



# Board of Education Agenda

Wednesday, April 6, 2022



## RIALTO

UNIFIED SCHOOL DISTRICT  
*BRIDGING FUTURES THROUGH INNOVATION*

## **Mission**

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

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

## **Board of Education**

Mr. Edgar Montes, President

Mrs. Stephanie E. Lewis, Vice President

Mrs. Nancy G. O'Kelley, Clerk

Mr. Joseph W. Martinez, Member

Ms. Dina Walker, Member

Julian Hunter, Student Member

## **RUSD Superintendent**

Dr. Cuauhtémoc Avila

### ***Front Cover Picture:***

What would you do if you got to be the Assistant Principal in Training for the day? Simpson Elementary School fourth-grade student **Aaren Gutierrez**, handled his responsibilities with grace! Aaren earned Positive Behavioral Interventions and Supports (PBIS) Points by being a respectful and responsible student and then used his points to be the Assistant Principal in Training for the day, training alongside Simpson Elementary Assistant Principal **Mrs. Michelle Stoker**. Sitting in the big chair is no easy task, but Aaren did a great job as he delivered the school's morning announcements and handled calls on the school walkie-talkie. Fly high, Seahawks!

**RIALTO UNIFIED SCHOOL DISTRICT**  
Dr. John R. Kazalunas Education Center  
182 East Walnut Avenue  
Rialto, California

**EDGAR MONTES**  
President

**NANCY G. O'KELLEY**  
Clerk

**DINA WALKER**  
Member



**STEPHANIE E. LEWIS**  
Vice President

**JOSEPH W. MARTINEZ**  
Member

**JULIAN HUNTER**  
Student Board Member

**CUAUHTÉMOC AVILA, Ed.D.**  
Superintendent

## **IMPORTANT PUBLIC NOTICE**

**Our Board Meetings have returned to in person attendance, with limited accommodations for those members of the community who wish to make public comments.**

**Board Meetings continue to be available to the public via YouTube stream.**

**For those that wish to participate in the meeting and/or make public comments, please follow the steps below:**

- **To access the Board Meeting via live stream, go to “Our Board”, scroll down to “Board Meeting Videos” and click play.**
- **To access the meeting agenda, visit our website and click on “Our Board”, then scroll down to “Agendas and Minutes”.**
- **To make public comments, please arrive five minutes prior to the school Board meeting to allow time for you to submit your public comment request. Remember that comments are limited to three minutes on each item on or off the agenda.**
- **While the Board of Education appreciates your presence, comments and participation during the Board Meeting, we are unable to extend an opportunity for you to remain in the building after your comments due to space limitations related to COVID-19 protocols.**
- **If you have any questions, please contact Martha Degortari, Executive Administrative Agent, at [mdegorta@rialtousd.org](mailto:mdegorta@rialtousd.org), or 1(909) 820-7700, ext. 2124.**
- **To access the Spanish version of the Board meeting: United States Toll +1(408) 418-9388 Access Code – 960 675 512 #.**



**RIALTO UNIFIED SCHOOL DISTRICT  
REGULAR MEETING OF THE BOARD OF EDUCATION  
AGENDA**

**April 6, 2022**

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

**Board Members:**

**Edgar Montes, President  
Stephanie E. Lewis, Vice President  
Nancy G. O'Kelley, Clerk  
Joseph W. Martinez, Member  
Dina Walker, Member  
Julian Hunter, Student Board Member**

**Superintendent:**

**Cuauhtémoc Avila, Ed.D.**

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

**Pages**

**A. OPENING**

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

**A.2. OPEN SESSION**

**A.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.

**A.3. CLOSED SESSION**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

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

**Vote by Board Members to move into Closed Session:**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Joseph W. Martinez, Member

\_\_\_\_\_ Nancy G. O'Kelley, Clerk

\_\_\_\_\_ Stephanie E. Lewis, Vice President

\_\_\_\_\_ Edgar Montes, President

Time: \_\_\_\_\_

**A.3.1. PUBLIC EMPLOYEE  
EMPLOYMENT/DISCIPLINE/DISMISSAL/RELEASE/REASSIG  
NMENT 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 LITIGATION**

Number of Potential Claims: 1

**A.3.5. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION (Paragraph (1) of subdivision (d) of Section 54956.9)**

276754312 v. Rialto Unified School District (Superior Court of California San Bernardino- Court Case No. CIVSB 2026907)

**A.3.6. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION (Paragraph (1) of subdivision (d) of Section 54956.9)**

EBusiness Solutions LLC v. Rialto Unified School District

**A.4. ADJOURNMENT OF CLOSED SESSION**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**Vote by Board Members to adjourn out of Closed Session:**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Joseph W. Martinez, Member

\_\_\_\_\_ Nancy G. O'Kelley, Clerk

\_\_\_\_\_ Stephanie E. Lewis, Vice President

\_\_\_\_\_ Edgar Montes, President

Time: \_\_\_\_\_

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

**A.6. PLEDGE OF ALLEGIANCE**

**A.7. REPORT OUT OF CLOSED SESSION**

**A.8. ADOPTION OF AGENDA**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**Vote by Board Members to adopt the agenda:**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Joseph W. Martinez, Member

\_\_\_\_\_ Nancy G. O'Kelley, Clerk

\_\_\_\_\_ Stephanie E. Lewis, Vice President

\_\_\_\_\_ Edgar Montes, President

**B. PRESENTATIONS**

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

**C. COMMENTS**

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

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

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

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

**C.3. COMMENTS FROM ASSOCIATION EXECUTIVE BOARD MEMBERS**

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

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

**C.5. COMMENTS FROM THE SUPERINTENDENT**

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

**D. PUBLIC HEARING - 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** \_\_\_\_\_

**Seconded** \_\_\_\_\_

**Vote by Board Members to approve Consent Calendar items:**

\_\_\_\_\_ Preferential Vote by Student Board Member, Julian Hunter

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Joseph W. Martinez, Member

\_\_\_\_\_ Nancy G. O'Kelley, Clerk

\_\_\_\_\_ Stephanie E. Lewis, Vice President

\_\_\_\_\_ Edgar Montes, President

**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**

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

**E.3.2. DONATIONS**

Accept the listed donations from Ruben and Tanya Garcia of Industry Music Group/DJ Cazel Presents, and that a letter of appreciation be sent to the donors.



- E.3.3. APPROVE EDUCATIONAL AFFILIATION AGREEMENT WITH CALIFORNIA STATE UNIVERSITY, LONG BEACH** 15
- Approve the Educational Affiliation Agreement with California State University, Long Beach to assist current and future educators in completing state requirements for credentialing, effective April 7, 2022 through April 6, 2025, at no cost to the District.
- E.3.4. AGREEMENT WITH ONE ON ONE LEARNING, CORPORATION** 16
- Approve an agreement with One on One Learning, Corporation, tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at St. Catherine of Siena, effective April 7, 2022 through June 30, 2022, at a cost not-to-exceed \$4,000.00, and to be paid from the General Fund (Title I).
- E.3.5. AGREEMENT WITH INSPIRED LIFE SCHOOL ASSEMBLIES** 17
- Approve an agreement with Inspired Life School Assemblies to perform “The Forward BMX Show”, at Morgan Elementary School, effective April 15, 2022, at a cost not-to-exceed \$1,718.61, and to be paid from the General Fund.
- E.3.6. AGREEMENT WITH ART SPECIALTIES, INC. – FITZGERALD ELEMENTARY SCHOOL** 18
- Approve an agreement with Art Specialties, Inc. to provide and install digitally printed signage at Fitzgerald Elementary School, effective April 7, 2022 through June 30, 2022, at a cost not-to-exceed \$9,807.00, and to be paid from the General Fund.
- E.3.7. AGREEMENT WITH ART SPECIALTIES, INC. – FRISBIE MIDDLE SCHOOL** 19
- Approve an agreement with Art Specialties, Inc. to provide and install printed signage at Frisbie Middle School, effective April 7, 2022 through June 30, 2022, at a cost not-to-exceed \$13,641.14, and to be paid from the General Fund.
- E.3.8. A-G COMPLETION IMPROVEMENT GRANT PLAN** 20
- Approve the A-G Completion Improvement Grant Plan as presented, at no cost to the District.

<b>E.3.9.</b>	<b>AMENDMENT TO AGREEMENT WITH ACTIVE EDUCATION</b>	<b>21</b>
	Approve an amendment to the agreement with Active Education to provide an additional coach for Myers Elementary School. The addition of a coach will allow for more students to be served through the program, effective April 12, 2022 through May 27, 2022, at a cost not-to-exceed \$4,725.00, and to be paid from the General Fund.	
<b>E.4.</b>	<b>FACILITIES PLANNING CONSENT ITEMS - None</b>	
<b>E.5.</b>	<b>PERSONNEL SERVICES CONSENT ITEMS</b>	
<b>E.5.1.</b>	<b>PERSONNEL REPORT NO. 1275 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES</b>	<b>22</b>
	Approve Personnel Report No. 1275 for classified and certificated employees.	
<b>E.6.</b>	<b>MINUTES</b>	<b>29</b>
<b>E.6.1.</b>	<b>MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD MARCH 23, 2022</b>	<b>30</b>
	Approve the minutes of the Regular Board of Education meeting held March 23, 2022.	
<b>E.6.2.</b>	<b>AMENDED MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD MARCH 9, 2022</b>	<b>59</b>
	Approve the amended minutes of the Regular Board of Education Meeting held March 9, 2022.	

**F. DISCUSSION/ACTION ITEMS**

98

**F.1. RESOLUTION NO. 21-22-39 AUTHORIZE TEMPORARY BORROWING BETWEEN FUNDS OF THE SCHOOL DISTRICT**

99

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Adopt Resolution No. 21-22-39 authorizing temporary borrowing between funds of the School District for fiscal year 2022-2023.

**Vote by Board Members:**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Joseph W. Martinez, Member

\_\_\_\_\_ Nancy G. O'Kelley, Clerk

\_\_\_\_\_ Stephanie E. Lewis, Vice President

\_\_\_\_\_ Edgar Montes, President

**F.2. RESOLUTION NO. 21-22-40 CALIFORNIA DEPARTMENT OF EDUCATION CONTRACT FOR STATE PRESCHOOL PROGRAM #CSPP-1427**

101

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Adopt Resolution No. 21-22-40 accepting the 2022-2023 Child Development Contract, #CSPP-1427, for the amount of \$4,113,672.00, with the California Department of Education and authorizes Diane Romo, Lead Business Services Agent, as the signer of said agreement.

**Vote by Board Members:**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Joseph W. Martinez, Member

\_\_\_\_\_ Nancy G. O'Kelley, Clerk

\_\_\_\_\_ Stephanie E. Lewis, Vice President

\_\_\_\_\_ Edgar Montes, President

**F.3. BOARD OF EDUCATION MEETING SCHEDULE FOR THE 2022-2023 SCHOOL YEAR**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve the Board of Education meeting schedule for the 2022-2023 school year.

**Vote by Board Members:**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Joseph W. Martinez, Member

\_\_\_\_\_ Nancy G. O'Kelley, Clerk

\_\_\_\_\_ Stephanie E. Lewis, Vice President

\_\_\_\_\_ Edgar Montes, President

**F.4. ADMINISTRATIVE HEARING**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Case Numbers:

21-22-43

21-22-42

**Vote by Board Members:**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Joseph W. Martinez, Member

\_\_\_\_\_ Nancy G. O'Kelley, Clerk

\_\_\_\_\_ Stephanie E. Lewis, Vice President

\_\_\_\_\_ Edgar Montes, President

**F.5. STIPULATED EXPULSION**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Case Numbers:

21-22-54

21-22-53

21-22-52

**Vote by Board Members:**

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Joseph W. Martinez, Member

\_\_\_\_\_ Nancy G. O'Kelley, Clerk

\_\_\_\_\_ Stephanie E. Lewis, Vice President

\_\_\_\_\_ Edgar Montes, President

**G. ADJOURNMENT**

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on April 20, 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** \_\_\_\_\_

**Seconded** \_\_\_\_\_

**Vote by Board Members to adjourn**

\_\_\_\_\_ Preferential vote by Student Board Member, Julian Hunter

\_\_\_\_\_ Dina Walker, Member

\_\_\_\_\_ Joseph W. Martinez, Member

\_\_\_\_\_ Nancy G. O'Kelley, Clerk

\_\_\_\_\_ Stephanie E. Lewis, Vice President

\_\_\_\_\_ Edgar Montes, President

Time: \_\_\_\_\_



**PUBLIC HEARING**

**NONE**

**CONSENT CALENDAR ITEMS**







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**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM: APPROVE EDUCATIONAL AFFILIATION AGREEMENT WITH CALIFORNIA STATE UNIVERSITY, LONG BEACH**

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Background: The California Commission on Teacher Credentialing requires teacher/psychology/counselor candidates that are enrolled in a college/university program to complete student teaching/fieldwork/internship before the university student can receive their preliminary credential.

Reasoning: California State University, Long Beach provides fieldwork, education and training for university student teachers, and psychology/counseling students. University students enrolled in the programs at California State University, Long Beach will gain experience with mentors from Rialto Unified School District in their specialized fields in the process of completing their credential requirements.

Recommendation: Approve the Educational Affiliation Agreement with California State University, Long Beach to assist current and future educators in completing state requirements for credentialing, effective April 7, 2022 through April 6, 2025.

Fiscal Impact: No fiscal impact

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**Submitted by:** Rhonda Kramer and Rhea McIver Gibbs, Ed.D.

**Reviewed by:** Diane Romo



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**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **AGREEMENT WITH ONE ON ONE LEARNING, CORPORATION**

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Background: Education Services requests the Board of Education to approve an agreement with One on One Learning, Corp. to provide extended day services to 20 identified, low achieving students during non-school hours in the areas of mathematics and language arts at St. Catherine of Siena School.

Reasoning: According to federal regulations, St. Catherine of Siena, a private school within the RUSD boundaries, submitted an intent to participate to receive Title I services for the 2021-2022 school year, funded under the Every Student Succeeds Act (ESSA) Title I, Part A. As required by the "Every Student Succeeds Act" (ESSA) legislation, St. Catherine of Siena private school is entitled to receive these services as outlined in ESSA, Title I, Part A, Section 1117. The process to find third party providers that are outlined in this statute were followed to procure this vendor.

Recommendation: Approve an agreement with One on One Learning, Corporation, tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at St. Catherine of Siena, effective April 7, 2022 through June 30, 2022.

Fiscal Impact: Not-to-exceed \$4,000.00 – General Fund (Title I)

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**Submitted by:** Carol Mehochko  
**Reviewed by:** Patricia Chavez, Ed.D.



**TO:** Board of Education  
**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM: AGREEMENT WITH INSPIRED LIFE SCHOOL ASSEMBLIES**

Background: BMX assemblies have been around Rialto Unified School District for many years. Morgan Elementary School continues its efforts to support and nurture a healthy culture, which includes Positive Behavior Intervention and Support (PBIS), Social Emotional Learning (SEL), and Safety. At Morgan Elementary School, we encourage students to Be Safe, Be Respectful, and Be Responsible. These characteristics ensure that students have what is needed for personal and career fulfillment.

Reasoning: Morgan is dedicated to ensuring students reach their highest potential. BMX PBIS assemblies offer education on the 5 Social Emotional Learning Secrets To Success. They consist of #1 Stay Drug-Free: The Foundation of Success, #2 Live Your Dreams: Setting Big Goals, #3 Be Motivated: Success Requires Hard Work, #4 Respect Others: Anti-Bullying & Kindness, #5 Stay In School: The Importance of Never Quitting. For the last 3 years, Morgan Elementary has supported students with active Social Emotional Learning (SEL), to encompass fun and healthy activities with an emphasis on SEL and Positive Behavioral Intervention Supports (PBIS).

Recommendation: Approve an agreement with Inspired Life School Assemblies to perform “The Forward BMX Show”, at Morgan Elementary School, effective April 15, 2022.

Fiscal Impact: Not-to-exceed \$1,718.61 – General Fund

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**Submitted by:** Alex Vara  
**Reviewed by:** Patricia Chavez, Ed.D.



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**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **AGREEMENT WITH ART SPECIALTIES, INC. – FITZGERALD ELEMENTARY SCHOOL**

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Background: Art Specialties, Inc. is a local business that has worked with Rialto Unified School District to provide artwork throughout many of our sites. Fitzgerald Elementary continues its efforts to support and nurture a healthy culture, which includes Positive Behavior Intervention and Support (PBIS).

Reasoning: Per Our School Plan for School Achievement indicated in Goal 3, Strategy Activity 1, Fitzgerald Elementary School will have PBIS fully implemented to ensure that students make progress in social-emotional learning and behavior supports. Full implementation includes the promotion and branding of the PBIS system and program.

Recommendation: Approve an agreement with Art Specialties, Inc. to provide and install digitally printed signage at Fitzgerald Elementary School, effective April 7, 2022 through June 30, 2022.

Fiscal Impact: Not-to-exceed \$9,807.00 – General Fund

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**Submitted by:** Tina Lingenfelter  
**Reviewed by:** Patricia Chavez, Ed.D.



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**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **AGREEMENT WITH ART SPECIALTIES, INC. – FRISBIE MIDDLE SCHOOL**

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Background: Art Specialties, Inc. is a local business that has worked with Rialto Unified School District to provide artwork for branding throughout many of our sites. Frisbie Middle School continues its efforts to support and nurture healthy culture, which includes Positive Behavior Intervention Support (PBIS), Social Emotional Learning and Safety.

Reasoning: Per our School Plan for Student Achievement indicated in Goal 3, Strategy Activity 3, Positive behavior implemented with materials needed to support social emotional learning and behavioral support. We will do this by enhancing the school climate and creating a culture of high expectations with Frisbie Middle School by providing inspirational quotes, posters and graphics throughout the school site. Full implementation includes the promotion and branding of the PBIS system and program.

Recommendation: Approve an agreement with Art Specialties, Inc. to provide and install printed signage at Frisbie Middle School, effective April 7, 2022 through June 30, 2022.

Fiscal Impact: Not-to-exceed \$13,641.14 – General Fund

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**Submitted by:** Makeisa Gaines, Ed.D  
**Reviewed by:** Patricia Chavez, Ed.D



**TO:** Board of Education  
**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM: A-G COMPLETION IMPROVEMENT GRANT PLAN**

Background: As a condition of receiving funds to improve A-G completion in grades 9-12, a school district, county office of education, charter school, or state special school is required to:

- On or before April 1, 2022, develop and adopt a plan delineating how the funds will be spent including the professional development of teachers, administrators as well as direct support for students.
- The plan must be explained in a public meeting of the governing board of the school district or county board of education, or governing body of the charter school, before its adoption in a public meeting.
- Funds must be expended by June 30, 2026.

Local Education Agencies (LEAs) may use these allocated funds to provide professional learning for teachers, administrators, paraprofessionals, and classified staff that interact with pupils in order to promote educator equity, quality, and effectiveness. Funding apportioned for A-G Completion Improvement Grant Plan is subject to the annual audits required by Section 41590(f) of the EC.

Reasoning: As a trailer bill to the CA Budget Act of June 2021 the A-G Completion Improvement Grant Plan is required to ensure all students matriculating from Rialto Unified are meeting the requirements as set by the University of California Schools.

Recommendation: Approve the A-G Completion Improvement Grant Plan as presented.

Fiscal Impact: No fiscal impact.

**Submitted by:** Manuel Burciaga, Ed.D.  
**Reviewed by:** Patricia Chavez, Ed.D.



**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D. Superintendent

**ITEM:** **AMENDMENT TO AGREEMENT WITH ACTIVE EDUCATION**

Background: Myers Elementary School has been working with Active Education to build a Social Emotional Learning (SEL) environment. Active Education provides character development to students through a combination of methods including student assemblies and “Shaping Young Minds” theme recognition, which will benefit in the following manner: Reduction of disciplinary issues, higher physical activity levels, greater academic achievement, increased school attendance, enhanced social and emotional skills, and a more positive school climate.

Through the current partnership, which began on January 27, 2022, Myers has seen a decrease in office referrals by 15%. Also staff has seen an increase to student engagement in the playground as indicated by participation in the four different structured activities. Staff reported a lower number of physical incidents during lunch with a decrease of 12% as indicated by incident referrals.

Reasoning: A partnership with Active Education ties in to our District Strategic Mission which states that every student will reach personal and career fulfillment. The services by ACTIVE Education support students in their growth and understanding of SEL by reducing discipline incidents and increasing student engagement. ACTIVE Education series will include:

- Character Education Development for students and staff
- On-Campus Coaching, Assistance and Monitoring
- Engaging Activity-Based Curriculum
- Social Emotional Learning activities
- PBIS Best practices for Students and Staff
- Monthly School-wide Character Education Assemblies

Recommendation: Approve an amendment to the agreement with Active Education to provide an additional coach for Myers Elementary School. The addition of a coach will allow for more students to be served through the program, effective April 12, 2022 through May 27, 2022.

Fiscal Impact: Not-to-exceed \$4,725.00 – General Fund

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**Submitted by:** Alberto Camarena  
**Reviewed by:** Patricia Chavez, Ed.D.





**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** CLASSIFIED EXEMPT – PERSONNEL REPORT #1275

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

**WORKABILITY**

Arredondo, Desiree	Rainbow Clothing / Rialto	03/28/2022	\$12.75 per hour
Johnson, Destiny	Grocery Outlet / Rialto	03/23/2022	\$12.75 per hour
Mendoza, Adrian	Grocery Outlet / Rialto	03/23/2022	\$12.75 per hour
Valenzuela, Hope	Grocery Outlet / Rialto	03/28/2022	\$12.75 per hour
Valle, Ruben	Grocery Outlet / Rialto	03/28/2022	\$12.75 per hour

**WORKABILITY – Returning Students**

Meza Lara, Mikael	Central Kitchen	03/28/2022	\$15.00 per hour
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**NON-CERTIFICATED COACHES**

A search of the certificated staff of the Rialto Unified School District has failed to fulfill the District’s coaching needs. Pursuant to the Title 5 California Code of Regulations, Section 5531, this is to certify that the following non-certificated coaches employed by the Rialto Unified School District are competent in first aid and emergency procedures as related to coaching techniques in the sports to which they are assigned:

Carter High School

Corner, Madeline	Girls’ Track, Varsity Assistant	03/28/2022	\$ 1,590.86
Marshall, Lemuel	Boys’ Track, Varsity Head	2021/2022	\$ 4,446.00
Marshall, Lemuel	Girls’ Track, Varsity Head	2021/2022	\$ 4,446.00
Rodriguez, Carlos	Boys’ Track, Frosh Head	03/16/2022	\$ 2,311.04
Villavicencio, Dulce	Girls’ Swimming, Varsity Head	2021/2022	\$ 3,811.00
Williams, Terris	Boys’ Track, Varsity Assistant	2021/2022	\$ 3,322.00

Eisenhower High School

Villalpando, Gina	Varsity Assistant, Girls’ Swimming	03/24/2022	\$ 1,652.79
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**Submitted and Reviewed by:** Rhea McIver Gibbs, Ed.D. and Rhonda Kramer



**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **CLASSIFIED EMPLOYEES – PERSONNEL REPORT #1275**

**PROMOTIONS**

Brown, Anthony (Repl. P. Connor)	To: Safety Intervention and Community Engagement Specialist District Safety Intervention and Support Services	04/01/2022	To: 49-1	\$31.41 per hour (8 hours, 12 months)
	From: Safety Intervention Officer III/Lead District Safety Intervention and Support Services		From: 38-5	\$29.02 per hour (8 hours, 12 months)
Luna, Stephanie	To: Behavioral Support Assistant Rialto Middle School	03/28/2022	To: 31-5	\$24.35 per hour (8 hours, 203 days)
	From: Instructional Assistant III-SE (SED/MH/Autism) Jehue Middle School		From: 29-5	\$23.16 per hour (7.25 hours, 203 days)
Macias, Chrisie (Repl. A. Guzman)	To: Lead Nutrition Service Worker Henry Elementary School	03/28/2022	To: 21-5	\$18.94 per hour (3.75 hours, 205 days)
	From: Nutrition Service Worker I Trapp Elementary School		From: 20-4	\$17.60 per hour (3.75 hours, 203 days)

**EMPLOYMENT**

Arechega-Aceves, Marisol (Repl. J. Gonzalez)	Instructional Assistant II/B.B. Curtis Elementary School	03/21/2022	25-1	\$17.21 per hour (3 hours, 203 days)
Carrillo, Miriam (Repl. E. Vasquez)	Categorical Project Clerk Morris Elementary School	04/01/2022	32-1	\$20.52 per hour (6 hours, 227 days)
Ibanez-Trujillo, Julianna (Repl. M. Lopez)	Instructional Assistant II-SE (RSP/SDC) Frisbie Middle School	03/28/2022	26-1	\$17.65 per hour (3 hours, 203 days)

**EMPLOYMENT** (Continued)

Leyva, Yadira	Instructional Assistant III-SE (SED/MH/Autism) Werner Elementary School	03/23/2022	29-1	\$19.03 per hour (6.5 hours, 203 days)
Mendez, Emely (Repl. K. House Jr.)	Middle School Library Technician Frisbie Middle School	03/22/2022	35-1	\$22.12 per hour (8 hours, 237 days)
Merlos, Samantha	Instructional Assistant II-SE (RSP/SDC) Curtis Elementary School	03/21/2022	26-1	\$17.65 per hour (6 hours, 203 days)
Pineda, Desiree (Repl. S. Luna)	Instructional Assistant III-SE (SED/MH/AUTISM) Jehue Middle School	03/22/2022	29-1	\$19.03 per hour (7.25 hours, 203 days)
Rocha, Andrew	Instructional Assistant II-SE (RSP/SDC) Curtis Elementary School	03/28/2022	26-1	\$17.65 per hour (6 hours, 203 days)
Serrano, Leticia (Repl. V. Jimenez)	Nutrition Service Worker I Nutrition Services	03/28/2022	20-1	\$15.16 per hour (2.75 hours, 203 days)
Terrazas, Norma (Repl. M. Anderson)	Clerk Typist II Bemis Elementary School	04/04/2022	31-1	\$20.01 per hour (8 hours, 237 days)

**CORRECTION TO START DATE**

Salamanca Morales, Myrian (Repl. R. Franco)	Nutrition Service Worker I Kolb Middle School	03/30/2022	20-1	\$15.16 per hour (3 hours, 203 days)
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**RETIREMENT**

Bishop, Kevin	Safety Intervention Officer I Safety Intervention & Support Services	06/14/2022		
Chavez, Roxanne	Bus Driver Transportation	03/31/2022		

**PLACE ON THE 39-MONTH REEMPLOYMENT LIST**

Pantaleon, Racquel	Instructional Technology Assistant Garcia Elementary School	04/08/2022		
Ugarte, Isabel	Nutrition Service Worker I Carter High School	04/11/2022		

**SHORT TERM ASSIGNMENT**

Clerical Support	Clerk Typist I Kucera Middle School (not to exceed 100 hours)	03/28/2022 - 06/03/2022	\$19.03 per hour
Library Support	Library Media Tech Jehue Middle School (not to exceed 40 hours)	05/01/2022 - 05/27/2022	\$26.91 per hour

**SUBSTITUTES**

Bleeker, Debra	Retired Account Clerk	03/17/2022	\$27.59 per hour
Reid Jr., Mark	Safety Intervention Officer	03/21/2022	\$22.68 per hour
Wilson, Del	Safety Intervention Officer	03/21/2022	\$22.68 per hour

**ADDITION OF BILINGUAL STIPEND** (2.75% of base salary)

Arechega-Aceves, Marisol Instructional Assistant II/B.B. 03/21/2022

**ADDITION OF SPECIAL NEEDS STIPEND** (3.0% of base salary)

Bono, Cindy Health Clerk 08/06/2021

**TERMINATION OF PERMANENT CLASSIFIED EMPLOYEE**

Employee # 2623332 Categorical Project Clerk 03/22/2022

**CERTIFICATION OF ELIGIBILITY LIST – Locker Room Attendant**

Eligible: 04/07/2022

Expires: 10/07/2022

**CERTIFICATION OF ELIGIBILITY LIST – Nutrition Service Worker III**

Eligible: 04/07/2022

Expires: 10/07/2022

**CERTIFICATION OF ELIGIBILITY LIST – Secretary III**

Eligible: 04/07/2022

Expires: 10/07/2022

**CERTIFICATION OF ELIGIBILITY LIST – Safety Intervention & Community Engagement Specialist**

Eligible: 04/07/2022  
Expires: 10/07/2022

\*\*Position reflects the equivalent to a one-Range increase for night differential

\*\*\* Position reflects a \$50.00 monthly stipend for Confidential position

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**Submitted and Reviewed by:** Rhea McIver Gibbs, Ed.D. and Rhonda Kramer



**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **CERTIFICATED EMPLOYEES – PERSONNEL REPORT # 1275**

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

**SUBSTITUTES** (To be used as needed at the appropriate rate per day, effective April 7, 2022, unless earlier date is indicated)

Delgadillo, Anthony	04/01/2022
Espinoza, Carolina	03/28/2022
Hasan, Nazli	03/28/2022
Hernandez, Luis	03/24/2022
Lopez, Brenda	03/30/2022
Lopez, Wesley	03/28/2022
Moreno Jr., Robert	03/29/2022
Moya, Jennifer	03/28/2022
Perez, Melissa	03/29/2022
Rodriguez, Jesse	03/29/2022
Silva, Michael	03/29/2022

**RESIGNATION**

Mehochko, Carol	Academic Agent: Special Programs	04/07/2022
Murray, Yvette	School Nurse Health Services	06/03/2022
Sim, Amanda	Education Specialist Dunn Elementary School	03/16/2022
Williams, Ordell	Education Specialist Jehue Middle School	03/23/2022

**RETIREMENT**

Osborne, Robin	Education Specialist Garcia Elementary School	06/03/2022
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**EXTRA DUTY COMPENSATION** (Additional class assignment at 1/6 of their daily rate or \$47.30, whichever is greater, for Eisenhower High School Certificated staff to provide credit recovery from March 28, 2022 through May 20, 2022, not to exceed 55 hours per teacher, to be charged to Title I Funds)

Bauer, Rosemary	Flores, David	Matheny, Kelly	Saucedo, Rogelio
Bibian, Mark	Litjen, Tamara	Milford, Sereisa	Valmores, Anna

**EXTRA DUTY COMPENSATION** (Certificated staff at Kordyak Elementary School to complete the Multi-Tiered System of Support Certification program, during the 2021/2022 school year, to be paid at an hourly rate of \$47.30, not to exceed 20 hours per certificated staff member [500 hours total], to be charged to CA SUMS MTSS School Climate Grant Funds)

Baba, Anabel	Echard, Sarah	Lizarraga, Michelle	Shewmake, Wendy
Berch, Anna	Gapuzan, Sandra	Matlock, Sarah	Stanfield, Eryn
Camacho, Evelyn	Garcia, Soledad	Nordahl, Kari	Steele, Karen
Castro, Christina	Holguin, Karen	Ortiz, Darlene	To, Nanette
Chappell, Janet	Johnson, Victoria	Quiel, Monica	Torres, Carlos
Ciabattini, Kimberly	Kenley Moreno,	Reyes, Lauren	Valle, Cecilia
Citron, Myra	Kerry	Rubalcava, Carmen	Wallace, La Toya
Clark, Amanda	Kirtley, Brittany	Sackman, Shannon	White, JoAnna
Dominguez, Shauna	Lewis, Delicia	Schnepp, Kimberly	

**EXTRA DUTY COMPENSATION** (Contracted Certificated School Nurses to provide support to school sites during Step-Up, from March 2022 through June 2022, to be paid at an hourly rate of \$47.30, not to exceed a total of 32 hours, to be charged to Step-Up Funds)

Castro, Kylie	Flores, Claudia	Murray, Yvette	Reyes, Francis
Duran, Erick	Gutierrez, Cecilia	Nwadike, Cynthia	Theroith, Leslie
Elssmann, Tamara	Herman, Marilyn	Raarup, Alma	

**CERTIFICATED COACHES**

Carter High School

Marshall, Tatiana	Girls' Track, Frosh Head	03/16/2022	\$ 2,311.04
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Rialto High School

Garcia, Veronica	Girls' Track, Varsity Assistant	2021/2022	\$ 3,322.00
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**Submitted and Reviewed by:** Rhea McIver Gibbs, Ed.D. and Rhonda Kramer





**MINUTES**

**RIALTO UNIFIED SCHOOL DISTRICT**

**March 23, 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  
Dina Walker, Member (Arrived at 6:07 p.m.)  
Julian Hunter, Student Board Member (Arrived at 7:08 p.m.)

**Administrators**

**Present:** Cuauhtémoc Avila, Ed.D., Superintendent  
Patricia Chavez, Ed.D., Lead Innovation Agent  
Diane Romo, Lead Business Services Agent  
Rhonda Kramer, Lead Personnel Agent  
Also present was Martha Degortari, Executive Administrative Agent, and Jose Reyes, Interpreter/Translator

**Administrators Absent:** Darren McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence and Social Justice

**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 6:01 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** Vice President Lewis

**Seconded By** Member Martinez

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

**Member Walker was not present during this vote. Vote by Board Members to move into Closed Session.**

Time: 6:04 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 REVIEW OF LIABILITY CLAIM NO. 21-22-08**

**A.3.5 REVIEW OF LIABILITY CLAIM NO. 21-22-10**

**A.3.6 PURSUANT TO GOVERNMENT CODE SECTION 54956.9(d)(2) and/or (d)(3) CONFERENCE WITH LEGAL COUNSEL- ANTICIPATED LITIGATION SIGNIFICANT EXPOSURE LITIGATION**

Number of Potential Claims: 1

**A.4 ADJOURNMENT OF CLOSED SESSION**

**Moved By** Vice President Lewis

**Seconded By** Clerk O'Kelley

**Member Walker arrived at 6:07 p.m.**

**Vote by Board Members to adjourn out of Closed Session:**

Time: 7:04 p.m.

**Approved by a Unanimous Vote**

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

Open session reconvened at 7:04 p.m.

**A.6 PLEDGE OF ALLEGIANCE**

Clerk O'Kelley led the pledge of allegiance.

**A.7 REPORT OUT OF CLOSED SESSION**

None.

**A.8 ADOPTION OF AGENDA**

**Moved By** Clerk O'Kelley

**Seconded By** Member Martinez

**Vote by Board Members to adopt the agenda:**

**Approved by a Unanimous Vote**

**B. PRESENTATIONS**

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

The following DSAC Middle School leaders shared information and activities held at their school:

Kolb Middle School - Olivia Arechiga and Abraham Martinez

Jehue Middle School - Tiffany Alvarez

Rialto Middle School - Margaret Valencia

Kucera Middle School - Ashley Luviano

**B.2 PROJECT LABOR AGREEMENT**

Presentation on the Project Labor Agreement by Attorney Thomas W. Kovacich, Atkinson, Andelson, Loya, Ruud & Romo.

Attorney Thomas W. Kovacich, of Atkinson, Andelson, Loya, Ruud & Romo conducted a presentation on the Project Labor Agreement. (See attached copy)

**B.3 A-G COMPLETION IMPROVEMENT GRANT PLAN**

Presentation on the A-G Completion Improvement Grant Plan by Manuel Burciaga, Ed.D., Lead Academic Agent: Secondary Innovation.

Manuel Burciaga, Ed.D., Lead Academic Agent: Secondary Innovation, conducted a presentation on the A-G Completion Improvement Grant 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.

**Evelyn Dominguez, Boyd Elementary School Parent**, thanked Dr. Avila for spending time with the Boyd students on Monday. She also thanked him, for his continued support to the community, with the issues at the site. She said that although they are still working through the issues, they are confident that through his leadership they will get the support and answers they need. They are concerned as to how problems have escalated, but they know that with the help of the Board and the Superintendent, they will

work together to get the support they need for the students. She shared that they look forward to collaborating and meeting to resolve the problems.

**Tobin Brinker, Frisbie Middle School Teacher**, thanked the Board for listening to his concerns during the past meeting and specifically thanked Mrs. O'Kelley and Mr. Montes for addressing the issues during their comments. He indicated that based on their comments, in their own way, they requested that standard-based grading be put on hold. He asked whether this meant that teachers would be given full control of their grading and the feature that automatically turns the zeros to 50% would be disabled. He requested that teachers be given the choice of how to grade and the District take on the task convincing them that the 50% is the right way to do it. He suggested that the way to begin this process would be to show the teachers respect by including them in the process.

Mr. Brinker shared his concern regarding failing students being passed on from one grade level to the next. He said this will only cause students to believe that grades do not matter. The District, according to him, sees it as a motivational tool and teachers see it as the opposite. He shared some reasons why this would cause students to stop trying. He said that in the outside world, it looks like the District is trying to inflate grades to make the District look better than it actually is.

Mr. Brinker said he learned that the District formed a committee to meet the following Monday on this, and he was not invited. He is asking that he be included to be part of that committee.

**Michael Montano, Rialto High School Teacher**, shared quotes again from the book "When School Policies Backfire". He mentioned lessons from the book as to how implementing new policies can harm students, and how these practices my work different in practice than in theory. He reminded the Board to consider the student transcripts he shared with them at the last Board meeting. He shared some concerns with rolling plans out prematurely. He suggested that the District learn from other Districts or business that have a handle on rolling things out successfully.

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

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

**Michael Montano, Rialto High School Teacher**, shared comments regarding the A-G grading presentation. He feels that too much attention is being paid on A-G, a gage on the California Dashboard. He commented

that the District only cares about how the District looks on the dashboard but not about student learning. He says that the District focuses on College Readiness, but not on the percentage of students being accepted into colleges, and it only applies to students attending a four-year university. This is only 25% of students, he commented, and the District needs to focus on 100% of students. He said counselors are being asked to lie to students when telling them that in order to get into college, they need to retake courses they received a "D" or "F" on, or that they cannot take first year electives during their senior year because they will not have time to finish their pathway. He talked about the subjects that students are missing out on which benefit their everyday life and have helped students over the years bond with their parents. He asked that the District refocus on what is best for students instead of what makes the District better, such as A-G.

**Dave Everett, on behalf of the Collation for Fair Employment and Construction**, shared concerns on the Project Labor Agreement on the agenda and the impact this would have on non-union contractors, and how it would increase costs. He said the District has had a Project Labor Agreement in the past and suggested to look back and see why it was dropped. He indicated that it will increase costs and decrease bids. He suggested that the District hold some kind of debate or study session on the topic so both sides could be heard.

He said these project labor agreements would also hurt minor labor contractors, as 98% of Black and Latino owned construction companies are non-union, and would not be able to bid. He provided the Board with documentation supporting his comments and why these projects have been band throughout the United States. He asked the Board to oppose this discriminatory Project Labor Agreement.

**Caleb Peterson, on behalf of The Associated Builders and Contractors**, shared the reasons why they are against Project Labor Agreements and requested the District not shut out local business workers. He provided the Board with a copy of the letter he prepared and explained that Project Labor Agreements discriminate against 83% of California construction workers who are non-union, and keep local construction workers from working on local projects. He explained that these projects prohibit non-union companies to bid and therefore this creates higher prices for the Districts. He strongly urged that the Board reject the use of Project Labor Agreements.

### **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,** thanked the Board for taking the time to listen to the concerns from REA on the grading policy. She indicated that the teachers are the stakeholders and really appreciate the Board's comments and agreement to slow things down before rolling this new policy out. They look forward to the REA grading committee working with the District to fully understand the why and philosophy behind these policies and whether they will help or hinder students, before making decisions to move forward.

Ms. Calloway also appreciates the Board's comments after the A-G presentation in keeping the counselors and their workload in mind when making decisions.

**Chris Cordasco, California School Employees Association (CSEA) President,** shared that many chapters throughout the state are fighting to keep the mask mandate in place and he appreciates the District giving the members the freedom of choice. He asked that before changes are made, staff be asked how they feel about the change. He indicated that there are still many staff members considered high risk and before removing plexiglass or making other changes, that the District keep them in consideration.

### **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**

**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: 8:48 p.m.

**Approved by a Unanimous Vote**

**D.1.1 2022-2023 PROPOSAL TO RIALTO EDUCATION ASSOCIATION (REA)**

Public Hearing: Pursuant to the requirements of Government Code and Board Policy, the attached initial contract proposal for the 2022-2023 school year, submitted by the Rialto Unified School District (RUSD), for an agreement between the Rialto Unified School District Board of Education and the Rialto Education Association (REA), 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: 8:49 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** Vice President Lewis

**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** Vice President Lewis

Approve Warrant Order Listing Register and Purchase Order Listing for all funds from February 18, 2022 through March 3, 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** Vice President Lewis

Accept the listing donations from Ms. Paula Bailey; Target Fulfillment Center; and Baker's Drive Thru, and that a letter of appreciation be sent to the donors.

**Approved by a Unanimous Vote**

**E.3.3 SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Declare the specified surplus equipment and miscellaneous items as obsolete and not serviceable for school use, and authorize the Superintendent/designee to sell or dispose of these items as specified in the Education Code Sections 17545 and 17546.

**Approved by a Unanimous Vote**

**E.3.4 AUTHORIZE PURCHASE, WARRANTY & INSTALLATION OF HARDWARE & SOFTWARE, HARDWARE MAINTENANCE & REPAIR, SOFTWARE MAINTENANCE AS A PRODUCT & OTHER RELATED SOFTWARE SERVICES FROM DI TECH GROUP INC., DBA DATA IMPRESSIONS UTILIZING CMAS AGREEMENT NO. 3-21-09-1039**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Authorize the Purchase, Warranty, and Installation of Hardware and Software, Hardware Maintenance and Repair, Software Maintenance as a Product, and Other Related Software Services From DI Technology Group Inc., dba Data Impressions utilizing California Multiple Award Schedule (CMAS) Agreement No. 3-21-09-1039, at a cost to be determined at time of purchase(s), and to be paid from the General Fund.

**Approved by a Unanimous Vote**

**E.3.5 AGREEMENT TO ACCEPT THE CALIFORNIA MULTI-TIERED SYSTEM OF SUPPORT (MTSS) CLIMATE PHASE 3 SUB GRANT**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Approve an agreement to accept grant monies for two years, effective September 1, 2022 through August 30, 2024, funded by the Orange County Department of Education at a cost not-to-exceed

\$50,000.00 for Fitzgerald Elementary School, at no cost to the District.

**Approved by a Unanimous Vote**

**E.3.6 AGREEMENT TO ACCEPT PANDA CARES GRANT**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Approve an agreement to accept the Panda Cares Grant to cover the purchase of support materials and training for “The Leader In Me” at Dollahan Elementary School, for the 2021-2022 school year at a cost not-to-exceed \$6,914.17.

**Approved by a Unanimous Vote**

**E.3.7 AGREEMENT WITH BMX FREESTYLE TEAM, LLC**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Approve an agreement with BMX Freestyle Team LLC to provide a school-wide assembly at Trapp Elementary school, effective March 23, 2022 through June 3, 2022, at no cost to the District.

**Approved by a Unanimous Vote**

**E.3.8 AGREEMENT WITH BUBBLEMANIA & COMPANY**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Approve an agreement with Bubblemania & Company to provide continuous sessions of bubble interactions for students with support from a Bubblologist on April 30, 2022, at a cost not-to-exceed \$445.00, and to be charged to the General Fund. These presentations will take place during the District Literacy Event, Camp Read S'more.

**Approved by a Unanimous Vote**

**E.3.9 AGREEMENT WITH CORWIN PRESS FOR PLC+ (PLC PLUS) TRAINING**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Approve an agreement with Corwin Press to provide one (1), 6-hour training for all teachers at Fitzgerald Elementary on June 10, 2022, at a cost not-to-exceed \$6,500.00, and to be paid from the General Fund (CSI).

**Approved by a Unanimous Vote**

**E.3.10 AGREEMENT WITH CURLS, COILS AND CROWNS (CCC)**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Approve an amended agreement with Curls, Coils and Crowns (CCC) to provide additional materials for 18 additional students to participant in the enrichment program at Hughbanks Elementary School for African American girls, effective September 1, 2021 through June 30, 2022, at a cost not-to-exceed \$2,610.00, and to be paid from the General Fund (Title I).

**Approved by a Unanimous Vote**

**E.3.11 AGREEMENT WITH JAMES WOOD AND DAT YOGA DUDE**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Approve an agreement with James Wood and Dat Yoga Dude to provide two (2) hour sessions per week comprised of four (4) 30-minutes classes for students at Werner Elementary School. The program will also provide an orientation session, six-week training, closing assembly and assessment, effective March 24, 2022 through May 2, 2022, at a cost not-to-exceed \$4,500.00, and to be charged to the General Fund (Title I).

**Approved by a Unanimous Vote**

### **E.3.12 AGREEMENT WITH FRANKLIN COVEY EDUCATION**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Approve an agreement with Franklin Covey Education to provide thirty (30) families with 5 sessions delivered virtually over a 6-week period at Hughbanks Elementary School, effective March 30, 2022 through June 30, 2022, at a cost not-to-exceed \$6,073.31, and to be paid from the General Fund.

**Approved by a Unanimous Vote**

### **E.3.13 AGREEMENT WITH PEPPERMINT CANDY PUBLISHING COMPANY**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Ratify an agreement with Peppermint Candy Publishing Company to purchase books and provide three (3) live, virtual sessions as part of Black History Month events at Simpson Elementary School, on February 8, 2022, at a cost not-to-exceed \$7,879.00, and to be paid from the General Fund.

**Approved by a Unanimous Vote**

### **E.3.14 AGREEMENT WITH THE PHOTOBOOTH GUY**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Approve an agreement with The Photobooth Guy to provide continuous sessions of picture taking for families on April 30, 2022, as part of the District Literacy Event at a cost not-to-exceed \$800.00, and to be paid by the General Fund.

**Approved by a Unanimous Vote**

**E.3.15 AGREEMENT WITH TRI-CITY ACOUSTICS, INC.**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Approve an agreement with Tri-City Acoustics to install acoustic panels in the gymnasium at Kucera Middle School, effective March 24, 2022 through June 30, 2022, at a cost not-to-exceed \$26,197.00, and to be paid from the General Fund.

**Approved by a Unanimous Vote**

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

**E.5 PERSONNEL SERVICES CONSENT ITEMS**

**E.5.1 PERSONNEL REPORT NO. 1274 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Approve Personnel Report No. 1274 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 MARCH 9, 2022**

**Moved By** Clerk O'Kelley

**Seconded By** Vice President Lewis

Approve the minutes of the Regular Board of Education meeting held March 9, 2022.

**Approved by a Unanimous Vote**

**F. DISCUSSION/ACTION ITEMS**

**F.1 AGREEMENT WITH PF VISION INC. TO PROVIDE INSPECTION SERVICES FOR THE SPECIAL EDUCATION SERVICES RENOVATION PROJECT**

**Moved By** Clerk O'Kelley

**Seconded By** Member Martinez

Approve an agreement with PF Vision Inc. to provide inspection services for the Special Education Services Renovation Project, effective March 24, 2022, through December 31, 2022, at a cost not-to-exceed \$84,000.00, and to be paid by Fund 40 – Special Reserve for Capital Outlay Projects.

**Vote by Board Members:**

**Approved by a Unanimous Vote**

**F.2 AGREEMENT WITH THINK TOGETHER, INC. TO PROVIDE AFTER SCHOOL EDUCATIONAL AND SAFETY (ASES) PROGRAM**

**Moved By** Member Martinez

**Seconded By** Clerk O'Kelley

Approve amendment number one with Think Together, Inc. a non-profit corporation, for the purpose of providing the After School Educational and Safety (ASES) program from the amount of \$3,163,248.62 to \$3,711,559.04. The term of the contract will remain the same, effective July 1, 2021 through June 30, 2022, with an increased cost not-to-exceed \$548,310.42, for a total overall cost of \$3,711,559.04, and to be paid from the General Fund (After School Education Safety grant).

**Vote by Board Members:**

**Approved by a Unanimous Vote**

**F.3 AGREEMENT WITH THINK TOGETHER, INC. AFTER SCHOOL AND ENRICHMENT FOR TEENS PROGRAM (ASSETS)**

**Moved By** Clerk O'Kelley

**Seconded By** Member Walker

Amend the agreement with Think Together, Inc. a non-profit corporation, to provide the 21st Century Community Learning Center (CCLC) After School Safety and Enrichment for Teens (ASSETS) Program services at Eisenhower High School, for the current fiscal year, other terms of the agreement will remain the same, effective July 1, 2021 through December 31, 2022, with an increased cost not-to-exceed \$241,775.00, for an overall total of \$1,429,275.00, to be paid from the General Fund (21st Century Community Learning Center (CCLC) After School Safety and Enrichment for Teens (ASSETS) Program).

**Vote by Board Members:**

**Approved by a Unanimous Vote**

**F.4 LIABILITY CLAIM NO. 21-22-08 REJECTION**

**Moved By** Member Martinez

**Seconded By** Clerk O'Kelley

Deny Liability Claim No. 21-22-08.

**Vote by Board Members:**

**Approved by a Unanimous Vote**

**F.5 LIABILITY CLAIM NO. 21-22-10 REJECTION**

**Moved By** Clerk O'Kelley

**Seconded By** Member Martinez

Deny Liability Claim No. 21-22-10.

**Vote by Board Members:**

**Approved by a Unanimous Vote**



**F.6 STIPULATED EXPLULSION**

**Moved By** Clerk O'Kelley

**Seconded By** Member Walker

Case Number:

21-22-38

**Vote by Board Members:**

**Approved by a Unanimous Vote**

**G. ADJOURNMENT**

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on April 6, 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: 8:48 p.m.

**Approved by a Unanimous Vote**

\_\_\_\_\_  
Clerk, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

# Project Labor Agreements



March 23, 2022



**Presented by:**  
Thomas W. Kovacich, Partner



Cerritos • Fresno • Irvine • Marin • Pasadena • Pleasanton • Riverside • Sacramento • San Diego

## Agenda

- What is a Project Labor Agreement?
- Statutory Requirements of PLAs
- Arguments in Favor of PLAs
- Arguments Against PLAs

# What is a Project Labor Agreement?

- Project Labor Agreement means a prehire collective bargaining agreement that establishes terms and conditions of employment for a specific construction project or projects and is an agreement described in Section 158(f) of Title 29 of the United States Code.

# Statutory Requirements of Project Labor Agreements

- A public entity may use, enter into, or require contractors to enter into, a project labor agreement for a construction project only if the agreement includes all of the following taxpayer protection provisions:
  - (a) The agreement prohibits discrimination based on race, national origin, religion, sex, sexual orientation, political affiliation, or membership in a labor organization in hiring and dispatching workers for the project.
  - (b) The agreement permits all qualified contractors and subcontractors to bid for and be awarded work on the project without regard to whether they are otherwise parties to collective bargaining agreements.

## Continued Statutory Requirements of PLAs

(c) The agreement contains an agreed-upon protocol concerning drug testing for workers who will be employed on the project.

(d) The agreement contains guarantees against work stoppages, strikes, lockouts, and similar disruptions of the project.

(e) The agreement provides that disputes arising from the agreement shall be resolved by a neutral arbitrator.

## Arguments in Favor of PLA/CBA Agreements

## Typically Arguments from Proponents of PLA/CBAs are:

PLA/CBAs allow for mechanism to establish “Local Hire” goals.

- Can these goals be achieved through other mechanisms?

PLA/CBAs keep a Project on time and on Budget by Guaranteeing Wage Costs for the Life of the Project and Provide for the Use of Qualified Skilled Workers

Union apprenticeship programs can offer skilled workers at lower costs and job opportunities for local residents. No strike/No lockout provisions.

# Arguments Against PLA/CBA Agreements

## Typically Arguments of Opponents of PLA/CBAs are:

- Costs including retaining a third party administrator to be the PLA coordinator
- Small bidder pool
- Projects already require prevailing wage and apprenticeship requirements

# PLA/CBAs May Discourage Small Local Contractors from Bidding

- Double Payment of Benefits – Payment of Union Benefits and Company Benefits
- Only Core Workers may be employed - 1:1 Company Employee to Union dispatched member – Maximum 5 Company Employees

# Question & Answer Session

# Thank You

For questions or comments, please contact:

{ Thomas W. Kovacich  
(562) 653-3200  
tkovacich@aalrr.com } }

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Loya, Ruud & Romo  
A Professional Law Corporation

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# A-G Completion Improvement Grant Plan

**Manuel Burciaga, Ed.D.**

Lead Academic Agent: Secondary Innovation  
Education Services



**RIALTO**  
UNIFIED SCHOOL DISTRICT  
BRIDGING FUTURES THROUGH INNOVATION

## What is Assembly Bill 130?



- ❖ AB 130 is an education budget trailer bill that was signed by California Governor Gavin Newsom with the passage of the State budget in July 2021
- ❖ Other topics besides the A-G Completion Improvement Plan were:
  - Independent study must also be offered for students whose health could be at risk, including the requirements of written independent study agreements and resources that must be provided to students
  - As of Sept. 1, 2025, all 4-year-olds would be eligible to enroll in a transitional kindergarten program. Plan must be created by District
  - An additional \$50 million in one-time Proposition 98 funds for Multi Tiered System of Supports (MTSS)

# What is the A-G Completion Improvement Grant?

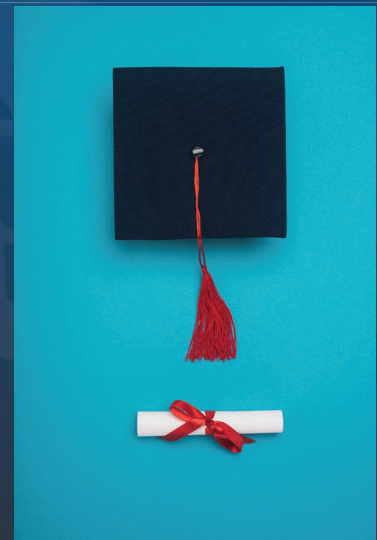
- ❖ The purpose is to increase the number of California high school pupils to graduate with A-G eligibility
- ❖ A-G Grant funds are to serve students in grades 9 through 12
- ❖ Funds shall be used for activities that directly support pupil access and successful completion of the A-G course requirements
- ❖ Rialto USD is to receive \$2.5 million dollars total until 2025-2026

3

# What is A-G ?

The A-G California College requirements are a sequence of high school courses that students must complete with a grade of a "C," or better, to be minimally eligible for admission to a University of California (UC) and a California State University (CSU)

Letter	Area	Years Required	Years Recommended
A	History/Social Sciences	2 years	
B	English	4 years	
C	Mathematics	3 years	4 years
D	Laboratory Sciences	2 years	3 years
E	Language Other Than English	2 years	3 years
F	Visual & Performing Arts	1 year	
G	College- Preparatory Elective	1 year	





## A-G Access Grant

- ❖ Allocation will be based on an equal amount per unduplicated pupils enrolled in grades 9-12 as reported in the California Longitudinal Pupil Achievement Data System (CALPADS)
- ❖ Each Local Educational Agency receiving the concentration grant during 2021–2022 will receive no less than \$75,000
- ❖ Funds are available for expenditure or encumbrance through the 2025-2026 fiscal year



## Professional Development

The major part of the grant monies will be placed in PD

This includes professional development in standards based grading at all secondary schools for all high school teachers :

- ❖ Standards based grading
- ❖ Rubrics to grade student assessments
- ❖ Calibration of student work in the various content areas

Training for counselors on data collection and developing timely interventions for students to complete A-G using:

- ❖ The Transcript Evaluation Service report
- ❖ Tracking of students who redo a course in which they received a D or an F
- ❖ Understanding of the CALPADS process



## Tutoring for Unduplicated Students

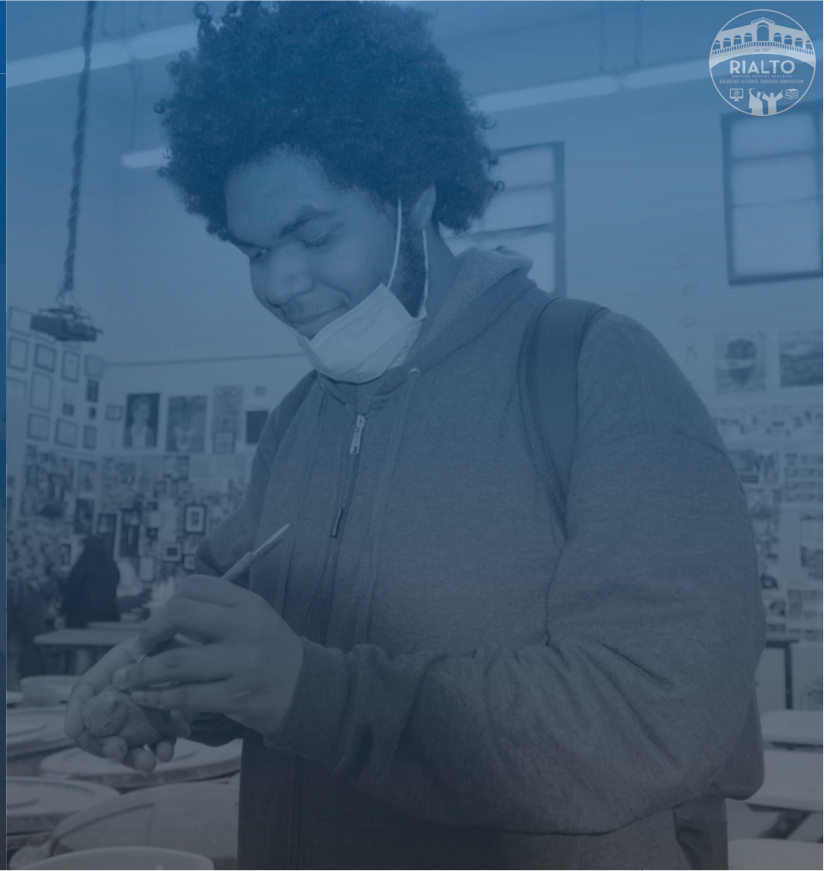
- ❖ The District will invest \$200,000 each year to tutor unduplicated students, this includes:
  - English Learners
  - Foster Youth
  - Free and Reduced Lunch Status students
- ❖ Education Services will work with Business Services to select a company that has proven success in working with unduplicated students



## Additional Days for High School Counselors

- ❖ In collaboration with the Rialto Education Association (REA) three additional work days will be discussed for all high school counselors, with caseloads, so that they can work with students who have NOT met A-G requirements. Counselors will:
  1. Identify students who are lacking 1, 2 or 3 courses in making A-G as they earned a "D," "D-" or "F" in the course
  2. Identify, place students to retake the course, monitor the students progress, and record students who made it through the timely intervention

Questions?



**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

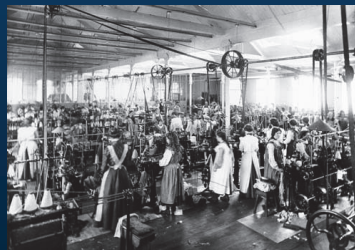
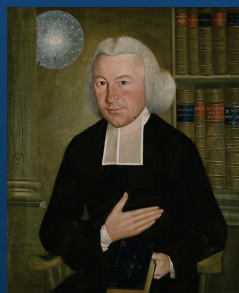
Patricia Chavez, Ed.D.  
Manuel Burciaga, Ed.D.  
Mrs. Elizabeth Curtiss  
Mr. Jeremy Davis

Education Services



**RIALTO**  
UNIFIED SCHOOL DISTRICT  
BRIDGING FUTURES THROUGH INNOVATION

## History of Grading



2

Equitable Grading Practices		
<b>Accurate</b>	<b>Bias-Resistant</b>	<b>Motivational</b>
Our grading uses calculations that are mathematically sound, easy to understand, and correctly describe a student's level of academic performance.	Our grades are based on valid evidence of a student's content knowledge, not on evidence that is likely to be influenced by a teacher's implicit bias or reflect a student's environment.	Our practices motivate students to achieve academic success, support a growth mindset, give students opportunities for redemption, and are transparent and understandable.

Adapted from Grading for Equity by Joe Feiman



# 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	$\frac{629}{1,577}$ 39.9%	$\frac{224}{499}$ 44.9%	$\frac{151}{458}$ 33%	$\frac{254}{534}$ 47.6%
17-18	$\frac{720}{1,693}$ 42.5%	$\frac{250}{526}$ 47.5%	$\frac{212}{502}$ 42.2%	$\frac{257}{549}$ 46.8%
18-19	$\frac{795}{1,724}$ 46.1%	$\frac{331}{544}$ 60.8%	$\frac{198}{475}$ 41.7%	$\frac{266}{554}$ 48%
19-20	$\frac{868}{1,809}$ 48%	$\frac{308}{509}$ 60.5%	$\frac{240}{497}$ 48.3%	$\frac{320}{652}$ 49.1%

Four Year Graduation Comparison by School Site

	Rialto Unified	CHS	EHS	RHS	Milor	Zupanic
16-17	$\frac{1,577}{1,847}$ 85.4%	$\frac{499}{531}$ 94.0%	$\frac{458}{506}$ 90.5%	$\frac{534}{582}$ 91.8%	$\frac{57}{146}$ 39%	$\frac{28}{79}$ 35.4%
17-18	$\frac{1,693}{1,910}$ 88.6%	$\frac{526}{553}$ 95.1%	$\frac{502}{545}$ 92.1%	$\frac{549}{588}$ 93.4%	$\frac{79}{154}$ 51.3%	$\frac{36}{65}$ 55.4%
18-19	$\frac{1,724}{1,897}$ 90.9%	$\frac{544}{566}$ 96.1%	$\frac{475}{514}$ 92.4%	$\frac{554}{591}$ 93.7%	$\frac{133}{180}$ 73.9%	$\frac{18}{41}$ 43.9%
19-20	$\frac{1,809}{1,948}$ 92.5%	$\frac{509}{531}$ 95.7%	$\frac{497}{522}$ 95.2%	$\frac{652}{674}$ 96.7%	$\frac{110}{148}$ 74.3%	$\frac{41}{71}$ 57.7%
20-21	$\frac{1,681}{1,812}$ 92.8%	$\frac{493}{509}$ 96.9%	$\frac{461}{483}$ 95.4%	$\frac{525}{565}$ 92.9%	$\frac{151}{192}$ 78.6%	$\frac{51}{63}$ 81%

## What is the purpose of grades?



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## 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.

You can't go home again because  
home has ceased to exist except  
in the mothballs of memory.

John Steinbeck

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.

6



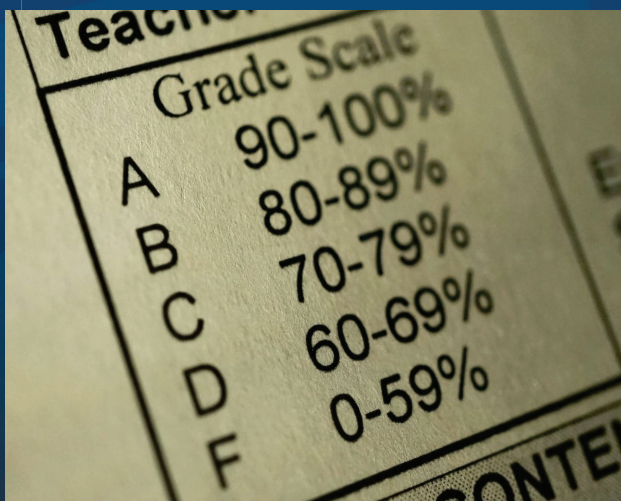
# What Happened Next?

- 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%	78		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%

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## 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

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# 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.

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# 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

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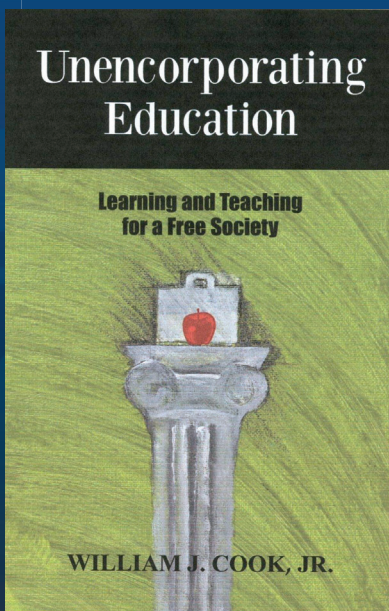
## Why



- 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.

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## 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

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# 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**



**RIALTO**  
UNIFIED SCHOOL DISTRICT  
*Enriched Futures Through Innovation*

## 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



**RIALTO**

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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



# 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.



## 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



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## 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



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## 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



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## Recruitment Efforts in Rialto USD

**RIALTO USD**  
**NOW**  
**HIRING!**

**MAKE THE DIFFERENCE!**

**OPEN POSITIONS:**  
 INSTRUCTIONAL ASSISTANT  
 JR. DATABASE ANALYST  
 LIBRARY MEDIA TECHNICIAN  
 MAINTENANCE WORKER  
 NUTRITION SERVICES WORKER  
 + MANY MORE!

**GREAT BENEFITS**  
**GREAT WAGES**

**APPLY TODAY!**  
[WWW.EDJOIN.ORG/RIALTOUSD](http://WWW.EDJOIN.ORG/RIALTOUSD)

Scan Me

**RIALTO USD**  
**SUBSTITUTE**  
**TEACHERS**  
**NEEDED!**

**New Rates**

Hourly Rate	\$206.00
10 day average compensation (includes one day of preparation) (based on the Hourly Rate)	\$2221.00
Independent Study - Compensation for one day of preparation (based on the Hourly Rate)	\$2221.00
Teacher's Title - Additional 10% payment for every 10 days of preparation (based on the Hourly Rate)	\$225.00
Using Personal Time (20% limit) (based on preparation time) (based on the Hourly Rate)	\$206.00
Teacher's Title Training	\$280.00

**Apply Today!**  
[EDJOIN.ORG/RIALTOUSD](http://EDJOIN.ORG/RIALTOUSD)



8



# 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	\$179.00	\$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

College of Education

WE DEFINE 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



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## 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



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## 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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# Questions?





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**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **RESOLUTION NO. 21-22-39 AUTHORIZE TEMPORARY BORROWING BETWEEN FUNDS OF THE SCHOOL DISTRICT**

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**RESOLUTION OF THE BOARD OF EDUCATION OF  
THE RIALTO UNIFIED SCHOOL DISTRICT**

**RESOLUTION NO. 21-22-39**

**AUTHORIZE TEMPORARY BORROWING BETWEEN FUNDS OF THE SCHOOL DISTRICT**

April 6, 2022

**WHEREAS**, the San Bernardino County Treasurer does not have authority to honor warrants drawn on school district funds with insufficient cash balances in the absence of an approved borrowing arrangement with the district; and

**WHEREAS**, the governing board of any school district may direct that monies held in any fund or account may be temporarily transferred to another fund or account of the district for payment of obligations as authorized by Education Code Section 42603; and

**WHEREAS**, actual interfund transfers shall be accounted for as temporary loans between funds and shall not be available for appropriation or be considered income to the borrowing fund or account; and

**WHEREAS**, amounts transferred shall be repaid either in the same fiscal year, or in the following fiscal year if the transfer takes place within the final 120 calendar days of a fiscal year;

**NOW, THEREFORE, IT IS HEREBY RESOLVED:**

1. The Board of Education of the Rialto Unified School District, hereby authorizes, for fiscal year 2022-2023, temporary transfers between all funds and accounts, with the exception of Fund 21- Building Fund, and authorizes the San Bernardino County Treasurer to honor warrants drawn on those funds, regardless of their cash balances, provided the aggregate cash balance of all funds is positive;
2. The Board of Education of the Rialto Unified School District hereby authorizes the Superintendent or designee to approve any actual interfund transfers processed between the above-mentioned funds.

**APPROVED, PASSED AND ADOPTED** this 6th day of April, 2022, by the Board of Education of the Rialto Unified School District of San Bernardino County by the following vote:

AYES: \_\_\_\_\_ NOES: \_\_\_\_\_ ABSENT: \_\_\_\_\_ ABSTAINED: \_\_\_\_\_

I certify under penalty of perjury, the foregoing statements to be true and correct.

\_\_\_\_\_  
Cauhtémoc Avila, Ed.D.  
Secretary, Board of Education

\_\_\_\_\_  
Edgar Montes  
President, Board of Education

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**Submitted by:** Nicole Albiso  
**Reviewed by:** Diane Romo



**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **RESOLUTION NO. 21-22-40**  
**CALIFORNIA DEPARTMENT OF EDUCATION CONTRACT FOR STATE**  
**PRESCHOOL PROGRAM #CSPP-1427**

**RESOLUTION NO. 21-22-40**  
**OF THE BOARD OF EDUCATION OF**  
**THE RIALTO UNIFIED SCHOOL DISTRICT**

**April 6, 2022**

**WHEREAS**, this resolution must be adopted in order to certify the approval of the Board of Education of the Rialto Unified School District to accept the 2022-2023 Child Development Contract, #CSPP-1427, for the amount of \$4,113,672.00, the Maximum Reimbursable Amount (MRA), with the California State Department of Education for the purpose of providing State Preschool services.

**WHEREAS**, the Maximum Rate per child day of enrollment shall be \$49.85 per child day of full time enrollment.

**WHEREAS**, the Minimum Child Days of Enrollment (CDE) Requirement shall be 82,521.0

**WHEREAS** Minimum Days of Operation (MDO) Requirement shall be 176 days.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education of the Rialto Unified School District approves accepting the 2022-2023 Child Development Contract, #CSPP-1427, for the amount of \$4,113,672.00, with the California Department of Education and authorizes Diane Romo, Lead Business Services Agent, as the signer of said agreement.

**APPROVED, PASSED AND ADOPTED** this 6th day of April, 2022, by the Board of Education of the Rialto Unified School District of San Bernardino County by the following vote:

AYES: \_\_\_\_\_ NOES: \_\_\_\_\_ ABSENT: \_\_\_\_\_ ABSTAINED: \_\_\_\_\_

I certify under penalty of perjury, the foregoing statements to be true and correct.

\_\_\_\_\_  
Cuauhtémoc Avila, Ed.D.  
Secretary, Board of Education

\_\_\_\_\_  
Edgar Montes  
President, Board of Education

**Submitted by:** Karen Good  
**Reviewed by:** Patricia Chavez, Ed.D.





**TO:** Board of Education

**FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

**ITEM:** **BOARD OF EDUCATION MEETING SCHEDULE FOR THE 2022-2023 SCHOOL YEAR**

**BOARD OF EDUCATION  
MEETING SCHEDULE FOR THE 2022-2023 SCHOOL YEAR**

- Wednesday, July 13, 2022
- Wednesday, August 10, 2022
- Wednesday, August 24, 2022
- Wednesday, September 7, 2022
- Wednesday, September 21, 2022
- Wednesday, October 5, 2022
- Wednesday, October 19, 2022
- Wednesday, November 16, 2022
- Wednesday, December 14, 2022
- Wednesday, January 11, 2023
- Wednesday, January 25, 2023
- Wednesday, February 8, 2023
- Wednesday, February 22, 2023
- Wednesday, March 8, 2023
- Wednesday, March 22, 2023
- Wednesday, April 5, 2023
- Wednesday, April 19, 2023
- Wednesday, May 10, 2023
- Wednesday, May 24, 2023
- Wednesday, June 7, 2023
- Wednesday, June 21, 2023

Recommendation: Approve the Board of Education meeting schedule for the 2022-2023 school year.

Fiscal Impact: No fiscal impact

**Submitted by and Reviewed by:** Cuauhtémoc Avila, Ed.D.



## Beliefs

We believe that...

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

## Parameters

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

### ***Back Cover Pictures:***

**Top:** The District Music Festival made a triumphant return in late March. Hosted by Carter High School, the four-day event celebrated the exceptional musical talents of our students with dynamic performances from choirs, bands, orchestras and string ensembles across the Rialto Unified School District. Rialto High School's Jazz Choir, under the direction of **Mr. Steven Rodriguez** (pictured left), helped get the first day of the festival started by performing "The Jitterbug" and "I Only Have Eyes For You."

**Bottom:** Lunchtime at Rialto Middle School is a time for students to come together in the school's Wellness Center and enjoy some games thanks to the Where Everybody Belongs (WEB) program. WEB helps promote inclusion among Rialto Middle School students with activities, team building, and mentorship. Eighth-grade students **Anthony Agebrt** (pictured left) and **Jessica Galvez** (pictured center) share a laugh with friends as the "Jenga" tower comes crashing down during a recent lunch in the land of the Tigers!

