

AMENDED MINUTES

RIALTO UNIFIED SCHOOL DISTRICT

March 9, 2022

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

Board Members

Present:

**Edgar Montes, President
Stephanie E. Lewis, Vice President
Nancy G. O'Kelley, Clerk
Joseph W. Martinez, Member (Arrived at 9:15 p.m.)
Dina Walker, Member (Arrived at 6:05 p.m.)**

Administrators

Present:

**Cuauhtémoc Avila, Ed.D., Superintendent
Darren McDuffie, Ed.D., Lead Strategic Agent:
Strategics, Congruence and Social Justice
Patricia Chavez, Ed.D., Lead Innovation Agent
Derek Harris, Lead Risk Management & Transportation
Agent
Rhea McIver Gibbs, Ed.D., Lead Personnel Agent
Also present was Martha Degortari, Executive Administrative
Agent, and Jose Reyes, Interpreter/Translator**

A. OPENING

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

The regular Board Meeting of the Board of Education of the Rialto Unified School District was called to order at 6:00 p.m. by Board President, Edgar Montes at the Dr. John R. Kazalunas Education Center, at 182 E. Walnut Avenue, Rialto, California 92376.

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 Clerk O'Kelley

Seconded By Vice President Lewis

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

Members Walker and Member Martinez were not present during this vote. Vote by Board Members to move into Closed Session:

Time: 6:01 p.m.

Approved by a Unanimous 4 to 0 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.3.4 PURSUANT TO GOVERNMENT CODE SECTION 54956.9(d)(2)
and/or (d)(3) CONFERENCE WITH LEGAL COUNSEL-
ANTICIPATED LITIGATION; SIGNIFICANT EXPOSURE TO
LITIGATION** Number of Potential Claims: 1

A.4 ADJOURNMENT OF CLOSED SESSION

Moved By Vice President Lewis

Seconded By Member Walker

Member Martinez was not present during this vote. Vote by Board Members to adjourn out of Closed Session:

Time: 7:10 p.m.

Approved by a Unanimous 4 to 0 Vote

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

Open session reconvened at 7:10 p.m.

A.6 PLEDGE OF ALLEGIANCE

Student Board Member, Julian Hunter, led the pledge of allegiance.

A.7 REPORT OUT OF CLOSED SESSION

Moved By Clerk O'Kelley

Seconded By President Montes

The Board denied Resolution 21-22-34 to issue notice releasing administrative employee, 1 High School Assistant Principal, pursuant to Education Code section 44951, effective at the end of the 2021-2022 school year. The Board directed the Superintendent or designee to send out appropriate legal notices.

Member Martinez was not present for this vote. Vote by Board Members:

Ayes (2): President Montes, and Clerk O'Kelley

Noes (1): Vice President Lewis

Abstain (1): Member Walker

Absent (1): Member Martinez

Motion Dies (2 to 1)

Moved By Clerk O'Kelley

Seconded By President Montes

The Board of Education accepted the administrative appointment of Gabrielle Rivera, Psychologist.

Member Martinez was not present for this vote. Vote by Board Members.

Ayes (3): President Montes, Vice President Lewis, and Clerk O'Kelley

Noes (1): Member Walker

Absent (1): Member Martinez

Majority Vote (3 to 1)

Moved By Member Walker

Seconded By Clerk O'Kelley

The Board of Education accepted the administrative appointment of Calandra Moore, Psychologist.

Member Martinez was not present for this vote. Vote by Board Members.

Ayes (4): President Montes, Vice President Lewis, Clerk O'Kelley, and Member Walker

Absent (1): Member Martinez

Approved by a Unanimous 4 to 0 Vote

Moved By Vice President Lewis

Seconded By Clerk O'Kelley

The Board of Education accepted the administrative appointment of Patricia Sosa-Alaniz, Coordinator, Special Services - Speech and Related Services.

Member Martinez was not present for this vote. Vote by Board Members.

Ayes (4): President Montes, Vice President Lewis, Clerk O'Kelley, and Member Walker

Absent (1): Member Martinez **Approved by a Unanimous 4 to 0 Vote**

A.8 ADOPTION OF AGENDA

Prior to adoption of the agenda the following item was pulled from the agenda:

E.3.13 UNIVERSITY OF SOUTHERN CALIFORNIA (USC) BOOKSTORE

Approve the purchase of certificate frames for teachers who completed the Reading and Literacy Added Authorization program at University of Southern California (USC), at a cost not-to-exceed \$23,000.00, and to be paid from the General Fund.

Also,

At the request of staff the Board approved to modify Item F.3, which relates to adoption of a resolution approving a contract for network technology equipment. The District has received a protest of the proposal submitted by the highest-scoring company, and the protest was received yesterday, after the agenda, for tonight's meeting, was posted. Because this contract is an "E-Rate" contract and timing is critical, there is an immediate need to address these matters. The modification to Item F.3 would include addressing the protest and potential change in the award of the contract from what is presently contemplated by Resolution No. 21-22-35.

Moved By Vice President Lewis

Seconded By Clerk O'Kelley

There is an immediate need to address the protest and possible change in award of the contract for the Network Equipment, as presently contemplated by proposed Resolution No. 21-22-35, and that such need came to the District's attention after posting of the agenda for tonight's meeting.

Member Martinez was not present for this vote. Vote by Board Members to adopt the agenda:

Approved by a Unanimous 4 to 0 Vote

Moved By Clerk O'Kelley

Seconded By Vice President Lewis

Member Martinez was not present during this vote. Vote by Board Members to adopt the agenda:

Approved by a Unanimous 4 to 0 Vote

B. PRESENTATIONS

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

The following DSAC High School leaders shared information and activities held at their schools:

Eisenhower High School - Karlie Gutierrez

Rialto High School - Maya Williams

Milor High School - Aajayla Smith

Carter High School - Maya Norman

B.2 RIALTO UNIFIED SCHOOL DISTRICT'S JOURNEY TO STANDARDS BASED GRADING

Presentation on Rialto Unified School District's Journey to Standards Based Grading by Patricia Chavez, Ed.D., Lead Innovation Agent; Manuel Burciaga, Ed.D., Lead Academic Agent: Secondary Innovation; Elizabeth Curtiss, Lead Academic Agent: Elementary Innovation; Jeremy Davis, Eisenhower High School Teacher.

Patricia Chavez, Ed.D., Lead Innovation Agent; Manuel Burciaga, Ed.D., Lead Academic Agent: Secondary Innovation; Elizabeth Curtiss, Lead Academic Agent: Elementary Innovation; Jeremy Davis, Eisenhower High School Teacher conducted a presentation on Rialto Unified School District's Journey to Standards Based Grading. (See attached copy)

B.3 STAFFING AND RECRUITING UPDATE

Presentation on staffing and recruitment by Lead Personnel Agents; Rhea McIver Gibbs, Ed.D., and Rhonda Kramer.

Lead Personnel Agents, Rhea McIver Gibbs, Ed.D. and Rhonda Kramer conducted a presentation on staffing and recruitment. (See attached copy)

Member Martinez arrived at 9:15 p.m.

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.

Celia Saravia, Representative of Support Group for Parents of Children with Special Needs, thanked the Board and the Superintendent for taking into consideration their petition for approval of map scenario one. She also thanked Dr. Burciaga for being available when they requested his assistance and for looking for solutions to support students with special needs. She reminded the Board that they are also here to support the District and they are the eyes and ears for the Superintendent and the Board.

Rachel Garvin, Fourth Grade Teacher at Boyd Elementary School, shared that she was upset at disparaging comments made during the Board meeting of February 23, 2022, regarding the food being served to students. She commented that as a student she worked in the school cafeteria in order to enjoy the school lunch. After she heard the negative comments, she asked her students for their opinions about the food. They had many positive comments and shared a list of some of their favorite food items. She thanked Nutrition Services for not only the food, but for all the great things, they are doing throughout the District. She shared some positive comments about the Nutrition Services staff. She also brought some posters made by her students, thanking Nutrition Services. Ms. Garvin invited the Board to come by the school and enjoy some of the food items being served to students by Nutrition Services.

Tobin Brinker, Frisbie Middle School Teacher, shared that he has been teaching for 27 years, and 22 years at Frisbie Middle School. He indicated that throughout that time, he has seen many student fights but has never been given proper training on how to handle those situations. As a young teacher, he was always told that student safety comes first and that as teachers, they are there to protect the children. He said that many times in order to break up fights, he would put his body in the way between two students to break them apart. Mr. Brinker shared the problems that develop because these situations are not handled properly, and teachers nowadays fear getting involved. He shared the risk teachers take when they get involved to break up fights without the proper training. They feel they are risking their careers for handling the situation incorrectly. He requested

support for the all the adults on campus and asked that they provide them with proper training.

Paula Bailey, District Parent for over 21 years, shared that she has three children who have now graduated from the District and now has a niece and nephew in her care also attending Rialto schools. She shared positive comments about the District's CTE program. She shared that over the years she was part of many different District committees and was always there to share her support. She comments about a recent committee she attended where she was very disappointed with the comments made by some participants. She said that participants should be positive and being rude and unprofessional is not acceptable. She requested that the District monitor the participation of individuals, which should always be student and solution focused. She said those that are there only to make negative comments and make others uncomfortable, should not be allowed to participate in committees.

Michael Montano, Rialto High School Teacher, shared the vocabulary word, "iatrogenesis", which he said he learned from the book, *When School Policies Backfire* that he is reading. He explained that the word means that a medical practitioner worsens the condition with the treatment he provides. He compared it to what he says is happening with the new grading system. He shared that he has been here to talk at four Board meetings regarding his concerns on this issue. He explained that at this point, there are only two months left of school and many parents have not been told about the 50% grading policy. He said there are many reasons why this will not work and asked that parents are invited to join on the conversation to improve communication on this issue.

Mirna Ruiz, Community Member, shared about their first Alianza Latina meeting, which took place on Tuesday, March 8, 2022. She thanked Mrs. Lewis and Dr. Avila for joining them. She also thanked Principal, Mr. Camarena, from Myers Elementary School, for always supporting children with special needs. She explained how he always goes above and beyond for them. She also commented about the presentation on the equitable grading policy and although there is still not a total understanding of the policy, she came to the conclusion that they will support the change. She shared about her experience with her daughter and how at one point she was not being graded on her knowledge, but instead she was being graded based on her absences.

C.2 PUBLIC COMMENTS ON AGENDA ITEMS

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

Bryan Fye, with Fortinet, spoke regarding item F.3 on the agenda and the E-rate filing. He wanted to clarify why there was a protest filed and said that it was not necessarily the partnering company's fault. He explained that it was due to a mistake of a part number and there was no cost difference. He wanted this to go on record in hopes that the Board could take this into consideration when making their decision. He explained that they have had a great working relationship with the District and would like to keep it this way.

Tobin Brinker, Frisbie Middle School Teacher, shared this concern regarding the new grading policy and the fact that he is only given three minutes to comment, when the District had 30 minutes with an extra 15 minutes for questions. He said that although they put together a great presentation, as a teacher he would give it an "F" and feels it is completely one sided. He commented that he himself has been using the 50% grading policy for over six years and thinks it is a good policy and it on board with it, but he knows there are many teachers who disagree with it. He requested that the District give the teachers equal amount of time to share why it does not work. He feels the District has devalued what grades mean. He explained that students do not show up to class, yet this grading policy automatically give them credit when they have not done the work and do not understand the lessons. He says students are failing but continue to move on to the next grade and this is a big problem. He requested that the District give the teachers, who are the experts, a chance to share their concerns and have deeper discussions about the subject, more than just the three minutes to comment. Mr. Brinker asked that the District not move forward with this process and first get the input of everyone.

Michael Montano, Rialto High School Teacher, shared his concerns with the 50% grading system and said he was upset that Dr. Chavez tried to prevent him from speaking on this subject. He gave a shout out to the teachers at Eisenhower High School who have been working on this and to the Principal who has allowed them to do this. He explained that schools have been trying to implement standard-based grading since the late 90's and ultimately have reverted back to traditional grading. He suggested looking at Districts with similar demographics who are using this grading system before implementing it. He shared some of the reasons he believes

this new policy will not work and how it would affect students with special needs and students trying to get into college. He said there are too many variables. He requested that the District listen to the concerns before implementing the policy.

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).

Miesha Calloway, Rialto Education Association (REA) President, congratulated the Milor High School staff and students for their recognition. She commented that the items on the new grading policy were brought up, but questioned how much the Board knew about this. She said the presentation made it seem that teachers have all received training on this and they are all on board, when they are not. She is aware of Rialto High School teachers receiving a book, but no training. She explained that there is lots of confusion and said the District has a history of "putting the cart before the horse". She said that the issue is that the teachers are the ones who will be implementing this change, yet there is a lot of confusion and frustration. She has expressed her concerns to Education Services. She explained that the teachers at Eisenhower High School trained each other and have been doing this for a long time. She questioned how this is going to be rolled out when teachers have not been properly trained. She is requesting that the District put a hold on this because teachers are not ready. She is asking the Board to please take a good look at this, listen to the teachers, who are also stakeholders and not roll this out this year.

Ms. Calloway thanked all union members for all the work they are doing. She thanked the nurses, Classified School Employees Association (CSEA) members, and Nutrition Services for what they are doing to serve the community.

Theresa Hunter, Area Vice President and Heather Estruch, Chief Stuart, of Communications Workers of America (CWA), shared that their proposal is on the agenda as a reopener. They thanked the District in advance and said they look forward to begin negotiations with the District.

Mario Carranza, Treasurer of Rialto School Management Association (RSMA), shared some of the things they have been doing, which include distributing a "Nothing Bunt Cake" to each of the RSMA members as an acknowledgment. He also thanked those who attended the presentation by

Dr. Angela Loue on Equity Principals. He shared information on the student scholarships offered to seniors by RSMA and reminded members of a recent email sent to them with offers to discounts on theme parks, memberships, and other great promotions. He invited members to take advantage of those.

C.4 COMMENTS FROM STUDENT BOARD MEMBER

C.5 COMMENTS FROM THE SUPERINTENDENT

Joseph Martinez, Member joined the meeting at 9:15 pm.

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 O'Kelley

Seconded By Member Walker

Vote by Board Members to open Public Hearing:

Time: 9:45 p.m.

Approved by a Unanimous Vote

D.1.1 RIALTO EDUCATION ASSOCIATION 2022-2023 PROPOSAL

Pursuant to the requirements of Governmental Code and Board Policy, the initial 2022-2023 contract proposal submitted by the Rialto Education Association (REA), for an agreement between the Rialto Education Association (REA) and the Rialto Unified School District, Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

D.2 CLOSE PUBLIC HEARING

Moved By Member Walker

Seconded By Clerk O'Kelley

Vote by Board Members to close Public Hearing:

Time: 9:46 p.m.

Approved by a Unanimous 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 Member Walker

Seconded By Clerk O'Kelley

Vote by Board Members to open Public Hearing:

Time: 9:46 p.m.

Approved by a Unanimous Vote

D.3.1 COMMUNICATIONS WORKERS OF AMERICA 2022-2023 PROPOSAL

Pursuant to the requirements of Governmental Code and Board Policy, the initial contract proposal for the 2022-2023 school year submitted by the Communications Workers of America (CWA), for an agreement between the Communications Workers of America (CWA) and the Rialto Unified School District, Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

D.4 CLOSE PUBLIC HEARING

Moved By Clerk O'Kelley

Seconded By Member Walker

Vote by Board Members to close Public Hearing:

Time: 9:47 p.m.

Approved by a Unanimous 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 Clerk O'Kelley

Seconded By Member Martinez

The following item was pulled prior to adoption of the agenda:

E.3.13 UNIVERSITY OF SOUTHERN CALIFORNIA (USC) BOOKSTORE

Vote by Board Members to approve Consent Calendar items:

Approved by a Unanimous Vote

E.1 GENERAL FUNCTIONS CONSENT ITEMS - None

E.2 INSTRUCTION CONSENT ITEMS - None

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 WARRANT LISTING AND PURCHASE ORDER LISTING

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve Warrant Order Listing Register and Purchase Order Listing for all funds from February 4, 2022 through February 17, 2022. Sent under separate cover to Board Members). A copy for public review will be available at the Board Meeting.

Approved by a Unanimous Vote

E.3.2 DONATIONS

Moved By Clerk O'Kelley

Seconded By Member Martinez

Accept the listed donation from Shutterfly, LLC., and request that a letter of appreciation be sent to the donor.

Approved by a Unanimous Vote

E.3.3 AGREEMENT WITH DESIGN WEST ENGINEERING TO PROVIDE DESIGN SERVICES FOR THE BUS GARAGE HEATER REPLACEMENT PROJECT

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve an agreement with Design West Engineering to provide document design and specification services for the bus garage heater replacement project, effective March 10, 2022 through December 31, 2022, at a cost not-to-exceed \$29,475.00, and to be paid from the General Fund.

Approved by a Unanimous Vote

E.3.4 APPROVE A LEARNING SITE AGREEMENT WITH CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve a Learning Site Agreement with California State University, San Bernardino to assist current and future educators in completing state requirements for credentialing, effective March 10, 2022 through March 10, 2027, at no cost to the District.

Approved by a Unanimous Vote

E.3.5 AGREEMENT WITH MICHAEL BAKER INTERNATIONAL TO CONDUCT AN ENVIRONMENTAL IMPACT REVIEW TO COMPLY WITH THE CALIFORNIA ENVIRONMENTAL QUALITY ACT REQUIREMENTS FOR CALIFORNIA NATURAL RESOURCES AGENCY GENERAL FUND GRANT FOR THE INTERNATIONAL HEALING GARDEN

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve the agreement with Michael Baker International to conduct an environmental impact review as required by the California Environmental Quality Act (CEQA) process for the Rialto Unified School District International Healing Garden Project, effective March 10, 2022, through December 31, 2022, at a cost not-to-exceed

\$15,435.00, and to be paid from Fund 40 – Special Reserve for Capital Outlay Projects.

Approved by a Unanimous Vote

E.3.6 AGREEMENT WITH THE IMAGINATION MACHINE

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve an agreement with The Imagination Machine to provide three (3) performances for students in attendance at the District Literacy Fair. The performances will focus on Creative Writing through improvisation and recreating of student writing at a total cost not-to-exceed \$1,985.00, effective March 10, 2022 through June 3, 2022, and to be paid from the General Fund.

Approved by a Unanimous Vote

E.3.7 AGREEMENT WITH ACTIVE EDUCATION - DUNN ELEMENTARY SCHOOL

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve an agreement with Active Education to provide a Character Education Program at Dunn Elementary School, effective March 10, 2022 through June 2, 2022, at a cost not-to-exceed \$21,130.00, and to be paid from the General Fund (Expanded Learning Opportunity).

Approved by a Unanimous Vote

E.3.8 AGREEMENT WITH ART SPECIALTIES, INC.

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve an agreement with Art Specialties, Inc. to provide services at Rialto High School, effective March 10, 2022 through June 30, 2022, at a cost not-to-exceed \$9,124.16, and to be paid from the Step Up Fund.

Approved by a Unanimous Vote

E.3.9 AGREEMENT WITH MARK PAGE DESIGN, INC.

Moved By Clerk O'Kelley

Seconded By Member Martinez

Ratify an agreement with Mark Page Design, Inc. to provide seven (7) sessions of virtual assemblies focused on the career of an African American artist, Disney Imagineer and a book illustrator to Kindergarten through fifth grade students on February 18, 2022 at Bemis Elementary School as part of Black History Month, at a cost not-to-exceed \$2,450.00, and to be paid from the General Fund (Title I).

Approved by a Unanimous Vote

E.3.10 AGREEMENT WITH PARENT INSTITUTE FOR QUALITY EDUCATION (PIQE) TRAINING

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve a renewal agreement with Parent Institute for Quality Education (PIQE) to facilitate eight (8), seventy-minute training sessions for the 2021-2022 school year at Eisenhower High School, effective April 13, 2022 through June 1, 2022, at a cost not-to-exceed \$12,000.00 – General Fund (Title I).

Approved by a Unanimous Vote

E.3.11 AGREEMENT WITH PYRO SPECTACULARS, INC.

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve an agreement with Pyro Spectaculars, Inc. to provide the Class of 2022 Graduation confetti displays on June 4, 2022, at Toyota Arena in Ontario, California effective March 10, 2022 through June 5, 2022, at a cost not-to-exceed \$9,000.00, and to be paid from the General Fund.

Approved by a Unanimous Vote

E.3.12 AGREEMENT WITH RIVERSIDE COUNTY OFFICE OF EDUCATION (RCOE)

Moved By Clerk O'Kelley

Seconded By Member Martinez

Ratify and correct an agreement with the Riverside County Office of Education to provide professional development on how a school system measures and reports student learning, effective July 1, 2021 through June 30, 2022. Approve an additional cost of \$4,000.00 to the existing cost of the \$66,000.00 agreement approved on October 20, 2021, for a total cost not-to-exceed \$70,000.00, and to be paid from the General Fund.

Approved by a Unanimous Vote

E.3.13 UNIVERSITY OF SOUTHERN CALIFORNIA (USC) BOOKSTORE

Item was pulled from the agenda.

~~Approve the purchase of certificate frames for teachers who completed the Reading and Literacy Added Authorization program at University of Southern California (USC), at a cost not to exceed \$23,000.00, and to be paid from the General Fund.~~

E.4 FACILITIES PLANNING CONSENT ITEMS

E.4.1 NOTICE OF COMPLETION FOR BRAUGHTON CONSTRUCTION, INC. FOR THE KITCHEN/MULTIPURPOSE ROOM EXPANSION PROJECT AT MILOR HIGH SCHOOL

Moved By Clerk O'Kelley

Seconded By Member Martinez

Accept the work completed February 22, 2022, by Braughton Construction, Inc., for all work required in connection with the kitchen/multipurpose room expansion project at Milor High School, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder, at no cost to the District.

Approved by a Unanimous Vote

E.5 PERSONNEL SERVICES CONSENT ITEMS

E.5.1 PERSONNEL REPORT NO. 1273 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve Personnel Report No. 1273 for classified and certificated employees.

Approved by a Unanimous Vote

E.6 MINUTES

E.6.1 MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD FEBRUARY 23, 2022

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve the minutes of the Regular Board of Education meeting held February 23, 2022.

Approved by a Unanimous Vote

F. DISCUSSION/ACTION ITEMS

F.1 AGREEMENT WITH MILLER ARCHITECTURE TO PROVIDE ARCHITECTURAL SERVICES TO DESIGN A VIRTUAL LEARNING ACADEMY AT ZUPANIC HIGH SCHOOL

Moved By Vice President Lewis

Seconded By Clerk O'Kelley

Approve an agreement with Miller Architecture to provide architectural services to design a modular Virtual Learning Academy at Zupanic High School, effective March 10, 2022 through December 31, 2023, at a cost not-to-exceed \$195,066.00, and to be paid from Fund 25 – Capital Facilities Fund.

Vote by Board Members.

Approved by a Unanimous Vote

F.2 SECOND INTERIM FINANCIAL REPORT: FY 2021-22

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve the FY 2021-2022 Second Interim Financial Report with a Positive Certification, as the District will meet its obligations in the current and subsequent two fiscal years.

Vote by Board Members.

Approved by a Unanimous Vote

F.3 RESOLUTION NO. 21-22-35 - APPROVING A SERVICE AGREEMENT TO UPGRADE NETWORK EQUIPMENT AND DELEGATE AUTHORITY TO TAKE RELATED ACTIONS

Moved By Member Martinez

Seconded By Member Walker

Uphold the protest by CovergeOne on the grounds that Golden Star Technology proposed certain equipment that is not equivalent to the corresponding District specifications and, on that basis, reject the proposal by Golden Star Technology as not responsive to the request for proposals.

Vote by Board Members.

Approved by a Unanimous Vote

Moved By Member Martinez

Seconded By Member Walker

Approve Resolution No. 21-22-35 subject to (1) changing all information relating to Golden Star Technology in the resolution to, instead, refer to ConvergeOne and (2) changing the total not-to-exceed amount to \$9,889,787.91.

Vote by Board Members to approve the item as amended:

Approved by a Unanimous Vote

F.4 ADMINISTRATIVE HEARING

Moved By Clerk O'Kelley

Seconded By Member Walker

Case Number:

21-22-34

Vote by Board Members.

Ayes (4): President Montes, Vice President Lewis, Clerk O'Kelley, and Member Walker

Abstain (1): Member Martinez

Majority Vote (4 to 0)

F.5 STIPULATED EXPULSION

Moved By Clerk O'Kelley

Seconded By Member Walker

Case Number:

21-22-36

Vote by Board Members.

Ayes (4): President Montes, Vice President Lewis, Clerk O'Kelley, and Member Walker

Abstain (1): Member Martinez

Majority Vote (4 to 0)

G. RETURN TO CLOSED SESSION

Moved By Member Martinez

Seconded By Member Walker

Vote by Board Members to return into Closed Session:

Time: 10:04 p.m.

Approved by a Unanimous Vote

H. ADJOURNMENT OUT OF CLOSED SESSION

Moved By Vice President Lewis

Seconded By Member Walker

Vote by Board Members to adjourn out of Closed Session:

Time: 10:47 a.m.

Approved by a Unanimous Vote

I. REPORT OUT OF CLOSED SESSION

Moved By Clerk O'Kelley

Seconded By Vice President Lewis

The Board denied Resolution #21-22-37 to issue notice to the following certificated administrative employee that they may be released from their administrative position and reassigned pursuant to Education Code section 44951, effective at the end of the 2021-2022 school year:

Employee #2167712 - Middle School Assistant Principal

Vote by Board Members:

Ayes (1): Member Martinez

Noes (3): President Montes, Clerk O'Kelley, and Member Walker

Abstain (1): Vice President Lewis

Motion Dies (1 to 3)

Moved By Member Martinez

Seconded By Clerk O'Kelley

The Board approved Resolution #21-22-36 to issue notice to the following certificated administrative employee that they may be released from their administrative position and reassigned pursuant to Education Code section 44951, effective at the end of the 2021-2022 school year, and directed the Superintendent or designee to send out appropriate legal notices.

Employee #2655332 - High School Assistant Principal

Vote by Board Members:

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

Noes (1): Vice President Lewis

Abstain (1): Member Walker

Majority Vote (3 to 1)

Moved By Vice President Lewis

Seconded By Clerk O'Kelley

The Board approved Resolution #21-22-38 to issue notice to the following certificated administrative employee that they may be released from their administrative position and reassigned pursuant to Education Code section 44951, effective at the end of the 2021-2022 school year, and directed the Superintendent or designee to send out appropriate legal notices:

Employee #2967332 - Academic Agent: Special Programs

Vote by Board Members:

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

Noes (1): Member Walker

Abstain (1): Vice President Lewis

Majority Vote (3 to 1)

J. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on March 23, 2022, 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 Clerk O'Kelley

Seconded By Member Walker

Vote by Board Members to adjourn:

Time: 10:49 p.m.

Approved by a Unanimous Vote


Clerk, Board of Education


Secretary, Board of Education

Grading, Access, and Equity

Patricia Chavez, Ed.D.
Manuel Burciaga, Ed.D.
Mrs. Elizabeth Curtiss
Mr. Jeremy Davis

Education Services



RIALTO
UNITED SCHOOL DISTRICT
WAVING FUTURES THROUGH INNOVATION

History of Grading



Equitable Grading Practices

Accurate	Bias-Resistant	Motivational
<p>Our grading laws calculations that are mathematically sound, easy to understand, and concisely describe a student's level of academic performance.</p>	<p>Our grades are based on valid evidence of a student's content knowledge, not on evidence that is likely to be influenced by a student's English language proficiency.</p>	<p>Our practices motivate students to achieve academic success, support a growth mindset, give students opportunities for recognition, and are transparent and understandable.</p>

Adapted from Grading for Equity by the Fair Play for Education



MISSION

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

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



Four Year A-G Comparison by School Site

	Rialto Unified		CHS		EHS		RHS	
16-17	629	39.9%	224	44.9%	151	33%	254	47.6%
	1,577		499		458		534	
17-18	720	42.5%	250	47.5%	212	42.2%	257	46.8%
	1,693		526		502		549	
18-19	795	46.1%	331	60.8%	198	41.7%	266	48%
	1,724		544		475		554	
19-20	868	48%	308	60.6%	240	48.3%	320	49.1%
	1,809		509		497		652	

Four Year Graduation Comparison by School Site

	Rialto Unified		CHS		EHS		RHS		Miler	Zupanic
16-17	1,577	85.4%	499	94.0%	458	90.5%	534	91.8%	57	39%
	1,847		531		506		582		146	79
17-18	1,693	88.6%	526	95.1%	502	92.1%	549	93.4%	79	51.3%
	1,910		553		545		588		154	65
18-19	1,724	90.9%	544	96.1%	475	92.4%	554	93.7%	133	73.9%
	1,897		566		514		591		180	41
19-20	1,809	92.6%	509	95.7%	497	95.2%	652	96.7%	110	74.3%
	1,948		531		522		674		148	71
20-21	1,681	92.8%	493	96.9%	461	95.4%	525	92.9%	151	78.4%
	1,812		509		483		565		192	63



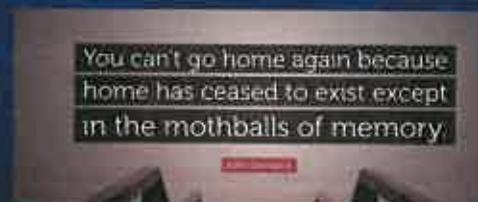
What is the purpose of grades?



Start at the Beginning



Due to the pandemic, students were failing at higher rates throughout our State. Many districts including Rialto Unified adopted new grading practices such as no zero, no D/F, Insufficient Evidence of Master (IEM), evenly distributed grading scale, and the minimum graduation state requirement Spring 2020.



Moving out of Spring 2020 and welcoming a new school year in Fall of 2020 we kept a evenly distributed grading scale in all secondary schools and the option to provide elementary aged students with an IEM instead of D or F.

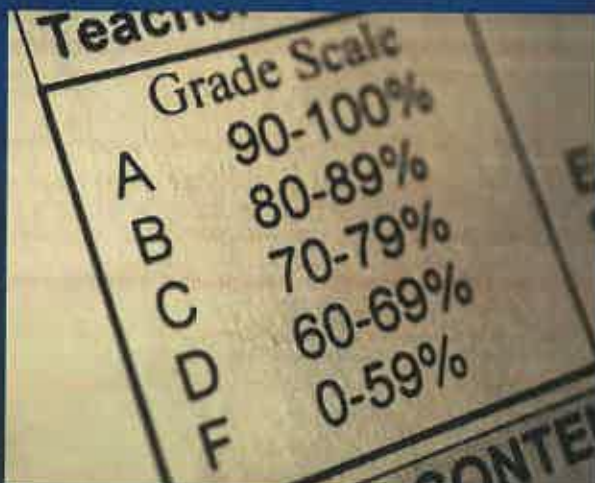
What Happened Next?



- District and site administration learning together about equitable grading practices (Fall 2020 - Spring 2021)
- Elementary began a Standards Based Grading (SBG) report committee (Spring 2021)
- Professional Development (PD) for secondary teachers on grading scale implementation on Synergy (March 2020 - Spring 2021)
- PD for secondary teachers on grading theory specifically no zeros and grading scale (2021 - present)
- Elementary grade level meetings TK-5 to determine priority standards (2021 - present)
- Revamped pacing guides through curriculum council in Math to Standards Based (Spring 2021)

Currently ...

Implementation modified grading scale for grade levels 6-12
Spring 2020 - Present



New Grade Scale		
A	100-90	5
B	89-80	4
C	79-70	3
D	69-60	2
F	59-50	1

Current D/F Rates ...



Movement = Clarity in Expectations and Follow up

189		87.26%	55		58.65%
190	1	78.57%	56	1	62.50%
191	2	91.18%	57	2	52.00%
192	3	81.82%	58	3	56.25%
193	4	93.33%	59	5	70.83%
194	6	90.63%	60	6	55.56%
24		52.41%	12		65.81%
25	1	77.78%	13	1	74.19%
26	3	80.65%	14	2	66.67%
27	4	53.85%	15	3	40.63%
28	5	28.00%	16	4	75.86%
29	6	25.00%	17	5	72.73%
694		64.42%	76		63.64%
695	1	23.33%	79	2	58.33%
696	2	67.65%	80	3	69.57%
697	4	75.76%	81	4	72.73%
698	5	72.73%	82	5	66.67%
699	6	78.79%	83	6	50.00%

What's Next?



- Site level learning on Equitable Grading Practices: Spring 2022
- Elementary PD on SBG report cards and Synergy Gradebook :Spring 2022
- Educational Partners Roadshow- "The Why of SBG": Spring 2022
- Secondary Grading Practices Learning Committee: Spring 2022
- Continual professional development in SBG: 2022-23
- Synergy changes to SBG
- Revise Board Policy

Highlighting Excellence Eisenhower High School



- 2018-2019 - Mr. Davis Experimented with a 5 point grading system in one class almost eliminating F's in that period.
- 2019-2020 - The Eisenhower English department transitioned its gradebook categories from Homework, Classwork, Assessments, Projects and Participation to our standard categories of Reading, Writing, Language and Speaking and Listening.
- 2020-2021 Mr. Davis in Collaboration with Assistant Principal Mr. Gilbert Pulido created the Pioneer Group, 30+ teachers who would grade on a 5 point scale by master/standards and using rubrics for grading.
- 2021-2022 Eisenhower started the school year with over 40 teachers grading on a 5 point mastery based scale and several more teachers willing to participate next school year.

Highlighting Excellence Eisenhower High School



- With this method, we are actually evaluating mastery of the content or skill In a way that is simply not possible in the 100% system. - TERESE ROMAGNANO - Art
- Because mastery grades are linked to standards, I know immediately what skills my students succeed at and which ones they need to practice. - ANNA HART - English
- All of PE has been using it and we feel like it is better because it gives the students an equal chance for any grade. - GINA FELKINS - P.E.
- The most accurate portrayal of student mastery and grades with fewer Fs and allows students to have the feeling that success is still possible -VINCENT RESSA-Theatre
- Most importantly a mastery based grading system holds students accountable to learn. -GABRIEL OSSO - World Languages
- Although it is more difficult to achieve an A in my class, I have more students passing with C's or B's rather than having a higher amount of D's and F's. -ANDREAS SOLORZANO -English
- I have been teaching for over 20 years and this is the most fair my grading has ever been. TISHRI CAMPA - English
- Math 1 moved to a 5 point scale (in our case, 0-4) to address grading inequity and grade on a more holistic scale. -SARAH TROBAUGH -Mathematics

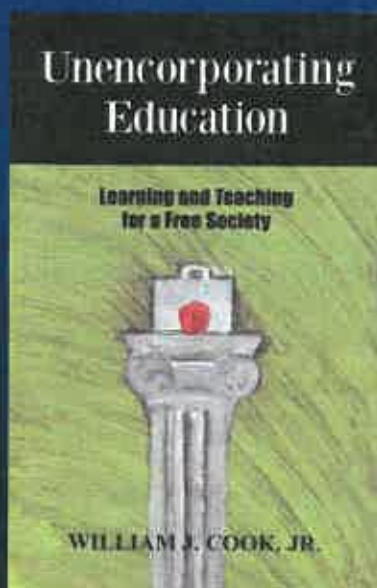
Why



- How we grade has not changed in the last 140 years yet what we teach is constantly changing.
- Students Grades will accurately reflect what they have learned and not what they have completed.
- Lower student failure rate while increasing rigor.
- Teachers grading practices will be more equitable.

13

Strategic Connection



Direct Quotes from Dr. Cook

"The purpose of education, in a free society, must be to liberate the full powers of the individual towards the common good."

"Healthy systems.. must be engaged in the perpetual creation and constant emergence of new realities"

"We have an opportunity to create new possibilities and realities"

Rialto Unified Strategic Beliefs

- Honest conversations lead to understanding
- Risks are essential to success

Thank you

Do you have any questions?





Staffing and Recruitment Update

2021-2022

Presented By:

Rhea McIver Gibbs, Ed.D., Lead Personnel Agent
Rhonda Kramer, Lead Personnel Agent

Date:

March 9, 2022



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UNIFIED SCHOOL DISTRICT
Rialto Unified School District

Strategic Plan

Beliefs

- Everyone has unique talent
- There is boundless power in all of us
- All people have equal and inherent worth
- Diversity is strength
- High expectation inspires high achievement
- A strong community benefits all of its members
- Everyone can contribute to the good of the community



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Strategic Plan

Parameters

- We will make all decisions in the best interest of students
- We will honor the worth and dignity of each person
- We will hold the highest expectations for everyone



3

Strategic Plan

Strategies

- Strategy II: We will ensure resources and assets are allocated and developed to directly support students.
- Strategy III: We will ensure we have exemplary staff who meet the holistic needs and nurture the aspirations of each student.
- Strategy IV: We will cultivate a culture of high expectations within the Rialto Unified School District Community.



4

Education Employment Trends During the Pandemic

- Shortages exist throughout education in both certificated and classified positions.
- The “Great Resignation” is happening across all industries. Of the 3% of employees that left the work force across the nation in November 2021, 0.9% of employees were from the field of education both classified and certificated staff.
- Resignation increases were reflected nationwide in food services, health care, transportation, warehousing and utilities all of which impact our District.

U.S. Bureau of Labor



Education Employment Trends During the Pandemic

- Staffing shortages are no longer limited to areas such as math and special education teachers. Shortages are also in the areas of instructional assistants, bus drivers, nutrition service workers, health aides, and health clerks.
- The State of California reported an increase of 26% in teacher retirements since 2020. Not since The Great Recession in 2009-2010 have more retirements been recorded (State Teachers Retirement System).
- Substitute pools are at an all time low for both certificated and classified positions.
- Resignations have increased for both certificated and classified employees.

Schools Services of California



Recruitment Efforts in Rialto USD

Personnel Services has diversified recruitment efforts in the following ways to attract qualified employees to open positions:

- Community campaign – electronic bill boards, recruitment flyers throughout the city, newspaper publications, and banners on school fences
- Virtual and in-person job fairs
- Social media
- Indeed, ZipRecruiter



Recruitment Efforts in Rialto USD

Position	Rate
Substitute Teacher	\$210.00
Substitute Teacher (with 10 years experience)	\$225.00
Substitute Teacher (with 15 years experience)	\$240.00
Substitute Teacher (with 20 years experience)	\$255.00
Substitute Teacher (with 25 years experience)	\$270.00
Substitute Teacher (with 30 years experience)	\$285.00



Steps to Increasing Certificated Staffing

Certificated Substitute Pay Schedule

Position	Requirement	Previous Daily Rate	Increased Daily Rate
Day to Day Substitute	Minimum BA	\$158.00	\$200.00
Long Term Substitute (21 Days)	Minimum BA	\$173.00	\$250.00
Day to Day Substitute	Full Credential	\$170.00	\$225.00
Long Term Substitute (21 Days)	Full Credential	\$195.00	\$250.00
Sp. Education Substitute Day to Day	Minimum BA/Full Credential	\$179.00	\$225.00
Sp. Education Substitute (21 days)	Minimum BA/Full Credential	\$195.00	\$250.00
Teacher in Training	Minimum BA/Full Credential		\$250.00 + health benefits



Steps to Increasing Certificated Staffing

Be the Change!

Minority Male Teacher Recruitment

- Focus on underrepresented males- African American and Latino
- Partnership with California State University, San Bernardino – "Project Impact"
- Offering financial support to earn a single subject, multiple subject, or special education teaching credential with a commitment to teach in our District upon successful completion
- Mentoring, professional development, academic support and networking
- Must be a certificated employee (hourly/daily) or a classified employee (hourly/daily or contracted)



Minority males play a vital role in the success of K-12 students.

Rialto Unified School District, in partnership with the CSUSB's Project Impact, is currently recruiting, developing, and mentoring minority males with a special focus on African American and Latino males within the district who are interested in earning a teaching credential.

Join the info session on Jan. 25 at 4:30 PM to find out more.



Click or Scan to Register



Learn More About Us

WE SHAPING THE FUTURE



Steps to Increasing Classified Staffing

- All applicants are invited to test for positions prior to screening their applications.
- Testing has been eliminated for school bus drivers and safety intervention officers due to their certification requirements.
- High school diploma requirements have been waived for the following **substitute** positions:
 - ✓ Nutrition service workers
 - ✓ Custodians
 - ✓ Clerical staff
 - ✓ Bus drivers



Staffing Statistics 2021-2022

2,929 – Total RUSD Employees

- ✓ 1,454 Certificated Staff
- ✓ 1,217 Classified Staff
- ✓ 252 Certificated and Classified Hourly/Daily

344 – Certificated New Hires and Promotions

497 – Classified New Hires and Promotions



Staffing Statistics 2021-2022

841 Positions Filled

July 2021 – February 2022



13

Employee Growth Opportunities

The following programs are supported by Personnel Services to recruit and retain employees in our District:

- Teacher Induction Program
- University of Southern California – Reading and Literacy Authorization
- University of California, Riverside – Bilingual Authorization
- California State University, San Bernardino – Minority Male Teacher Recruitment



14

Resilience in Unprecedented Times

Through the efforts of our dedicated employees, our students have continued to be educated and supported by caring and qualified staff members.



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15



Questions?