

MINUTES
RIALTO UNIFIED SCHOOL DISTRICT

March 19, 2025
Dr. John R. Kazalunas Education Center
182 East Walnut Avenue
Rialto, California

Board Members

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

Board Members

Absent: **Dakira R. Williams, Member**

Administrators

Present: **Judy D. White, Ed.D., Interim Superintendent**
 Rhea McIver Gibbs, Ed.D., Lead Strategic Agent
 Manuel Burciaga, Lead Academic Agent: Secondary
 Diane Romo, Lead Business Services Agent
 Roxanne Dominguez, Lead Personnel Agent
 Also present was Martha Degortari, Executive Administrative
 Agent and Jose Reyes, Interpreter/Translator

A. OPENING

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

 The meeting was called to order at 5:32 p.m.

A.2 OPEN SESSION

A.3 CLOSED SESSION

COMMENTS ON CLOSED SESSION AGENDA ITEMS

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

Veronica Jefferson, District Math Coach shared the significant contributions of secondary math coaches to student achievement, highlighting various projects, professional development initiatives, and District-wide collaboration efforts. She questioned the rationale behind eliminating the math coaching positions, arguing that their work has had a measurable impact on student learning and engagement. She also noted that their initiatives, such as data literacy and the Thinking Classroom model, have gained recognition beyond the District.

Lisa Castro, District Math Coach, reinforced the idea that math coaches create a ripple effect of collaboration and best practices among teachers, which would be lost if their positions were cut. She detailed how their coaching efforts have unified instructional approaches across schools and questioned why the district would willingly eliminate progress. She shared that their work has directly influenced thousands of students and provided valuable professional development to teachers.

Janeen Stubblefield, District Math Coach, urged the Board to reconsider their decision, pointing out the District's past spending on outside consultants while the math coaches have been making tangible improvements at no extra cost. She emphasized that eliminating math coaches would halt the progress they have made and predicted a decline in student achievement if their positions were removed. She called on board members and stakeholders to recognize the value of the coaching team and to invest in them rather than external programs.

Teresa Capalla, District Math Coach, relinquished her three minutes to Mrs. Janeen Stubblefield to finish her public comments. She spoke of the support for the math coaches by questioning why the District had shifted from valuing their contributions in February to considering their elimination in March. She praised the recent data analysis that highlighted improvements in student performance, using it as evidence of the coaching team's impact.

Moved By President Dr. Lewis

Seconded By Vice President Martinez

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: Judy D. White, Ed.D., Interim 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**

Member Williams was absent. Vote by Board Members to move into Closed Session:

Time: 5:44 p.m.

Majority Vote

A.4 ADJOURNMENT OF CLOSED SESSION

Moved By Vice President Martinez

Seconded By Member Dominguez

Member Williams was absent. Vote by Board Members to adjourn Closed Session:

Time: 7:01 p.m.

Majority Vote

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

Open session reconvened at 7:01 p.m.

A.6 PLEDGE OF ALLEGIANCE

Chino Police Officer Ryan Tillman led the Pledge of Allegiance. Officer Tillman is a graduate of Rialto High School, Class of 2005.

A.7 REPORT OUT OF CLOSED SESSION

Moved By President Dr. Lewis

Seconded By Clerk Montes

The Board of Education accepted the administrative appointment of Tabreshia Lang, Elementary School Principal, Casey Elementary School.

Member Williams was absent. Vote by Board Members:

Majority Vote

Moved By Vice President Martinez

Seconded By President Dr. Lewis

The Board of Education accepted the administrative appointment of Leonardo Manso, Middle School Assistant Principal, Kucera Middle School.

Member Williams was absent. Vote by Board Members:

Majority Vote

Moved By Vice President Martinez

Seconded By President Dr. Lewis

The Board of Education accepted the administrative appointment of Jamekia Roy, Middle School Assistant Principal, effective July 1, 2025.

Member Williams was absent. Vote by Board Members:

Majority Vote

A.8 ADOPTION OF AGENDA

Moved By Vice President Martinez

Seconded By President Dr. Lewis

Member Williams was absent. Vote by Board Members to adopt the agenda:

Majority Vote

B. PRESENTATIONS

B.1 UNIVERSAL FEATURES OF THE SUPERINTENDENT SEARCH PROCESS

Presentation by District Governance Advisors, Dick Bray and Dr. Mitch Hovey, San Bernardino County Superintendent of Schools.

Presentation on the Universal Features of the Superintendent Search Process conducted by District Governance Advisors, Mr. Dick Bray and Dr. Mitch Hovey, of the San Bernardino County Superintendent of Schools. (See Attached)

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.

Devona Robertson, Community Member and Parent Organizer with Congregations Organized for Prophetic Engagement (C.O.P.E), shared that she advocates for the Ebony Triangle initiative, emphasizing the need for partnership with the District to support Black students, particularly Black girls. She spoke of the systemic issues affecting Black girls in education and spoke of her concerns about their emotional, spiritual, and physical safety. She urged the District to work collaboratively with community partners and requested another meeting with District leaders to continue discussions.

Ryan Tilman, Rialto Unified Alumnus and Police Officer, spoke of a recent critical incident at Jehue Middle School. He indicated that rather than assigning blame, he encouraged leadership and community members to work together with empathy, respect, and love. He praised the District for its past successes and urged the community to unite in supporting students and fostering a positive environment.

Steve Figueroa, Community Member, and Advocate spoke on behalf of a Frisbie Middle School mother whose son, who has an IEP, was denied a field trip due to non-compliance with his accommodations. He criticized the District for legal discrimination and alleged retaliation against parents who raise concerns. He spoke of the importance of collaboration between parents and the District to improve school safety and compliance with special education policies.

Frank Montes, Community Member, shared his concerns with the District's leadership and misconduct by certain administrators and faculty members, including allegations of assault and inappropriate behavior. He spoke of his frustration over the District's handling of these issues, particularly regarding the treatment of both African American and Latino students. He called for accountability and immediate action against those accused of wrongdoing.

Yesenia Higuera, Parent at Boyd Elementary School, shared her concerns about inequality in the treatment of students during a school field trip. She noted that only one class received goodie bags, which she attributed to favoritism, either toward the DLI program or due to a Board Member's presence. She demanded equal treatment for all students and called on the district to eliminate preferential treatment.

Tabitha Plunkett, District Parent and Advocate, criticized the District for systemic gatekeeping that prevents parental involvement. She pointed out inconsistencies between the District's stated policies on safety and inclusion versus actual incidents of neglect and discrimination. She cited multiple violent incidents where students were left unprotected by staff, highlighting a systemic failure in student safety. She requested increased training for staff in de-escalation, better emergency response systems, and transparency regarding incidents. She also commented on the District suppressing evidence and failing to prioritize student well-being, urging the community to demand change.

Lisa Lindberg , Retired Rialto USD Teacher and Former Rialto Education Association (REA) President, expressed disappointment that school violence remains a major issue despite past efforts to address it. She recalled a prior protest where teachers voiced concerns about campus violence, emphasizing that the problem persists. She urged the school Board to take immediate action by providing teachers and students with the necessary support, whether through training, security, or administrative

assistance. She called for concrete steps to ensure a safe and effective learning environment, stressing that teachers and students deserve better.

Patricia Kabada, Concerned Citizen from Outside the District, expressed deep concern over the violent incident at Jehue Middle School, particularly concerning whether immediate medical attention was provided to the injured Students. She questioned the lack of supervision that allowed the situation to escalate and emphasized the need for proactive measures to prevent further division within the community. She urged the District to educate students on racial slurs and emotional control to foster a safer environment. She also spoke of the possible need for parent activist groups and pro bono law firms to get involved in this matter.

Ana Gonzalez, District Parent and Community Member, shared concerns regarding the recent classified staff layoffs, stating that they were unjust and violated collective bargaining agreements. She also commented that the recent incident at Jehue Middle School is due to the District's systemic racism, lack of accountability, and failure to protect students. She requested immediate action to support students, particularly those from marginalized communities, and challenged the District to prioritize student well-being over financial decisions that harm essential support staff.

Shelby Morgan, District 8th-Grade ELA Teacher, commented on the urgent need for a clear and comprehensive plan to address school violence. She shared a personal experience where a student physically attacked another in her classroom, and security took 15 minutes to respond, only for the student to return to class in the same period. She spoke of the fear among teachers to intervene due to the risk of lawsuits or termination. Additionally, she commented on the District's inadequate training on handling violence, which included only a 45-minute YouTube video and an unpaid, voluntary weekend training. She requested immediate action to prevent escalating violence.

Lavelle Davidson, a Youth Organizer with C.O.P.E., shared his concerns with the recent incident at Jehue Middle School, where a young Black girl was left unconscious after a fight. He expressed frustration over the systemic failures that allow such incidents to happen and criticized the lack of adult intervention. He also warned against the tendency to criminalize students rather than support them, leading to lifelong consequences. He requested accountability and urgent action to create a safer environment for students, emphasizing that passive responses from staff contribute to a failing system.

Michael Townsend, representing State Senator Eloise Gomez Reyes, read a statement from her emphasizing the need for school staff to be properly trained to intervene in violent situations, following the March 10, 2025, incident at Jehue Middle School. He acknowledged the District's swift response but stressed that more attention was needed on how staff can prevent violence in real time. He also spoke of his ongoing communication with state legislators and leaders about the issue, detailing the importance of addressing racial tensions within the community and ensuring compassion and empathy for all students.

Christian O'Neal, a District Parent, shared his concerns over ongoing racial harassment at Frisbie Middle School, where his daughter had been called the n-word multiple times. He expressed frustration from attending meetings and being told that issues like the stabbing incident at the school were downplayed. Mr. O'Neal, who shared he is a law enforcement veteran, criticized the District's leadership for its lack of accountability and failure to address these incidents effectively. He spoke of organizing a lawsuit if the District did not take action, and commented on the need for professionalism and responsibility in handling such matters.

Jeneen Stubbefield, Math Coach at Kucera Middle School, shared her concerns about the ongoing issue of racial slurs, particularly the n-word, being used in schools. She spoke of the violent altercation at Jehue Middle School where an African-American student was assaulted and left unconscious. She also commented on the District's failure to address the use of racial slurs, which she believes is part of a broader, systemic problem. She requested immediate action, including the adoption of a zero-tolerance policy for racial slurs, mandatory anti-racism training for staff, and the creation of safe spaces for affected students. She emphasized that Black students need not just sympathy, but protection and policies ensuring their safety and dignity.

Patricia Minor, Great-grandmother of District Students, spoke through a representative, who shared her concern about an incident where her 14-year-old granddaughter was physically assaulted by an adult outside Jehue Middle School. She described the lack of resolution or follow-up from the District despite her efforts to address the issue. She expressed frustration over the District's failure to handle the situation properly, referencing other incidents and videos of violence involving students at the same school. She requested greater accountability from the District, emphasizing the need for action to ensure student safety and that parents feel supported.

Ulysses Nera, Representing Assembly Member Robert Garcia's office, thanked Interim Superintendent White for discussing concerns about Jehue Middle School. He reiterated the office's commitment to student safety and emphasized the need for proper staff training and intervention strategies. He urged transparency in conflict resolution and anti-bullying initiatives and expressed a desire to maintain open communication between the District and the Assembly Member's office to prevent future violent incidents.

Anthony Noriega, District Director for LULAC Inland Empire, voiced concerns about student safety, racial bias, and the lack of educator intervention in a violent altercation at Jehue Middle School. He criticized delayed responses to violent incidents and spoke of a past student stabbing incident at Frisbie Middle School as part of the District's safety issues. He called for three key actions: ongoing training for staff in conflict resolution, continuous anti-hate initiatives, and greater transparency and accountability. He warned that inaction could lead to tragic consequences, referencing a multimillion-dollar settlement in Moreno Valley following a student's death due to bullying. He urged immediate and proactive measures to ensure student safety.

Latarsha Salter, District Parent, shared her personal experience as a parent, detailing how her daughter was assaulted at Jehue Middle School and later at Rialto Middle School. She accused the District of failing to comply with her daughter's 504 Plan and IEP, leading to multiple expulsion attempts. She described an incident in which school staff allegedly strip-searched her daughter without notifying her, despite her daughter being a victim of sexual violence. She spoke of the District's lack of action despite her repeated complaints and questioned the presence of attorneys at IEP meetings. She urged the Board to take action and warned that parents would push for new leadership if concerns continued to be ignored.

Rayfiel Plunket, a Grandmother of four children in the District, spoke on an LA County report on hate crimes, which highlights the disproportionate victimization of Black individuals. She criticized the District for failing to provide a safe and engaging learning environment, and spoke of her nine-year-old granddaughter's assault in a classroom where racial slurs were used, and adults failed to intervene. She condemned the actions of a substitute teacher who mishandled her injured granddaughter and expressed frustration over being excluded from volunteering despite being an award-winning reader. She is requesting genuine parental involvement and urges the District to take meaningful action.

Mirna Ruiz, Community Member, shared her frustration over the District's lack of accountability and spoke of a complaint submitted against a vice principal at Kucera Middle School related to an AP process. She criticized the administration for failing to follow up on parents' concerns and allowing ongoing issues to persist. She warned that inaction could lead to tragic consequences, questioning whether leadership would respond differently if their own children were affected. She emphasized that many incidents go unreported due to fear or lack of video evidence and urged the Board to move beyond policies and take action to support students and hold administrators accountable.

C.2 PUBLIC COMMENTS ON AGENDA ITEMS

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

Devona Robertson, Community Member and Parent Organizer with Congregations Organized for Prophetic Engagement (C.O.P.E), welcomed Dr. Judy White as the Interim Superintendent and urged the Board to be diligent in selecting a permanent superintendent who prioritizes the best interests of all students. She emphasized the importance of strong leadership to guide the District in a positive direction. She acknowledged that the public is unaware of all internal processes but stressed that decisions must be made with integrity and without favoritism. She also addressed concerns that some speakers may have been encouraged by District officials to voice their concerns, calling such claims dismissive of the community's efforts. She urged the Board to make a wise and courageous choice in selecting the next superintendent.

Ana Gonzalez, District Parent, and Community Member requested corrections to the meeting minutes, including the proper spelling of her name and the misrepresentation of her stance on school security. She clarified that she has never supported metal detectors or increased policing at school sites. Instead, she advocates for increased mental health services, more counselors, and improvements to classroom environments to make them more welcoming. She also requested better teacher training in cultural sensitivity, particularly for teachers working with a diverse student population, and emphasized the importance of IEP compliance.

C.3 COMMENTS FROM ASSOCIATION EXECUTIVE BOARD MEMBERS

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

Tobin Brinker, Rialto Education Association (REA) President, spoke about the ongoing concerns regarding safety in the District, particularly at the middle school level. He indicated that over the past five years, hundreds of middle school parents have raised concerns about bullying and violence. He recounted previous efforts to address safety, including a 2019 teacher rally and multiple appeals to the Board for better training, which were often met with inaction. He also spoke of the District's inadequate response to teacher training, and mentioned a reduction in proact training opportunities and a lack of clear guidelines on handling violent situations. Despite a recent attempt at a training session following a stabbing incident, the provided materials were insufficient. He urged the Board to ensure that all teachers receive proper training on managing severe violence before the next school year, emphasizing that current measures are ineffective.

Christina Acosta, California School Employee Association (CSEA) President, spoke of the need for unity and understanding among staff, acknowledging the challenges the District faces due to ongoing issues and investigations. She praised classified employees for their dedication to students and urged everyone to be patient, as change takes time. She rejected the notion that current tensions stem from racial divides, instead attributing them to frustration over unaddressed concerns, particularly regarding the lack of training. She suggested we all stand as a community.

C.4 COMMENTS FROM THE STUDENT BOARD MEMBER

C.5 COMMENTS FROM THE INTERIM SUPERINTENDENT

C.6 COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION

D. PUBLIC HEARING

D.1 OPEN PUBLIC HEARING

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

Moved By Clerk Montes

Seconded By Member Dominguez

2025-2026 PROPOSAL FROM RIALTO EDUCATION ASSOCIATION (REA)

Member Williams was absent. Vote by Board Members to open Public Hearing:

Time: 9:52 p.m.

Majority Vote

D.1.1 2025-2026 PROPOSAL FROM RIALTO EDUCATION ASSOCIATION (REA)

Pursuant to the requirements of Government Code and Board Policy, the attached initial contract proposal for the 2025-2026 school year submitted by the Rialto Education Association (REA) for an agreement between Rialto Education Association (REA) and Rialto Unified School District Board of Education, is hereby posted in compliance with legislative requirement for public notice.

D.2 CLOSE PUBLIC HEARING

Moved By President Dr. Lewis

Seconded By Member Dominguez

2025-2026 PROPOSAL FROM RIALTO EDUCATION ASSOCIATION (REA)

Member Williams was absent Vote by Board Members to close Public Hearing:

Time: 9:53 p.m.

Majority Vote

D.3 OPEN PUBLIC HEARING

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

Moved By President Dr. Lewis

Seconded By Vice President Martinez

2025-2026 PROPOSAL TO COMMUNICATIONS WORKERS OF AMERICA (CWA) LOCAL 9588

Member Williams was absent. Vote by Board Members to open Public Hearing:

Time: 9:53 p.m.

Majority Vote

D.3.1 2025-2026 PROPOSAL TO COMMUNICATIONS WORKERS OF AMERICA (CWA) LOCAL 9588

Pursuant to the requirements of Governmental Code and Board Policy, the attached initial contract proposal for the 2025-2026 school year submitted by Rialto Unified School District for an agreement between the Communications Workers of America (CWA), Rialto Unified School District, and the Board of Education is hereby posted in compliance with the legislative requirements for public notice.

D.4 CLOSE PUBLIC HEARING

Moved By President Dr. Lewis

Seconded By Member Dominguez

2025-2026 PROPOSAL TO COMMUNICATIONS WORKERS OF AMERICA (CWA) LOCAL 9588

Member Williams was absent. Vote by Board Members to close Public Hearing:

Time: 9:54 p.m.

Majority Vote

E. CONSENT CALENDAR ITEMS

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

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Prior to approval of the consent items, the Board pulled the Minutes of the Regular Board Meeting of February 19, 2025, to revise the public comment of Mrs. Ana Gonzalez.

Member Williams was absent. Vote by Board Members to approve Consent Calendar Items:

Majority Vote

E.1 GENERAL FUNCTIONS CONSENT ITEMS - None

E.2 INSTRUCTION CONSENT ITEMS

**E.2.1 APPROVE A TRIP TO CALIFORNIA SCHOOL GARDEN
ADVOCACY DAY**

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Approve registration fees, meals, and transportation to attend the California School Garden Advocacy Day in Sacramento, California for 40 students and 4 chaperones, effective April 9, 2025, at a cost not-to-exceed \$30,000.00, and to be paid from the General Fund (Cal Serves Grant).

Member Williams was absent. Vote by Board Members:

Majority Vote

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 CORRECTION TO THE BOARD ITEM FOR GUIDED DISCOVERIES, INC - KUCERA MIDDLE SCHOOL

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Correct the cost on the December 18, 2024, board item amount with Guided Discoveries, from a cost not-to-exceed \$14,000.00 to the correct cost not-to-exceed \$17,000.00.

Member Williams was absent. Vote by Board Members:

Majority Vote

E.3.2 APPROVE A RENEWAL AGREEMENT WITH 365 EVENTS

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Provide an event space for the CTE Gala 2025, effective April 1, 2024 through June 30, 2025, at a cost not-to-exceed \$16,000.00, and to be paid from the General Fund (CTEIG).

Member Williams was absent. Vote by Board Members:

Majority Vote

E.3.3 APPROVE AN AGREEMENT WITH NEVER STOP GRINDING SUMMER ENRICHMENT – FRISBIE, JEHUE, KOLB, KUCERA & RIALTO MIDDLE SCHOOLS

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Provide 50 summer enrichment sessions, 10 sessions per school at Frisbie, Jehue, Kolb, Kucera, and Rialto Middle Schools, effective June 1, 2025 through June 30, 2025, for a total cost not-to-exceed \$36,150.00, and to be paid from the General Fund (ELOP).

Member Williams was absent. Vote by Board Members:

Majority Vote

E.4 FACILITIES PLANNING CONSENT ITEMS - None

E.5 PERSONNEL SERVICES CONSENT ITEMS

E.5.1 APPROVE PERSONNEL REPORT NO. 1333 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Vote by Board Members:

Majority Vote

E.5.2 ADOPT RESOLUTION NO. 24-25-46 FOR ENGLISH LEARNER AUTHORIZATION WAIVER

Moved By President Dr. Lewis

Seconded By Vice President Martinez

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

Vote by Board Members:

Majority Vote

E.6 MINUTES

E.6.1 APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD FEBRUARY 19, 2025

Prior to approval of the consent items, the Board pulled the Minutes of the Regular Board Meeting of February 19, 2025, to revise the public comment of Mrs. Ana Gonzalez.

F. DISCUSSION/ACTION ITEMS

F.1 APPROVE AN AGREEMENT WITH LIFT ENRICHMENT LLC

Moved By President Dr. Lewis

Seconded By Vice President Martinez

Provide summer enrichment literacy and cooking lessons at all 19 elementary schools, effective March 20, 2025 through June 30, 2025, at a cost not-to-exceed \$113,050.00 and to be paid from the General Fund (ELOP).

Member Williams was absent. Vote by Board Members:

Majority Vote

F.2 APPROVE A RENEWAL AGREEMENT WITH SMG ONTARIO ARENA, LLC

Moved By President Dr. Lewis

Seconded By Member Dominguez

This agreement is for high school and adult education graduation ceremonies to be held on Sunday, June 1, 2025, for a total cost not-to-exceed \$180,000.00 including license fees and other reimbursable expenses, and to be paid from the General Fund.

Vote by Board Members:

Majority Vote

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on April 9, 2025, at 7:00 p.m. at the Dr. John Kazalunas Education Center, 182 East Walnut Ave, Rialto, California.

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

Moved By President Dr. Lewis


Seconded By Clerk Montes

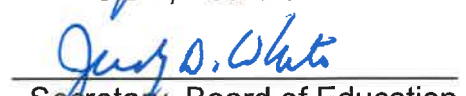
Prior to adjournment, the Board requested a moment of silence in honor of the passing San Bernardino Sheriff Deputy Hector Cuevas who passed during a vehicle pursuit in the City of Victorville on Monday, March 17, 2025. Mr. Cuevas was a 2007 graduate of Wilmer Amina Carter High School.

Vote by Board Members to adjourn:

Time: 10:00 p.m.

Majority Vote


Clerk, Board of Education


Secretary, Board of Education



San Bernardino County
Superintendent of Schools
Transforming lives through education

Universal Features of the Superintendent Search Process

**Presented By District Governance Advisors
Dick Bray & Dr. Mitch Hovey**

**Developed for
The Governing Board of
Rialto Unified School District**

March 19, 2025



Before the Superintendent Search Begins

When beginning the search for a new Superintendent, the Governing Board has three options:

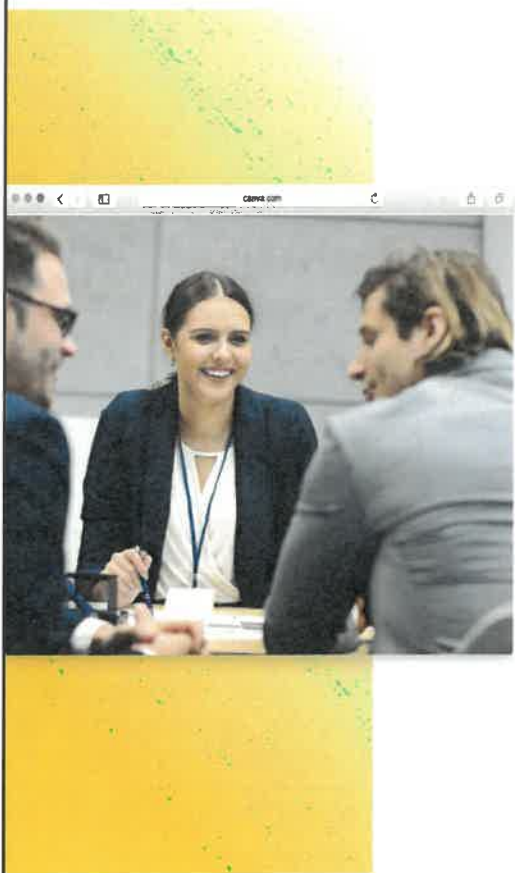
1. Conduct the Search in-house (Not Advisable)
2. Ask a search firm of your choosing to conduct the Search
3. Ask search firms to submit proposals and select the one that best meets your needs



Relationship Between the Search Consultant and District

DURING THE SEARCH PROCESS:

- The District holds all the decision-making powers
- The Search Consultant role is in an advisory capacity only
- With the consultant's facilitation, the District Board will:
 - Make the decision as to which of eligible candidates are to be interviewed
 - Conduct all interviews
 - Select the candidate it deems best to serve as the District's next Superintendent



Search Phases



1. Initial meeting with the Board of Education to determine expected profile

2. Website content support

3. Community Input



Initial Meeting with District Board

- Search consultants will meet with the Board to finalize parameters of the Superintendent Search, including a proposed search timeline
- Discuss characteristics the Board would like to see in their next Superintendent
- Discuss qualifications and experience desired
- Discuss contract parameters for the new Superintendent
- Discuss process the Board would like to use to gather community, parent, and staff input



Website Support

If desired, Search Consultants will develop appropriate content and information for the district to use if they wish to include a Superintendent Search component on the district's website



Community/Parent/Employee Input

- Schedule and receive input regarding qualities desired of a new Superintendent from administrators, teachers, classified staff, parents, and community members
- Based on the Board's preference, this may be accomplished through electronic surveys and/or in-person meetings
- This information will be compiled for the Board and Search Consultants to use during the search process





4. Develop recruiting materials

5. Publication of Vacancy



Recruiting Materials

- Search Consultants will develop job opening announcements and brochures based upon input received from the Board
- Materials will be provided to the Board for review and will not be published until the Board has given final approval



Publication of Vacancy

- Search Consultants will typically publicize the position in several statewide job-posting websites such as ACSA's Weekly EdCal publication and EDJOIN
- If a nationwide search is desired by the Board, the position vacancy may be posted in Education Week at an additional District cost



6. Application Support
7. Screening Applications
8. Background & Reference Checks

Application Support

- Search Consultants will send application packets to interested candidates, answer questions from candidates, as well as receive and track all applications, credentials, and support materials



Screening of Applications

- Search Consultants will conduct paper screening of application materials for completeness
- Check with CTC for current credentials



Background & Reference Checks

- Detailed background and reference checks on candidates that meet screening criteria will be conducted including social media
- If desired by the Board, an investigative entity will be engaged for an in-depth background investigation at an additional cost to the district



9. Selection of Finalists
10. Interviews
11. Visitation
12. Follow-up with all candidates
13. Contract negotiations
14. After search process support



Selection of Finalists

- During a Closed Session Board meeting, the Search Consultants will bring all eligible candidate names forward to the Board to share screening and reference-check findings
- Board will determine which candidates they wish to be invited for an interview
- Search Consultants will also discuss the process for interviews, as well as establish interview date, time, and location
- Finalize interview questions with the Board



Board Interviews Selected Candidates

- The Board conducts interviews of the selected candidates in closed session, often at a special Board meeting on a Saturday, to accommodate the candidates to be interviewed
- Consultants will schedule candidate interview times, facilitate the interview process, and handle logistics
- Consultants will remain present during the interviews in a support capacity
- Consultants will facilitate Board discussions as the Board selects their next Superintendent



Visitation

- If desired by the Board, a community visitation of the finalist's current district by the Board can be arranged prior to the Board taking final action to hire
- Search consultants organize and accompany Board members on a community/district visit



Candidate Follow-up

- Search Consultants will inform all candidates regarding the outcome of their application or interview



Contract Negotiations

- Based upon discussions in Closed Session with the Board, Search Consultants will assist in negotiating a contract with the new Superintendent



After the Search Process

- Search Consultants often offer coaching and mentoring support services for the new Superintendent





Timeframe	Dates	Item
March 2025	Regular Board Mtg. (Open Session) March 11, 2025	Consultant presents to the Board of Education a review of the Superintendent Search process and draft timeline.
April & May 2025	Regular Board Mtg. (Open Session) April 9, 2025	The Search Team in Open Session: <ul style="list-style-type: none"> • Shares draft position announcement, brochure and search timeline for Board's review and feedback. • Discusses On-line survey to be used for receiving input (Survey tentatively scheduled for 4/11-5/9).
	April 9, 2025 - April 13, 2025	The Search Team posts and announces position announcement as follows: <ul style="list-style-type: none"> • ACSA's EdCaf Publication - Tentatively will appear in April 21, 28, May 12, 19 editions. • Online Job Boards of ACSA and EdJoin. • An introduction letter and position brochure will be sent electronically to all CA County Superintendents and to each District Superintendent and Asst. Superintendent in San Bernardino and Riverside County, requesting assistance in disseminating the position vacancy information.
	April 15, 2025	POSITION OPENS
	April 18, 2025 - May 23, 2025	The Search Team conducts comprehensive reference and background checks as applications are submitted. All Eligible applicant information is forwarded to Board members electronically as it is completed. Board members sign confidentiality agreement prior to receiving personnel information.
	Special Board Mtg. (Open Session) April 30, 2025	The Search Team in Open Session: <ul style="list-style-type: none"> • Updates the Board on completed tasks, and applications to date. • Reviews timeline and recommends adjustments as necessary.
	Special Board Mtg. Open Session and Closed Session May 14, 2025	The Search Team in Open Session: <ul style="list-style-type: none"> • Provides summary of online survey results to Governing Board.
	FRI. MAY 23, 2025	POSITION CLOSES
June 2025	Special Board Mtg. (Closed Session) May 28, 2025	In Closed Session: <ul style="list-style-type: none"> • The Board receives the Search Team's screening report and interview recommendations. • The Board determines which applicants to invite to an interview. • The Board finalizes the interview questions and assessment process.
	Special Board Mtg. (Closed Session) Sat. June 7, 2025	Facilitated by the Search Team, the Board in Closed Session: <ul style="list-style-type: none"> • Interviews invited candidates. • Provides the Search Team with direction as to the finalist. • Agrees to contract parameters.
	Regular Board Mtg. (Open Session) June 23, 2025	Board will approve new superintendent contract (Action Item in Open Session) and welcome the new superintendent to the district and community.
July 2025 - June 2026	July 1, 2025 July 1, 2025 July 29, 2026	Anticipated first work date for the new Superintendent SDCSB provides support to Superintendent of 5 days/40 hours mentoring included at no cost to district.



Range of Search Costs

- Typical costs for districts such as Rialto USD generally range between \$35,000 to \$45,000 to conduct a search for a new Superintendent





San Bernardino County
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Questions & Discussion



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Thank you!

