

BACK TO SCHOOL! *Celebration!*



Board of Education Agenda

Wednesday, October 25, 2023



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

Mrs. Stephanie E. Lewis, President
Mrs. Nancy G. O'Kelley, Vice President
Mr. Joseph W. Martinez, Clerk
Mrs. Evelyn P. Dominguez, Member
Mr. Edgar Montes, Member
Keiyne Galazo, Student Member

RUSD Superintendent

Dr. Cuauhtémoc Avila

Front Cover Picture:

Families in the Rialto Unified School District are going back to school and are ready to "Fight On" for literacy! Participants enrolled in the USC Family Literacy Program and their families gathered Saturday, October 14, 2023, for the Back To School Celebration at the Eisenhower High School Performing Arts Center to mark the beginning of a remarkable journey. Classes are underway in the very first year of the program with more than 150 participants enrolled. Families, students, staff, local elected leaders, RUSD Superintendent Dr. Avila, and members of the RUSD Board of Education joined hands to celebrate this momentous occasion. The event was filled with inspiration from our incredible speakers, student performances and games and activities in a celebration of life-long learning and literacy.



IMPORTANT PUBLIC NOTICE

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.**
- If you have any questions, please contact Martha Degortari, Executive Administrative Agent, at 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**

October 25, 2023

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

Board Members:

**Stephanie E. Lewis, President
Nancy G. O'Kelley, Vice President
Joseph W. Martinez, Clerk
Evelyn P. Dominguez, Member
Edgar Montes, Member
Keiyne Galazo, 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.3 CLOSED SESSION

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

- **PUBLIC EMPLOYEE
EMPLOYMENT/DISCIPLINE/DISMISSAL/RELE
ASE/ REASSIGNMENT OF EMPLOYEES
(GOVERNMENT CODE SECTION 54957)**

- **STUDENT
EXPULSIONS/REINSTATEMENTS/EXPULSION
ENROLLMENTS**
- **CONFERENCE WITH LABOR NEGOTIATORS**

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

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

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

Number of Potential Claims: 1

- **CONFERENCE WITH LABOR NEGOTIATOR
(Government Code Section 54957.6)**

Designated Representative: Board President,
Stephanie E. Lewis

Unrepresented Employees: Cuauhtémoc Avila,
Ed.D. and Rhea McIver Gibbs, Ed.D.

COMMENTS ON CLOSED SESSION AGENDA ITEMS

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

Moved _____

Seconded _____

Vote by Board Members to move into Closed Session:

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

Time: _____

A.4 ADJOURNMENT OF CLOSED SESSION

Moved _____

Seconded _____

Vote by Board Members to adjourn Closed Session:

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

Time: _____

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

A.6 PLEDGE OF ALLEGIANCE

A.7 PRESENTATION BY MILOR HIGH SCHOOL

A.8 REPORT OUT OF CLOSED SESSION

A.9 ADOPTION OF AGENDA

Moved _____

Seconded _____

Vote by Board Members to adopt the agenda:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

B. PRESENTATIONS

**B.1 MIDDLE 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

26

D.1 OPEN PUBLIC HEARING

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

Moved _____

Seconded _____

Vote by Board Members to open Public Hearing:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

Time: _____

D.1.1 FORM FOR PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT (AB1200) - RIALTO EDUCATION ASSOCIATION

27

Pursuant to the requirements of Governmental Code and Board Policy, the Form for Public Disclosure of Proposed Collective Bargaining Agreement [AB1200 (Statutes of 1991, Chapter 1213) As revised by AB2756 (Statutes of 2004, Chapter 25), Government Code 3547.5] 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 _____

Seconded _____

Vote by Board Members to close Public Hearing:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

Time: _____

D.3 OPEN PUBLIC HEARING

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

Moved _____

Seconded _____

Vote by Board Members to open Public Hearing:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

Time: _____

D.3.1 FORM FOR PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT (AB1200) - CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Pursuant to the requirements of Government Code and Board Policy, the attached Form for Public Disclosure of Proposed Collective Bargaining Agreement [AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756 (Statutes of 2004, Chapter 25), Government Code 3547.5] between the California School Employees Association (CSEA), Chapter 203, 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 _____

Seconded _____

Vote by Board Members to close Public Hearing:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

Time: _____

E. CONSENT CALENDAR ITEMS

37

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, Keyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

E.1 GENERAL FUNCTIONS CONSENT ITEMS

E.1.1	APPROVE THE FIRST READING OF REVISED BOARD POLICY 1114; DISTRICT-SPONSORED SOCIAL MEDIA	38
E.1.2	APPROVE THE FIRST READING OF REVISED BOARD POLICY 4156.2; AWARDS AND RECOGNITION	45
E.1.3	APPROVE THE FIRST READING OF REVISED BOARD POLICY 4256.2; AWARDS AND RECOGNITION	48
E.1.4	APPROVE THE FIRST READING OF REVISED BOARD POLICY 4356.2; AWARDS AND RECOGNITION	51
E.1.5	APPROVE THE FIRST READING OF REVISED BOARD POLICY 5148; CHILD CARE AND DEVELOPMENT	54
E.1.6	APPROVE BOARD POLICY 6173.4; EDUCATION FOR AMERICAN INDIAN STUDENTS	64

E.2 INSTRUCTION CONSENT ITEMS

E.2.1 APPROVE AN OVERNIGHT TRIP TO ALPHA SCHOLARS SAN DIEGO COLLEGES TOUR - CARTER HIGH SCHOOL 70

Approve thirty students (20 girls and 10 boys) of the Wilmer Amina Carter High School ALPHA Scholars program as well as one (1) male chaperone, and two (2) female chaperones to tour colleges in the San Diego area from November 6, 2023 through November 7, 2023, at a cost not-to-exceed \$6,000.00, and to be paid from the General Fund.

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING

All funds from September 20, 2023 through October 3, 2023, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

E.3.2 DONATIONS 71

Accept the listed donations from Marty Lebowitz; and Kathy Moon/Rialto Retired Teachers Association, and that a letter of appreciation be sent to the donor.

E.3.3 SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS 72

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.

E.3.4	SCHOOL-CONNECTED ORGANIZATION	73
	Approve Lions Cheerleading Booster (Carter High School) as a School-Connected Organization for the 2023-2024 and 2024-2025 school years.	
E.3.5	APPROVE A RENEWAL AGREEMENT WITH SAN BERNARDINO COUNTY SUPERINTENDENT OF SCHOOLS - TELIOS TRAINING SOLUTIONS	74
	Provide mentoring sessions for foster and homeless youth at Rialto Unified School District secondary sites, effective October 26, 2023 through June 30, 2024, at no cost to the District.	
E.3.6	APPROVE A RENEWAL AGREEMENT WITH MARLENE SCHWARTZ DBA SOMATHERAPY - FRISBIE MIDDLE SCHOOL	75
	Provide Frisbie Middle School students, staff and parents with one-hour sessions, not to exceed 108 Sessions, effective October 26, 2023 through May 31, 2023, at a cost not-to-exceed \$16,200.00, and to be paid from the General Fund.	
E.3.7	APPROVE A RENEWAL AGREEMENT WITH JUAN VIRGEN - MORGAN ELEMENTARY SCHOOL	76
	Provide music lessons at Morgan Elementary School, effective October 31, 2023 through May 15, 2024, at a cost not-to-exceed \$3,800.00, and to be paid from the General Fund (ELOP).	
E.3.8	APPROVE A RENEWAL AGREEMENT WITH LAKESHORE LEARNING	77
	Provide student license subscriptions for Rialto Unified School District special needs students, effective October 26, 2023 through June 30, 2024, at a cost not-to-exceed \$24,885.00, and to be paid from the General Fund.	

E.3.9 APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY OF RIALTO 78

Approve a Memorandum of Understanding with the City of Rialto to provide three (3) School Resource Officers to serve all schools within the District at a cost equal to the officers' fully burden rate. The term of this agreement shall be for five (5) years commencing on July 1, 2024 and ending on June 30, 2029. All costs to be paid from the General Fund.

E.3.10 APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH SANTA CLAUS INC. 79

Provide clothing, school supplies, and personal care kits to Rialto Unified School District for distribution to our students, effective October 26, 2023 through September 1, 2024, at no cost to the District.

E.3.11 APPROVE AN AMENDMENT TO THE AGREEMENT WITH EDUPOINT EDUCATIONAL SYSTEMS, LLC. 80

Add changes to the Elementary Exceptional Grading Practices report Card in Synergy, effective October 26, 2023 through June 30, 2024, at an additional cost of \$10,000.00 for a new total cost not-to-exceed \$30,000.00, and to be paid from the General Fund.

E.3.12 APPROVE AN AMENDMENT TO THE AFFILIATION AGREEMENT WITH CLAREMONT GRADUATE UNIVERSITY 81

Add terms regarding stipend payments for Mentor Teachers. All other terms and conditions of the agreement will remain the same.

E.3.13 **APPROVE AMENDMENT NO.1 TO THE AGREEMENT WITH JOHN R. BYERLY INC. FOR KORDYAK ELEMENTARY SCHOOL, FITZGERALD ELEMENTARY SCHOOL, KUCERA MIDDLE SCHOOL AND CARTER HIGH SCHOOL** 82

Provide Special Inspection and Materials Testing Services for the Battery Energy Storage Systems (BESS) Project at Kordyak Elementary School, Fitzgerald Elementary School, Kucera Middle School and Carter High School, at no additional cost to the District.

E.3.14 **APPROVE AMENDMENT NO.1 TO THE AGREEMENT WITH PF VISION, INC. FOR KORDYAK ELEMENTARY SCHOOL, FITZGERALD ELEMENTARY SCHOOL, KUCERA MIDDLE SCHOOL AND CARTER HIGH SCHOOL** 83

Extend the agreement term from December 31, 2023, to June 30, 2024, to provide Division of State Architect (DSA) inspection services for the Battery Energy Storage Systems (BESS) Project at Kordyak Elementary School, Fitzgerald Elementary School, Kucera Middle School and Carter High School, at no additional cost to the District.

E.3.15 **APPROVE AMENDMENT NO.1 TO THE AGREEMENT WITH MILLER ARCHITECTURE TO PROVIDE ARCHITECTURAL SERVICES FOR THE VIRTUAL LEARNING ACADEMY AT ZUPANIC HIGH SCHOOL** 84

Extend the agreement term from December 31, 2023, to December 31, 2024, to provide architectural services for the Virtual Learning Academy at Zupanic High School, at no additional cost to the District.

- E.3.16 APPROVE AMENDMENT NO.2 TO THE AGREEMENT WITH PCH ARCHITECTS TO PROVIDE ARCHITECTURAL SERVICES FOR THE COVERED PARENT WAITING AREA AT THE DISTRICT ENROLLMENT CENTER 85**

Extend the agreement term from December 31, 2023, to September 30, 2024, to provide architectural services for the Covered Parent Waiting Area at the District Enrollment Center, at no additional cost to the District.

- E.3.17 APPROVE AN AGREEMENT WITH JOHN R. BYERLY, INC. TO CONDUCT A SOILS INVESTIGATION REQUIRED FOR THE BASEBALL FIELD RENOVATION AND NEW FIELD LIGHTING AT EISENHOWER HIGH SCHOOL 86**

This item is effective October 26, 2023 through June 30, 2024, at a cost not-to-exceed \$8,950.00, and to be paid from Fund 40 – Special Reserve Capital Outlay Projects.

- E.3.18 APPROVE AN AGREEMENT WITH JOHN R. BYERLY, INC. TO CONDUCT A SOILS INVESTIGATION REQUIRED FOR THE NEW BASEBALL FIELD LIGHTING AT RIALTO HIGH SCHOOL 87**

This item is effective October 26, 2023 through June 30, 2024, at a cost not-to-exceed \$8,950.00, and to be paid from Fund 40 – Special Reserve Capital Outlay Projects.

- E.3.19 APPROVE AN AGREEMENT WITH WOMEN ON THE MOVE - HUGHBANKS ELEMENTARY SCHOOL 88**

Provide an in-person after-school activities-based mentoring program for a maximum of twenty-five (25) female grade 5 students at Hughbanks Elementary School, effective October 26, 2023 through May 31, 2024, at no cost to the District.

E.3.20	APPROVE AN AGREEMENT WITH CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO - EARLY EDUCATION	89
	Provide 36 hours of professional development for parents to be held at the Rocking Horse Education Center, effective February 29, 2024 through May 9, 2024, at a cost not-to-exceed \$6,500.00, and to be paid from the Kaiser THRIVE Grant.	
E.3.21	APPROVE AN AGREEMENT WITH WALDEN UNIVERSITY	90
	Approve the Field Site Agreement with Walden University to assist current and future students with mentoring opportunities in their specialized fields from November 26, 2023 through November 25, 2026 at no cost to the District.	
E.3.22	APPROVE AN AGREEMENT WITH GRAND CANYON UNIVERSITY	91
	Assist current and future students with mentoring opportunities in their specialized fields from October 26, 2023 through October 25, 2026 at no cost to the District.	
E.4	FACILITIES PLANNING CONSENT ITEMS - None	
E.5	PERSONNEL SERVICES CONSENT ITEMS	
E.5.1	APPROVE PERSONNEL REPORT NO. 1308 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES	92
E.5.2	RESOLUTION NO. 23-24-25 - PROVISIONAL INTERNSHIP PERMIT	100
	Authorize the Lead Personnel Agent, Personnel Services, to assign various teachers who are enrolled in a credential program, but have not yet completed the requirements to enter an internship program.	

E.6	MINUTES	101
E.6.1	APPROVE THE MINUTES OF REGULAR BOARD OF EDUCATION MEETING HELD OCTOBER 11, 2023	102

F.	<u>DISCUSSION/ACTION ITEMS</u>	120
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F.1	AWARD BID NO. 23-24-005 DISTRICT OFFICE AND ENROLLMENT CENTER ASPHALT PROJECT TO TERRA PAVE, INC.	121
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Moved _____

Seconded _____

Deny the bid protest submitted by Universal Asphalt Co., Inc., in its entirety and award Bid No. 23-24-005 and Alternate No. 1 for the District Office and Enrollment Center Asphalt Project to Terra Pave, Inc. at a cost not-to-exceed \$1,542,000.00 and to be paid from Fund 14 Deferred Maintenance.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member, Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

**F.2 AWARD BID NO. 23-24-010 SUPPLEMENTAL
EXTRACURRICULAR TRANSPORTATION SERVICES
TO VISSER BUS SERVICES, INC. AND FAST DEER
BUS CHARTER, INC.**

123

Moved _____

Seconded _____

This item is at a cost to be determined at the time of service and to be paid from various funds.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

Moved _____

Seconded _____

Provide First Aid and CPR training for Rialto Unified School District employees, effective November 1, 2021 through June 30, 2024, at an additional cost of \$57,600.00 for a new total cost not-to-exceed \$86,400.00, and to be paid from the General Fund.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

Moved _____

Seconded _____

online and printing resources by Vista Higher Learning, Senderos for Spanish 1A and Spanish 1B for the next eight years starting in 2023-2024, at a cost not-to-exceed \$103,032.00, and to be paid from the General Fund.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

F.5 ADOPT RESOLUTION NO. 23-24-27: REMUNERATION

127

Moved _____

Seconded _____

Excuse the absence of Board Vice President, Nancy G. O’Kelley, from the Wednesday, October 11, 2023, regular meeting of the Board of Education.

DISCUSSION

Vote by Board Members:

_____ Preferential Vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O’Kelley, Vice President

_____ Stephanie E. Lewis, President

F.6 APPROVE TENTATIVE SETTLEMENT AGREEMENT BETWEEN RIALTO EDUCATION ASSOCIATION AND RIALTO UNIFIED SCHOOL DISTRICT FOR THE 2023-2024 SCHOOL YEAR

128

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O’Kelley, Vice President

_____ Stephanie E. Lewis, President

**F.7 APPROVE TENTATIVE SETTLEMENT AGREEMENT
BETWEEN CALIFORNIA SCHOOL EMPLOYEES
ASSOCIATION AND RIALTO UNIFIED SCHOOL
DISTRICT FOR THE 2023-2024 SCHOOL YEAR**

136

Moved _____

Seconded _____

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

F.8 APPROVE SALARY INCREASE OF 9% AND ONE TIME BONUS OF 1% OF EMPLOYEE BASE SALARY OFF THE SCHEDULE FOR CERTIFICATED AND CLASSIFIED MANAGEMENT, SUPERVISORY, AND CONFIDENTIAL EMPLOYEES

147

Moved _____

Seconded _____

This item is effective July 1, 2023. The fiscal impact is \$4,131,224.00 and will be paid from the General Fund, Adult Education Fund, Early Education Fund, and Cafeteria Fund.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

F.9 APPROVE SALARY INCREASE OF 9% AND ONE TIME BONUS OF 1% OF EMPLOYEE BASE SALARY OFF THE SCHEDULE FOR CONTRACT MANAGEMENT EMPLOYEE

Moved _____

Seconded _____

Approve a salary increase for the Lead Strategic Agent that was given to the certificated management unit of 9% and a one-time bonus of 1% of employee base salary off the schedule effective July 1, 2023, as stipulated in her contract. Prior to voting on this item, consistent with Government Code section 54953, the Board President will orally report a summary of the salary/compensation provided under the contract.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

F.10 APPROVE SALARY INCREASE OF 9% AND ONE TIME BONUS OF 1% OF EMPLOYEE BASE SALARY OFF THE SCHEDULE FOR CONTRACT MANAGEMENT EMPLOYEE

Moved _____

Seconded _____

Approve a salary increase for the Superintendent that was given to the certificated management unit of 9% and a one-time bonus of 1% of employee base salary off the schedule effective July 1, 2023, as stipulated in his contract. Prior to voting on this item, consistent with Government Code section 54953, the Board President will orally report a summary of the salary/compensation provided under the contract.

DISCUSSION

Vote by Board Members:

_____ Preferential vote by Student Board Member,
Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

F.11 ADMINISTRATIVE HEARINGS

Moved _____

Seconded _____

Case Numbers:

23-24-16

23-24-14

DISCUSSION

Vote by Board Members:

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

F.12 STIPULATED HEARINGS

Moved _____

Seconded _____

Case Numbers:

23-24-18

23-24-17

23-24-13

DISCUSSION

Vote by Board Members:

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on November 15, 2023, at 7:00 p.m. at the Dr. John Kazalunas Education Center, 182 East Walnut Ave, Rialto, California.

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

Moved _____

Seconded _____

Vote by Board Members to adjourn:

_____ Preferential vote by Student Board Member, Keiyne Galazo

_____ Evelyn P. Dominguez, Member

_____ Edgar Montes, Member

_____ Joseph W. Martinez, Clerk

_____ Nancy G. O'Kelley, Vice President

_____ Stephanie E. Lewis, President

Time: _____

PLEASE POST

PLEASE POST

PUBLIC NOTICE

PURSUANT TO THE REQUIREMENTS OF GOVERNMENT CODE AND BOARD POLICY, THE ATTACHED FORM FOR PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT [AB1200 (STATUTES OF 1991, CHAPTER 1213) AS REVISED BY AB 2756 (STATUTES OF 2004, CHAPTER 25), GOVERNMENT CODE 3547.5] 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.



Diane Romo

Lead Business Services Agent

October 13, 2023

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

RIALTO UNIFIED SCHOOL DISTRICT

SCHOOL DISTRICT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

RIALTO EDUCATION ASSOCIATION

BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on **10/25/23**

A. PERIOD OF AGREEMENT:
The proposed bargaining agreement covers the period beginning and ending **07/01/23**
for the following fiscal years **2023-2024** **06/30/24**
2023-2024

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)
The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement	\$229,695,301.16
2. Current Year Costs After Agreement	\$251,052,285.14
3. Total Cost Change	\$21,356,983.98
4. Percentage Change	9.30%
5. Value of a 1% Change	\$2,033,328.01

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE
The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change (% Change To Existing Salary Schedule)	9.00%
(% change for one time bonus/stipend or salary reduction)	1.0%
2. Step & Column (Average % Change Over Prior Year Salary Schedule)	1.67%
3. TOTAL PERCENTAGE CHANGE FOR THE AVERAGE, REPRESENTED EMPLOYEE	11.67%
4. Change in # of Work Days (+/-) Related to % Change	
5. Total # of Work Days to be provided in Fiscal Year	
6. Total # of Instructional Days to be provided in Fiscal Year (applicable to Certificated BU agreements only)	180

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

RIALTO UNIFIED SCHOOL DISTRICT

SCHOOL DISTRICT

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	\$66,375,782.16
2.	Cost of Benefits After Agreement	\$70,578,562.14
3.	Percentage Change in Total Costs	6.33%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$558,899,068.00
2.	Percentage Reserve Level State Standard for District:	3.00%
3.	Amount of State Minimum Reserve Standard:	\$16,766,972.04

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$16,766,972.04
5.	Unassigned/Unappropriated (Object 9790)	0.00
6.	Total Reserves: (Object 9789 + 9790)	\$16,766,972.04

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	
----	--	--

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$16,766,972.04
9.	Percentage of General Fund Expenditures/Uses	3.00%
	Difference between District Reserves and Minimum State Requirement	

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

RIALTO UNIFIED SCHOOL DISTRICT

SCHOOL DISTRICT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

None

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

None

H. NARRATIVE OF AGREEMENT

The Certificated Salary Schedules will be increased by 9% for FY 2023-24. All Certificated staff will receive a one-time 1% off schedule bonus based on the base salary as of September 1, 2023. Language to Personal Necessity under Article VI was updated to remove examples of disallowed reasons for personal necessity. The number of days of personal necessity use was increased from seven (7) to ten (10) days. Language was added to include ten (10) Personal Business days, these days will be reflected as Personal Necessity and these days are inclusive of the employees annual allotted sick leave. Language pertaining to General Leave was removed. Language was added to clarify bereavement leave, staff will receive three (3) days for the death of an immediate family member and five (5) days if out of state travel is required. Staff will need to take their bereavement within three (3) months of the death of the family member and the relationship will need to be indicated on the appropriate document. All special education teachers will receive three (3) full days per year to test and plan upon request. Comprehensive High school sport coaches will receive a 1% increase to their stipends to reflect year round coaching. The Middle School Sports Advisor stipend will be increased by \$500 and the Assistance sports Advisor stipend will increase by \$250. Activities Directors and Athletic Director's work calendars will increase by ten (10) days and will be scheduled in collaboration with the Principal.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

General Fund, Adult Education Fund, and Child Development Fund.

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)

RIALTO UNIFIED SCHOOL DISTRICT

SCHOOL DISTRICT

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

District Superintendent - signature

10/19/23

Date

Chief Business Official- signature

10/18/23

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 10/25/2023 took action to approve the proposed Agreement with the RIALTO EDUCATION ASSOCIATION Bargaining Unit.

President, Governing Board
(signature)

Date

PLEASE POST

PLEASE POST

PUBLIC NOTICE

PURSUANT TO THE REQUIREMENTS OF GOVERNMENT CODE AND BOARD POLICY, THE ATTACHED FORM FOR PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT [AB1200 (STATUTES OF 1991, CHAPTER 1213) AS REVISED BY AB 2756 (STATUTES OF 2004, CHAPTER 25), GOVERNMENT CODE 3547.5] BETWEEN THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA), CHAPTER 203, AND THE RIALTO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION, IS HEREBY POSTED IN COMPLIANCE WITH THE LEGISLATIVE REQUIREMENTS FOR PUBLIC NOTICE.



Diane Romo
Lead Business Services Agent

October 13, 2023

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

RIALTO UNIFIED SCHOOL DISTRICT

SCHOOL DISTRICT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)

BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on

10/25/23

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning and ending for the following fiscal years **2023-2024**

07/01/23
06/30/24
2023-2024

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement	\$108,254,491.37
2. Current Year Costs After Agreement	\$117,301,127.11
3. Total Cost Change	\$9,046,635.75
4. Percentage Change	8.36%
5. Value of a 1% Change	\$874,836.16

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change (% Change To Existing Salary Schedule)	9.00%
(% change for one time bonus/stipend or salary reduction)	1.0%
2. Step & Column (Average % Change Over Prior Year Salary Schedule)	0.73%
3. TOTAL PERCENTAGE CHANGE FOR THE AVERAGE, REPRESENTED EMPLOYEE	10.73%
4. Change in # of Work Days (+/-) Related to % Change	
5. Total # of Work Days to be provided in Fiscal Year	
6. Total # of Instructional Days to be provided in Fiscal Year (applicable to Certificated BU agreements only)	180

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

RIALTO UNIFIED SCHOOL DISTRICT

SCHOOL DISTRICT

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	\$44,988,931.37
2.	Cost of Benefits After Agreement	\$47,493,308.11
3.	Percentage Change in Total Costs	5.57%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$558,899,068.00
2.	Percentage Reserve Level State Standard for District:	3.00%
3.	Amount of State Minimum Reserve Standard:	\$16,766,972.04

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$16,766,972.04
5.	Unassigned/Unappropriated (Object 9790)	0.00
6.	Total Reserves: (Object 9789 + 9790)	\$16,766,972.04

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	
----	--	--

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$16,766,972.04
9.	Percentage of General Fund Expenditures/Uses	3.00%
	Difference between District Reserves and Minimum State Requirement	

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

RIALTO UNIFIED SCHOOL DISTRICT

SCHOOL DISTRICT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

None

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

None

H. NARRATIVE OF AGREEMENT

The Classified Salary Schedules will be increased by 9% for FY 2023-24. All Classified staff will receive a one-time 1% off schedule bonus based on the base salary as of September 1, 2023. Longevity will be adjusted to reflect the 9% increase. Staff who receive a Special Needs stipend will now receive a 5% stipend based on their base salary. The evaluation process was revised to include an assistance plan and revised evaluation form. New language was added to ensure the safety of all District staff and students regarding the manufacture, distribution, dispensing or possession of, or use of drugs or alcohol during work hours. CSEA will attend the state conference based on the CSEA state allocation formula for attendance.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

General Fund, Adult Education Fund, Child Development Fund, and Child Nutrition Fund.

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

RIALTO UNIFIED SCHOOL DISTRICT

SCHOOL DISTRICT

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

District Superintendent - signature

10/19/23

Date

Chief Business Official- signature

10/18/23

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 10/25/2023 took action to approve the proposed Agreement with the CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA) Bargaining Unit.

*President, Governing Board
(signature)*

Date

CONSENT CALENDAR ITEMS



RIALTO UNIFIED SCHOOL DISTRICT

Community Relations

BP 1114(a)

District-Sponsored Social Media

The Board of Education recognizes the value of **the District's marketing and** use of technology ~~on~~ **as it pertains to its** social media platforms **which may include** including: **Facebook, Instagram, X (formerly Twitter), Snapchat, TikTok, ParentSquare, Peachjar , YouTube, LinkedIn, or blogs** in promoting community involvement and collaboration. The purpose of any official District social media platform, ~~if the District chooses to utilize it,~~ shall be to enhance the District's ~~vision,~~ mission and support student learning **achievement and overall success.**

~~(cf. 0000 – Vision)~~

~~(cf. 0440 – District Technology Plan)~~

~~(cf. 1100 – Communication with the Public)~~

~~(cf. 1112 – Media Relations)~~

~~(cf. 1113 – District and School Web Sites)~~

~~(cf. 6020 – Parent Involvement)~~

~~(cf. 6145.5 – Student Organizations and Equal Access)~~

The Superintendent or designee shall develop content guidelines and protocols, if official District social media platforms are used to ensure the appropriate and responsible use of these resources and compliance with law, Board policy, and regulation.

Guidelines for Content

Official District social media platforms shall be used only for their stated purposes and in a manner consistent with this policy and administrative regulation. By creating these official sites and allowing public comment, the Board does not intend to create a limited public forum or otherwise guarantee an individual's right to free speech.

~~(cf. 5145.2 – Freedom of Speech/Expression)~~

~~(cf. 6145.5 – Student Organizations and Equal Access)~~

The Superintendent or designee shall ensure that the limited purpose of the official District social media platforms is clearly communicated to users, if any social media technology is utilized. Each site shall contain a statement that specifies the site's purposes along with a statement that users are expected to use the site only for those purposes. Each site shall also contain a statement that users are personally responsible for the content of their posts. **The goal of the official District social media posts shall be used to market and promote students and or staff successes.**

District-Sponsored Social Media

Official District social media platforms may not contain content that is obscene, libelous, or so incites students or community members as to create a clear and present danger of the commission of unlawful acts on school premises, violation of school rules, or substantial disruption of the school's orderly operation.

~~{cf. 5131—Conduct}~~

Staff or students who post prohibited content shall be subject to discipline in accordance with District policies and administrative regulations.

~~{cf. 4040—Employee Use of Technology}~~

~~{cf. 4118—Suspension/Disciplinary Action}~~

~~{cf. 4119.21/4219.21/4319.21—Professional Standards}~~

~~{cf. 4218—Dismissal/Suspension/Disciplinary Action}~~

~~{cf. 5144—Discipline}~~

~~{cf. 5144.1—Suspension and Expulsion/Due Process}~~

~~{cf. 6163.4—Student Use of Technology}~~

Users of official District social media platforms should be aware of the public nature and accessibility of social media and that information posted may be considered a public record subject to disclosure under the Public Records Act. The Board expects users, including District employees, parents/guardians and students, to conduct themselves in a respectful, courteous, and professional manner.

~~{cf. 1340—Access to District Records}~~

~~{cf. 9012—Board Member Electronic Communications}~~

Privacy

The Superintendent or designee shall ensure that the privacy rights of students, parents/guardians, staff, Board members, and other individuals are protected on official District social media platforms.

Board policy pertaining to the posting of student photographs and the privacy of telephone numbers, home addresses, and email addresses, as specified in BP 1113 - District and School Websites, shall also apply to official District social media platforms.

~~{cf. 5125.1—Release of Directory Information}~~

District-Sponsored Social Media

Social media and networking sites and other online platforms shall not be used by District employees to transmit confidential information about students, employees, or District operations. **The District's authorized social media accounts shall not be used for personal promotions, celebrations, or used as a platform to share personal beliefs and opinions. The District social media accounts and all District-authorized promotional platforms shall be utilized to create and market positive, student-center promotion, provide resources and information that is beneficial to its educational community. District celebration of staff or education based awards, merits or honors shall be shared by Communication/Media Services, under the guidelines set by the Superintendent or designee.**

~~(cf. 4119.23/4219.23/4319.23—Unauthorized Release of Confidential/Privileged Information)~~

~~(cf. 5022—Student and Family Privacy Rights)~~

~~(cf. 5125—Student Records)~~

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 32260-32262	<u>Interagency School Safety Demonstration Act of 1985</u>
Ed. Code 35182.5	<u>Contracts for advertising</u>
Ed. Code 48900	<u>Grounds for suspension or expulsion</u>
Ed. Code 48907	<u>Exercise of free expression; time, place and manner rules and regulations</u>
Ed. Code 48950	<u>Speech and other communication</u>
Ed. Code 49061	<u>Definitions; directory information</u>
Ed. Code 49073	<u>Release of directory information</u>
Ed. Code 60048	<u>Commercial brand names, contracts or logos</u>
Gov. Code 3307.5	<u>Publishing identity of public safety officers</u>
Gov. Code 54952.2	<u>Brown Act; definition of meeting</u>
Gov. Code 7920.000-7930.170	<u>California Public Records Act</u>
Gov. Code 7920.000-7930.215	<u>California Public Records Act</u>

District-Sponsored Social Media

Federal	Description
17 USC 101-1101	<u>Federal copyright law</u>
20 USC 1232g	<u>Family Educational Rights and Privacy Act (FERPA) of 1974</u>
29 USC 157	<u>Employee rights to engage in concerted, protected activity</u>
29 USC 794	<u>Rehabilitation Act of 1973; Section 504</u>
34 CFR 99.1-99.67	<u>Family Educational Rights and Privacy</u>
Management Resources	Description
Court Decision	<u>Aaris v. Las Virgenes Unified School District, (1998) 64 Cal.App.4th 1112</u>
Court Decision	<u>Board of Education, Island Trees Union Free School District, et.al. v. Pico, (1982) 457 U.S. 853</u>
Court Decision	<u>Page v. Lexington County School District, (2008, 4th Cir.) 531 F.3d 275</u>
Court Decision	<u>Perry Education Association v. Perry Local Educators' Association, (1983) 460 U.S. 37</u>
Court Decision	<u>Downs v. Los Angeles Unified School District, (9th Cir. 2000) 228 F.3d 1003</u>
Facebook Publication	<u>Facebook for Educators Guide, 2011</u>
National Labor Relations Board Decision 18-CA-1908	<u>Sears Holdings, December 4, 2009</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>Facebook for Educators</u>
Website	<u>Facebook in Education</u>
Website	<u>Facebook, privacy resources</u>
Website	<u>California School Public Relations Association</u>
Website	<u>CSBA</u>

District-Sponsored Social Media

Cross References

Code	Description
0000	<u>Vision</u>
0000	<u>Vision</u>
0410	<u>Nondiscrimination In District Programs And Activities</u>
0440	<u>District Technology Plan</u>
0440	<u>District Technology Plan</u>
0510	<u>School Accountability Report Card</u>
1100	<u>Communication With The Public</u>
1100-E PDF(1)	<u>Communication With The Public</u>
1112	<u>Media Relations</u>
1113	<u>District And School Websites</u>
1113	<u>District And School Websites</u>
1160	<u>Political Processes</u>
1230	<u>School-Connected Organizations</u>
1230	<u>School-Connected Organizations</u>
1260	<u>Educational Foundation</u>
1312.3	<u>Uniform Complaint Procedures</u>
1312.3	<u>Uniform Complaint Procedures</u>
1325	<u>Advertising And Promotion</u>
1325	<u>Advertising And Promotion</u>
3515.7	<u>Firearms On School Grounds</u>
3516	<u>Emergencies And Disaster Preparedness Plan</u>
3516	<u>Emergencies And Disaster Preparedness Plan</u>
4030	<u>Nondiscrimination In Employment</u>
4030	<u>Nondiscrimination In Employment</u>
4040	<u>Employee Use Of Technology</u>

District-Sponsored Social Media

4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4119.21	<u>Professional Standards</u>
4119.21-E PDF(1)	<u>Professional Standards</u>
4119.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>
4132	<u>Publication Or Creation Of Materials</u>
4218	<u>Dismissal/Suspension/Disciplinary Action</u>
4219.21	<u>Professional Standards</u>
4219.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4231	<u>Staff Development</u>
4231	<u>Staff Development</u>
4232	<u>Publication Or Creation Of Materials</u>
4319.21	<u>Professional Standards</u>
4319.21	<u>Professional Standards</u>
4319.21-E PDF(1)	<u>Professional Standards</u>
4319.23	<u>Unauthorized Release Of Confidential/Privileged Information</u>
4331	<u>Staff Development</u>
4331	<u>Staff Development</u>
4332	<u>Publication Or Creation Of Materials</u>
5022	<u>Student And Family Privacy Rights</u>
5125	<u>Student Records</u>
5125	<u>Student Records</u>
5125.1	<u>Release Of Directory Information</u>
5125.1	<u>Release Of Directory Information</u>
5125.1-E PDF(1)	<u>Release Of Directory Information</u>

District-Sponsored Social Media

5131	<u>Conduct</u>
5142.2	<u>Safe Routes To School Program</u>
5144	<u>Discipline</u>
5144	<u>Discipline</u>
5144.1	<u>Suspension And Expulsion/Due Process</u>
5144.1	<u>Suspension And Expulsion/Due Process</u>
5145.2	<u>Freedom Of Speech/Expression</u>
5145.2	<u>Freedom Of Speech/Expression</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.7	<u>Sexual Harassment</u>
5145.7	<u>Sexual Harassment</u>
6020	<u>Parent Involvement</u>
6020	<u>Parent Involvement</u>
6145.5	<u>Student Organizations And Equal Access</u>
6145.5	<u>Student Organizations And Equal Access</u>
6145.5-E PDF(1)	<u>Student Organizations And Equal Access</u>
6162.6	<u>Use Of Copyrighted Materials</u>
6163.4	<u>Student Use Of Technology</u>
9010	<u>Public Statements</u>
9012	<u>Board Member Electronic Communications</u>

Policy
 Adopted: September 28, 2011
 Revised: April 19, 2017
 Revised: October 24, 2018
 Revised:

RIALTO UNIFIED SCHOOL DISTRICT
 Rialto, CA



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4156.2(a)

AWARDS AND RECOGNITION

The Board of Education values its instructional and noninstructional staff and desires to recognize their outstanding service in order to increase employee morale and encourage creative and innovative performance.

~~(cf. 1150—Commendations and Awards)~~

~~(cf. 5126—Awards for Achievement)~~

The Board encourages recognition of all staff during days of significance designated by the Board, state law, or state resolution.

~~(cf. 6115—Ceremonies and Observances)~~

The Board authorizes awards to individual employees who: (Education Code 44015)

1. Propose procedures or ideas that result in eliminating or reducing District expenditures or improving District operations
2. Perform special acts or services in public interest
3. By their superior accomplishments, make exceptional contributions to the efficiency, economy, or other improvement in District operations
4. By exemplary service over an extended period of time have contributed to the improvement of effectiveness of the District educational program.

Such recognition shall include District purchase and annual presentation of awards to employees completing 15, 20, 25, and 30 years of service, and every 5 years thereafter.

As the District budget permits, the Superintendent or designee may recognize such employees by issuing service pins, certificates, plaques, and/or other mementos. In addition, he/she may recommend employees to the Board for recognition at a public Board meeting.

~~(cf. 3100—Budget)~~

~~(cf. 3300—Expenditures and Purchases)~~

The Superintendent or designee shall establish procedures for the selection of individual employees to receive awards.

AWARDS AND RECOGNITION

The Superintendent or designee may appoint one or more merit award committees consisting of Board members, District employees, and/or private citizens to review employee contributions and recommend awards.

Monetary awards to employees shall not exceed \$200 unless expressly approved by the Board. (Education Code 44015)

~~(cf. 1220—Citizen Advisory Committees)~~

~~(cf. 9140—Board Representatives)~~

Employees attending awards and recognition ceremonies shall follow the guidelines in Administrative Regulation 3350 for Travel.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 35160	<u>Authority of governing boards</u>
Ed. Code 35160.1	<u>Broad authority of school districts</u>
Ed. Code 35161	<u>Board delegation of any powers or duties</u>
Ed. Code 44015	<u>Awards to employees</u>
Ed. Code 45460	<u>Classified School Employee Week</u>

Management Resources	Description
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>CSBA</u>
Website	<u>Fiscal Crisis and Management Assistance Team</u>

Cross References

Code	Description
1150	<u>Commendations And Awards</u>
1220	<u>Citizen Advisory Committees</u>
1220	<u>Citizen Advisory Committees</u>
3100	<u>Budget</u>
3100	<u>Budget</u>

AWARDS AND RECOGNITION**Cross References**

Code	Description
3300	<u>Expenditures And Purchases</u>
4157	<u>Employee Safety</u>
4157	<u>Employee Safety</u>
4257	<u>Employee Safety</u>
4257	<u>Employee Safety</u>
4357	<u>Employee Safety</u>
4357	<u>Employee Safety</u>
5126	<u>Awards For Achievement</u>
5126	<u>Awards For Achievement</u>
6115	<u>Ceremonies And Observances</u>
6115	<u>Ceremonies And Observances</u>
9140	<u>Board Representatives</u>

Policy
 Adopted: August 11, 1999
 Revised: May 26, 2011
 Revised: August 27, 2014
 Revised:

RIALTO UNIFIED SCHOOL DISTRICT



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4256.2(a)

AWARDS AND RECOGNITION

The Board of Education values its instructional and noninstructional staff and desires to recognize their outstanding service in order to increase employee morale and encourage creative and innovative performance.

~~(cf. 1150—Commendations and Awards)~~

~~(cf. 5126—Awards for Achievement)~~

The Board encourages recognition of all staff during days of significance designated by the Board, state law, or state resolution.

~~(cf. 6115—Ceremonies and Observances)~~

The Board authorizes awards to individual employees who: (Education Code 44015)

1. Propose procedures or ideas that result in eliminating or reducing District expenditures or improving District operations
2. Perform special acts or services in public interest
3. By their superior accomplishments, make exceptional contributions to the efficiency, economy, or other improvement in District operations
4. By exemplary service over an extended period of time have contributed to the improvement of effectiveness of the District educational program.

Such recognition shall include District purchase and annual presentation of awards to employees completing 15, 20, 25, and 30 years of service, and every 5 years thereafter.

As the District budget permits, the Superintendent or designee may recognize such employees by issuing service pins, certificates, plaques, and/or other mementos. In addition, he/she may recommend employees to the Board for recognition at a public Board meeting.

~~(cf. 3100—Budget)~~

~~(cf. 3300—Expenditures and Purchases)~~

The Superintendent or designee shall establish procedures for the selection of individual employees to receive awards.

AWARDS AND RECOGNITION

The Superintendent or designee may appoint one or more merit award committees consisting of Board members, District employees, and/or private citizens to review employee contributions and recommend awards.

Monetary awards to employees shall not exceed \$200 unless expressly approved by the Board. (Education Code 44015)

~~(cf. 1220—Citizen Advisory Committees)~~

~~(cf. 9140—Board Representatives)~~

Employees attending awards and recognition ceremonies shall follow the guidelines in Administrative Regulation 3350 for Travel.

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State	Description
Ed. Code 35160	<u>Authority of governing boards</u>
Ed. Code 35160.1	<u>Broad authority of school districts</u>
Ed. Code 35161	<u>Board delegation of any powers or duties</u>
Ed. Code 44015	<u>Awards to employees</u>
Ed. Code 45460	<u>Classified School Employee Week</u>
Management Resources	Description
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>CSBA</u>
Website	<u>Fiscal Crisis and Management Assistance Team</u>
Cross References	
Code	Description
1150	<u>Commendations And Awards</u>
1220	<u>Citizen Advisory Committees</u>
1220	<u>Citizen Advisory Committees</u>
3100	<u>Budget</u>
3100	<u>Budget</u>
3300	<u>Expenditures And Purchases</u>

AWARDS AND RECOGNITION

Cross References

Code	Description
4157	<u>Employee Safety</u>
4157	<u>Employee Safety</u>
4257	<u>Employee Safety</u>
4257	<u>Employee Safety</u>
4357	<u>Employee Safety</u>
4357	<u>Employee Safety</u>
5126	<u>Awards For Achievement</u>
5126	<u>Awards For Achievement</u>
6115	<u>Ceremonies And Observances</u>
6115	<u>Ceremonies And Observances</u>
9140	<u>Board Representatives</u>

Policy
 Adopted: August 11, 1999
 Revised: May 26, 2011
 Revised: August 27, 2014
 Revised:

RIALTO UNIFIED SCHOOL DISTRICT



RIALTO UNIFIED SCHOOL DISTRICT

Personnel

BP 4356.2(a)

AWARDS AND RECOGNITION

The Board of Education values its instructional and noninstructional staff and desires to recognize their outstanding service in order to increase employee morale and encourage creative and innovative performance.

~~(cf. 1150—Commendations and Awards)~~

~~(cf. 5126—Awards for Achievement)~~

The Board encourages recognition of all staff during days of significance designated by the Board, state law, or state resolution.

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3. By their superior accomplishments, make exceptional contributions to the efficiency, economy, or other improvement in District operations
4. By exemplary service over an extended period of time have contributed to the improvement of effectiveness of the District educational program.

Such recognition shall include District purchase and annual presentation of awards to employees completing 15, 20, 25, and 30 years of service, and every 5 years thereafter.

As the District budget permits, the Superintendent or designee may recognize such employees by issuing service pins, certificates, plaques, and/or other mementos. In addition, he/she may recommend employees to the Board for recognition at a public Board meeting.

~~(cf. 3100—Budget)~~

~~(cf. 3300—Expenditures and Purchases)~~

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The Superintendent or designee may appoint one or more merit award committees consisting of Board members, District employees, and/or private citizens to review employee contributions and recommend awards.

AWARDS AND RECOGNITION

Monetary awards to employees shall not exceed \$200 unless expressly approved by the Board. (Education Code 44015)

~~(cf. 1220 – Citizen Advisory Committees)~~
~~(cf. 9140 – Board Representatives)~~

Employees attending awards and recognition ceremonies shall follow the guidelines in Administrative Regulation 3350 for Travel.

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State	Description
Ed. Code 35160	<u>Authority of governing boards</u>
Ed. Code 35160.1	<u>Broad authority of school districts</u>
Ed. Code 35161	<u>Board delegation of any powers or duties</u>
Ed. Code 44015	<u>Awards to employees</u>
Ed. Code 45460	<u>Classified School Employee Week</u>
Management Resources	Description
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>CSBA</u>
Website	<u>Fiscal Crisis and Management Assistance Team</u>
Cross References	
Code	Description
1150	<u>Commendations And Awards</u>
1220	<u>Citizen Advisory Committees</u>
1220	<u>Citizen Advisory Committees</u>
3100	<u>Budget</u>
3100	<u>Budget</u>
3300	<u>Expenditures And Purchases</u>
4157	<u>Employee Safety</u>
4157	<u>Employee Safety</u>
4257	<u>Employee Safety</u>

AWARDS AND RECOGNITION

Cross References

Code	Description
4257	<u>Employee Safety</u>
4357	<u>Employee Safety</u>
4357	<u>Employee Safety</u>
5126	<u>Awards For Achievement</u>
5126	<u>Awards For Achievement</u>
6115	<u>Ceremonies And Observances</u>
6115	<u>Ceremonies And Observances</u>
9140	<u>Board Representatives</u>

Policy
 Adopted: August 11, 1999
 Revised: May 26, 2011
 Revised: August 27, 2014
 Revised:

RIALTO UNIFIED SCHOOL DISTRICT



RIALTO UNIFIED SCHOOL DISTRICT

Students

BP 5148(a)

Child Care And Development

The Board of Education desires to provide a State Preschool Program ~~which~~ that meets the developmental needs of children and provides readiness skills for entrance to Kindergarten.

~~(cf. 5146 Married/Pregnant/Parenting Students)~~

~~(cf. 5148.1 Child Care Services for Parenting Students)~~

~~(cf. 5148.2 Before/After School Programs)~~

~~(cf. 5148.3 Preschool/Early Childhood Education)~~

~~(cf. 6164.4 Identification and Evaluation of Individuals for Special Education)~~

~~(cf. 6175 Migrant Education Program)~~

The Superintendent or designee shall work cooperatively with the State Preschool Program, public and private agencies, ~~parents/guardians~~ **families**, and other community members to assess preschool needs in the community, establish program priorities, obtain ongoing feedback on program quality, and inform ~~parents/guardians~~ **families** about preschool options.

~~(cf. 1020 Youth Services)~~

~~(cf. 1400 Relations Between Other Governmental Agencies and the Schools)~~

~~(cf. 1700 Relations Between Private Industry and the Schools)~~

The Board shall enter into a contract with the California Department of Education (CDE) for the provision of preschool services by the District.

~~(cf. 3312 Contracts)~~

The Board shall approve a written philosophical statement, goals, and objectives for the District's preschool program that reflect the cultural and linguistic characteristics of the families to be served and address the program components specified in 5 CCR 18272-18281 and administrative regulation. (5 CCR 18271)

~~(cf. 0000 Vision)~~

~~(cf. 0100 Philosophy)~~

~~(cf. 0200 Goals for the School District)~~

As needed, the Superintendent or designee may identify District facilities that have capacity to provide preschool services and/or may recommend that the Board enter into an agreement with a public agency or community organization to use community facilities for the purpose of providing such services.

Child Care And Development

~~(cf. 1330.1 – Joint Use Agreements)~~

~~(cf. 7110 – Facilities Master Plan)~~

Admissions policies and procedures shall be in writing and available to the public. Such policies and procedures shall include criteria designating those children whose needs can be met by the preschool program and services, the ages of children who will be accepted, program activities, any supplementary services provided, any field trip provisions, any transportation arrangements, food service provisions, and a medical assessment requirement. (5 CCR 18105; 22 CCR 101218)

~~(cf. 0410 – Nondiscrimination in District Programs and Activities)~~

~~(cf. 5145.3 – Nondiscrimination/Harassment)~~

The Superintendent or designee shall provide preschool to eligible families to the extent that state and/or federal funding and space is available and shall establish enrollment priorities in accordance with Education Code 8263 and 5 CCR 18106.

When all families eligible for the state preschool services have been served, priority for admissions shall be given to District students and children of District employees.

~~(cf. 5111.1 – District Residency)~~

The Superintendent or designee shall ensure that individuals working in the State Preschool Program have the necessary qualifications and have satisfied all legal requirements.

~~(cf. 1240 – Volunteer Assistance)~~

~~(cf. 4112.2 – Certification)~~

~~(cf. 4112.4/4212.4/4312.4 – Health Examinations)~~

~~(cf. 4112.5/4312.5 – Criminal Record Check)~~

~~(cf. 4131 – Staff Development)~~

~~(cf. 4212.5 – Criminal Record Check)~~

~~(cf. 4231 – Staff Development)~~

~~(cf. 4331 – Staff Development)~~

The Superintendent or designee shall annually conduct an evaluation of the District's preschool services in accordance with state requirements. The evaluation report shall be submitted to the Board and the CDE along with an action plan which establishes program goals and objectives for the coming year and addresses any areas identified as needing improvement. (5 CCR 18279-18281)

~~(cf. 0500 – Accountability)~~

Child Care And Development

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State	Description
22 CCR 101151-101191	Licensing and application procedures
22 CCR 101151-101239.2	<u>General requirements; licensed child care centers</u>
22 CCR 101212-101231	<u>Continuing requirements</u>
22 CCR 101237-101239.2	<u>Facilities and equipment</u>
34 CFR 303.1-303.734	Early Intervention Program for Infants and Toddlers with Disabilities
5 CCR 18000-18434	Child care and development programs
5 CCR 18012-18122	General requirements
5 CCR 18180-18192	Federal and state migrant programs
5 CCR 18210-18213	Severely handicapped program
5 CCR 18220-18231	Alternative payment program
5 CCR 18240-18249	Resource and referral program
5 CCR 18270-18281	Program quality; accountability
5 CCR 18290-18292	Staffing ratios
5 CCR 18295	Waiver of qualifications for site supervisor
5 CCR 18300-18308	Appeals and dispute resolution
5 CCR 4600-4687	Uniform complaint procedures and Williams complaints
5 CCR 80067-80067.2	Early Childhood Education Specialist Credential
5 CCR 80105-80125	Commission on Teacher Credentialing; child care and development permits
Ed. Code 46120	<u>Expanded Learning Opportunities Program</u>
Ed. Code 48000	<u>Transitional kindergarten</u>
Ed. Code 49540-49546	<u>Child care food program</u>
Ed. Code 49570	<u>National School Lunch program</u>
Ed. Code 56244	<u>Staff development funding</u>
Ed. Code 8200-8340	<u>California State Preschool Program</u>
Ed. Code 8207	<u>California State Preschool Program administration</u>

Child Care And Development

Ed. Code 8337	Early Education Expansion Program
Ed. Code 8482-8484.65	<u>After School Education and Safety Program</u>
Ed. Code 8484.7-8484.9	<u>21st Century Community Learning Centers</u>
H&S Code 120325-120380	<u>Immunization against communicable diseases</u>
H&S Code 120440	Disclosure of immunization information to local and state health departments
H&S Code 1596.70-1596.895	<u>California Child Day Care Act</u>
H&S Code 1596.90-1597.21	<u>Day care centers</u>
W&I Code 10200-10206	<u>Early Childhood Development Act of 2020</u>
W&I Code 10207-10215	<u>General provisions</u>
W&I Code 10207-10492.2	<u>Child Care and Development Services Act</u>
W&I Code 10217-10224.5	<u>Resource and referral programs</u>
W&I Code 10225-10234	<u>Alternative payment programs</u>
W&I Code 10235-10238	<u>Migrant child care and development programs</u>
W&I Code 10240-10243	<u>General child care and development programs</u>
W&I Code 10250-10252	<u>Family child care home education networks</u>
W&I Code 10260-10263	<u>Child care and development services for children with special needs</u>
W&I Code 10271	<u>Eligibility, enrollment and priority of services; physical examinations; rules and regulations</u>
W&I Code 10271.5	<u>Income eligibility</u>
W&I Code 10271.7	Family member certified as eligible to receive benefits; definition
W&I Code 10272.5	<u>Order of disenrollment</u>
W&I Code 10273	<u>Preferred placement for otherwise eligible children ages 11 or 12</u>
W&I Code 10276	Child Care and Development Fund notice to providers
W&I Code 10290	<u>Fee schedule for families using preschool and child care and development services</u>
W&I Code 10291	<u>Families exempt from family fees</u>
W&I Code 10315	<u>Transfer of information to public schools</u>
W&I Code 10332	Children residing in another district; use of facilities and personnel

Child Care And Development

W&I Code 10491-10491.1	Expulsion and suspension procedures in childcare and development services programs
Federal	Description
20 USC 1232g	Family Educational Rights and Privacy Act (FERPA) of 1974
20 USC 1400-1482	Individuals with Disabilities Education Act
42 USC 1751-1769j	School Lunch Program
42 USC 9831-9852c	Head Start programs
42 USC 9857-9858r	Child Care and Development Block Grant
45 CFR 98.1-98.93	Child Care and Development Fund
7 CFR 210.1-210.33	<u>National School Lunch Program</u>

Management Resources

	Description
CA Commission on Teacher Credentialing Publication	Proposed Amendments to Title 5 of the California Code of Regulations Pertaining to the PK-3 Childhood Education Specialist Credential, Coded Correspondence 23-02, February 10, 2023
CA Dept of Social Services Publication	Child Care Transition: The Early Childhood Development Act of 2020
CA Dept of Social Services Publication	American Rescue Plan Act Child Care & Development Division FAQ
CA Dept of Social Services Publication	COVID-19 Licensed Child Care Facilities and Providers (FAQs)
Court Decision	CBS Inc. v. The Superior Court of Los Angeles County, State Department of Social Services, (2001) 91 Cal.App.4th 892
U.S. Department of Education Publication	<u>Policy Statement on Expulsion and Suspension Policies in Early Childhood Settings, 2016</u>
Website	<u>Osteopathic Medical Board of California</u>
Website	<u>Medical Board of California</u>
Website	<u>California Department of Social Services, Child Care Licensing</u>
Website	<u>EveryChild California, an Association of Leaders Advancing Early Learning</u>
Website	<u>Office of Administrative Law</u>
Website	<u>Universal Prekindergarten, California's Great Start</u>

Child Care And Development

Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>California Commission on Teacher Credentialing</u>
Website	<u>California Association for the Education of Young Children</u>
Website	<u>California Department of Education, Early Education Division</u>
Website	<u>California Department of Education, Early Education Management Bulletins</u>
Website	<u>California Head Start Association</u>
Website	<u>California School-Age Consortium</u>
Website	<u>National Association for the Education of Young Children</u>
Website	<u>U.S. Department of Health and Human Services</u>
Website	<u>Commission on Teacher Credentialing</u>
Website	<u>CSBA</u>
Website	<u>U.S. Department of Education</u>
Website	<u>California Department of Public Health</u>

Cross References

Code	Description
0000	<u>Vision</u>
0000	<u>Vision</u>
0200	<u>Goals For The School District</u>
0410	<u>Nondiscrimination In District Programs And Activities</u>
0500	<u>Accountability</u>
1240	<u>Volunteer Assistance</u>
1240	<u>Volunteer Assistance</u>
1312.3	<u>Uniform Complaint Procedures</u>
1312.3	<u>Uniform Complaint Procedures</u>
1330	<u>Use Of School Facilities</u>
1330	<u>Use Of School Facilities</u>
1330.1	<u>Joint Use Agreements</u>
1400	<u>Relations Between Other Governmental Agencies And The Schools</u>
1700	<u>Relations Between Private Industry And The Schools</u>
3260	<u>Fees And Charges</u>

Child Care And Development

3260	<u>Fees And Charges</u>
3280	<u>Sale Or Lease Of District-Owned Real Property</u>
3312	<u>Contracts</u>
3523	<u>Electronic Signatures</u>
3523	<u>Electronic Signatures</u>
3540	<u>Transportation</u>
3540	<u>Transportation</u>
3550	<u>Food Service/Child Nutrition Program</u>
3552	<u>Summer Meal Program</u>
3553	<u>Free And Reduced Price Meals</u>
3553	<u>Free And Reduced Price Meals</u>
3580	<u>District Records</u>
3580	<u>District Records</u>
4112.2	<u>Certification</u>
4112.2	<u>Certification</u>
4112.4	<u>Health Examinations</u>
4112.4	<u>Health Examinations</u>
4112.5	<u>Criminal Record Check</u>
4112.5-E PDF(1)	<u>Criminal Record Check</u>
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>
4161.2	<u>Personal Leaves</u>
4212.4	<u>Health Examinations</u>
4212.4	<u>Health Examinations</u>
4212.5	<u>Criminal Record Check</u>
4212.5-E PDF(1)	<u>Criminal Record Check</u>
4231	<u>Staff Development</u>
4231	<u>Staff Development</u>
4261.2	<u>Personal Leaves</u>
4312.4	<u>Health Examinations</u>

Child Care And Development

4312.4	<u>Health Examinations</u>
4312.5	<u>Criminal Record Check</u>
4312.5-E PDF(1)	<u>Criminal Record Check</u>
4331	<u>Staff Development</u>
4331	<u>Staff Development</u>
4361.2	<u>Personal Leaves</u>
5022	<u>Student And Family Privacy Rights</u>
5030	<u>Student Wellness</u>
5030	<u>Student Wellness</u>
5111.1	<u>District Residency</u>
5111.1	<u>District Residency</u>
5117	<u>Interdistrict Attendance</u>
5117	<u>Interdistrict Attendance</u>
5125	<u>Student Records</u>
5125	<u>Student Records</u>
5141	<u>Health Care And Emergencies</u>
5141	<u>Health Care And Emergencies</u>
5141.22	<u>Infectious Diseases</u>
5141.22	<u>Infectious Diseases</u>
5141.23	<u>Asthma Management</u>
5141.23	<u>Asthma Management</u>
5141.26	<u>Tuberculosis Testing</u>
5141.27	<u>Food Allergies/Special Dietary Needs</u>
5141.27	<u>Food Allergies/Special Dietary Needs</u>
5141.3	<u>Health Examinations</u>
5141.3	<u>Health Examinations</u>
5141.31	<u>Immunizations</u>
5141.31	<u>Immunizations</u>
5141.52	<u>Suicide Prevention</u>
5141.52	<u>Suicide Prevention</u>

Child Care And Development

5141.52-E PDF(1)	<u>Suicide Prevention</u>
5141.6	<u>School Health Services</u>
5141.6	<u>School Health Services</u>
5145.6	<u>Parent/Guardian Notifications</u>
5145.6-E PDF(1)	<u>Parent/Guardian Notifications</u>
5146	<u>Married/Pregnant/Parenting Students</u>
5146	<u>Married/Pregnant/Parenting Students</u>
5148.3	<u>Preschool/Early Childhood Education</u>
5148.3	<u>Preschool/Early Childhood Education</u>
6020	<u>Parent Involvement</u>
6020	<u>Parent Involvement</u>
6142.7	<u>Physical Education And Activity</u>
6142.7	<u>Physical Education And Activity</u>
6154	<u>Homework/Makeup Work</u>
6154	<u>Homework/Makeup Work</u>
6159	<u>Individualized Education Program</u>
6159	<u>Individualized Education Program</u>
6164.4	<u>Identification And Evaluation Of Individuals For Special Education</u>
6164.6	<u>Identification And Education Under Section 504</u>
6164.6	<u>Identification And Education Under Section 504</u>
6174	<u>Education For English Learners</u>
6174	<u>Education For English Learners</u>
6174-E PDF(1)	<u>Education For English Learners - Education For English Language Learners</u>
6175	<u>Migrant Education Program</u>
6175	<u>Migrant Education Program</u>
6184	<u>Continuation Education</u>
6184	<u>Continuation Education</u>
7110	<u>Facilities Master Plan</u>
7110	<u>Facilities Master Plan</u>

Child Care And Development

Policy
adopted: September 8, 1999
revised: September 28, 2005
revised: January 27, 2010
revised: November 22, 2011
revised:

RIALTO UNIFIED SCHOOL DISTRICT
Rialto, California



RIALTO UNIFIED SCHOOL DISTRICT

Instruction

BP 6173.4(a)

EDUCATION FOR AMERICAN INDIAN STUDENTS (New)

The Governing Board recognizes that American Indian students may have unique cultural, language, and educational needs that may be addressed by increasing student knowledge about American Indian history, including the history and culture of local tribes, and by providing American Indian students with access to education and other services necessary for such students to meet the same challenging academic standards as other students.

The Superintendent or designee shall provide all students with culturally relevant curricula related to local American Indian tribes and implement strategies necessary for the improvement of the academic achievement of American Indian students.

In order to discuss, gain a shared understanding of, and develop curriculum for use within the District, and to identify the extent and nature of any achievement gaps between American Indian students and other District students, and strategies to address any such gaps, the District may form a California Indian Education Task Force with tribes local to the region. Participants in the task force meetings may consider issues of mutual concern, which include: (Education Code 33391)

1. Developing a thorough, shared understanding of accurate, high-quality curricular materials about the history, culture, and government of local tribes, and developing such materials for use within the District that include tribal experiences and perspectives
2. Developing a shared understanding of proper or improper instructional materials when these materials use depictions of Native Americans
3. Encouraging the adoption of the curriculum developed by the California Indian Education Task Force
4. Identifying the extent and nature of any achievement gap between American Indian students and other students, and strategies necessary to close it

If formed, the California Indian Education Task Force shall, within one year and thereafter annually, submit a report to the California Department of Education on the findings, including progress of work on Items #1-4, above. (Education Code 33391)

The Superintendent or designee shall identify American Indian students most at risk of not meeting state academic standards and provide to such students the needed support(s), including making referrals, as appropriate, for special education services or services under Section 504 of the federal Rehabilitation Act of 1973, or other school-based services such as counseling and health services, supplemental instruction, before- or after- school services, and summer learning programs.

EDUCATION FOR AMERICAN INDIAN STUDENTS

Suspension, expulsion, assignment to a supervised suspension classroom, or involuntary transfer to a continuation school of an American Indian student shall be in accordance with law and as specified in Administrative Regulation 5144.1 - Suspension and Expulsion/Due Process, 5144.2 - Suspension and Expulsion/Due Process (Students with Disabilities), and 6184 - Continuation Education.

The Superintendent or designee shall provide programs to facilitate the successful transition of American Indian students to post-secondary education and employment, which may include college and career fairs in accordance with Labor Code 3074.2, mentorship programs, and counseling services.

As needed, the Superintendent or designee shall provide professional development to teachers and other school staff to assist them in understanding and responding to the unique needs of American Indian students.

At least annually, the Superintendent or designee shall report to the Board on the outcomes of American Indian students including, but not limited to, school attendance, student achievement test results, promotion and retention by grade level, graduation rates, and suspension/expulsion rates.

Title VI Indian Education Program

With the assistance of federal Title VI funding for the education of children from federally recognized tribes, the District shall offer programs and activities to meet the unique cultural, language, and educational needs of American Indian students, as defined in 20 USC 7491. Program objectives and outcomes shall be based on state academic standards. (20 USC 7424)

In developing, implementing, and evaluating Title VI programs and activities, the Superintendent or designee shall consult with and involve family members of American Indian students and other community representatives. (20 USC 7424)

The District shall establish a committee that is composed of, and selected by, family members of American Indian students, representatives of tribes on tribal lands located within 50 miles of any District school that serves any children of the tribes, teachers, and, if appropriate, American Indian students enrolled in secondary schools in the District. The majority of the committee shall be family members of American Indian students. The committee shall participate in program development and provide written approval for the program. (20 USC 7424)

The District's Title VI program for American Indian education may include any of the following services and activities: (20 USC 7425)

1. Activities that support Native American language programs and Native American language restoration programs, which may be taught by traditional leaders
2. Culturally related activities that support the District's program
3. Early childhood and family programs that emphasize school readiness

EDUCATION FOR AMERICAN INDIAN STUDENTS

4. Enrichment programs that focus on problem-solving and cognitive skills development and directly support the attainment of state academic standards
5. Integrated educational services in combination with other programs that meet the needs of American Indian students and their families, including programs that promote family involvement in school activities and increase student achievement
6. Career preparation activities that enable American Indian students to participate in career technical education programs, including programs for mentoring and apprenticeship
7. Activities to educate individuals so as to prevent violence, suicide, and substance abuse
8. The acquisition of equipment that is essential to achieve program goals
9. Activities that promote the incorporation of culturally responsive teaching and learning strategies into the District's educational program
10. Family literacy services
11. Activities that recognize and support the unique cultural and educational needs of American Indian students, and incorporate appropriately qualified tribal elders and seniors
12. Dropout prevention strategies for American Indian students
13. Strategies to meet the educational needs of American Indian students in correctional facilities, including such strategies that support American Indian students who are transitioning from such facilities to schools served by the District

Any federal funds received to support American Indian education programs shall be used to supplement, not supplant, state or local funds allocated for such purposes. (20 USC 7424)

Program funds may be used to support a Title I schoolwide program pursuant to 20 USC 6314 if approved by the committee established pursuant to 20 USC 7424, provided that the schoolwide program is consistent with the purpose of American Indian education programs and the District's application identifies how the use of such funds in a schoolwide program will produce benefits to American Indian students that would not be achieved if not used in a schoolwide program. (20 USC 7424)

As needed, professional development shall be provided to teachers and other school staff to assist them in working with American Indian students and carrying out Title VI programs. (20 USC 7424)

The Superintendent or designee shall maintain a record of the information establishing the status of each student as an American Indian student eligible for assistance through the federal American Indian education program. (20 USC 7427)

EDUCATION FOR AMERICAN INDIAN STUDENTS

The Superintendent or designee shall periodically assess the progress of all American Indian students, including American Indian students who do not participate in programs funded through Title VI, in meeting program goals and objectives. Assessment results shall be provided to the Board, the committee established pursuant to 20 USC 7424, tribes whose children are served by the District, and the community. (20 USC 7424)

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 33380-33384	<u>California Indian Education Centers</u>
Ed. Code 33390-33391	<u>California Indian Education Act</u>
Federal	Description
2 CFR 200.0-200.521	<u>Federal uniform grant guidance</u>
20 USC 1400-1482	<u>Individuals with Disabilities Education Act</u>
20 USC 6314	<u>Title I schoolwide program</u>
20 USC 7401-7492	<u>Indian education</u>
20 USC 7701-7714	<u>Impact Aid</u>
29 USC 794	<u>Rehabilitation Act of 1973; Section 504</u>
34 CFR 222.90-222.129	<u>Impact Aid; special provisions for local educational agencies that claim children residing on Indian lands</u>
34 CFR 300.1-300.818	<u>Individuals with Disabilities Education Act</u>

Management Resources	Description
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>U.S. Department of Education, Office of Impact Aid</u>
Website	<u>U.S. Department of Education, Office of Indian Education</u>
Website	<u>California Department of Education</u>

EDUCATION FOR AMERICAN INDIAN STUDENTS

Cross References

Code	Description
0410	<u>Nondiscrimination In District Programs And Activities</u>
0460	<u>Local Control And Accountability Plan</u>
0460	<u>Local Control And Accountability Plan</u>
0500	<u>Accountability</u>
1220	<u>Citizen Advisory Committees</u>
1220	<u>Citizen Advisory Committees</u>
3230	<u>Federal Grant Funds</u>
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>
4231	<u>Staff Development</u>
4231	<u>Staff Development</u>
4331	<u>Staff Development</u>
4331	<u>Staff Development</u>
5113.1	<u>Chronic Absence And Truancy</u>
5113.1	<u>Chronic Absence And Truancy</u>
5141.6	<u>School Health Services</u>
5141.6	<u>School Health Services</u>
5144.1	<u>Suspension And Expulsion/Due Process</u>
5144.1	<u>Suspension And Expulsion/Due Process</u>
5145.6	<u>Parent/Guardian Notifications</u>
5145.6-E PDF(1)	<u>Parent/Guardian Notifications</u>
5147	<u>Dropout Prevention</u>
5147	<u>Dropout Prevention</u>
6011	<u>Academic Standards</u>
6020	<u>Parent Involvement</u>
6020	<u>Parent Involvement</u>
6120	<u>Response To Instruction And Intervention</u>
6162.5	<u>Student Assessment</u>

EDUCATION FOR AMERICAN INDIAN STUDENTS

Cross References

Code	Description
6164.2	<u>Guidance/Counseling Services</u>
6164.2	<u>Guidance/Counseling Services</u>
6164.5	<u>Student Success Teams</u>
6171	<u>Title I Programs</u>
6171	<u>Title I Programs</u>
6177	<u>Summer Learning Programs</u>
6178	<u>Career Technical Education</u>
6178	<u>Career Technical Education</u>
6179	<u>Supplemental Instruction</u>
6179	<u>Supplemental Instruction</u>
6184	<u>Continuation Education</u>
6184	<u>Continuation Education</u>



**Board of Education Agenda
October 25, 2023**

**APPROVE AN OVERNIGHT TRIP TO ALPHA SCHOLARS SAN DIEGO COLLEGES
TOUR - CARTER HIGH SCHOOL**

BACKGROUND:

ALPHA Scholars is Carter High School's cohort model honors program that is designed to motivate, encourage, and support our top honor students. The trip to tour universities in the San Diego area includes UC San Diego, University of San Diego, San Diego State University, and Cal State San Marcos.

REASONING:

The purpose of the trip is to provide an opportunity for our sophomore ALPHA Scholars to experience college campuses that they may not have otherwise had the opportunity to see. Exposure to a variety of university campuses will help broaden their college knowledge and motivate them to continue to excel in high school. Students will see how diverse college campuses are and understand what kind of campus may be a good fit for them.

RECOMMENDATION:

To approve thirty students (20 girls and 10 boys) of the Wilmer Amina Carter High School ALPHA Scholars program as well as one (1) male chaperone, and two (2) female chaperones to tour colleges in the San Diego area from November 6, 2023 through November 7, 2023, at a cost not-to-exceed \$6,000.00, and to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Robin McMillon, Ed.D./Norberto Perez



**Board of Education Agenda
October 25, 2023**

DONATIONS

Monetary Donation(s)

None

Non-Monetary Donation(s)

Location: Library and Textbook Services

Donor: Marty Lebowitz

Items: Books valued at \$27,794 and a telescope/stand/lenses valued at \$620

Location: Werner Elementary School

Donor: Kathy Moon/Rialto Retired Teachers Association

Items: Classroom supplies

RECOMMENDATION:

Accept the donation(s) and send a letter of appreciation to the donor(s): Marty Lebowitz; and Kathy Moon/Rialto Retired Teachers Association.

Monetary Donations - October 25, 2023	\$ 0.00
Donations - Fiscal Year-to-Date	\$25,386.00

SUBMITTED/REVIEWED BY: Diane Romo



**Board of Education Agenda
October 25, 2023**

SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS

<u>Quantity</u>	<u>Description</u>
17	CPU
76	Chromebook
84	IPad
2	Printer
1	Projector
13	Tablet, Android
5	DVD/VHS Player
1	DVD Player
1	Hovercam
1	Cart, IPad
2	IMac Desktop, Broken
2	Projector, Elmo
13	Laptops
2	Box Chargers
1	Box/Miscellaneous Broken Technology
3	Teacher Desk
2	Rolling Cabinet
3	Cart, T.V.
1	White Board
8	Tables
1	Refrigerator
3	Filing Cabinet
3	Cheer Mats
2	Custodial floor Scrubber

RECOMMENDATION:

It is recommended that the Board of Education 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.

SUBMITTED/REVIEWED BY: Ricardo G. Salazar/Diane Romo



**Board of Education Agenda
October 25, 2023**

SCHOOL-CONNECTED ORGANIZATION

BACKGROUND:

In accordance with Board Policy (BP 1230) and Administrative Regulation (AR 1230), the Board of Education must authorize school-connected organizations such as Parent Teacher Associations (PTA), Parent Teacher Organizations (PTO), and Booster Clubs that desire to raise money to benefit District students. Organizations proposing to establish a school-connected organization shall submit a request to the Board of Education for authorization to operate at the school.

REASONING:

The School-Connected Organization has submitted the required documentation to the District for Board approval.

RECOMMENDATION:

Approve Lions Cheerleading Booster (Carter High School) as a School-Connected Organization for the 2023-2024 and 2024-2025 school years.

SUBMITTED/REVIEWED BY: Nicole Albiso/Diane Romo



**Board of Education Agenda
October 25, 2023**

**APPROVE A RENEWAL AGREEMENT WITH SAN BERNARDINO COUNTY
SUPERINTENDENT OF SCHOOLS - TELIOS TRAINING SOLUTIONS**

BACKGROUND:

Under the direction of the San Bernardino County Superintendent of Schools, Foster Youth Services Coordinating Program, and Homeless Education departments, Telios Training Solutions will provide mentoring sessions for Rialto Unified School District students. Telios Training Solutions is skilled, trained, and experienced to promote developmental themes to encourage youth and empower them to meet the challenges of being successful students and citizens.

REASONING:

Congruent with the District's Strategic Plan for socially and emotionally healthy students, Telios will provide one hour group mentoring sessions for foster youth, homeless youth, and other systems involved, at all secondary sites for Rialto Unified School District. In the 2022-2023 school year, Telios serviced fifty-five High School students for twenty-two sessions. Thirty-Nine of the students received additional sessions. The mentoring program will occur monthly at each of the secondary sites for approximately 175 students. The themes of the sessions will include, leadership development, life skill acquisition, professional development, mental health and wellness, career preparation, and post-secondary success.

RECOMMENDATION:

To provide mentoring sessions for foster and homeless youth at Rialto Unified School District secondary sites, effective October 26, 2023 through June 30, 2024, at no cost to the District.

SUBMITTED/REVIEWED BY: Francisco S. Camacho, Jr., Ed.D./ Norberto Perez



**Board of Education Agenda
October 25, 2023**

**APPROVE A RENEWAL AGREEMENT WITH MARLENE SCHWARTZ DBA
SOMATHERAPY - FRISBIE MIDDLE SCHOOL**

BACKGROUND:

Marlene Schwartz DBA Somatherapy, will provide a secular program for participants that tailor the teaching of mindfulness to the developmental needs of children and adults that can help them understand their thoughts and feelings, and learn how to manage distressing emotions.

REASONING:

In an effort to develop whole-child support for Frisbie's students, teaching health and wellness techniques will serve to prevent stress and encourage self-regulation. Participants will be empowered by learning important mindfulness meditation skills that can help improve emotion regulation, reduce stress, improve overall school performance, and develop attention skills. Services will focus on yoga, sound meditation, and breathwork classes for students, staff, and parents. This is congruent with the District's Strategic Plan, Strategy I, "We will provide rigorous and relevant learning experiences to ensure each student's holistic development." This activity is congruent with our district's beliefs that music is a universal language. Frisbie Middle School will collect data through pre and post-student, staff and parent surveys to determine the effectiveness of the services provided.

RECOMMENDATION:

To provide Frisbie Middle School students, staff and parents with one-hour sessions, not to exceed 108 Sessions, effective October 26, 2023 through May 31, 2023, at a cost not-to-exceed \$16,200.00, and to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Alex Vara/Norberto Perez



**Board of Education Agenda
October 25, 2023**

**APPROVE A RENEWAL AGREEMENT WITH JUAN VIRGEN - MORGAN
ELEMENTARY SCHOOL**

BACKGROUND:

Juan Virgen is a music instructor who has designed a unique social emotional music curriculum that combines the art of learning how to play music utilizing guitars, pianos, and drums. Mr. Virgen teaches young musicians the fundamentals of their instruments while playing together in a positive and fun atmosphere.

REASONING:

In an effort to further address the Social and Emotional development needs of students, Morgan Elementary is requesting to contract Mr. Virgen to provide an extended learning opportunity for students to develop musical instrument skills. As students develop the artistic discipline of learning to play an instrument, they will also learn how to reflect on and express emotions through music. In addition, lesson themes will focus on teaching students that commitment, practice, mistakes, and personal awareness are essential for life skills. Mr. Virgen's lessons further emphasize that mistakes are part of the learning process in order to nourish a growth mindset and develop resilience.

RECOMMENDATION:

To provide music lessons at Morgan Elementary School, effective October 31, 2023 through May 15, 2024, at a cost not-to-exceed \$3,800.00, and to be paid from the General Fund (ELOP).

SUBMITTED/REVIEWED BY: Jeremiah De La Cruz/Norberto Perez



**Board of Education Agenda
October 25, 2023**

APPROVE A RENEWAL AGREEMENT WITH LAKESHORE LEARNING

BACKGROUND:

Lakeshore Learning Materials is the leading provider of teaching school supplies, complete classroom furniture, Professional Services to train teachers, and program support for grade levels of K-12. Developer and retailer of educational materials designed for early childhood programs, and elementary schools nationwide. The company offers a range of teaching resources, classroom decorating, classroom furniture, and hands-on learning products, enabling school-age children to reach their educational goals.

REASONING:

Congruent with Strategy III, Plan 6, All students with Moderate to Severe Special Needs benefit from a program offered by Lakeshore Learning Materials, the Student Annual Needs Determination Inventory (SANDI) Assessment Program. Two-hundred and seventy student license subscriptions were used in 2022-2023 for our students; a renewal for this license subscription in 2023-2024 is greater due to enrollment increase.

RECOMMENDATION:

To provide student license subscriptions for Rialto Unified School District special needs students, effective October 26, 2023 through June 30, 2024, at a cost not-to-exceed \$24,885.00, and to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Sonya Scott, Ed.D./Norberto Perez



**Board of Education Agenda
October 25, 2023**

APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY OF RIALTO AND THE RIALTO UNIFIED SCHOOL DISTRICT FOR (3) SCHOOL RESOURCE OFFICERS

BACKGROUND:

The Rialto Unified School District (District) desires to retain three (3) School Resource Officers (SRO's) to perform special services, provide collaborative educational support that will help build and sustain a positive school culture and ensure a safer school climate for all students, staff, & families within the Rialto Unified School District.

REASONING:

The District shall reimburse the City of Rialto at their fully burdened rate (salary + statutory benefits) for the SRO police officers, specially trained experienced, and competent persons to perform such special services and fulfill the expectations to effectively collaborate as educational partners. The District shall adhere to contractual obligations as to hours of work, overtime pay, and working conditions as enumerated in the Rialto Police Benefits Association contract with the City of Rialto.

The SRO Officers shall be responsible for serving as a liaison between students, faculty, administration, families of the District, and law enforcement in furtherance of good and meaningful relationships with youth, community, school, and police.

RECOMMENDATION:

Approve a Memorandum of Understanding with the City of Rialto to provide three (3) School Resource Officers to serve all schools within the District at a cost equal to the officers' fully burden rate. The term of this agreement shall be for five (5) years commencing on July 1, 2024 and ending on June 30, 2029. All costs to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Gordon Leary/Norberto Perez



**Board of Education Agenda
October 25, 2023**

APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH SANTA CLAUS INC.

BACKGROUND:

Santa Claus, Inc. has provided new toys, quality clothing, shoes, socks, school supplies, and personal care kits in the San Bernardino County area since 1952. They have served over 1,500,000 underprivileged children. Although the name Santa Claus, Inc. might imply that the service is provided during the holiday time, they provide goods and services throughout the school year. Rialto Unified School District plans to partner with Santa Claus, Inc. to provide supplies for our students.

REASONING:

Partnering with Santa Claus, Inc. in order to provide clothing, school supplies, and personal care kits to our students is congruent with our mission, specifically related to establishing “effective family and community involvement.” Additionally Strategy II, “We will create structures to ensure resources and assets are allocated and developed to directly support students.”

RECOMMENDATION:

To provide clothing, school supplies, and personal care kits to Rialto Unified School District for distribution to our students, effective October 26, 2023 through September 1, 2024, at no cost to the District.

SUBMITTED/REVIEWED BY: Francisco S. Camacho, Jr. Ed.D./Norberto Perez



**Board of Education Agenda
October 25, 2023**

**APPROVE AN AMENDMENT TO THE AGREEMENT WITH EDUPOINT
EDUCATIONAL SYSTEMS, LLC.**

BACKGROUND:

On April 19, 2023 the Board of Education approved an agreement with Edupoint Educational Systems, LLC to create Elementary Exceptional Grading Practices Report Cards in Synergy for the 2023-2024 school year, at a cost not-to-exceed \$20,000.00, and to be paid from the General Fund.

REASONING:

As Edupoint began the development of the report cards, additional changes were requested based on collaborative feedback. The April 19, 2023 agreement will need to be increased by \$10,000.00 for a new total not-to-exceed amount of \$30,000.00 based on the additional changes needed for the report cards.

RECOMMENDATION:

To add changes to the Elementary Exceptional Grading Practices report Card in Synergy, effective October 26, 2023 through June 30, 2024, at an additional cost of \$10,000.00 for a new total cost not-to-exceed \$30,000.00, and to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Beth Ann Scantlebury/Norberto Perez



**Board of Education Agenda
October 25, 2023**

**APPROVE AN AMENDMENT TO THE AFFILIATION AGREEMENT WITH
CLAREMONT GRADUATE UNIVERSITY**

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:

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

RECOMMENDATION:

Approve Amendment No. 1 to Affiliation Agreement with Claremont Graduate University to add terms regarding stipend payments for Mentor Teachers. All other terms and conditions of the agreement will remain the same.

SUBMITTED/REVIEWED BY: Ricardo Carranza/Rhonda Kramer, Roxanne Dominguez, Armando Urteaga



**Board of Education Agenda
October 25, 2023**

APPROVE AMENDMENT NO.1 TO THE AGREEMENT WITH JOHN R. BYERLY INC. TO PROVIDE SPECIAL INSPECTION AND MATERIALS TESTING SERVICES FOR BATTERY ENERGY STORAGE SYSTEMS (BESS) PROJECTS AT KORDYAK ELEMENTARY SCHOOL, FITZGERALD ELEMENTARY SCHOOL, KUCERA MIDDLE SCHOOL AND CARTER HIGH SCHOOL

BACKGROUND:

On January 25, 2023, the Board of Education approved an agreement with John R. Byerly, Inc. to perform Special Inspection and Materials Testing Services for the Battery Energy Storage Systems (BESS) Project at Kordyak Elementary School, Fitzgerald Elementary School, Kucera Middle School and Carter High School. The term of the agreement was January 26, 2023, through December 31, 2023.

REASONING:

The project has experienced delays due to back orders for electrical equipment required by Southern California Edison (SCE). It is necessary to extend the contract with John R. Byerly, Inc. from December 31, 2023, to June 30, 2024. All other terms and conditions of the agreement will remain the same.

RECOMMENDATION:

Approve Amendment No.1 to the agreement with John R. Byerly, Inc. to extend the agreement term from December 31, 2023, to June 30, 2024, to provide Special Inspection and Materials Testing Services for the Battery Energy Storage Systems (BESS) Project at Kordyak Elementary School, Fitzgerald Elementary School, Kucera Middle School and Carter High School, at no additional cost to the District.

SUBMITTED/REVIEWED BY: Angie Lopez/Diane Romo



**Board of Education Agenda
October 25, 2023**

APPROVE AMENDMENT NO.1 TO THE AGREEMENT WITH PF VISION, INC. TO PROVIDE DIVISION OF STATE ARCHITECT (DSA) INSPECTION SERVICES FOR BATTERY ENERGY STORAGE SYSTEMS (BESS) PROJECTS AT KORDYAK ELEMENTARY SCHOOL, FITZGERALD ELEMENTARY SCHOOL, KUCERA MIDDLE SCHOOL AND CARTER HIGH SCHOOL

BACKGROUND:

On January 25, 2023, the Board of Education approved an agreement with PF Vision, Inc. to perform Special Inspection and Materials Testing Services for the Battery Energy Storage Systems (BESS) Project at Kordyak Elementary School, Fitzgerald Elementary School, Kucera Middle School and Carter High School. The term of the agreement was January 26, 2023, through December 31, 2023.

REASONING:

The project has experienced delays due to back orders for electrical equipment required by Southern California Edison (SCE). It is necessary to extend the contract with PF Vision from December 31, 2023, to June 30, 2024. All other terms and conditions of the agreement will remain the same.

RECOMMENDATION:

Approve Amendment No.1 to the agreement with PF Vision, Inc. to extend the agreement term from December 31, 2023, to June 30, 2024, to provide Division of State Architect (DSA) inspection services for the Battery Energy Storage Systems (BESS) Project at Kordyak Elementary School, Fitzgerald Elementary School, Kucera Middle School and Carter High School, at no additional cost to the District.

SUBMITTED/REVIEWED BY: Angie Lopez/Diane Romo



**Board of Education Agenda
October 25, 2023**

**APPROVE AMENDMENT NO.1 TO THE AGREEMENT WITH
MILLER ARCHITECTURE TO PROVIDE ARCHITECTURAL SERVICES FOR THE
VIRTUAL LEARNING ACADEMY AT ZUPANIC HIGH SCHOOL**

BACKGROUND:

On March 9, 2022, the Board of Education approved an agreement with Miller Architecture to provide architectural services for the Virtual Learning Academy at Zupanic High School. The term of the agreement was March 10, 2022, through December 31, 2023.

REASONING:

The project experienced unexpected delays due to the Division of State Architect (DSA) longer plan review timelines. Amending the contract will extend the term of the agreement with Miller Architecture from December 31, 2023, to December 31, 2024. All other terms and conditions will remain the same.

RECOMMENDATION:

Approve Amendment No.1 to the agreement with Miller Architecture to extend the agreement term from December 31, 2023, to December 31, 2024, to provide architectural services for the Virtual Learning Academy at Zupanic High School, at no additional cost to the District.

SUBMITTED/REVIEWED BY: Angie Lopez/Diane Romo



**Board of Education Agenda
October 25, 2023**

**APPROVE AMENDMENT NO.2 TO THE AGREEMENT WITH
PCH ARCHITECTS TO PROVIDE ARCHITECTURAL SERVICES FOR THE
COVERED PARENT WAITING AREA AT THE DISTRICT ENROLLMENT CENTER**

BACKGROUND:

On May 4, 2022, the Board of Education approved an agreement with PCH Architects to provide architectural services for the Covered Parent Waiting Area at the District Enrollment Center, effective May 5, 2022 through December 31, 2023, at a cost not-to-exceed \$10,000.00.

On October 5, 2022, the Board of education approved Amendment No.1 to increase the contract amount for an additional cost of \$30,635.00 for a revised contract amount not-to-exceed \$40,635.00.

REASONING:

Due to several design changes and additional structural review, the project timeline increased making it necessary to extend the contract with PCH Architect from December 31, 2023, to September 30, 2024. All other terms and conditions of the agreement will remain the same.

RECOMMENDATION:

Approve Amendment No.2 to the agreement with PCH Architects to extend the agreement term from December 31, 2023, to September 30, 2024, to provide architectural services for the Covered Parent Waiting Area at the District Enrollment Center, at no additional cost to the District.

SUBMITTED/REVIEWED BY: Angie Lopez/Diane Romo



**Board of Education Agenda
October 25, 2023**

**APPROVE AN AGREEMENT WITH JOHN R. BYERLY, INC. TO CONDUCT
A SOILS INVESTIGATION REQUIRED FOR THE BASEBALL FIELD RENOVATION
AND NEW FIELD LIGHTING AT EISENHOWER HIGH SCHOOL**

BACKGROUND:

As a requirement of the Division of State Architect (DSA) a geotechnical consultant is required to conduct a site soils investigation for the baseball field renovations and new field lighting at Eisenhower High School.

REASONING:

The purpose of the soils investigation is to evaluate the soil conditions associated with the planned site improvements for the Eisenhower High School baseball field renovations and new field lighting project. The soils investigation will provide recommendation for the design of foundations and seismic design parameters for the new proposed Musco lighting poles.

RECOMMENDATION:

Approve an agreement with John R. Byerly, Inc., to conduct a soils investigation required for the baseball field renovation and new field lighting at Eisenhower High School, effective October 26, 2023 through June 30, 2024, at a cost not-to-exceed \$8,950.00, and to be paid from Fund 40 – Special Reserve Capital Outlay Projects.

SUBMITTED/REVIEWED BY: Angie Lopez/Diane Romo



**Board of Education Agenda
October 25, 2023**

**APPROVE AN AGREEMENT WITH JOHN R. BYERLY, INC. TO CONDUCT
A SOILS INVESTIGATION REQUIRED FOR THE NEW BASEBALL FIELD LIGHTING
AT RIALTO HIGH SCHOOL**

BACKGROUND:

As a requirement of the Division of State Architect (DSA) a geotechnical consultant is required to conduct a site soils investigation for the new baseball field lighting at Rialto High School.

REASONING:

The purpose of the soils investigation is to evaluate the soil conditions associated with the site improvements for the Rialto High School new baseball field lighting project. The soils investigation will provide recommendation for the design of foundations and seismic design parameters for the new proposed Musco lighting poles.

RECOMMENDATION:

Approve an agreement with John R. Byerly, Inc., to conduct a soils investigation required for the new baseball field lighting project at Rialto High School, effective October 26, 2023 through June 30, 2024, at a cost not-to-exceed \$8,950.00, and to be paid from Fund 40 – Special Reserve Capital Outlay Projects.

SUBMITTED/REVIEWED BY: Angie Lopez/Diane Romo



**Board of Education Agenda
October 25, 2023**

**APPROVE AN AGREEMENT WITH WOMEN ON THE MOVE - HUGHBANKS
ELEMENTARY SCHOOL**

BACKGROUND:

Women on the Move Network is a non-profit organization, based in Southern California, whose mission is to promote the principle of gender equality, assist girls to develop their potential as leaders, and raise awareness of the essential role of women as peacemakers in society. One of the major efforts of the organization is mentoring young girls, by helping them to learn how to make good life choices, to set meaningful goals for themselves, and to understand their own value. The program "Who's Your Hero?" encourages girls to realize that they can be the heroes of their own lives. Hughbanks partnered with Woman on the Move approximately 5 years before the 2020 pandemic. The 2023-2024 school year will be the first year to reinstate the program.

REASONING:

Woman on the Move Network supports RUSD's Strategy I, "We will provide rigorous and relevant learning experiences to ensure each student's holistic development." The program will provide weekly after-school sessions with activities for grade 5 female students, designed to build their confidence, help them learn to make good decisions, have healthy friendships, and have fun in a safe and welcoming environment. A team of Woman on the Move Network mentors will conduct weekly sessions with a maximum of twenty-five female students in grade 5. iReady math scores will be monitored throughout the 2023-2024 school year in order to measure the effectiveness of the students' confidence in themselves.

RECOMMENDATION:

To provide an in-person after-school activities-based mentoring program for a maximum of twenty-five (25) female grade 5 students at Hughbanks Elementary School, effective October 26, 2023 through May 31, 2024, at no cost to the District.

SUBMITTED/REVIEWED BY: Danielle Osonduagwuike, Ed.D./Norberto Perez



Board of Education Agenda October 25, 2023

APPROVE AN AGREEMENT WITH CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO - EARLY EDUCATION

BACKGROUND:

California State University San Bernardino, Institute of Child Development and Family Relations, offers a Science of parenting nine (9) week course designed for families of young children. The course series provides participants with a general understanding of young children, positive child guidance strategies, and ways to support children's development.

REASONING:

Offering a Science of Parenting course for our families is congruent with our District's focus on supporting our student's early childhood development in early literacy and numeracy. This course is congruent with Strategy V of our District's Strategic Plan, "We will ensure full engagement of families in the education of their children." Participants will learn about the importance of early attachment and other key psychological needs of children. A review of early brain development and developmental milestones will assist participants in understanding children's behavior at various ages and stages, as well as supportive ways to respond. Participants will also learn effective, positive guidance skills when interacting with children's behavior. Data will be collected through the use of pre and post-surveys to document program effectiveness.

RECOMMENDATION:

To provide 36 hours of professional development for parents to be held at the Rocking Horse Education Center, effective February 29, 2024 through May 9, 2024, at a cost not-to-exceed \$6,500.00, and to be paid from the Kaiser THRIVE Grant.

SUBMITTED/REVIEWED BY: Alexis Bogarin/Norberto Perez



**Board of Education Agenda
October 25, 2023**

APPROVE AN AGREEMENT WITH WALDEN UNIVERSITY

BACKGROUND:

The purpose of this Field Site Agreement is to enter into a mutually beneficial education/training agreement with Walden University, to provide education fieldwork experiences to students enrolled in their undergraduate, graduate, and post-graduate programs. Walden University currently offers these programs in the fields of nursing, social work, counseling, psychology, health sciences, and interdisciplinary studies. Students enrolled in these programs will gain experience in the practice setting and on campus with experienced professionals within the Rialto Unified School District.

REASONING:

Walden University will offer students opportunities to flourish with guidance from experienced mentors in our District. This is in order to further their education toward becoming effective and efficient future teachers, school counselors, nurses, and psychologists with the hope that they will come back and return their knowledge to the children of the District and its community.

RECOMMENDATION:

Approve the Field Site Agreement with Walden University to assist current and future students with mentoring opportunities in their specialized fields from November 26, 2023 through November 25, 2026 at no cost to the District.

SUBMITTED/REVIEWED BY: Ricardo Carranza/Rhonda Kramer, Roxanne Dominguez, Armando Urteaga



**Board of Education Agenda
October 25, 2023**

APPROVE AN AGREEMENT WITH GRAND CANYON UNIVERSITY

BACKGROUND:

The purpose of this School of Counseling Affiliation Agreement is to enter into a mutually beneficial education/training agreement with the Grand Canyon University, to provide internship, practicum, and observation experiences to students enrolled in the School of Counseling program. Students enrolled in these programs will gain experience in the practice setting and on campus with experienced professionals within the Rialto Unified School District.

REASONING:

Grand Canyon University will offer students opportunities to flourish with guidance from experienced mentors in our District. This is in order to further their education toward becoming effective and efficient future school counselors, with the hope that they will come back and return their knowledge to the children of the District and its community.

RECOMMENDATION:

Approve the School of Counseling Affiliation Agreement with the Grand Canyon University to assist current and future students with mentoring opportunities in their specialized fields from October 26, 2023 through October 25, 2026 at no cost to the district.

SUBMITTED/REVIEWED BY: Ricardo Carranza/Rhonda Kramer, Roxanne Dominguez, Armando Urteaga



**Board of Education Agenda
October 25, 2023**

CLASSIFIED EXEMPT – PERSONNEL REPORT #1308

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

WORKABILITY – Returning Students

Acosta, Aniseto	Central Kitchen	09/27/2023	\$16.00 per hour
Franklin, Miles	Grocery Outlet	10/10/2023	\$16.00 per hour
Johnson, Destiny	Central Kitchen	09/27/2023	\$16.00 per hour
Loera, Jose	Grocery Outlet	09/22/2023	\$16.00 per hour
Magana, Paul	Central Kitchen	09/27/2023	\$16.00 per hour
Mendez, Jacob	Central Kitchen	10/09/2023	\$16.00 per hour
Mendoza, Adrian	Central Kitchen	09/27/2023	\$16.00 per hour
Morales, Teah	Grocery Outlet	10/10/2023	\$16.00 per hour
Nuela, Sebastian	Central Kitchen	09/27/2023	\$16.00 per hour
Pineda, Dominick	Grocery Outlet	10/03/2023	\$16.00 per hour
Plascencia-Rodriguez, Amy	Grocery Outlet	10/10/2023	\$16.00 per hour
Portillo, Juan Carlos	Grocery Outlet	10/10/2023	\$16.00 per hour
Shepherd, Jason	Central Kitchen	09/25/2023	\$16.00 per hour
Torres, Wade	Central Kitchen	09/27/2023	\$16.00 per hour
Valle, Ruben	Central Kitchen	10/09/2023	\$16.00 per hour
Williams, Joseph	Central Kitchen	10/09/2023	\$16.00 per hour

WORKABILITY

Ambrocio, Kimberly	Central Kitchen	10/09/2023	\$13.60 per hour
Blancarte, Alexia	Grocery Outlet	10/10/2023	\$13.60 per hour
Chacon Tiznado, Cristian	Grocery Outlet	10/10/2023	\$13.60 per hour
Garcia, Harry	Walgreens	10/19/2023	\$13.60 per hour
Gomez Martinez, Olga	Walgreens	10/09/2023	\$13.60 per hour
Gutierrez, Raymond	CVS	10/11/2023	\$13.60 per hour
Linares, Angel	Grocery Outlet	10/04/2023	\$13.60 per hour
Medina Gutierrez, Christian	Central Kitchen	10/19/2023	\$13.60 per hour
Sakamoto, Orchid	Grocery Outlet	10/03/2023	\$13.60 per hour
Thrasher, Isabella	Ayres Hotel	10/06/2023	\$13.60 per hour
Vazquez, Miguel	Central Kitchen	10/23/2023	\$13.60 per hour

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:

Kucera Middle School

Root, Jessica	Cheer	2023/2024	\$1,978.00
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Carter High School

Bustamante, Robert	Varsity Head, Girls' Soccer	2023/2024	\$4,478.00
Corner, Madeline	JV Head, Girls' Track	2023/2024	\$3,801.00
Enciso, Anahuac	JV Head, Boys' Soccer	2023/2024	\$3,644.00
Fortenberry, Eric	JV Head, Baseball	2023/2024	\$3,801.00
Machuca, Charlene	Frosh Head, Girls' Basketball	2023/2024	\$4,061.00
Montoya, Trinity	JV Head, Softball	2023/2024	\$3,801.00
Navarro Torres, Helio	Varsity Asst., Boys' Soccer	2023/2024	\$3,280.00
Rodriguez, Carlos	Frosh Head, Boys' Track	2023/2024	\$3,801.00
Sankey, Britainny	Frosh Asst., Boys' Basketball	2023/2024	\$3,176.00
Stewart, Mariah	Frosh Head, Girls' Track	2023/2024	\$3,801.00
Ursuy, Gabrielle	Varsity Asst., Softball	2023/2024	\$3,540.00
Vazquez, Edgar	Varsity Head, Baseball	2023/2024	\$4,738.00
Williams, Marcus	JV Head, Boys' Basketball	2023/2024	\$4,061.00
Williams, Terris	Varsity Asst., Boys' Track	2023/2024	\$3,540.00
Zepeda, Victoria	Frosh Asst., Softball	2023/2024	\$3,176.00

Eisenhower High School

Andrade, Victor	JV Head, Girls' Wrestling	2023/2024	\$4,061.00
Camacho, Michelle	Frosh Head, Girls' Wrestling	2023/2024	\$4,061.00
Chavez, Steven	Varsity, Girls' Wrestling	2023/2024	\$5,050.00
Cortez, Syleste	JV Head, Girls' Soccer	2023/2024	\$3,644.00
Covington, Brionna	JV Head, Girls' Basketball	2023/2024	\$4,061.00
Fragoso, Darely	Varsity Asst., Girls' Water Polo	2023/2024	\$3,332.00
Horsford, Rasheed	JV Head, Boys' Basketball	2023/2024	\$4,061.00
Jimenez, Julian	Varsity, Girls' Water Polo	2023/2024	\$4,061.00
Lindo, Steven	JV Head, Boys' Wrestling	2023/2024	\$4,061.00
Melesio, Tomas	JV Head, Boys' Soccer	2023/2024	\$3,644.00
Pagkaliwangan, Teddy	Varsity, Boys' Wrestling	2023/2024	\$5,050.00
Peterson, Michael	Varsity Head, Girls' Soccer	2023/2024	\$4,478.00
Roman, Herminio	Varsity, Boys' Soccer	2023/2024	\$4,478.00

NON-CERTIFICATED COACHES (Continued)

Eisenhower High School (Continued)

Varner, Alex	Frosh Head, Girls' Basketball	2023/2024	\$4,061.00
Ventura, Angel	Frosh Head, Girls' Soccer	2023/2024	\$3,644.00

Rialto High School

Bernal, Marco	JV Head, Boys' Soccer	2023/2024	\$3,644.00
Guerrero, Andrew	Varsity Asst., Boys' Soccer	2023/2024	\$3,280.00
Guerrero, Matthew	Frosh Head, Boys' Soccer	2023/2024	\$3,644.00
Vargas, Christian	Frosh Asst., Boys' Soccer	2023/2024	\$3,176.00

SUBMITTED/REVIEWED BY: Roxanne Dominguez, Rhonda Kramer, and Armando Urteaga



**Board of Education Agenda
October 25, 2023**

CLASSIFIED EMPLOYEES – PERSONNEL REPORT #1308

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

PROMOTIONS

Davis, Desiree (Repl. E. Hernandez)	To:	Behavioral Support Assistant Henry Elementary School	10/11/2023	31-6	\$27.25 per hour (7 hours, 203 days)
	From:	Instructional Assistant III-SE Carter High School		29-6	\$25.91 per hour (3 hours, 203 days)
Guzman, Vanessa (Repl. B. Lopez)	To:	Behavioral Support Assistant Hughbanks Elementary School	10/23/2023	31-1	\$21.32 per hour (8 hours, 203 days)
	From:	Instructional Assistant I Morgan Elementary School		25-2	\$19.28 per hour (4.5 hrs, 203 days)
Medina, Arcelia (Repl. A. Leach)	To:	Special Education Child Development Instructional Assistant Bemis Preschool	10/09/2023	29-6	\$25.91 per hour (7 hours, 203 days)
	From:	Child Development Instructional Assistant Bemis Preschool		26-6	\$24.03 per hour (3.5 hrs, 203 days)
Tapia, Todd (Repl. S. Cuttress)	To:	Maintenance Supervisor Maintenance & Operations	10/23/2023	7-4	\$43.99 per hour (8 hours, 225 days)
	From:	Maintenance Foreman Maintenance & Operations		4-5	\$40.95 per hour (8 hours, 225 days)

EMPLOYMENT

Alvarez Quevedo, Alma (Repl. D. Galvez)	Nutrition Service Worker I Central Kitchen	10/09/2023	20-1	\$16.15 per hour (3.75 hrs., 203 days)
Arango, Gresia (Repl. J. Manzano Andrade)	Nutrition Service Worker I Rialto High School	10/19/2023	20-1	\$16.15 per hour (3 hours, 203 days)
Cano, Susana (Repl. L. Cardenas)	Instructional Assistant III Behavior Support Assistant Rialto Middle School	10/04/2023	29-1	\$20.28 per hour (6 hours, 203 days)
Gomez, Vanessa (Repl. M. Beltran)	Clerk Typist II Dunn Elementary School	10/10/2023	31-1	\$21.32 per hour (8 hours, 237 days)
Jimenez, Yessica	Licensed Vocational Nurse Health Services	10/16/2023	40-5	\$32.51 per hour (7 hours, 203 days)

EMPLOYMENT (Continued)

Jones, Nolan	Behavioral Support Assistant Kolb Middle School	10/04/2023	31-1	\$21.32 per hour (7 hours, 203 days)
McCarthy, Sydney	Nutrition Service Worker I Rialto High School	10/09/2023	20-3	\$17.84 per hour (3 hours, 203 days)
Navarro-Gonzalez, Myra (Repl. A. Miranda)	Nutrition Service Worker I Eisenhower High School	10/10/2023	20-1	\$16.15 per hour (3 hours, 203 days)
Padilla, Henry (Repl. M. Reyes)	A.C./Heating/Vent. Tech. Nutrition Services	11/01/2023	44-1	\$29.52 per hour (8 hours, 12 months)
Roacho, Maribel (Repl. M. Rodriguez)	Nutrition Service Worker I Kelley Elementary School	10/09/2023	20-1	\$16.15 per hour (3.5 hrs, 203 days)
Romero Martinez, Brenda (Repl. R. Cleveland)	Transportation Support Clerk Transportation	10/09/2023	35-1	\$23.57 per hour (8 hours, 237 days)
Vasquez, Melissa	Behavioral Support Assistant Curtis Elementary School	10/04/2023	31-1	\$21.32 per hour (7 hours, 203 days)

RESIGNATIONS

Lopez, Brittney	Behavioral Support Assistant Special Services	10/16/2023		
Lopez, Veronica	Nutrition Service Worker I Dollahan Elementary School	11/02/2023		
Morales, Jacqueline	Interpreter/Translator Multilingual Programs	10/17/2023		
Zamudio, Valerie	Nutrition Service Worker I Nutrition Services	10/10/2023		

RETIREMENT

Albano-Thweatt, Susette	Instructional Assistant III-SE Carter High School	10/06/2023		
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SUBSTITUTES

Haro, Vanessa	Custodian I	10/10/2023	\$21.87 per hour
Nevarez, Vivian	Health Aide	09/22/2023	\$18.34 per hour

ADDITION OF SPECIAL NEEDS STIPEND

Quintanilla-Hopkins, Sara	Health Clerk Werner Elementary School	08/07/2023
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VOLUNTARY CHANGE OF CLASSIFICATION AND DECREASE IN WORK HOURS

Milian Costello, Saddmy	To: Health Clerk Hughbanks Elementary	10/04/2023	31-6	\$27.25 per hour (6.5 hrs, 237 days)
	From: Clerk Typist II Hughbanks Elementary			31-6

CERTIFICATION OF ELIGIBILITY LIST – Assessment Specialist - Special Services

Eligible: 10/26/2023
Expires: 04/26/2024

CERTIFICATION OF ELIGIBILITY LIST – Categorical Project Clerk

Eligible: 10/26/2023
Expires: 04/26/2024

CERTIFICATION OF ELIGIBILITY LIST – McKinney-Vento & Foster Youth Liaison

Eligible: 10/26/2023
Expires: 04/26/2024

CERTIFICATION OF ELIGIBILITY LIST – Safety Control Dispatcher II

Eligible: 10/26/2023
Expires: 04/26/2024

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

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

SUBMITTED/REVIEWED BY: Roxanne Dominguez, Rhonda Kramer, and Armando Urteaga



**Board of Education Agenda
October 25, 2023**

CERTIFICATED EMPLOYEES – PERSONNEL REPORT #1308

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 October 26, 2023, unless earlier date is indicated)

Lake, Herbert	10/17/2023
Lambright, Xander	10/13/2023
Ontell, Daniel	10/13/2023
Romero, Lina	10/13/2023
Salazar Madrid, Reyna	10/13/2023

EMPLOYMENT

Morales, Jacqueline	CTE Teacher Eisenhower High School	10/18/2023	I-1	\$60,803.00 (184 days)
Romero Bernardino, Andrea	Elementary Teacher Casey Elementary School	10/19/2023	II-1	\$63,843.00 (184 days)

RESIGNATIONS

Gutierrez, Molli	Reading Specialist Dollahan Elementary School	10/30/2023
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ADMINISTRATIVE APPOINTMENTS

Ncube, Sitembiso	Instructional Specialist Special Services	10/09/2023
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ADULT EDUCATION TEACHER (For the 2023/2024 school year at the regular hourly rate of \$50.40 for instructional time and \$35.00 for non-instructional time)

Campos, Karla	ESL Beginning 1, ESL Beginning 2, ESL Beg./Int./Adv./Virtual, ESL Advanced, ESL Beg./Int., ESL Beginning 1-2
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EXTRA DUTY COMPENSATION (Ratify certificated teachers at Werner Elementary School to assist with the completion of Special Day Class (SDC) service logs, from August 7, 2023 through August 31, 2023, at the hourly rate of \$50.40, not to exceed 15 hours each, to be charged to Special Services Funds)

Alexander, Jaime
Sindar, Michelle

EXTRA DUTY COMPENSATION (Ratify additional class assignment at 1/6 of their daily rate or \$50.40, whichever is greater, for Carter High School certificated staff to provide credit recovery from October 09, 2023 through December 15, 2023, not to exceed 55 hours per teacher, to be charged to General Funds)

Castro, Lisa
Lam, Pauline
Parziale, Frank
Stewart-Storie, Deeanna

Demery, Margarita
Lawrence Hennessy, Erin
Sanchez, Catherine

Joham, Montcolm
Paluba, Joseph
Simmons, Johnnie

EXTRA DUTY COMPENSATION (Ratify additional class assignment at 1/6 of their daily rate or \$50.40, whichever is greater, for Rialto High School certificated staff to provide credit recovery from October 09, 2023 through December 15, 2023, not to exceed 55 hours per teacher, to be charged to General Funds)

Anderson, Nicholas
Lopez, Toni
Thompson, Mikal

Estrada, Ilene
Montano, Michael
Wrightstone, Brad

Hunt, Michelle
Ponce, Roberto

CERTIFICATED COACHES

Frisbie Middle School

McKee, Erendida	Girls' Basketball	2023/2024	\$1,302.00
Crayton, Vandalyn	Cheer	2023/2024	\$1,978.00

Carter High School

Allen-Hardesty, Shawna	JV Head, Boys' Track	2023/2024	\$3,801.00
De La Torre, Jorge	Varsity Asst., Baseball	2023/2024	\$3,540.00
Hampton, Joyce	Varsity Head, Boys' Tennis	2023/2024	\$3,853.00
Marshall, Tatiana	Varsity Asst., Girls' Track	2023/2024	\$3,540.00

Eisenhower High School

Flores, David	Varsity Asst., Girls' Basketball	2023/2024	\$3,540.00
Ireland, Bernard	Varsity, Girls' Basketball	2023/2024	\$5,050.00
Sanchez, Joshua	Varsity Asst., Boys' Soccer	2023/2024	\$3,280.00

SUBMITTED/REVIEWED BY: Roxanne Dominguez, Rhonda Kramer, and Armando Urteaga



**RESOLUTION NO. 23-24-25
PROVISIONAL INTERNSHIP PERMIT
RESOLUTION OF THE BOARD OF EDUCATION
2023-2024**

The Board of Education of the Rialto Unified School District authorizes the Lead Personnel Agent, Personnel Services, to assign various teachers who are enrolled in a credential program, but have not yet completed the requirements to enter an internship program.

<u>NAME</u>	<u>SITE</u>	<u>CREDENTIAL</u>	<u>ASSIGNMENT</u>
Fuentez, Angelica	Elementary	Provisional Internship Permit – Mild To Moderate Support Needs	TK/K SEED

I, Cuauhtémoc Avila, Ed.D., Superintendent of Rialto Unified School District of San Bernardino County, California, do hereby certify that the foregoing is a full, true and correct copy of a Resolution adopted by the District’s Board of Education at a duly scheduled meeting thereof.

Dated: Oct. 25, 2023

Cuauhtémoc Avila, Ed.D.
Superintendent

MINUTES

RIALTO UNIFIED SCHOOL DISTRICT

October 11, 2023

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

Board Members

Present: Stephanie E. Lewis, President
Joseph W. Martinez, Clerk
Evelyn P. Dominguez, Member
Edgar Montes, Member
Keiyne Galazo, Student Board Member

Board Members

Absent: Nancy G. O'Kelley, Vice President

Administrators

Present: Cuauhtémoc Avila, Ed.D., Superintendent
Rhea McIver Gibbs, Ed.D., Lead Strategic Agent
Norberto Perez, Interim Lead Innovation Agent
Diane Romo, Lead Business Services Agent
Armando Urteaga, Lead Personnel Agent
Also present was Martha Degortari, Executive
Administrative Agent and Interpreters/Translators

A. OPENING

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

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

A.2 OPEN SESSION

A.3 CLOSED SESSION

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

- **PUBLIC EMPLOYEE EMPLOYMENT/DISCIPLINE/DISMISSAL/RELEASE/ REASSIGNMENT OF EMPLOYEES (GOVERNMENT CODE SECTION 54957)**

- **STUDENT EXPULSIONS/REINSTATEMENTS/EXPULSION ENROLLMENTS**

- **CONFERENCE WITH LABOR NEGOTIATORS**

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

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

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

Number of Potential Claims: 1

- **CONFERENCE WITH LEGAL COUNSEL--ANTICIPATED LITIGATION**Initiation of litigation pursuant to Government Code section 54956.9, subdivision (d)(4) (One case)

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.

Moved By Member Dominguez

Seconded By Clerk Martinez

Vice President O'Kelley was absent and Member Montes was not present during this vote. Vote by Board Members to move into Closed Session:

Time: 6:02 p.m.

Majority Vote

A.4 ADJOURNMENT OF CLOSED SESSION

Moved By Clerk Martinez

Seconded By Member Montes

Vice President O'Kelley was absent and Member Dominguez was not present during this vote. Vote by Board Members to adjourn Closed Session:

Time: 7:02 p.m.

Majority Vote

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

Open session reconvened at 7:02 p.m.

A.6 PLEDGE OF ALLEGIANCE

Dollahan Elementary School 5th grade student, Emily Raygoza, led the pledge of allegiance.

A.7 PRESENTATION BY DOLLAHAN ELEMENTARY SCHOOL

Helen L. Dollahan Elementary School students from Mrs. Tiffany Stubblefield's Kindergarten class and Mr. David Emrick's 5th grade class, sang "So Many Colors, So Many Shapes.

A.8 REPORT OUT OF CLOSED SESSION

Moved By President Lewis

Seconded By Clerk Martinez

The Board of Education took action, in Closed Session, to pursue a lawsuit for breach of contract. The defendants and other details regarding this action will be disclosed to any person, upon request, after service of the complaint on the defendants has been completed.

Vice President O'Kelley was absent. Vote by Board Members:

Approved by a Unanimous Vote

A.9 ADOPTION OF AGENDA

Moved By Clerk Martinez

Seconded By President Lewis

Consent Calendar items E.3.13 and E.3.17 will be voted on separately.

Vice President O'Kelley was absent. Vote by Board Members to adopt the agenda with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

B. PRESENTATIONS

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

The following DSAC students shared information and activities held at their school:

- Juan Loza – Carter High School
- Diego Aguirre – Milor High School
- Emilin Gutierrez – Rialto High School
- Mikayla Lopez – Eisenhower High School

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.

Michael Montano, Rialto High School Teacher, shared a quote from Robert Frost's, *The Road Not Taken*. He talked about A-G and our students, which he said he spoke about in past meeting. He states that our

students are set up to go to a four-year college. He reminisced on his two low grades in high school. Schools are set up as if 80 % students are going to college. He commented that the decision of retaking courses due to a low grade should be the choice of the student and family.

Celia Saravia, Representing Amigos Unidos, Group of Parent of Children with Special Needs, congratulated staff for the Hispanic Heritage Celebration held the past Friday. She acknowledged the staff by name who helped to organize the event. She stated that she is very proud of our District. She invited all parents to take advantage of all the resources the District has to offer. She encouraged staff to attend the events that the DSAC students extended an invitation to. She addressed the Student Board member and stated she loves to hear from her.

C.2 PUBLIC COMMENTS ON AGENDA ITEMS

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

None.

C.3 COMMENTS FROM ASSOCIATION EXECUTIVE BOARD MEMBERS

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

Tobin Brinker, Rialto Education Association (REA) President, thanked everyone who was involved in the negotiation process. He shared that 87% voted in favor of the settlement offer, and it will be added to agenda of October 25, 2023. He commented that the raise should be seen on employees' December 1st paycheck. He inquired of some teachers as to how they felt about the contract. Teachers' comments included the following: feeling of hurt and frustrated because of how long it took; the District highlights amazing things, but some do not feel the District listens to teachers; the concern for the high cost of gas and food.

He hopes that we can build the frayed relationship between REA and the District. He commented that one of the items they would like to discuss is to bring back the per diem pay for all extra duty for teachers, and to listen to concerns about standards-based grading. He spoke of allowing teachers

to impose classroom suspension. He ended his statement with a quote on respect.

Chris Cordasco, California School Employees Association (CSEA) President, Chapter 203, expressed his gratitude for settling their contract. There were 22 or 23 counter proposals and it could have settled a lot sooner. He concluded by stating that he is looking forward to getting the class and comp study finalized.

Mario Carranza, President of Rialto School Management Association (RSMA) thanks those who were able to attend the tailgate party last week. The next event will be a Holiday event. Keep your eyes open for that information.

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 PUBLIC INFORMATION

D.1.1 FOURTH QUARTER – 2022-2023 – WILLIAMS UNIFORM COMPLAINT REPORT

E. CONSENT CALENDAR ITEMS

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

Moved By President Lewis

Seconded By Clerk Martinez

Consent Calendar items E.3.13 and E.3.17 will be voted on separately.

Vice President O'Kelley was absent. Vote by Board Members to approve consent calendar items, with preferential vote by Student Board Member, Keyne Galazo:

Majority Vote

E.1 GENERAL FUNCTIONS CONSENT ITEMS - NONE

E.2 INSTRUCTION CONSENT ITEMS - NONE

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING

Moved By President Lewis

Seconded By Clerk Martinez

All funds from September 6, 2023 through September 19, 2023, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyine Galazo:

Majority Vote

E.3.2 DONATIONS

Moved By President Lewis

Seconded By Clerk Martinez

Accept the listed donations from DonorsChoose, and that a letter of appreciation be sent to the donor.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyine Galazo:

Majority Vote

E.3.3 SCHOOL-CONNECTED ORGANIZATION

Moved By President Lewis

Seconded By Clerk Martinez

Approve Henry Hawks PTA as a School-Connected Organization for the 2023-2024 and 2024-2025 school years.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyine Galazo:

Majority Vote

E.3.4 APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH LEARNPLATFORM

Moved By President Lewis

Seconded By Clerk Martinez

Participate in a research study on the effectiveness of the Discovery Education science curriculum with nine (9), grade 5 teachers, effective October 12, 2023 through June 30, 2024, at no cost to the District.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyne Galazo:

Majority Vote

E.3.5 APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH BLU EDUCATIONAL FOUNDATION

Moved By President Lewis

Seconded By Clerk Martinez

Increase college access and completion among traditionally underserved students, effective October 12, 2023 through June 30, 2026, at no cost to the District.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyne Galazo:

Majority Vote

E.3.6 APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH SAN BERNARDINO COMMUNITY COLLEGE DISTRICT COLLEGE CORPS AND RIALTO UNIFIED SCHOOL DISTRICT

Moved By President Lewis

Seconded By Clerk Martinez

Students to serve as interns in the District and also serve as tutors in the Early College and AVID programs, effective October 12, 2023 through June 30, 2024, at no cost to the District.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyine Galazo:

Majority Vote

E.3.7 APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH CALIFORNIANS FOR ALL IN PARTNERSHIP WITH CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO (CSUSB) AND RIALTO UNIFIED SCHOOL DISTRICT

Moved By President Lewis

Seconded By Clerk Martinez

Provide nine (9) math tutors to nine elementary sites and one (1) STEM fellow to the District STEM Center, effective October 12, 2023 through June 30, 2024, at no cost to the District.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyine Galazo:

Majority Vote

E.3.8 APPROVE A RENEWAL AGREEMENT WITH THE MANHOOD PROJECT - MILOR HIGH SCHOOL

Moved By President Lewis

Seconded By Clerk Martinez

Provide Social Emotional Learning support and mentor training for teachers and students at Milor High School, effective October 20, 2023 through June 30, 2024, at a cost not-to-exceed \$12,000.00, and to be paid from the Comprehensive School Improvement (CSI) Fund.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyine Galazo:

Majority Vote

E.3.9 APPROVE AN AGREEMENT WITH KAISER PERMANENTE - FRISBIE MIDDLE SCHOOL

Moved By President Lewis

Seconded By Clerk Martinez

Provide two Mental Health Awareness assemblies through the Kaiser Permanente “Ghosted program” to all grade 8 students at Frisbie Middle School, effective October 23, 2023, at no cost to the District.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyne Galazo:

Majority Vote

E.3.10 APPROVE AN AGREEMENT WITH SMARTPASS - RUSD MIDDLE SCHOOLS

Moved By President Lewis

Seconded By Clerk Martinez

Provide SmartPass for the RUSD Middle Schools for the 2023-2024 school year, effective October 12, 2023 through October 11, 2024, at a cost structure of \$3.59 per student, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyne Galazo:

Majority Vote

E.3.11 APPROVE AN AGREEMENT WITH NEVER STOP GRINDING (NSG) IMPACT - FRISBIE MIDDLE SCHOOL

Moved By President Lewis

Seconded By Clerk Martinez

Provide a structured 90 minute activity program, two times a week, with a total of 54 sessions, effective October 12, 2023 through May 10, 2024, at a cost not-to-exceed \$39,874.00, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

E.3.12 APPROVE AN AGREEMENT WITH MARC GRIFFITHS - DUNN ELEMENTARY SCHOOL

Moved By President Lewis

Seconded By Clerk Martinez

Provide a Character Education Program at Dunn Elementary School, effective October 12, 2023, through May 30, 2024, at a cost not-to-exceed \$875.00, and to be paid from the General Fund (Title I).

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

E.3.14 APPROVE AN AGREEMENT WITH SCHOOL YARD RAP

Moved By President Lewis

Seconded By Clerk Martinez

Provide eight (8) Latino History and Black History Culture assemblies afterschool, professional development for 2 teachers, access codes for supplemental cultural curriculum for students in kindergarten through grade 5, and 200 tickets to the Soy Asombroso event at Bemis and Hughbanks Elementary Schools, effective October 12, 2023 through May 31, 2024, at a cost not-to-exceed \$25,000.00 and to be paid from the General Fund and Expanded Learning Program Fund.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

E.3.15 APPROVE ALIANZA LATINA’S EXECUTIVE MEMBERS TO ATTEND THE HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES (HACU) 37TH ANNUAL CONFERENCE

Moved By President Lewis

Seconded By Clerk Martinez

Approve five (5) team members from the Rialto Unified School District Alianza Latina parent organization, to attend the HACU 37th Annual Conference to be held October 28 through October 30, 2023 in Chicago, Illinois, at a cost not-to-exceed \$15,000.00, and to be paid from the General Fund.

Vice President O’Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyine Galazo:

Majority Vote

E.3.16 APPROVE A RITZ (RIALTO’S INCREDIBLE TALENT ZONE) COMMITTEE MEMBER TO ATTEND THE 2023 GOLDEN BELL AWARDS CEREMONY

Moved By President Lewis

Seconded By Clerk Martinez

Approve one (1) RITZ (Rialto’s Incredible Talent Zone) committee member, to attend the CSBA 2023 Golden Bell Award Ceremony, November 29, 2023 through December 1, 2023, in San Francisco, California, which includes registration to the awards ceremony, transportation, and meals, at a cost not to exceed \$750.00, and to be paid from the General Fund.

Vice President O’Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyine Galazo:

Majority Vote

E.4 FACILITIES PLANNING CONSENT ITEMS

E.4.1 NOTICE OF COMPLETION - MIKE'S CUSTOM FLOORING

Moved By President Lewis

Seconded By Clerk Martinez

Accept the work completed on June 30, 2023, by Mike's Custom Flooring for the Carter High School Flooring Project, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

E.5 PERSONNEL SERVICES CONSENT ITEMS

E.5.1 APPROVE PERSONNEL REPORT NO. 1307 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES

Moved By President Lewis

Seconded By Clerk Martinez

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

E.6 MINUTES

E.6.1 APPROVE THE MINUTES OF REGULAR BOARD OF EDUCATION MEETING HELD SEPTEMBER 27, 2023

Moved By President Lewis

Seconded By Clerk Martinez

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

E. CONSENT CALENDAR ITEMS

E.3 BUSINESS AND FINANCIAL CONSENT ITEMS

**E.3.13 APPROVE COMMUNITY ENGAGEMENT INITIATIVE (CEI)
COHORT III - PROFESSIONAL LEARNING NETWORK (PLN)
PARENT AND STUDENT TRAVEL**

Moved By President Lewis

Seconded By Clerk Martinez

Approve (2) parents/guardians, (2) students, (2) site administrators, (1) Community Partner, (2) district classified staff members, and (5) district administrators to attend the CEI Cohort III - Professional Learning Network to be held on October 26, 2023, February 1, 2024, February 2, 2024, and April 25, 2024, and April 26, 2024, at a cost not-to-exceed \$30,000.00, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members, with preferential vote by Student Board Member, Keyne Galazo:

Ayes) President Lewis, Clerk Martinez, Member Montes

(Abstain) Member Dominguez

Majority Vote

E.3.17 APPROVE FOR STUDENT BOARD MEMBER TO ATTEND AN OVERNIGHT TRIP TO CALIFORNIA SCHOOL BOARD ASSOCIATION ANNUAL EDUCATION CONFERENCE (AEC)

Moved By President Lewis

Seconded By Clerk Martinez

Approve registration, lodging, transportation, and meal expenses for Student Board Member, and one (1) chaperone to attend the California Schools Board Association (CSBA) Annual Education Conference (AEC), Student Board Member Program, to be held on November 29, 2023, at the Moscone West Center in San Francisco, California, at a cost not-to-exceed \$3,000.00 and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members:

(Ayes) President Lewis, Clerk Martinez, Member Montes, Member Dominguez

(Abstain) Preferential Vote by Student Board Member, Keyne Galazo

Majority Vote

F. DISCUSSION/ACTION ITEMS

F.1 AMEND THE AWARD FOR BID NO. 23-24-002 WAREHOUSE CUSTODIAL SUPPLIES

Moved By President Lewis

Seconded By Member Dominguez

Line items No. 1 and No. 11 from Maintex Inc. to Waxie Sanitary Supply.

Vice President O'Kelley was absent. Vote by Board Members with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

F.2 APPROVE AN AGREEMENT WITH PBK ARCHITECTS TO PROVIDE ARCHITECTURAL AND DESIGN SERVICES FOR A NEW GYMNASIUM AND SYNTHETIC TRACK AT KOLB MIDDLE SCHOOL

Moved By President Lewis

Seconded By Clerk Martinez

This item is effective October 12, 2023 through June 30, 2026, at a cost not-to-exceed \$937,500.00, and to be paid from the General Obligation (G.O.) Bond Fund 21.

Vice President O'Kelley was absent. Vote by Board Members with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

F.3 APPROVE AN AGREEMENT WITH PBK ARCHITECTS TO PROVIDE ARCHITECTURAL AND DESIGN SERVICES FOR A NEW GYMNASIUM AND SYNTHETIC TRACK AT FRISBIE MIDDLE SCHOOL

Moved By President Lewis

Seconded By Member Dominguez

Provide architectural and design services for the new gymnasium and synthetic track at Frisbie Middle School, effective October 12, 2023 through June 30, 2026, at a cost not-to-exceed \$937,500.00, and to be paid from the General Obligation (G.O.) Bond Fund 21.

Vice President O'Kelley was absent. Vote by Board Members with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

F.4 APPROVE AN AGREEMENT WITH MINDFULNESS IN MOTION, INC.

Moved By President Lewis

Seconded By Member Dominguez

Provide occupational therapy direct services, and assessments that are in line with student's Individualized Education Program (IEP) during 2023-2024 school year, effective October 12, 2023 through June 30, 2024, at a cost not-to-exceed \$100,000.00, and to be paid from the General Fund.

Vice President O'Kelley was absent. Vote by Board Members with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

F.5 ADOPT RESOLUTION NO. 23-24-24 FOR NATIONAL SCHOOL BUS SAFETY WEEK

Moved By President Lewis

Seconded By Clerk Martinez

Declare October 16-20, 2023, as National School Bus Safety Week and encourage all teachers, support staff, and students to participate in appropriate programs and activities.

Vice President O'Kelley was absent. Vote by Board Members with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

F.6 ADOPT RESOLUTION NO. 23-24-25: REMUNERATION

Moved By Member Dominguez

Seconded By President Lewis

Excuse the absence of Board Vice President, Nancy G. O'Kelley, from the Wednesday, September 27, 2023, regular meeting of the Board of Education.

Vice President O'Kelley was absent. Vote by Board Members with preferential vote by Student Board Member, Keiyne Galazo:

Majority Vote

F.7 ADMINISTRATIVE HEARINGS

Moved By Member Dominguez

Seconded By Clerk Martinez

Case Numbers:

23-24-10

23-24-9

Vice President O'Kelley was absent. Vote by Board Members:

Majority Vote

F.8 STIPULATED EXPULSION

Moved By Clerk Martinez

Seconded By President Lewis

Case Numbers:

23-24-12

Vice President O'Kelley was absent. Vote by Board Members:

Majority Vote

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on October 25, 2023, at 7:00 p.m. at the Dr. John Kazalunas Education Center, 182 East Walnut Ave, Rialto, California.

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

Moved By President Lewis

Seconded By Member Dominguez

Vice President O'Kelley was absent. Vote by Board Members with preferential vote by Student Board, Keyne Galazo:

Time: 8:30 p.m.

Majority Vote

Clerk, Board of Education

Secretary, Board of Education



**Board of Education Agenda
October 25, 2023**

**AWARD BID NO. 23-24-005 DISTRICT OFFICE AND ENROLLMENT CENTER
ASPHALT PROJECT TO TERRA PAVE, INC.**

BACKGROUND:

On July 7, 2023, the District released a bid to remove and replace asphalt at the Kazalunas Education Center (“District Office”) and the District Enrollment Center (“DEC”). Per Public Contract Code (“PCC”) section 22032(c) the District is required to formally bid any public works project which exceeds \$200,000.

REASONING:

As legally required, the District published a Notice of Inviting Bids (“NIB”) in the San Bernardino County Sun on July 7, 2023, and July 14, 2023. The bid was also published on the District’s webpage and an outreach email containing the bid information was sent to local contractors. Eleven (11) bidders attended the mandatory job walk on July 18, 2023. On October 5, 2023, the District received and opened five (5) bids. During the Bid process, the District opted to incorporate an additive alternate for additional asphalt work to be completed between the newly renovated Special Services Building and building F identified in the bid as “Alternate No. 1.”

On October 12, 2023, the District received a formal bid protest letter from Universal Asphalt Co., Inc. In this letter, they requested the District to reconsider an award to Terra Pave, Inc., the apparent low bidder. Universal Asphalt Co., Inc. asserted a perceived appearance of unbalanced bids submitted by Terra Pave, Inc. Additionally, they requested the District to deem the second lowest bidder, LCR Earthwork & Engineering, Corp., as non-responsive due to identified irregularities within their bid submission.

Subsequently, on October 17, 2023, the District conducted a post-bid interview with Terra Pave, Inc. During this interview, it was ascertained that Terra Pave, Inc.’s bid was, in fact, complete and accurate, dispelling the concerns raised regarding the accuracy of their submission. The District also conducted a thorough review of the assertions against LCR Earthwork & Engineering, Corp., the second lowest bidder. While it was acknowledged that certain aspects of their bid contained errors, these were determined to constitute minor irregularities, and the District is not precluded from waiving this omission by LCR Earthwork & Engineering, Corp.

Base on the review, the District has determined Terra Pave, Inc. to be the lowest responsive and responsible bidder. An outline of all bids received and amounts are listed below.

Bidder Name	Base Bid Amount	Alternate No. 1
Terra Pave, Inc.	\$1,512,000.00	\$30,000.00
LCR Earthwork & Engineering, Corp.	\$2,197,700.00	\$27,000.00
Universal Asphalt Co., Inc.	\$2,580,000.00	\$12,000.00
Asphalt, Fabric, & Engineering, Inc.	\$2,834,649.00	\$58,246.00
Roadway Engineering & Construction Corp.	\$3,596,620.00	\$120,000.00

RECOMMENDATION:

Deny the bid protest submitted by Universal Asphalt Co., Inc., in its entirety and award Bid No. 23-24-005 and Alternate No. 1 for the District Office and Enrollment Center Asphalt Project to Terra Pave, Inc. at a cost not-to-exceed \$1,542,000.00 and to be paid from Fund 14 Deferred Maintenance.

SUBMITTED/REVIEWED BY: Ricardo G. Salazar & Matt Carter/Diane Romo



**Board of Education Agenda
October 25, 2023**

AWARD BID NO. 23-24-010 SUPPLEMENTAL EXTRACURRICULAR TRANSPORTATION SERVICES TO VISSER BUS SERVICES, INC. AND FAST DEER BUS CHARTER, INC.

BACKGROUND:

On September 15, 2023, the District released Bid No. 23-24-010 Supplemental Extracurricular Transportation Services to provide, as needed, transportation for extracurricular activities and school-sponsored activities, such as athletic events and field trips for the District. Per Education Code (“EDC”) 39802, the District is required to solicit bids for student transportation services pursuant to Sections 20111 and 20112 of the Public Contract Code (“PCC”).

REASONING:

On July 12, 2023, the Board of Education approved an extension of the agreements for two awarded contractors under RFP No. T17-18-012, Santa Barbara Transportation Corp dba Student Transportation of America and Avalon Transportation, LLC. These agreements were for providing Extracurricular Transportation Services. Based on the average number of trip requests, the District’s needs far exceed the capacity of the current contractors. To address this, the District recommends awarding supplemental contracts to ensure the District can fulfill extracurricular trips for students.

The District posted a Notice Inviting Bids (“NIB”) on September 15, 2023, and September 22, 2023, in the San Bernardino County Sun. The Bid was also made available on the District’s website. On October 2, 2023, the District received and opened four (4) bids. After a thorough review of the submissions, the District has determined that the bid submitted by Visser Bus Services, Inc. and Fast Deer Bus Charter, Inc. to be responsive and have achieved the highest score and demonstrated satisfactory service.

Due to the unique needs for student trips, the District has determined that the contractors are limited in providing services due to their schedule availability and other factors. As such the District has been unable to secure transportation for student activities through a single provider. Due to the unique situation, the District recommends an award to two transportation providers who have been evaluated and found to provide satisfactory service, submitted a complete and responsive bid, and can supplement the amount of trips requested by the District.

In accordance with EDC 39802, the Governing Board has the authority to award the contract for the service to a bidder other than the lowest one.

A tabulation of all scoring is outlined below:

Bidder	Score	Services References
Visser Bus Services, Inc.	5	Satisfactory
Fast Deer Bus Charter, Inc.	4	Satisfactory
Zum Services, Inc.	4	None Received
Durham School Services, L.P.	3	Satisfactory

RECOMMENDATION:

Approve the award of Bid No. 23-24-010 to Visser Bus Services, Inc. and Fast Deer Bus Charter, Inc. for Supplemental Extracurricular Transportation Services at a cost to be determined at the time of service and to be paid from various funds.

SUBMITTED/REVIEWED BY: Ricardo G. Salazar & Derek Harris/Diane Romo



**Board of Education Agenda
October 25, 2023**

AMEND AN AGREEMENT WITH AMERICAN RED CROSS

BACKGROUND:

On October 20, 2021, the Board of Education approved an agreement with American Red Cross to provide First Aid and CPR training for up to 900 employees for a 3 year term, effective November 1, 2021 through June 30, 2024, at a cost not-to-exceed \$28,800.00

REASONING:

The October 20, 2021 agreement will need to be amended based on a clerical error on the board item which listed at a total cost not-to-exceed \$28,800.00. The actual cost is \$28,800.00 per year for 3 years for a total cost not-to-exceed \$86,400.00.

RECOMMENDATION:

To provide First Aid and CPR training for Rialto Unified School District employees, effective November 1, 2021 through June 30, 2024, at an additional cost of \$57,600.00 for a new total cost not-to-exceed \$86,400.00, and to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Angela Brantley/Norberto Perez



**Board of Education Agenda
October 25, 2023**

ADOPT MIDDLE SCHOOL WORLD LANGUAGES SPANISH 1A AND 1B TEXTBOOK

BACKGROUND:

The California State Board of Education (SBE) adopted the California World Languages Standards for Public Schools, Kindergarten through Grade Twelve (WL Standards) in January 2019. Each school district has local control to choose instructional materials as long as there is “substantial teacher involvement and promotion of the involvement of parents and other community members”; conditions that have been met. Beginning in August of 2022, World Language teachers started the textbook adoption process for Spanish Programs. Spanish teachers chose to adopt the Vista Higher Learning Spanish Program on April 14, 2023.

REASONING:

A Spanish World Language course was written for Middle School to introduce students to the Spanish Language. World Language Teachers chose to adopt Vista Higher Learning, Senderos 1A for the initial introductory course for the next eight years starting in 2023-2024. This text was chosen because it is in alignment with the rest of the program that is offered at the high school level. The program includes both print and online resources. Materials for Vista Higher Learning were placed on display at the Parent Center in the months of September and October for parent review and the texts were approved by the Curriculum Council on October 3, 2023.

RECOMMENDATION:

Adopt online and printing resources by Vista Higher Learning, Senderos for Spanish 1A and Spanish 1B for the next eight years starting in 2023-2024, at a cost not-to-exceed \$103,032.00, and to be paid from the General Fund.

SUBMITTED/REVIEWED BY: Marina Madrid, Ed.D./Norberto Perez



**Board of Education Agenda
October 25, 2023**

ADOPT RESOLUTION NO. 23-24-27: REMUNERATION

WHEREAS, The Governing Board of the Rialto Unified School District acknowledges that Board Vice President, Nancy G. O’Kelley, was excused from the Wednesday, October 11, 2023, regular meeting of the Board of Education;

AND WHEREAS, California Education Code §35120 and Rialto Unified School District Board Bylaw 9250 states that a school board member may be paid for any excused absence, by resolution duly adopted and included in its minutes;

THEREFORE, BE IT RESOLVED, that the Board of Education excuse the absence of Board Vice President, Nancy G. O’Kelley, from the Wednesday, October 11, 2023, regular meeting of the Board of Education.

Stephanie E. Lewis, Board President

Date

Cuauhtémoc Avila, Ed.D., Board Secretary

Date

SUBMITTED/REVIEWED BY: Cuauhtémoc Avila, Ed.D.

TENTATIVE AGREEMENT

**Rialto Education Association
and
Rialto Unified School District
October 2, 2023**

This Tentative Agreement is entered into by and between the Rialto Education Association (“REA”) and the Rialto Unified School District (“District”) and contains the agreements reached over the parties 2023-2024 contract bargaining proposals.

Any issue, subject, or matter discussed by the District and REA during negotiations over the 2023-2024 bargaining proposals not contained in this document shall be considered withdrawn by the party presenting it. Any “oral agreement” or “understanding” not reflected in writing below shall have no force or effect. All Article and Appendices not mentioned below will remain status quo.

ARTICLE I: AGREEMENT

- A. This is an agreement pursuant to the Rodda Act (SB160) made and entered into this ~~22nd~~ day of ~~June 2022~~ **October, 2023**, by and between the Rialto Unified School District, hereinafter referred to as the “District” and the Rialto Education Association/CTA/NEA, hereinafter referred to as the “Association.”
- B. This Agreement shall remain in full force and effect for a three-year period of July 1, ~~2020~~ **2023** through June 30, ~~2023~~ **2026**, with yearly reopeners on Salary, Health and Welfare benefits and two (2) articles from each Party.
- C. The RUSD and REA will meet every month pursuant to an agreed upon agenda for the purpose of discussing matters of mutual concern as it relates to the implementation of the Agreement and other matters of mutual concern. The Committee shall not supplant the grievance procedure or contract negotiations. Nothing shall preclude either party from having a resource person in attendance when relevant to the discussions.
- D. The District shall consult with the Association on the appropriate subject matters set forth in Government Code 3543.2, including teacher orientation activities, in-service education plans, and the school calendar.

ARTICLE II: RECOGNITION

- A. The District recognizes the Association as the exclusive representative of all regularly employed certificated employees of the District, excluding management, confidential and supervisory employees, as defined in the Educational Employment Relations Act (EERA) for the purpose of meeting and negotiating. The following classifications are specifically excluded from the bargaining unit:

Administrators
Agent

Director
Executive Director

Assistant Principal
Assistant Superintendent
Associate Superintendent
Consultants
Coordinator
Day to Day Substitute
Dean
Deputy Superintendent

Long Term Substitute
Principal
Program Specialist
Psychologist
Senior Coordinator
Senior Director
Superintendent
Teacher-in-Training

ARTICLE VI: LEAVES

C. Other Paid Leaves

1. Industrial Accident or Illness Leave

- a. A unit member shall be allowed not less than sixty (60) days of such leave.
- b. A unit member should report any job related illness or injury on the appropriate District form to the Immediate Supervisor within twenty-four (24) hours, if possible. In order to qualify for Industrial Accident or Illness Leave coverage, a unit member claiming such leave may be required to be examined by a physician identified by the District.
- c. Allowable leave days are granted for those days when the schools of the District are required to be in session or when the unit member would otherwise have been performing work for the District in any one fiscal year for the same illness or accident.
- d. Allowable leave shall not be accumulated from year to year.
- e. Industrial Accident or Illness Leave shall commence on the first day of absence.
- f. Industrial Accident or Illness Leave shall be reduced by one (1) day for each day of authorized absence regardless of a temporary disability indemnity award.
- g. When an Industrial Accident or Illness Leave overlaps into the next fiscal year, the unit member shall be entitled to only the amount of unused leave due for the same illness or injury.
- h. ~~Any unit member receiving benefits as a result of this section shall, during periods of injury or illness, remain within the State of California unless the Board of Education authorizes travel outside the state.~~
- ih. During any industrial paid leave of absence, the unit member shall endorse to the District the temporary disability benefit checks received on account of his/her industrial accident or illness. The District, in turn, shall issue the unit member appropriate salary warrants for payment of the unit member's salary and shall deduct normal retirement, other authorized contributions, and the temporary disability indemnity, if any, actually paid to and retained by the unit member for periods covered by such salary warrants.

- ji. Upon conclusion of this industrial accident leave, a unit member may utilize any available sick leave benefits providing that any sick leave utilization when combined with any temporary disability indemnity shall not exceed one hundred per cent (100%) of the unit member's normal compensation.
- kj. A unit member returning to service after an Industrial Accident or Illness Leave shall present a release from the authorized member's Workers Compensation physician certifying the unit member's ability to return to his/her position classification without restrictions or detriment to the unit member's physical and emotional well-being.
- lk. An industrial accident or illness as used in this paragraph means any injury or illness whose cause arose out of or in the course of the performance of services for the District.
- ml. The District's report of an industrial accident or illness shall be kept on file by the District.
- am. The benefits provided in this paragraph are in addition to sick leave benefits. Accordingly, the District shall not deduct accumulated sick leave for leaves granted for industrial accident or illness.

2. Personal Necessity Leave

- a. Personal Necessity Leave may be utilized for circumstances that are serious in nature, which cannot be expected to be disregarded, or otherwise personally compelling reasons, which necessitate immediate attention, and which cannot reasonably be dealt with during off-duty hours. ~~Examples of reasons for which approval shall not be granted are:~~
 - ~~1. Political activities or demonstrations.~~
 - ~~2. Vacation, recreation, or social activities.~~
 - ~~3. Routine personal activities.~~
 - ~~4. Occupational investigation.~~
 - ~~5. Other employment during the professional day.~~
 - ~~6. Examples 1 through 5 are not intended to be all inclusive.~~
- b. A unit member may use not more than ~~seven (7)~~ **ten (10)** days per year of accumulated sick leave for purposes of approved personal necessity leave. The unit member shall indicate on the district-prescribed Personal Necessity Leave Request form which reason under paragraph C2(c) or (e) applies to their leave request.
- c. Examples of absences which could, on prior approval, be charged against personal necessity are:
 - 1. Appearance in court as a litigant.
 - 2. A condition or circumstance(s) that would result in a serious financial loss without the immediate attention of the unit member.
 - 3. Attendance at funeral services.
 - 4. Absences due to fulfilling obligations of leadership in a recognized professional educational organization.

5. Absences required in completing final oral or written examinations for advanced degrees when such examinations are not offered outside the workday or on Saturdays.
 6. Other compelling personal reasons.
- d. Unit members seeking leave under this section shall submit the District-prescribed Personal Necessity Leave Request Form to the Immediate Supervisor ~~normally~~ not less than two (2) workdays prior to the requested beginning date. The completion of the form by the unit member verifies that such leave falls within the definition of Personal Necessity Leave.
 - e. Unit members shall not be required to secure advance permission, but will be responsible for advising the District at the earliest possible time for leave taken for any of the following reasons:
 1. Serious illness of a member of his/her immediate family (as defined in Bereavement Leave).
 2. Accident, involving his/her person or property, or the person or property of a member of his/her immediate family (as defined in Bereavement Leave). This shall also include imminent danger to the unit member's home occasioned by a factor such as flood, fire, or other natural disasters.
 3. A condition or circumstance(s), beyond the control of the unit member, which makes it impossible for him/her to reach his/her place of work assignment.
 - f. **Personal Business - ten (10) Personal Business days may be used, at the member's discretion. When feasible, unit members shall give the district forty-eight (48) hours advance notice to use Personal Business leave. These Personal Business days shall be reflected as Personal Necessity leave. The Personal Necessity and Personal Business days shall be inclusive of the ten (10) days annual Sick Leave allotment.**
 - gf. When prior approval is not required, the unit member shall make every reasonable effort to comply with District procedures designed to secure substitutes and shall notify the District of the expected duration of the absence.
 - hg. A unit member shall receive full compensation for not more than ~~eight (8)~~ **ten (10)** days per year of approved personal necessity leave **as long as they have sick leave available.** Immediately upon return to active service, the unit member shall complete the District absence form and submit it to the Immediate Supervisor. ~~The District may for good and sufficient reason request additional verification of the use of this leave provision.~~

3. General Leave

~~A unit member shall be entitled to use three (3) days per year of general leave for any reason, with prior administrative approval. This leave shall be charged against their accumulated sick leave. The unit member shall indicate their desire to take this leave on the district prescribed General Leave Request form. Leave under this provision is not cumulative from year to year.~~

4. Bereavement Leave

- a. Every unit member shall be entitled to up to three (3) days of paid bereavement leave ~~of absence, or five (5) days if travel is out of state,~~ on account of death of any member of the unit

member's immediate family, i.e., mother, step-mother, father, step-father, aunt, uncle, grandmother, grandfather, or a grandchild of the unit member or of the spouse or domestic partner of the unit member and the spouse or domestic partner, son, step-son, son-in-law, daughter, step-daughter, daughter-in-law, brother, step-brother, brother-in-law, sister, step-sister, sister-in-law of the unit member, or anyone other than a tenant living in the immediate household of the unit member.

Certificated Contract	
Employee	Spouse/Domestic Partner
Mother	Mother
Father	Father
Stepmother	Stepmother
Stepfather	Stepfather
Grandmother	Grandmother
Grandfather	Grandfather
Grandchild	Grandchild
Spouse/Domestic Partner	
Son	Son
Stepson	
Daughter	Daughter
Stepdaughter	
Brother	Brother
Stepbrother	Stepbrother
Sister	Sister
Stepsister	Stepsister
Aunt	Aunt
Uncle	Uncle
Anyone other than a tenant living in the immediate household.	

- b. Upon request, the Superintendent may expand the definition of "immediate family" in the event of extenuating circumstances. In the event prolonged travel is required, the unit member may petition the Superintendent for up to two (2) days extension of the leave. The Superintendent's decision will be final. If the death is of the unit member's child or stepchild, the unit member shall be entitled to five (5) days. A unit member shall be entitled to 5 days of paid leave if the travel is out of state.
- c. The leave shall not be deducted from sick leave.
- d. A unit member exercising this leave of absence provision shall notify the Immediate Supervisor or the appropriate Associate Superintendent as soon as possible and indicate the expected duration of absence.
- e. Upon return to active service, the unit member shall complete the appropriate absence form and submit it to the Immediate Supervisor. The District may for good and sufficient reason require additional verification.

- f. **Bereavement leave must be used within three (3) months of the death of the family member and the employee shall indicate the relationship to the deceased on the appropriate document.**

All other language in Article VI will remain the same.

ARTICLE XI: UNIT MEMBER RIGHTS

- A. **Unit members shall have the right to form, join and participate in the activities of employee organizations. Unit members shall also have the right to refuse to join or participate in the activities of employee organizations.**
- B. **Employee application forms and oral interview procedures shall not refer to membership in or preference for employee organizations.**
- C. **Neither the Association nor the District shall impose or threaten to impose reprisals on unit members, to discriminate against unit members, or otherwise to interfere with, restrain or coerce unit members because of their participation or nonparticipation in Association activities, or for exercising their rights provided by this Agreement.**
- D. **Work rules at the individual school sites shall be fair and reasonable given the peculiar site and instructional level requirements. These work rules may be suspended in emergency situations.**
- E. **A unit member's notification to the District that he/she intends to resign shall remain revocable until such time as the Board takes action on such notification.**
- ~~F. Each unit member shall be notified on or before February 1 of his/her number of credits on file at the District office and eligibility for any incentive increments.~~

ARTICLE XVI: ASSOCIATION RIGHTS

- A. **The Association may use school facilities before or after regularly scheduled school hours upon completion of application according to the "Civic Center Act" and those reasonable District procedures pertaining to the "Civic Center Act."**
- B. **The Association may use the intra-district mail system and at least one bulletin board on each campus which is an area frequented by teachers and designated for employee organization use. All materials will be dated and bear the Association's name.**
- C. **Authorized representatives of the Association shall be permitted to transact official Association business on school property as long as there is no interference with the normal operation of the school or disruption of the instructional program. Association representatives will notify the school office when they come on to the campus.**

- D. Provisions will be made for any Association announcements at the conclusion of each faculty meeting.
- E. The Association may designate no more than one (1) unit member who is an Association representative or officer to receive unpaid leave of absence of no less than one (1) semester or more than one (1) year. The District may extend this leave upon the request of such designated unit members.
- ~~F. Names, and if available, addresses and telephone numbers of all unit members shall be provided without cost to the Association no later than October 15 of each year.~~

ARTICLE XVIII: TEACHER HOURS, NON-TEACHING AND EXTRA-CURRICULAR DUTIES

- S. Three (3) full days per year shall be provided to ~~SDC (Special Day Class)~~ all special education teachers for testing and planning time upon request with a minimum notice of five (5) school days. Testing and planning time must be taken in full day increments.

All other language in Article XVIII will remain the same.

ARTICLE XIX: SALARY, HEALTH AND WELFARE BENEFITS

A. Salary

Effective July 1, 2023, an increase of ~~6.56~~ 9% will be added to the bargaining unit salary schedules.

The District and Association agree to a one-time salary increase of ~~2~~ 1% off the salary schedule payable ~~September 1, 2022~~. The 1% one-time increase will be based on the unit member's base salary as of September 1, 2023. No adjustments will be made to the bonus for increases or docks after this date.

The following language will be added as a bullet point on the salary schedules:

Upper division or graduate level coursework is determined by each individual College or University.

The Certificated Extra Duty Salary Schedule will reflect the following:

- **Comprehensive High School sports coaching stipends will increase by 1% due to year round coaching per CIF**
- **Middle School Sports Advisor stipend to be increased by \$500**
- **Assistant Sports Advisor to increase by \$250**

Increase the Activities Directors/Athletic Directors salary schedule to reflect a 204 day work year. The 10 additional work days will be scheduled in collaboration with the Principal.

B. Health and Insurance Benefits

1. The District will provide medical, dental, vision and life insurance plans for each regular full-time unit member, spouse or domestic partner (as defined in Article III, Definitions), and eligible dependents. A part-time unit member, working a minimum of fifty percent (50%) of a full time equivalent position, spouse, domestic partner (as defined in Article III, Definitions), and eligible dependents shall be entitled to group health, dental and vision coverage on a pro rata basis. The District shall assume the cost of maintaining the current level of the fringe benefit program for the duration of the Agreement.
 - a. Kaiser Foundation Health Plan for unit member, spouse or domestic partner (as defined in Article III, Definitions), and eligible dependents or amount equal to cost for Kaiser Foundation Health Plan toward other health plans offered by the District for unit member and eligible dependents. Commencing July 1, 2014, the Kaiser Health plan shall constitute a twenty (20) dollar office visit co-payment, a hundred (100) dollar emergency room payment, a fifteen (15) dollar co-payment for generic prescriptions, and a thirty (30) dollar co-payment for brand name prescriptions.

Effective July 1, ~~2022~~ 2023, and continuing through June 30, ~~2023~~ 2024, Certificated bargaining unit members who choose the non-Kaiser Foundation Health Plan will contribute an amount, per month, equal to that of the Classified bargaining unit members, towards the other health plans offered by the District for unit member and eligible dependents.

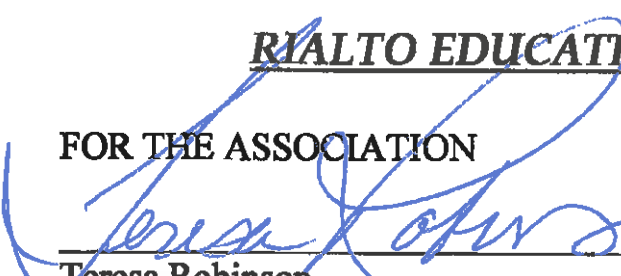
All other language in Article XIX will remain the same.

ARTICLE XXV: EXECUTION OF AGREEMENT

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement on this 2nd day of October 2023, which shall commence July 1, 2023 and continue through June 30, 2026.

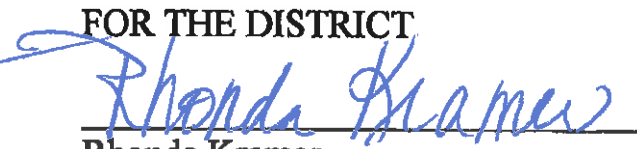
RIALTO EDUCATION ASSOCIATION, CTA/NEA

FOR THE ASSOCIATION



Teresa Robinson
Negotiations Chairperson
Rialto Education Association

FOR THE DISTRICT



Rhonda Kramer
Lead Personnel Agent
Rialto Unified School District

**Rialto Unified School District
and
California School Employees Association and its Chapter 203
Tentative 2023-2024 Contract Agreement**

October 2, 2023

This Tentative Agreement is entered into by and between the California School Employees Association, and its Chapter 203 (“CSEA”), and the Rialto Unified School District (“District”) and contains the agreements reached over the parties 2023-2024 bargaining proposals.

Any issue, subject, or matter discussed by the District and CSEA during negotiations over the 2023-2024 bargaining proposals not contained in this document shall be considered withdrawn by the party presenting it. Any “oral agreement” or “understanding” not reflected in writing below shall have no force or effect. All Articles and Appendices not mentioned below will remain status quo.

Agreement on the 2023-2024 contract amendments shall be conditional upon ratification of this Tentative Agreement and finalization of contract language.

Change to language is indicated in bold for additions and strike through for deletions:

ARTICLE XIII: PROCEDURES FOR THE EVALUATION OF EMPLOYEES

1. The District shall evaluate all permanent employees no less than once in every two (2) service years. This does not preclude permanent employees from being evaluated annually. **Permanent unit members that receive an unsatisfactory rating in five (5) or more areas will be evaluated annually.**

All non-permanent employees shall be evaluated during the second and fifth month of their probationary period. The probationary period shall be for a period of six (6) months or **130 days of service, whichever is longer**. The probationary period for permanent/promotional employees shall remain as six (6) working months or **130 days of service, whichever is longer**. Failure to timely evaluate an employee on probationary status, however, shall not entitle the employee to automatic permanent status.

2. **The period for evaluation shall be July 1 through June 30. Evaluations must be completed before June 30th or the employees last scheduled day of employment per their work calendar.**

23. Whenever the employee's evaluation reflects a needs improvement or unsatisfactory rating, the evaluator shall include in the evaluation methods to improve the identified areas of needing improvement and/or unsatisfactory performance.
 - a. See Appendix B for the Performance Report and Assistance Plan.
 - b. The parties agree to the formation of an Evaluation Committee with equal representation from the District and the Association. The Committee will convene at the request of either party to review and make recommendations regarding the Performance Report.
34. All formal evaluations shall include an evaluation conference at which time the evaluator shall present a written evaluation for review and discussion with the employee. The employee shall sign the written evaluation to signify only that he/she has read the document and has been provided the opportunity of attaching to the written evaluation a written response which shall thereafter become a part of the permanent record in the employee's official personnel file. **The employee shall receive a signed printed copy of the evaluation.**
45. **If the supervisor determines that the performance has become less than satisfactory, the supervisor shall complete an assistance plan form to explore the deficiencies and state corrective methods to change these deficiencies, as well as provide training if needed and set a reasonable time frame in which the deficiencies shall be corrected. If the employee has met the goals of the assistance plan, the evaluator will remove the evaluatee from the assistance plan.**
56. Nothing in this Article shall be construed as restricting or preventing the employee and the evaluator from informally discussing together from time to time any and/or all matters relating to evaluation and the evaluation process, or working together throughout the process in a cooperative and constructive manner.
67. Nothing in this Article shall be construed to allow the evaluation itself to be subject to the provisions of the Grievance Procedure in Article IX of this Agreement.
78. Information of a derogatory nature, except material mentioned in (a) of this section, shall not be entered or filed unless and until the employee is given notice and an opportunity to review and comment thereon. An employee shall have the right to enter, and have attached to any such derogatory statement, his/her own comments thereon. Such review shall take place during normal business hours, and the employee shall be released from duty for this purpose without salary reduction.
 - a. Ratings, reports, or records which (1) were obtained prior to the employment of the person involved, (2) were prepared by identifiable examination

committee members, or (3) were obtained in connection with a promotional examination, shall not be available for review.

b. Review of personnel files shall be made by prior appointment.

89. Nothing in this Article shall be construed to limit or restrict the District's authority under the law to discipline any probationary or permanent unit member.

ARTICLE XIV: SAFETY CONDITIONS

1. Any abuse, assault or battery upon an employee, or any threat of force or violence directed toward school personnel that is related to school activity or school attendance, shall be reported by employees to their Immediate Supervisor and shall be reported to the appropriate law enforcement agency. Employees shall complete reports required by the District relating to the violations described herein.
2. Employees shall be provided coverage under the terms and conditions of the District Workers' Compensation program and Illness Leave provision for any injury or illness arising out of or in the course of their employment.
3. No employee shall be reprimanded in any way as a result of reporting unsafe conditions.
4. The District shall provide approved equipment necessary to permit employees to perform their assigned duties safely. Employees shall be provided training on new equipment that is required to perform their assigned duties prior to being authorized to use the equipment.
5. All employees are required to participate in the District's Illness/Injury Prevention Program.
6. An employee may, when necessary, use reasonable restraint in the performance of his or her duties in the interests of self-protection or for the protection of others. It is further agreed that under such circumstances the employee must exercise mature judgment, acting and reacting in a "reasonable and prudent" manner.
7. The Superintendent shall comply with any reasonable request from the employee for information in the possession of the Superintendent relating to the incident.
8. No employee shall willfully violate any safety order, or in any manner intentionally perform any act that could jeopardize the safety or health of himself/herself or any other employee.
9. **A drug-free and alcohol-free workplace promotes employee safety and health. To maintain the safety of employees, it is a violation for an employee to manufacture, distribute, dispense, possess (other than to secure it), use or be under the influence of any alcoholic beverage, drug or controlled substance during work hours or on district property.**

The District encourages employees to voluntarily report drug and alcohol problems. Employees with drug and alcohol dependency problems should report the problem as soon as possible to Personnel Services or Risk Management. No employee will be disciplined solely due to the request for help in overcoming drug or alcohol dependency or because of involvement in a rehabilitation effort.

910. A joint District/Association Safety Committee shall be established and presided over by the Risk Management Department. The committee shall be comprised of three (3) Association representatives and three (3) District representatives and shall convene at least quarterly for the purpose of maintaining the safety of classified employees or any other employees. The committee will be responsible for developing in-service and training programs for employees.
- a. Employees may be released from their duties to attend District sponsored in-service trainings developed by this Committee.

ARTICLE XVII: RELEASED TIME

1. The District shall provide a reasonable amount of release time for no more than seven (7) persons for the purpose of participating in contract negotiation sessions.
2. The District will release Association representatives for the purposes indicated below:
 - a. For the purpose of meeting and negotiating - a maximum of fifty-six (56) hours for each of the seven (7) Association representatives.
 - b. For the processing of grievances - a maximum of sixty-four (64) hours for the Association Representatives.
 - c. The District shall grant paid leave for all delegates (up to the maximum number of delegates allowed by CSEA State formula) to use for state conference attendance. ~~up to a maximum of three hundred sixty (360) hours per calendar year to Association officials for the purpose of attending Association conferences and meetings.~~
3. Beyond Level I, time off (in 2b above) shall be limited solely to representing a grievant in a conference with a management person. In no way shall this limitation include use of such time for matters such as gathering information, interviewing witnesses, or preparing a presentation.
4. The above work hours are the maximum amount of time that the District will release Association Representatives in any one school year. The Association may purchase

additional released time for its Representatives not to exceed eighty (80) additional hours per year. The Association will pay the District the current substitute's rate for any time used under this provision.

5. This released time will require prior approval of the Superintendent. In no cases will this released time be approved for periods of less than one (1) hour in any workday. Meetings of less than thirty (30) minutes held at the worksite shall not be charged against this Article.
6. Release time utilized at the request of the District and approved by the Superintendent/Designee shall not be deducted from the above referenced days.

ARTICLE XXI: DUTY HOURS

1. The District reserves the right to designate the hours, work week and work year of all employees. Such designation is made at the time of initial employment and upon any change thereafter each employee shall be furnished with a statement including the number of duty hours per day, prescribed work week and the date on which the employee will begin and end the work year. Employees shall be provided with a minimum of a ten (10) work day notice of any changes in hours (daily start/end times, yearly start/end dates), except in extenuating circumstances as determined by the District.
 - a. Transportation Bidding Process - The Transportation Manager will provide/mail to each bus driver a current seniority list and the hourly bus assignments (routes) available for the upcoming school year. This information will be provided no later than one week before the first day of the unit member's work year. Bargaining unit members are expected to come prepared to make their bid selection. Bidding shall occur once per school year on a designated day prior to the beginning of the school year. In the event 3 or more routes increase by 30 minutes or more within a 30 calendar day window or a vacancy occurs before December 1st of each year, a second bid will take place for only those routes.
2. The District reserves the right to designate the hours and workdays of all employees in certain positions as being less than eight (8) hour days. These employees will be paid and receive appropriate benefits on a prorated basis.
3. The normal workweek shall consist of eight (8) hours a day, exclusive of lunch, and forty (40) hours a week consisting of five (5) consecutive days (Monday through Friday) within a seven (7) day period.
4. Overtime shall be defined to include any time required to be worked in excess of eight (8) hours in any one (1) day and in excess of forty (40) hours in any calendar

week. For the purpose of computing the number of hours worked, time during which an employee is excused from work because of holidays, sick leave, vacation, compensatory time off, or other paid leave of absence shall be considered as time worked by the employee. Overtime shall be compensated at the rate of one and one-half (1 ½) times the rate of pay of the employee designated and authorized to perform the overtime. (Unit members shall not work overtime without prior District authorization.)

5. An employee having an average workday of four (4) hours or more during the normal workweek shall be compensated for any work required to be performed on the sixth (6th) or seventh (7th) day following commencement of the workweek at the rate equal to one and one-half (1 ½) times the regular rate of pay of the employee designated and authorized to perform the work.
6. An employee having an average workday of less than four (4) hours during a workweek shall, for any work required to be performed on the seventh (7th) day following commencement of his/her workweek, be compensated at a rate equal to one and one half (1 ½) times the regular rate of pay of the employee designated and authorized to perform the work.
7. All hours worked in excess of eight (8) hours on the sixth (6th) or seventh (7th) consecutive day of work shall be compensated at two times the regular rate of pay.

Language for Article XXI 8-19 will remain status quo

21. ~~Hourly~~ Employees may be permitted to work in other departments at the regular rate of pay for that position at Step I, or if that amount is less than the employee's current salary, at the step just above the employee's current salary.
22. When an employee is scheduled to perform duties outside his/her regular workday and after reporting to work finds such duties have been canceled, the employee shall receive a minimum of two (2) hours pay at the appropriate rate.
23. Any permanent classified employee who accepts an assignment within the District to an exempt, temporary, or short-term position shall, during such assignment, be considered for status purposes as serving in his/her regular position, and such assignment shall not be considered separation from service.
24. The employee may, with the approval of the appointing authority, voluntarily return to his/her position or a position in the class of his/her permanent status prior to the completion of service in exempt, temporary, or short term position.

All other language in Article XXI not mentioned above will remain status quo

ARTICLE XXII: PAY AND ALLOWANCES

1. Effective July 1, 2023~~2~~, the existing ~~2021/2022~~ **2022/2023** classified salary schedule shall be adjusted upward to reflect a ~~6.56~~ **9%** increase and a one-time bonus of ~~2~~ **1%** off the salary schedule. The ~~2~~ **1%** bonus will be on the base salary as of September 1, 2023, no adjustments will be made to the one-time bonus for increases or docks after that date. Effective July 1, 2017, the salary schedule will be leveled to reflect a 5% increase between steps and 2.5% between ranges.

Effective July 1, 2022, Step 6 will be added to the Classified Services Salary Schedule.

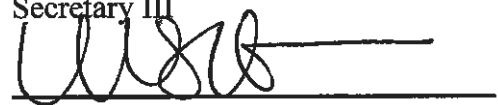
2. If a greater salary increase or other compensation is granted to management, supervisory or confidential personnel, or any other employee representative organization, excluding certificated substitute employees, the District shall grant the same increase to CSEA, retroactive as appropriate. A salary increase granted to CSEA pursuant to this paragraph shall not be implemented until salary negotiations are finally settled with CSEA for the school year(s) at issue.
3. The anniversary date for all personnel employed after July 1, 1967, shall coincide with the original date of employment. However, all unpaid leaves of absence, other than sick leave, shall not count towards step advancement on the salary schedule. When such leaves are taken, the Personnel Services Administrator, shall adjust the employee's anniversary date to reflect the period of absence.
4. An appointment made between the first and fifteenth day of the month shall be considered as effective on the first day of that month. Later appointments shall be considered effective at the beginning of the next month.
5. Employees will receive additional longevity pay on the basis of years of service in the following manner:
 - a. After completion of the 10th year of service - ~~\$77.00~~ **\$84.00** per month.
 - b. After completion of the 15th year of service - ~~\$103.00~~ **\$112.00** per month.
 - c. After completion of the 20th year of service - ~~\$129.00~~ **\$141.00** per month.
 - d. After completion of the 25th year of service - ~~\$155.00~~ **\$169.00** per month.
 - e. After completion of the 30th year of service - ~~\$180.00~~ **\$196.00** per month.
 - f. After completion of the 35th year of service - ~~\$206.00~~ **\$225.00** per month.
 - g. The longevity increments shall be a flat dollar amount added to the employee's regular monthly salary.

- h. Starting with the 2020/2021 school year, longevity increments will be increased by the same amount applied to the classified salary schedule. These increases will be effective the same date the salary increase is effective.
6. Employees authorized by the District to use their personal automobiles in the performance of their duties shall be reimbursed for mileage at the rate established by the Internal Revenue Service. A change in rate shall be effective the first day of the month following notice received from the Internal Revenue Service.
 7. The following employees shall be required to wear uniforms and/or footwear during the performance of their duties and shall therefore be entitled to the indicated cleaning and/or maintenance allowance except in cases wherein the District provides said cleaning and maintenance services:
 - a. Bus drivers, Mechanics, Grounds, Maintenance, Warehouse, Mail Room, Print Shop, Custodians, Information Technology and Nutrition Services personnel excluding clerical unit members - twenty dollars (\$20.00) per month uniform allowance.
 - b. Mechanics, Maintenance, Warehouse, Nutrition Warehouse Delivery Workers Service, District Security Officers, and Grounds personnel excluding clerical unit members - fifteen dollars (\$15.00) per month shoe allowance. Wearing of the designated safety shoe shall be mandatory.
 - c. District Security Officers - fifty dollars (\$50.00) uniform allowance per qualifying month of service not to exceed \$600.00 annually.
 8. Staff receiving a Bilingual stipend shall be paid a monthly stipend at the rate of 2.75% of the unit member's base salary.
 9. Staff receiving a Special Needs stipend (toileting and diapering if not in their job description) shall be paid a monthly stipend at the rate of 35% of the unit member's base salary.

FOR THE ASSOCIATION:



Ana Aguayo,
Secretary III



Myesha Kennedy,
CSEA Labor Relations Representative

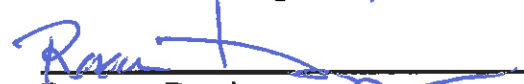


Diana Silva,
Technology Support Technician III

FOR THE DISTRICT:



Rhonda Kramer
Lead Personnel Agent

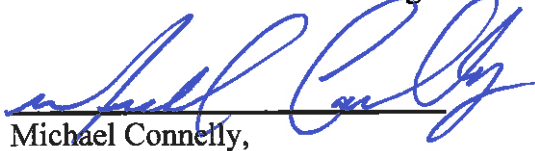


Roxanne Dominguez,
Lead Personnel Agent



Armando Urteaga
Lead Personnel Agent

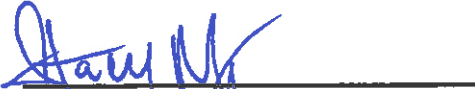
CSEA 2023-2024 Contract Negotiations



Michael Connelly,
Warehouse/Support Services Worker



Nicole Albiso
Lead Fiscal Services Agent



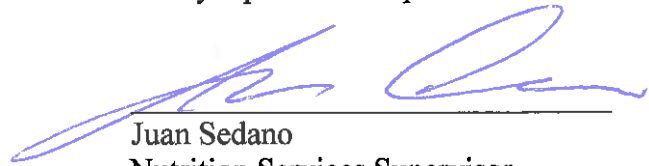
Stacy Magana,
Bus Driver



Bryan Harper
Safety Operations Supervisor



Michael Harrison
Safety Intervention Officer II/
District Patrol



Juan Sedano
Nutrition Services Supervisor

RIALTO UNIFIED SCHOOL DISTRICT Classified Employee Evaluation

Name of Employee:	Position:	Date:
Site/Service Area:	Evaluation Period From:	To:
Reason for Review: <input type="checkbox"/> Annual	<input type="checkbox"/> Probationary	<input type="checkbox"/> Promotional Probation

AREAS OF REVIEW	Exceeds Expectations	Meets Expectations	Needs Improvement	Unsatisfactory
1. Quality of Work – Work is accurate, thorough, neat and completed in a timely manner.				
2. Quantity of Work – Effectively produces work in accordance with job description and the district needs.				
3. Job Knowledge – Demonstrates knowledge of job duties.				
4. Dependability – Demonstrates reliability in job performance, requiring minimal direction.				
5. Flexibility & Adaptability – Learns new tasks and assignments willingly. Handles situations appropriately and effectively as they arise.				
6. Initiative – Ability to access and initiate things independently. Involved in solving problems and offering constructive solutions.				
7. Judgment and Decision making – Uses good judgment and makes appropriate decisions.				
8. Organization – Tasks are organized, prioritized, and planned out. Materials, equipment and work area are clean, organized and ready.				
9. Care and Operation of Equipment – Properly maintains and operates equipment.				
10. Safety – Follows safety guidelines. Maintains and promotes a safe work environment.				
11. Compliance – Demonstrates adequate knowledge and adheres to district-procedures and regulations including appropriate recordkeeping and documentation.				
12. Attendance – Attends work regularly and reports absences and leaves properly. Complies with District policies and procedures.				
13. Punctuality – Arrives to work on time and adheres to the work schedule.				
14. Appearance – Appearance and attire is professional and appropriate for the workplace and job responsibilities.				
15. Professionalism – Maintains effective working relationships. Represents district and board values in relationships, communication, and professional with all educational partners.				

Strengths and Accomplishments:

--

Areas Related to Unsatisfactory and/or Below Expectations:

--

Professional Goals: The supervisor and the employee will collaborate to set goals for the next evaluation period.

--

Employee Comments:

--

My signature below acknowledges that I have seen and discussed this evaluation, but does not necessarily imply agreement with the conclusion of the evaluator.

Signature of Employee	Date
Signature of the Evaluator	Date
Signature of the Reviewer	Date



**Board of Education Agenda
October 25, 2023**

SALARY INCREASE OF 9% AND ONE TIME BONUS OF 1% EMPLOYEE BASE SALARY OFF THE SCHEDULE FOR CERTIFICATED AND CLASSIFIED MANAGEMENT, SUPERVISORY, AND CONFIDENTIAL EMPLOYEES

BACKGROUND:

An agreement was reached between Rialto Unified School District and Rialto Education Association (REA) for a salary increase of 9% and a one-time bonus of 1% employee base salary off the schedule effective July 1, 2023 for Fiscal Year 2023-2024.

REASONING:

In recognition of the fact that all represented certificated and classified employees in the District have/or will receive this increase, the Superintendent is recommending a salary increase of 9% and a one-time bonus of 1% employee base salary off of the schedule for all certificated and classified management, supervisory, and confidential employees effective July 1, 2023.

RECOMMENDATION:

Approve a salary increase of 9% and a one-time bonus of 1% employee base salary off the schedule for all certificated and classified management, supervisory, and confidential employees effective July 1, 2023. The fiscal impact is \$4,131,224.00 and will be paid from the General Fund, Adult Education Fund, Early Education Fund, and Cafeteria Fund.

SUBMITTED/REVIEWED BY: Nicole Albiso/Diane Romo



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 Rialto Unified School District's Hispanic Heritage Celebration celebrated arts, music, and culture with a fantastic celebration on Friday, October 6, 2023. Hundreds of RUSD families, students, and staff joined together in unity and enjoyed activities, dancing, a special showing of the hit Disney movie "Encanto, a taco-eating contest, and a parade of schools. **Arianna Rivera**, Werner Elementary School preschool student, flashed a bright smile with her festive dress as she walked during the parade.

Bottom: Morris Elementary School Environmental Literacy Academy put on a vibrant cultural celebration during the school's annual Hispanic and Latino Heritage Celebration on Friday, October 13, 2023. The student performances were a heartwarming blend of vibrant colors, lively rhythms, and beautiful traditions. Our talented students, with the support of Morris Elementary School teachers and staff, showcased their talents and shared in rich cultural heritage. Students in **Mrs. Daisy Luna's** first-grade class wowed the audience as they performed "Yo Soy Tu Amigo Fiel," or "You've Got a Friend In Me," from the classic movie "Toy Story." Go Mountain Lions!

