

**MINUTES**

**RIALTO UNIFIED SCHOOL DISTRICT**

**September 13, 2023**

**Dr. John R. Kazalunas Education Center**

**182 East Walnut Avenue**

**Rialto, California**

**Board Members**

**Present:**

**Stephanie E. Lewis, President  
Evelyn P. Dominguez, Member  
Edgar Montes, Member  
Keiyne Galazo, Student Board Member**

**Board Members**

**Absent:**

**Nancy G. O'Kelley, Vice President  
Joseph W. Martinez, Clerk**

**Administrators**

**Present:**

**Cuauhtémoc Avila, Ed.D., Superintendent  
Rhea McIver Gibbs, Ed.D., Lead Strategic Agent  
Norberto Perez, Interim Lead Innovation Agent  
Derek Harris, Lead Risk Management and Transportation  
Agent  
Roxanne Dominguez, Lead Personnel Agent**

**Also Present:**

**Martha Degortari, Executive Administrative Agent and  
Interpreters/Translators**

**A. OPENING**

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

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

**A.2 OPEN SESSION**

### **A.3 CLOSED SESSION**

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

- **PUBLIC EMPLOYEE EMPLOYMENT/DISCIPLINE/DISMISSAL/RELEASE/ REASSIGNMENT OF EMPLOYEES (GOVERNMENT CODE SECTION 54957)**
- **STUDENT EXPULSIONS/REINSTATEMENTS/EXPULSION ENROLLMENTS**
- **CONFERENCE WITH LABOR NEGOTIATORS**

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

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

- **PURSUANT TO GOVERNMENT CODE SECTION 54956.9(d) and/or (d)(3). CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION SIGNIFICANT EXPOSURE LITIGATION**

Number of Potential Claims: 1

- **CONFERENCE WITH LABOR NEGOTIATOR (GOVERNMENT CODE SECTION 54957.6)**

Designated Representative: Board President, Stephanie E. Lewis

Unrepresented Employee: Cuauhtémoc Avila, Ed.D.

#### **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.

Joseph W. Martinez, Clerk left the meeting at 6:00 pm.

**Moved By** Member Montes

**Seconded By** Member Dominguez

**Vice President O'Kelley and Clerk Martinez were absent, Vote by Board Members to move into Closed Session:**

Time: 6:02 p.m.

**Majority Vote**

**A.4 ADJOURNMENT OF CLOSED SESSION**

**Moved By** Member Montes

**Seconded By** Member Dominguez

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members to adjourn Closed Session:**

Time: 7:21 p.m.

**Majority Vote**

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

Open session reconvened at 7:21 p.m.

**A.6 PLEDGE OF ALLEGIANCE**

Ares Jimenez, 5th Grade Student at Myers Elementary School, led the pledge of allegiance.

**A.7 PRESENTATION BY MYERS ELEMENTARY SCHOOL**

In honor of the recent branding to Myers Elementary School STEAM Academy, Myers Elementary School Principal Mr. Alberto Camarena, Fifth Grade Student, Ares Jimenez, parent Ms. Beatriz Real, and Innovation Lab TOSA Mrs. Kathleen Shill-Reff, conducted a presentation showcasing how the STEAM space is transforming learning and education through the use of their Innovation lab.

**A.8 REPORT OUT OF CLOSED SESSION**

**Moved By** Member Dominguez

**Seconded By** Member Montes

The Board of Education accepted the administrative appointment of Donna Knurek-Soderman, Middle School Assistant Principal, Jehue Middle School.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**Moved By** Member Dominguez

**Seconded By** Member Montes

The Board of Education accepted the administrative appointment of Marc Rodriguez, Coordinator, Special Services.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**Moved By** Member Dominguez

**Seconded By** Member Montes

The Board of Education accepted the administrative appointment of Shawn Cuttress, Assistant Agent: Maintenance & Operations.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**A.9 ADOPTION OF AGENDA**

**Moved By** Member Dominguez

**Seconded By** Member Montes

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members with preferential vote by Student Board Member, Keyne Galazo:**

**Majority Vote**

**B. PRESENTATION**

**B.1 STRATEGIC PLAN**

Presentation by Rhea McIver Gibbs, Ed.D., Lead Strategic Agent; Ingrid Lin, Ed.D., Lead Academic Agent: Elementary Innovation; and Alberto Camarena, Principal, Myers Elementary School

Rhea McIver Gibbs, Ed.D., Lead Strategic Agent; Ingrid Lin, Ed.D., Lead Academic Agent: Elementary Innovation; and Alberto Camarena, Principal, Myers Elementary School conducted a presentation on the District Strategic Plan. See attached copy.

**C. COMMENTS**

**C.1 PUBLIC COMMENTS NOT ON THE AGENDA**

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

**Latarsha Salter, a parent at Rialto Middle School, spoke about an incident that occurred today on campus when her child was assaulted by a teacher. She continued that her child no longer wants to be present at the school. Mom stated that she feels that the District, Board, and school site took so long to intervene for the behavior of the teacher that was inappropriate from the start that escalated allowing the teacher to feel that she could physically assault her student in the locker room today. Mom would like to know if that teacher is going to be there because her daughter does not feel safe. Mom added that her daughter has a disability and is depressed. Mom continued by stating that her daughter feels like taking her life. Mom asked who is going to be accountable for the teacher and administrator for doing the things that they are doing. Mom hopes that the Board and the Superintendent will look into this.**

**Amal Ali, Carter High School Teacher**, in her 3rd year, shared that she would like to think that she is mostly good at what she does; for someone as early in the career as she is. She said that she feels she was not as good as she could have been last year. She continued that then she had one US History class of 36 students. Ten of those students were new arrivals to the country, definitely needing some linguistic assistance. She said unfortunately she did not have a bilingual aide until November of last year. She explained that that meant it was her, on her own, with 36 students. She said that those ten English Learner students needed and deserved support. The aide that she got was for only two and a half days of the week for 3 hours a day; since the aide was shared with other classrooms. The aide no longer works for this District because she was able to get better hours and more appropriate pay. Ms. Ali shared that this work is righteous work. She says that she feels that she let those students down by not giving them their language development while providing content. She concluded by mentioning the ongoing negotiations with REA and mentioned that classified staff benefits as well. She asked the District to keep these things in mind during negotiations.

**Kimberly Mihalski, a Special Education Teacher, at Eisenhower High School**, shared that this is her thirtieth year with the District. She said that back in May, she spoke about her classroom shortage. She is asking that it be taken into consideration that her students deserve safe schools and support staff. She stated that when you don't pay enough then you will not retain support staff. She expressed concerns and asked for help in the classroom to assist her with her students. She is requesting supervision in the classroom. She says that there are a lot of Certificated management positions. She says that our kids deserve better. She says that there has got to be some money. She said that transparency is trust and wants to know where the money went. She implied that instead of saving funds for the future, you that money now to staff our classrooms. She says that she does not need more supplies, rather she needs the hands and adults in her classroom. She asked that we find the money. Our kids deserve better.

**Lilliana Medina, District Teacher**, stated that she is here on behalf of all teachers who can relate to her story and cannot be here tonight. She shared a story, about 25 years ago, of a little girl who wanted to be a teacher and was raised by a grandmother who never learned to read or write. This story is about herself. She continued to share that she does not feel valued and spoke of the challenges in the classroom and the economy. She spoke

about her grandmother and the listening audience about her struggles as a teacher in this District. She asked why teachers are being pushed to their breaking point. She ended by stating that if we cannot take care of us, then we cannot take care of students.

**Shelley Gastelo, 4th Grade Teacher at Dollahan Elementary School,** read a statement for a colleague who could not be here tonight. This colleague was attending a class that helped her with students with special needs at Boyd Elementary School. She pays for these classes herself. The colleague wanted to share how much she loves her job and that Boyd Elementary is an amazing school. The staff is caring and they nurture the students and families. She shared a news story highlighting the pay increase in the food service industry at a 30% increase. She asked how much the Board values teachers as she continued and named the colleague, Dr. Leslie Miller, Educational Specialist. Then, Ms. Gastello addressed the Board stating that she had sent three emails to the Board but had not received a response back.

**Shannon McCreight, Teacher at Myers Elementary School for 31 years,** stated that she is here on behalf of hundreds of elementary teachers throughout the District with the same concern. She states that they are not ready to implement the current standards-based report card this year. She says that teachers have tried to make their voices heard but that they are not ready this year. Now we are moving forward with this implementation. She listed the reasons why. She requests that the rollout be detained.

**Laura Dean, ASB Advisor, and a parent with a high school student,** began by saying that she loves all the announcements that she receives from Rialto High School. She says there has been no mention of a Standards-Based Grading meeting. She feels that, as a parent, she should have been a heads up as to what is coming. She said that if she were not a teacher, she would have no idea. She shared that Standards-based grading has not been mentioned to the parents. She shared experiences with her child and niece who toured college classes. At the colleges, she asked if they knew that they would be getting transcripts from our students based on Standards-Based Grading. She says that she was shocked by their response of not knowing what it was. She added that she only sampled eleven colleges and none of them had any idea. She says that there are exceptional problems with exceptional Standards-based grading. She asked the Board to go to the schools and talk to the teachers to hear the issues and challenges.

**Michael Montano, Teacher, at Rialto High School,** shared on behalf of another member who could not be here on behalf of Matthew Brightstone, a Math teacher at Rialto High School. He shared the teacher's experience when returning to work from the COVID-19 pandemic shutdown. He had concerns about returning to work and catching COVID and infecting his wife and daughter; both with multiple autoimmune diseases. He shared the teacher's anxieties about the students not wearing masks. He continued to share his interactions with a disruptive student and was disciplined for raising his voice to the student.

**April Hayes, Teacher for 27 years and the last 18 years in Special Education,** shared that having been in the program herself, she is happy to give back. She expressed her concerns about not having an aide and shortages of staff. She said that with staff shortages, come safety issues. She currently has a new position where she serves students with autism. She is supposed to have two aides but only has one. She shared that there were two different candidates who were offered aide positions. However, they opted to accept positions in other districts. She shared about a transfer student who has aggression issues; both at home and at school. She continued that 3-4 times a day this student tries to hurt other students. Often the student has to be restrained until the administration can get there. When there is at least one other staff in class, it is not a problem. But when she is alone, it is a challenge. She shared her negative experience with that student, resulting in her back injury when she was in class alone. She is on light duty and anxious to get back to her students. She is concerned about safety; not only for the students but for herself.

**Laurette Allen, Teacher at Frisbie Middle School for 24 years,** wanted to thank the Board for hiring a leader for Frisbie Middle School, Mr. Vara. He is good at communication and building relationships. She said that they are rebuilding Frisbie. She shared that she has taught ELD students and now ten integrated ELL students who are unable to understand the content due to the language barrier. She says she and her students are frustrated. She thinks is unfair that her students do not have equal access to their education. She said that Frisbie only had one bilingual aide for the past three years. She shared that the additional support will allow them to reclassify more students. She states that we have to increase their pay. She requests that we quickly implement Strategy II as mentioned in tonight's presentation.

**Celia Saravia, Representative of Amigos Unidos, a group of parents for students with special needs,** greeted the Board and Superintendent



she began by congratulating the District for the Parent Summit this past Saturday. She thanked Nutrition Services for always supporting students, families, and the community. She then named staff individually. She continued with the USC family literacy program which she said was a great opportunity for our parents. She says she is very proud of our district, the robotics program, and other programs. She says the Superintendent and Board are always providing new programs for students. She welcomed the new student Board member. She ended by saying that united we can make a difference.

## **C.2 PUBLIC COMMENTS ON AGENDA ITEMS**

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

**Mirna Ruiz, Community Member**, spoke on items F.5 and F.6 which are ratifying services from companies that provide services to our students with special needs. She says that we have to spend money correctly for our special needs students. She says that F.6 is not written correctly. She added F.5 is the same thing. She asked the Board to question these items. She says that we are ratifying and she knows that students are not receiving these services. She asks the Board to question this and find out. She says she wants to see logs of when these services were provided.

**Michael Montano, Rialto High School Teacher**, spoke on Board Agenda item 3.2.1 We Honor Our Own, by saying that it was a nice way to celebrate our employees when he attended last year. He added that if we really want to honor our own, then we should do it daily and monthly in terms of how we, as a District, honor our own. He says that surrounding Districts have done this with double digits. In item E.5.2 English Language Learner Authorization, he says that our district has a large English Learner population and many of our students are not proficient in English. He asked why we are not attracting and attaining qualified teachers at the start of the school year. He continued that hiring teachers who are not fully qualified is not in the best interest of our students. In item E.5.3 Internship Permits, he stated that it could be a positive experience; as we are proactively going out and identifying candidates to have teachers develop into great teachers. He says too many times we hire interns and we are hiring with them just for a body. We need qualified teachers and we can get them with

### **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,** started by sharing metaphor of how hundreds of people can be driving on the in the freeway, all it takes is one distraction or bad decision from a driver to have an accident. He compared that to what is happening at this time with the District, and how difficult it is to undo a mistake. He said the District set aside \$20 million dollars to get to a specific destination, and REA and CSEA also have a specific destination for some of that money and that is to provide teachers with a double digit raise. He shared that he met Diane Romo and Rhonda Kramer and they confirmed that they do have an extra \$20 million in the budget that will be set aside for next year. They spoke of monies which will be transferred to pay for one time programs and Mr. Brinker said that those are monies that REA and CSEA feel can be used for the salary increase. He said that the two sides are only a couple of percentages away from what they believe is a fair settlement. He said that during his conversation with Rhonda Kramer, they also spoke of ways this salary increase could be accomplished without the need of layoffs. He said he also learned of the saving the District made last year due to unfilled positions. He spoke of how this increase would greatly benefit the classified employees who have taken the greater hit financially.

Brinker spoke about accepting a settlement agreement last year with the hope seeing more money this year. He spoke of the salary increases given by other Districts and asked that the Board consider having a confirmation today to help reach a settlement agreement on behalf of staff.

**Chris Cordasco California School Employees Association (CSEA),** indicated that he shared in the comments by Mr. Brinker and values the partnership with REA and their support to classified members, especially at the sites. He shared that five years ago when he ran for CSEA President, he made a list of goals and one of his goals was to build a good relationship with the District again. He feels that goal has been accomplished, as many good things have happened over the years. He spoke of his team members willing to always come to the table and have those difficult conversations should the need arise. However, the way things are going right now, he

does not feel that sense of partnership. He said there is no room for negotiation and they are simply getting a hard no. He says they know the money is there, as stated by Mr. Brinker. He requested that the Board and the Superintendent direct their team to get some movement on the table and asked the Board to remember that COLA is not a raise.

**Mario Carranza, Rialto School Management Association (RSMA) President**, thanked everyone for their support with the Parent Summit, especially Dr. Delgado and his team. He commented on what a great event it was and how families had a great time. On behalf of RSMA he invited management members to come out for the annual tailgate party at Eisenhower High School on Thursday, September 28, 2023 from 4:00 p.m. - 7:00 p.m.

**C.4 COMMENTS FROM STUDENT BOARD MEMBER**

**C.5 COMMENTS FROM THE SUPERINTENDENT**

**C.6 COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION**

**D. PUBLIC HEARING - None**

**E. CONSENT CALENDAR ITEMS**

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

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.1 GENERAL FUNCTIONS CONSENT ITEMS**

**E.1.1 APPROVE THE FIRST READING OF REVISED BOARD POLICY 3110; TRANSFER OF FUNDS**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

**Vice President O'Kelley and Member Martinez were absent.  
Vote by Board Members to approve Consent Calendar Items  
with preferential vote by Student Board Member, Keiyne  
Galazo:**

**Majority Vote**

**E.1.2 APPROVE THE FIRST READING OF REVISED BOARD POLICY  
1220; CITIZEN ADVISORY COMMITTEES**

**Moved By Vice President O'Kelley**

**Seconded By Member Dominguez**

**Vice President O'Kelley and Member Martinez were absent.  
Vote by Board Members to approve Consent Calendar Items  
with preferential vote by Student Board Member, Keiyne  
Galazo:**

**Majority Vote**

**E.2 INSTRUCTION CONSENT ITEMS - None**

**E.3 BUSINESS AND FINANCIAL CONSENT ITEMS**

**E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER  
LISTING**

**Moved By Vice President O'Kelley**

**Seconded By Member Dominguez**

All funds from August 2, 2023 through August 22, 2023, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

**Vice President O'Kelley and Member Martinez were absent.  
Vote by Board Members to approve Consent Calendar Items  
with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

### **E.3.2 DONATIONS**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Accept the listed donations from Kaiser Permanente Extended Care Services; and Renee Smith, and that a letter of appreciation be sent to the donor.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

### **E.3.3 AUTHORIZE THE PURCHASE, WARRANTY, INSTALLATION, MAINTENANCE AND REPAIR OF HARDWARE, SOFTWARE, AND OTHER BRANDED PRODUCTS FROM CONVERGEONE, INC. UTILIZING CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS) NUMBER 3-23-04-1025**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

This item is at a cost to be determined at the time of purchase(s) and to be paid from various funds.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

### **E.3.4 AUTHORIZATION TO UTILIZE CALIFORNIA PARTICIPATING ADDENDUM NO. 7-15-70-34-003 AND 7-15-70-34-004 UNDER THE MINNESOTA MASTER AGREEMENT NO. MNWNC-108 AND MNWNC-109 AWARDED TO DELL MARKETING, L.P. AND EMC CORPORATION**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Cost of this item to be determined at the time of purchase(s) and to be paid from the General Fund.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.5 APPROVE THE SCHOOL-CONNECTED ORGANIZATIONS**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Bemis Elementary School PTA, Kolb Middle School PTSA, and Preston Elementary School PTA as School-Connected Organizations for the 2023-2024 and 2024-2025 school years.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.6 APPROVE AMENDMENT NO. 1 TO THE AGREEMENT WITH EIDE BAILLY, LLP TO CONDUCT A PERFORMANCE AUDIT OF THE FULL-DAY KINDERGARTEN FACILITIES GRANT PROGRAM**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Extend the term of the agreement from June 30, 2023 to June 30, 2024, at no additional cost to the District.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.7 APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO (CSUSB)**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Memorandum of Understanding (MOU) between California State University, San Bernardino (CSUSB) and Rialto Unified School District on NSF Project, effective September 14, 2023 through June 30, 2024, at no cost to the District.

**Majority Vote**

**E.3.8 APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH JEWISH VOCATIONAL AND CAREER COUNSELING SERVICE**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

This item is effective September 14, 2023 through March 31, 2024, at no cost to the District.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.9 APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH WESTED**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

This item is for the grade 3 FABLES Classroom Feasibility Research Project, effective September 14, 2023 through December 30, 2025, at no cost to the District.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.10 RATIFY AN AGREEMENT WITH KEYSTONE INDUSTRIAL MEDICINE**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Provide a certified medical person at football home games for all three high schools during their regular season and playoffs, effective August 31, 2023 through December 8, 2023, at a cost not-to-exceed \$5,000.00 and to be paid from the General Fund.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.11 APPROVE A RENEWAL AGREEMENT WITH GLOBAL BUSINESS SOLUTIONS, LLC**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Provide education and training resources for the Career Technical Education Cybersecurity Pathway at Eisenhower High School, effective September 14, 2023 through June 30, 2024, at a cost not-to-exceed \$40,000.00, and to be paid from the General Fund and the Career Technical Education Incentive Grant (CTEIG).

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**



**E.3.13 APPROVE A RENEWAL AGREEMENT WITH LAMAR ADVERTISING**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Provide digital billboard advertising for Expanded Learning Program Tutoring Services, effective September 14, 2023 through June 30, 2024, at a cost not-to-exceed \$36,680.00, and to be paid from the General Fund - Expanded Learning Opportunities Fund (ELOP).

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.14 APPROVE A SERVICE LEVEL AGREEMENT (SLA) WITH PARK PLACE TECHNOLOGIES**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

This item is for 31 District servers for one year, effective September 13, 2023 through September 12, 2024, at a cost not-to-exceed \$12,361.44 and to be paid from the General Fund.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.15 APPROVE AN AGREEMENT WITH GIORGIO JOVANI DI SALVATORE, LICENSED EDUCATIONAL PSYCHOLOGIST (IEE4Kids, LLC)**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Provide Independent Education Evaluation in the area of psycho-educational and neuro-psychoeducational during the 2023-2024 school Year, effective September 14, 2023 through June 30, 2024,

at a cost not-to-exceed \$24,000.00, and to be paid by the General Fund.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.16 APPROVE A SAN BERNARDINO VALLEY COLLEGE TRIP**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Provide three (3) parent workshops at San Bernardino Valley College for seventy-five (75) parents/guardians of English Learners from the Rialto Unified School District on September 22, 2023, February 2, 2024, and April 19, 2024, at a cost for transportation not-to-exceed \$3,000.00, and to be paid from the General Fund.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.17 APPROVE AN AGREEMENT WITH STANBRIDGE UNIVERSITY**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

This Fieldwork/Clinical Agreement is to assist current and future students with mentoring opportunities in their specialized fields from September 14, 2023 through September 13, 2026, at no cost to the District.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.18 APPROVE AN AGREEMENT WITH RACHEL'S CHALLENGE - KUCERA MIDDLE SCHOOL**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Provide a live presentation to Kucera students to show the positive impacts of kindness to all, and the possible negative effects of bullying, effective October 2, 2023, at a cost not-to-exceed \$3,600.00, and to be paid from the General Fund and ASB Funds.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.19 APPROVE AN AGREEMENT WITH THE PATON GROUP**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Approve an extension to purchase safety equipment in the CTE Building and Construction Trades and Engineering and Architecture Labs, effective September 14, 2023 through June 30, 2024, at a cost not-to-exceed \$40,000.00, and to be paid from the General Fund - Career Technical Education Incentive Grant (CTEIG).

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.20 APPROVE AN AGREEMENT WITH REALITYWORKS**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Approve an extension to purchase up to 20 RealCare Baby 3 Babies with a 5-year warranty and accessories for the Career Technical Education Child Development classes, effective September 14, 2023 through June 30, 2024, at a cost not-to-exceed \$39,000.00, and to

be paid from the General Fund - Career Technical Education Incentive Grant (CTEIG).

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiayne Galazo:**

**Majority Vote**

**E.3.21 APPROVE AN AGREEMENT WITH DOUBLETREE BY HILTON ONTARIO AIRPORT**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Catering sales event to host the District's annual "We Honor Our Own" staff recognition event during May of 2024, at a cost not-to-exceed \$71.65 per person (total cost will be determined by total number of attendees) and to be paid from the General Fund. A portion of this cost will be supplemented by ticket sales.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiayne Galazo:**

**Majority Vote**

**E.3.22 APPROVE AN AGREEMENT WITH JOHN R. BYERLY, INC. FOR ZUPANIC VIRTUAL ACADEMY**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Provide geotechnical engineering, special inspection and material testing services for the Zupanic Virtual Academy project, effective September 14, 2023 through December 31, 2024, for a total cost not-to-exceed \$33,019.00, and to be paid from the Capital Facilities Fund 25.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiayne Galazo:**

**Majority Vote**

**E.3.23 APPROVE AN AGREEMENT WITH GREGORY WILLISON FOR FRISBIE MIDDLE SCHOOL**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Provide (3) three thirty to forty-five minute assemblies, effective September 22, 2023, at a cost not-to-exceed \$900.00, and to be paid from the General Fund.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.3.24 APPROVE AN AGREEMENT WITH THRIVING YOUNIVERSITY FOR CASEY ELEMENTARY SCHOOL**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Provide 8 hours of professional development for all teachers at Casey Elementary, effective September 14, 2023 through October 30, 2023, at a cost not-to-exceed \$15,000.00, and to be paid from the General Fund.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.4 FACILITIES PLANNING CONSENT ITEMS - None**

**E.5 PERSONNEL SERVICES CONSENT ITEMS**

**E.5.1 APPROVE PERSONNEL REPORT NO. 1305 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

**Vice President O'Kelley and Member Martinez were absent.  
Vote by Board Members to approve Consent Calendar Items  
with preferential vote by Student Board Member, Keiyne  
Galazo:**

**Majority Vote**

**E.5.2 ADOPT RESOLUTION NO. 23-24-15 ENGLISH LEARNER  
AUTHORIZATION WAIVER**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

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.

**Vice President O'Kelley and Member Martinez were absent.  
Vote by Board Members to approve Consent Calendar Items  
with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**E.5.3 ADOPT RESOLUTION NO. 23-24-16 FOR PROVISIONAL  
INTERNSHIP PERMIT OF THE BOARD OF EDUCATION  
2023-2024**

**Moved By** Vice President O'Kelley

**Seconded By** Member Dominguez

Authorize the Lead Personnel Agent, Personnel Services, to assign various teachers who are enrolled in a credential program, but have not yet completed the requirements to enter an internship program.

**Vice President O'Kelley and Member Martinez were absent.  
Vote by Board Members to approve Consent Calendar Items  
with preferential vote by Student Board Member, Keiayne Galazo:**

**Majority Vote**

**E. CONSENT CALENDAR ITEMS**

**E.3 BUSINESS AND FINANCIAL CONSENT ITEMS**

**E.3.12 APPROVE A RENEWAL AGREEMENT WITH EARTH BENEATH  
OUR FEET**

**Moved By President Lewis**

**Seconded By Member Dominguez**

Provide presentations to all grade 3 and grade 4 students, effective September 15, 2023 through June 30, 2024, at a cost not-to-exceed \$13,400.00, and to be paid from the General Fund.

**Vice President O'Kelley and Member Martinez were absent.  
Vote by Board Members to approve Consent Calendar Items  
with preferential vote by Student Board Member, Keiayne Galazo:**

**Majority Vote**

**F. DISCUSSION/ACTION ITEMS**

**F.1 APPROVE THE 2022-2023 UNAUDITED ACTUALS**

**Moved By President Lewis**

**Seconded By Member Dominguez**

This financial report will be submitted under a separate cover.

**Vice President O'Kelley and Member Martinez were absent. Vote by  
Board Members to approve Consent Calendar Items with preferential  
vote by Student Board Member, Keiayne Galazo:**

**Majority Vote**

**F.2 APPROVE CHANGE ORDER NO. 1 FOR SJD&B INC. FOR THE SPECIAL SERVICES RENOVATION PROJECT**

**Moved By** President Lewis

**Seconded By** Member Montes

In the amount of \$103,837.49 for a revised contract amount of \$3,140,837.49, for the Special Services Renovation Project, and to be paid from the Special Reserve for Capital Outlay Projects Fund 40.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items with preferential vote by Student Board Member, Keiyne Galazo:**

**Majority Vote**

**F.3 APPROVE A MEMORANDUM OF UNDERSTANDING FOR TEACHER RESIDENCY PROGRAM WITH CALIFORNIA STATE UNIVERSITY SAN BERNARDINO, COLLEGE OF EDUCATION - PROJECT IMPACT**

**Moved By** President Lewis

**Seconded By** Member Montes

Provide sponsorship to fifteen (15) minority male employees of the District to attain their teaching credentials through "Project Impact" effective September 14, 2023 through June 30, 2024, at a cost not-to-exceed \$225,000.00, and to be paid from General Fund - Educator Effectiveness Funds.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**F.4 APPROVE A RENEWAL AGREEMENT WITH STEM4REAL**

**Moved By** President Lewis

**Seconded By** Member Dominguez

Professional Learning Series Proposal for CTE and the Rialto California Serves through Justice Grant, effective September 15, 2023 through June 30, 2025, at a cost not-to-exceed \$251,200.00, and to be paid from the



General Fund - Career Technical Education Incentive Grant (CTEIG) and the California Serves Grant.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**F.5 AMEND AN AGREEMENT WITH ACES EDUCATION & INTERPRETING SERVICES**

**Moved By** President Lewis

**Seconded By** Member Dominguez

Provide IIS services for students in ESY and summer school and increase the agreement of \$560,000.00 by an additional \$60,000.00, effective April 19, 2023 through June 30, 2023, for a total not-to-exceed \$620,000.00, and to be paid from the General Fund.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**F.6 AMEND AN AGREEMENT WITH AUTISM SPECTRUM INTERVENTION SERVICES AND TRAINING**

**Moved By** President Lewis

**Seconded By** Member Dominguez

Provide Applied Behavior Analyst (ABA) Aides, and increase the agreement of \$600,000.00 by an additional \$267,800.00, effective June 22, 2023 through June 30, 2023, for a total not-to-exceed \$867,800.00, and to be paid from the General Fund.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**F.7 ACCEPT THE 2023-2024 CARL D PERKINS CAREER & TECHNICAL EDUCATION IMPROVEMENT ACT ALLOCATION**

456++

**Moved By** President Lewis

**Seconded By** Member Montes

Accept the 2023-2024 Carl D. Perkins Career and Technical Education Improvement allocation of \$268,564.00 for Career Technical Education program improvements during the 2023-2024 school year, effective September 14, 2023 through June 30, 2025, at no cost to the District.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**F.8 ACCEPT THE CALIFORNIA SERVES GRANT**

**Moved By** President Lewis

**Seconded By** Member Dominguez

Accept the 2023-2025 California Serves Grant allocation of \$500,000.00 for State Seal of Civic Engagement program improvements, effective September 14, 2023 through June 30, 2025, at no cost to the District.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**F.9 APPROVE AN AGREEMENT WITH DYNAMIC EDUCATION SERVICES INC.**

**Moved By** President Lewis

**Seconded By** Member Dominguez

Provide compensatory Educational support and Supplemental Special Services, effective September 14, 2023 through June 30, 2024, at a cost not-to-exceed \$50,000.00, and to be paid from the General Fund.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**F.10 APPROVE THE READING AND LITERACY AUTHORIZATION PROGRAM**

**Moved By** President Lewis

**Seconded By** Member Dominguez

Pay the registration fee for 77 teachers to enroll in the online Reading and Literacy Authorization program provided by the University of Southern California (USC), from September 14, 2023 through June 30, 2024, at a cost of \$4,500.00 per participant; not to exceed \$346,500.00, and to be paid from the General Fund (ESSER).

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members: Majority Vote**

**F.11 APPROVE THE FAMILY LITERACY PROGRAM**

**Moved By** President Lewis

**Seconded By** Member Montes

Pay the registration fee for 180 family members to enroll in the Family Literacy Program offered by the University of Southern California (USC), from September 14, 2023 through June 30, 2024, at a cost of \$450.00 per participant, for a total cost not-to-exceed \$81,000.00, and to be paid from the General Fund (Title I).

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**F.12 ADOPT THE STRATEGIC PLAN 2023-2026**

**Moved By** President Lewis

**Seconded By** Member Dominguez

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**F.13 ADOPT RESOLUTION NO. 23-24-14 FOR THE ACTUAL 2022-2023 AND ESTIMATED 2023-2024 GANN LIMITS**

**Moved By** President Lewis

**Seconded By** Member Dominguez

That the appropriations in the 2022-23 unaudited actuals and 2023-2024 budget do not exceed the limitations imposed by Proposition 4.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**F.14 ADOPT RESOLUTION NO. 23-24-17: REMUNERATION**

**Moved By** President Lewis

**Seconded By** Member Dominguez

Excuse the absence of Board Vice President, Nancy G. O'Kelley, from the Wednesday, August 23, 2023, regular meeting of the Board of Education.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**F.15 ADOPT RESOLUTION NO. 23-24-18 RECOGNIZING CALIFORNIA NATIVE AMERICAN DAY**

**Moved By** President Lewis

**Seconded By** Member Dominguez

Rialto Unified School District recognizes the fourth Friday of September, with this year being September 22, 2023, as California Native American Day as an official observance, highlighting the importance of honoring and respecting the Native American peoples and their contributions to our society.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**F.16 ADOPT RESOLUTION NO. 23-24-19 - SCHOOL CLOSURE DUE TO EMERGENCY CONDITIONS**

**Moved By** President Lewis

**Seconded By** Member Montes

Authorize the filing of Form J-13A and requesting approval by the County Superintendent of Schools for the emergency closure and reduction of Average Daily Attendance for Monday, August 21, 2023, for Rialto Unified School District.

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members: Majority Vote**

**F.17 ADMINISTRATIVE HEARINGS**

**Moved By** President Lewis

**Seconded By** Member Dominguez

**Prior to vote, Board pulled Case No: 23-24-1 to vote on separately.**

**Case Numbers:**

23-24-5

23-24-4

23-24-2

23-24-1

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

**Majority Vote**

**Moved By** Member Dominguez

**Seconded By** Member Montes

Case No: 23-24-1 was pulled and voted on separately to accept full expulsion.

**Vice President O'Kelley and Member Martinez were absent. Vote by Board Members to approve Consent Calendar Items:**

**Majority Vote**

**G. ADJOURNMENT**

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on September 27, 2023, 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 Lewis

**Seconded By**                Member Montes

**Vice President O'Kelley and Clerk Martinez were absent. Vote by Board Members:**

Time: 9:49 p.m.

**Majority Vote**

  
Clerk, Board of Education

  
Secretary, Board of Education



**RIALTO**  
UNIFIED SCHOOL DISTRICT  
Pursuing the Future. Together.

# District Strategic Plan

## 2023-2026

Presented by:

**Rhea McIver Gibbs, Ed.D.**, Lead Strategic Agent

**Alberto Camarena**, Principal

Myers Elementary School STEAM Academy

**Ingrid Lin, Ed.D.**,

Lead Academic Agent Elementary Innovation



## OVERVIEW

- The Team
- Strategic Update
- District Plan
  - Beliefs
  - Mission
  - Parameters
  - Objectives
- Strategies
  - Students
  - Staff
  - Families
- School Site Planning
- Strategic Celebration 2023



**Rhea McIver Gibbs, Ed.D.**  
Lead Strategic Agent

**Internal Facilitators:**

**Alberto Camarena**, Principal, Myers Elementary School

**Ingrid Lin, Ed.D.**, Lead Academic Agent: Elementary Innovation

**Strategics Team:**

**Juanita Chan**, Agent: Science and Career Programs

**Raymond Delgado, Ed.D.**, Lead Agent: Professional Development, Induction and Teacher Support Services

**Kevin Hodgson, Ed.D.**, Academic Agent: Special Programs

**Gordon Leary**, Lead Agent: Safety and Intervention Services



## Strategics Update 2019 - 2023

- September 2019 Strategics Celebration
- October 2019 - February 2020 - Strategic Planning Process
- March 2020 - School Closures
- March 2020- May 2021 - Virtual Teaching and Learning
- 2021-2022 - Strategic Emergence
- May 2022 - School Site Strategic Planning Training
- September 2023 - Adoption of the 2023-2026 Strategic Plan Strategies





# District Strategic Plan

## BELIEFS

We believe that...

- Everyone has unique talents
- There is boundless power in all of us
- All people have equal inherent worth
- Diversity is strength
- Each person deserves respect
- High expectation inspires to high achievement
- Risk is essential for success
- Common and individual interest are reciprocal
- Integrity is critical to trust
- Honest conversation leads to understanding
- Music is the universal language
- A strong community benefits all of its members
- Everyone can contribute to the good of the community

BRIDGING  
THE GAP  
THROUGH  
INNOVATION



An expression of fundamental values; ethical code, overriding convictions, inviolable principles.



## 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

BRIDGING  
THE GAP  
THROUGH  
INNOVATION



A declaration of the unique identity to which the organization aspires; its specific purpose; and the means by which it will achieve its purpose.



## PARAMETERS



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



BRIDGING  
THE GAP  
THROUGH  
INNOVATION

Boundaries within which the organization will accomplish its mission; self-imposed limitations.



## OBJECTIVES



- Goal 1:** Every student excels at the highest level throughout his/her career at Rialto Unified School District
- Goal 2:** Every student will be a responsible citizen who contributes to a global society.
- Goal 3:** Every student will achieve success in his/her chosen life endeavors.
- Goal 4:** Every student will graduate with a personal pathway for success.



BRIDGING  
THE GAP  
THROUGH  
INNOVATION

An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed its present capability.



## Previous Strategies

1. We will provide diverse avenues for learning both inside and outside the classroom.
1. We will provide rigorous and relevant instruction that supports each student's unique learning style.
1. We will create a culture of high expectations within Rialto Unified School District and our community.
1. We will bridge school and community learning communities.
1. We will provide rigorous and relevant instruction that supports each student's unique learning style.
6. We will ensure we have exemplary staff who meet the unique needs and aspirations of our diverse students.
7. We will ensure resources and assets are allocated and developed to directly support student learning experiences.
8. We will streamline and simplify the dynamics of our organization.



## New Strategies

Strategies I and II - Students

Strategies III and IV - Staff

Strategies V and VI - Families



## Strategy I



We will provide rigorous and relevant learning experiences to ensure each student's holistic development.

Specific Results:

1. Mastery of content area literacy as a result of culturally relevant and linguistically responsive pedagogy.
1. Provide a positive, engaging, and safe learning environment.
1. Technology integrated learning environments.



## Strategy II

We will create formations to ensure resources and assets are allocated and developed to directly support students.

Specific Result:

1. Maximum dollars allocated have the most impact in the classroom.



## Strategy III

We will ensure we have exemplary staff who meet the holistic needs and nurture the aspirations of each student

Specific Results:

1. Educational resources and most effective practices are shared.
1. Honoring the needs of our staff and ensuring quality professional development and growth opportunities.



## Strategy IV

We will cultivate a culture of high expectation within the Rialto Unified School District community

Specific Results:

1. An evaluation system that motivates and promotes employee growth and self reflection.
1. Leader expectations that promote implementation of key professional practices.



## Strategy V

We will ensure full engagement of families in the education of their children

Specific Results:

1. Trusting relationships with families
1. A robust system of communication
1. Socially and emotionally healthy families
1. An expansive culture of literacy
1. An expansive culture of numeracy
1. An expansive culture of scientific literacy



## Strategy VI

We will bridge school and community learning opportunities

Specific Results:

1. A strong collaborative community.
1. Socially and emotionally healthy community.
1. Strong communication, civic responsibility, and cross-cultural responsiveness.
1. Post secondary educational opportunities.



# School Site Strategic Planning



A promotional poster for the "Strategics Celebration 2023" event. The background is a blue-tinted photograph of a diverse group of students and staff members cheering with their arms raised. The text is overlaid on the image.

**STRATEGICS**  
*Celebration!*  
2023

**SEPTEMBER 26**  
5:00 PM TO 7:00 PM  
**SUNRISE CHURCH**  
2759 N. AYALA DR., RIALTO

FOR MORE INFORMATION, PLEASE VISIT:  
[WWW.RIALTOUSD.ORG](http://WWW.RIALTOUSD.ORG) OR (909) 820-7700 EXT. 3131

