rialto Unified School District Behavioral Support by providing specific support services, effective July 1, 2020 through June 30, 2021, at no cost to the District.

Approved by a Unanimous Vote

E.4.4 AGREEMENT WITH 20/20 VISION ASSOCIATES OPTOMETRY

Moved By Clerk Martinez
Seconded By Vice-President Walker

Approve an agreement with 20/20 Vision Associates Optometry to provide services, effective July 1, 2020 through June 30, 2021, at a cost of \$5,000.00, to be paid from the General Fund - Special Education Budget.

Approved by a Unanimous Vote

E.4.5 AGREEMENT WITH ASIAN AMERICAN RESOURCE CENTER

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve an agreement with Asian American Resource Center to provide interpreting and translating services, effective July 1, 2020 through June 30, 2021, at a cost of \$5,000.00, to be paid from the General Fund - Special Education Budget.

Approved by a Unanimous Vote

E.4.6 AGREEMENT WITH CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO NEUROFEEDBACK CLINIC

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve an agreement with California State University, San Bernardino Neurofeedback Clinic to provide Neurofeedback treatment to qualified students, effective July 1, 2020 to June 30, 2021, at a cost of \$4,500.00, to be paid from the General Fund - Special Education Budget.

Approved by a Unanimous Vote

E.4.7 AGREEMENT WITH DR. ROBIN MORRIS

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve an agreement with Dr. Robin Morris, Licensed Psychologist to provide an Independent Education Evaluation (IEE) effective July 1, 2020 through June 30, 2021, at a cost of \$5,000.00, to be paid from the General Fund - Special Education Budget.

Approved by a Unanimous Vote

E.4.8 AGREEMENT WITH GUNN PSYCHOLOGICAL SERVICES INC.

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve an agreement with Gunn Psychological Services, Inc. to provide Independent Education Evaluations (IEEs) effective July 1,

2020 through June 30, 2021, at a cost of \$10,000.00, to be paid from the General Fund - Special Education Budget.

Approved by a Unanimous Vote

E.4.9 AGREEMENT WITH HAYNES FAMILY OF PROGRAMS

Moved By Clerk Martinez
Seconded By Vice-President Walker

Approve an agreement with Haynes Family of Programs to provide one-to-one academic remediation, effective July 1, 2020 through June 30, 2021, at a cost of \$15,000.00, to be paid from the General Fund - Special Education Budget.

Approved by a Unanimous Vote

E.4.10 AGREEMENT WITH MCF CONSULTING, INCORPORATED FOR MEDI-CAL ADMINISTRATIVE ACTIVITIES

Moved By Clerk Martinez
Seconded By Vice-President Walker

Approve an agreement with MCF Consulting, Inc. for services related to claims for reimbursement for Random Moment Time Survey (RMTS), effective July 1, 2020 through June 30, 2021. Back-cast billing will be implemented through the on-line RMTS system.

Approved by a Unanimous Vote

E.4.11 AGREEMENT WITH PACIFIC HEARING SERVICES

Moved By Clerk Martinez
Seconded By Vice-President Walker

Approve an agreement with Pacific Hearing Services to complete Audiological Assessments, mobile, Audiological Assessments, office and Central Auditory Processing Assessments (CAP) to current students, effective July 1, 2020 through June 30, 2021, at a cost of \$5,000.00, to be paid from the General Fund - Special Education Budget.

Approved by a Unanimous Vote

E.4.12 AGREEMENT WITH PIVOTAL PATHWAYZ

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve an agreement with Pivotal Pathwayz – Mr. Richard Martinez, Independent Art Instructor, to provide art classes to a student, effective July 1, 2020 through June 30, 2021, at a cost of \$4,000.00, to be paid from the General Fund - Special Education Budget.

Approved by a Unanimous Vote

E.4.13 AGREEMENT WITH PROFESSIONAL TUTORS OF AMERICA

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve an agreement with Professional Tutors of America to provide one-to-one academic remediation tutoring services, effective July 1, 2020 through June 30, 2021, at a cost of \$10,000.00, to be paid from the General Fund - Special Education Budget.

Approved by a Unanimous Vote

E.4.14 AGREEMENT CASA COLINA CHILDREN SERVICES

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve an agreement with Casa Colina Children Services to provide rehabilitation services, effective July 1, 2020 through June 30, 2021, at a cost of \$5,000.00, to be paid from the General Fund - Special Education Budget.

Approved by a Unanimous Vote

E.4.15 AGREEMENT WITH WESTED/SILICON VALLEY MATHEMATICS INITIATIVE (SVMI) MATHEMATICS NETWORK

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve an agreement with WestEd/SVMI to provide the District a one-year membership in the WestEd/SVMI Mathematics Network, to provide ongoing professional development to improve mathematics

instruction, effective July 1, 2020 through June 30, 2021, at a cost of \$8,200.00, to be paid from the General Fund.

Approved by a Unanimous Vote

E.4.16 APPROVAL TO EXTEND RFP #RIANS-2018-19-001 BREAD PRODUCTS TO GALASSO'S BAKERY FOR THE 2020-2021 SCHOOL YEAR

Moved By Clerk Martinez
Seconded By Vice-President Walker

Approve the final extension of RFP #RIANS-2018-19-001 Bread Products to Galasso's Bakery for the 2020-2021 fiscal year. Any price increases due to the increase in the CPI are acceptable, and all other terms and conditions will remain the same pertaining to this renewal option in the current contract, cost to be determined at the time of purchase(s), and to be paid from the Cafeteria Fund.

Approved by a Unanimous Vote

E.4.17 APPROVAL TO EXTEND RFP #RIANS-2018-19-002 DAIRY PRODUCTS TO HOLLANDIA DAIRY FOR THE 2020-2021 SCHOOL YEAR

Moved By Clerk Martinez
Seconded By Vice-President Walker

Approve the extension of RFP #RIANS-2018-19-002 Dairy Products to Hollandia Dairy for the purchase of dairy, juice and ice cream products for the 2020-2021 fiscal year. Any price increases due to the increase in the CPI are acceptable, and all other terms and conditions will remain the same pertaining to this renewal option in the current contract, at a cost to be determined at the time of purchase(s), and to be paid from the Cafeteria Fund.

Approved by a Unanimous Vote

E.4.18 APPROVAL TO EXTEND RFP #RIANS-2018-19-003 PIZZA PRODUCTS TO SOUTHERN CALIFORNIA PIZZA CO. (PIZZA HUT) FOR THE 2020-2021 SCHOOL YEAR

Moved By Clerk Martinez
Seconded By Vice-President Walker

Approve the extension of RFP #RIANS-2018-19-003 Pizza Products to Southern California Pizza Co. (Pizza Hut) for the purchase of pizza products for the 2020-2021 fiscal year. All other terms and conditions will remain the same pertaining to this renewal option in the current contract, at a cost to be determined at the time of purchase(s), and to be paid from the Cafeteria Fund.

Approved by a Unanimous Vote

E.4.19 APPROVAL FOR RFP NO. 05(19-20)FN DISTRIBUTION OF USDA FOODS & COMMERCIAL PRODUCTS BY POMONA UNIFIED SCHOOL DISTRICT ON BEHALF OF THE POMONA UNIFIED COLLABORATIVE TO GOLD STAR FOODS FOR THE 2020-2021 SCHOOL YEAR

Moved By Clerk Martinez
Seconded By Vice-President Walker

Approve RFP No. 05(19-20)FN Distribution of USDA Foods & Commercial Products to Gold Star Foods for the 2020-2021 fiscal year, at a cost to be determined at time of purchase(s) and to be paid from the Cafeteria Fund.

Approved by a Unanimous Vote

E.4.20 ACCEPTANCE OF THE SHARE OUR STRENGTH'S NATIONAL NO KID HUNGRY CAMPAIGN GRANT

Moved By Clerk Martinez
Seconded By Vice-President Walker

Accept the Share our Strength's National No Kid Hungry Campaign Grant for the total of \$15,000.00 with an implementation start-up in May 2020, at no cost to the District.

Approved by a Unanimous Vote

E.4.21 AGREEMENT WITH FRONTLINE EDUCATION – ABSENCE AND SUBSTITUTE MANAGEMENT SYSTEM

Moved By Clerk Martinez
Seconded By Vice-President Walker

Approve the agreement with Frontline Education for a subscription for the use of the "Absence and Management System" (formally

AESOP) service, effective July 1, 2020 through June 30, 2021, at a cost of \$34,250.12, to be paid from the General Fund.

Approved by a Unanimous Vote

E.4.22 AGREEMENT WITH SMARTEHR

Moved By Clerk Martinez
Seconded By Vice-President Walker

Approve an agreement with Smartetools for a subscription for use of SmarteHR service, effective July 1, 2020 through June 30, 2021. to be paid from the General Fund, at a cost of \$39,000.00, to be paid from the General Fund.

Approved by a Unanimous Vote

E.4.23 AWARD BID # 19-20-011 FOR OFFICE AND CLASSROOM SUPPLIES

Moved By Clerk Martinez
Seconded By Vice-President Walker

Award Bid# 19-20-011 for Office and Classroom Supplies to Office Solutions and Southwest School and Office Supply from July 1, 2020 through June 30, 2023, at a cost to be determined at time of purchase(s), and to be paid from the General Fund.

Approved by a Unanimous Vote

E.5 FACILITIES PLANNING CONSENT ITEMS - None

E.6 PERSONNEL SERVICES CONSENT ITEMS

E.6.1 PERSONNEL REPORT NO. 1237 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES

Approve Personnel Report No. 1237 for classified and certificated employees.

Board President O'Kelley had questions on item E 6.1, page 70, Extra Duty Compensation item from Eisenhower High School, which she requested follow up on.

Board did not vote or approve item E 6.1. **PERSONNEL REPORT NO. 1237 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES.**

Motion Dies

F. DISCUSSION/ACTION ITEMS

F.1 AGREEMENT WITH A.C.E.S. EDUCATION & INTERPRETING SERVICES

Moved By Member Montes

Seconded By Clerk Martinez

Approve an agreement with A.C.E.S. Education & Interpreting Services to provide American Sign Language (ASL) dictation interpreting services to hearing-impaired students per their Individualized Education Program (IEP), effective July 1, 2020 through June 30, 2021, at a cost of \$400,000.00, to be paid from the General Fund - Special Education Budget.

Vote by Board Members.

Approved by a Unanimous Vote

F.2 AGREEMENT WITH EDUPOINT EDUCATIONAL SYSTEMS, LLC

Moved By Clerk Martinez

Seconded By Vice-President Walker

Approve a renewal agreement with Edupoint Educational Systems, LLC for the annual software license and maintenance of the District's Student Information System, Synergy. This includes Online Student Registration module and Synergy Technology Tool Set software, effective July 1, 2020 through June 30, 2021, at a cost of \$180,053.00, to be paid from the General Fund.

Vote by Board Members.

Approved by a Unanimous Vote

F.3 RESOLUTION NO. 19-20-55 - PRECAUTIONARY RESOLUTION TO ELIMINATE POSITIONS EFFECTIVE JULY 1, 2021 DUE TO BUDGET CONSTRAINTS

Moved By Clerk Martinez

Seconded By Member Montes

Adopt Resolution No. 19-20-55 as a precautionary resolution to eliminate positions effective July 1, 2021 due to budget constraints.

Vote by Board Members.

Motion was rescinded by Board Members.

Moved By Clerk Martinez

Seconded By President O'Kelley

Motion Dies

Moved By Member Montes

Seconded By Vice-President Walker

Board called a motion to table this item and bring it back at an Emergency Board Meeting.

Vote by Board Members.

Ayes (4): President O'Kelley, Vice-President Walker, Member Ayala, and Member Montes

Abstain (1): Clerk Martinez

Approved by a Majority Vote (4 to 0)

F.4 RESOLUTION NO. 19-20-56 - PRECAUTIONARY RESOLUTION TO FREEZE STEP AND COLUMN INCREASE FOR CLASSIFIED, CLASSIFIED MANAGEMENT, SUPERVISORY, CONFIDENTIAL, CERTIFICATED, AND CERTIFICATED MANAGEMENT POSITIONS EFFECTIVE JULY 1, 2021 DUE TO BUDGET CONSTRAINTS

Moved By Member Ayala

Seconded By Member Montes

Adopt Resolution No. 19-20-56 as a precautionary resolution to freeze step and column increase for classified, classified management, supervisory, confidential, certificated, and certificated management positions effective July 1, 2021, due to budget constraints.

Vote by Board Members.

Ayes (3): President O'Kelley, Member Ayala, and Member Montes

Noes (2): Vice-President Walker, and Clerk Martinez

Approved by a Majority Vote (3 to 2)

F.5 RESOLUTION NO. 19-20-57 - PRECAUTIONARY RESOLUTION TO ADOPT PROPOSED PLAN FOR THE HIRING FREEZE OF NON-ESSENTIAL AND/OR VACANT POSITIONS EFFECTIVE JULY 1, 2020 DUE TO BUDGET CONSTRAINTS

Moved By Member Ayala

Seconded By Member Montes

Adopt Resolution No. 19-20-57 as a precautionary resolution to adopt proposed plan for the hiring freeze of non-essential and/or vacant positions effective July 1, 2020~~4~~ due to budget constraints.

Vote by Board Members.

Correction was made to effective date on this resolution.

Approved by a Unanimous Vote

F.6 RESOLUTION NO. 19-20-58 - TERMINATING SERVICES OF CERTIFICATED EMPLOYEES AS A RESULT OF REDUCTION OR DISCONTINUATION OF PARTICULAR KINDS OF SERVICES

Moved By Vice-President Walker

Seconded By Member Montes

Adopt Resolution No. 19-20-58 terminating services of certificated employees as a result of reduction or discontinuation of particular kinds of services.

Vote by Board Members.

Approved by a Unanimous Vote

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on June 24, 2020, at 7:00 p.m. **telephonically and via streamlined-audio only.**

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

Moved By Vice-President Walker

Seconded By Member Ayala

Vote by Board Members to adjourn.

Time: 10:13 p.m.

Approved by a Unanimous Vote



Clerk, Board of Education



Secretary, Board of Education