

**MINUTES  
REGULAR MEETING OF THE BOARD OF EDUCATION  
RIALTO UNIFIED SCHOOL DISTRICT  
DR. JOHN R. KAZALUNAS EDUCATION CENTER  
182 EAST WALNUT AVENUE, RIALTO, CA 92376**

**February 28, 2018**

**A. OPENING**

**CALL TO ORDER AND ROLL CALL**

The regular meeting of the Board of Education of the Rialto Unified School District was called to order at 6:02 p.m. by President Martinez at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, CA 92376.

Members present: Joseph W. Martinez, President; Nancy G. O'Kelley, Clerk; Joseph Ayala, Member; and Dina Walker, Member. Edgar Montes, Vice President, was absent.

Administrators present: Darren McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence and Social Justice; Mohammad Z. Islam, Associate Superintendent, Business Services; Kelly Bruce, Lead Innovation Agent, Education Services; Rhea McIver Gibbs, Lead Personnel Agent; and Rhonda Kramer, Senior Director, Personnel Services. Cuauhtémoc Avila, Ed.D., Superintendent, was absent. Also present was Rosie Williams, Executive Secretary.

**OPEN SESSION**

1. Comments on Closed Session Agenda Items. Any person wishing to speak on any item on the closed session agenda will be granted three minutes.

There were no comments.

**CLOSED SESSION**

President Martinez reported that Vice President Montes will not be attending tonight's meeting; however, he will be participating via telephone during closed session.

Upon a motion by Clerk O'Kelley, seconded by Member Walker, and approved by a 4-0 vote, the Board of Education entered into closed session at 6:04 p.m. to consider and discuss the following items:

(Ref. E 1.1)

1. Public Employee Employment/Discipline/Dismissal/Release/ Reassignment of Employees (Government Code section 54957)
2. Student Expulsions/Reinstatements/Expulsion Enrollments
3. CONFERENCE WITH LABOR NEGOTIATORS  
Agency designated representatives: Cuauhtémoc Avila, Ed.D., Superintendent, Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services, and Rhonda Kramer, Senior Director, Personnel Services.  
Employee organizations: California School Employees Association, Chapter 203 (CSEA), Rialto Education Association (REA), Communications Workers of America (CWA)
4. Review Liability Claim Nos. 17-18-03 and 17-18-07.

### **ADJOURNMENT OF CLOSED SESSION**

Upon a motion by Member Walker, seconded by Clerk O'Kelley, and passed by a 4-0 vote, closed session adjourned at 7:00 p.m.

### **OPEN SESSION RECONVENED – 7:00 P.M.**

Members present: Joseph W. Martinez, President; Nancy G. O'Kelley, Clerk; Joseph Ayala, Member; and Dina Walker, Member. Edgar Montes, Vice President, was absent.

Administrators present: Darren McDuffie, Ed.D., Lead Strategic Agent: Strategic, Congruence and Social Justice; Mohammad Z. Islam, Associate Superintendent, Business Services; Kelly Bruce, Lead Innovation Agent, Education Services; Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services; and Rhonda Kramer, Senior Director, Personnel Services. Cuauhtémoc Avila, Ed.D., Superintendent, was absent. Also present was Rosie Williams, Executive Secretary, and Jose M. Reyes, Interpreter.

### **PLEDGE OF ALLEGIANCE**

Daniel Evans, 8<sup>th</sup> grade Frisbie Middle School student, led the Pledge of Allegiance.

### **PRESENTATION BY FRISBIE MIDDLE SCHOOL**

Music teacher, Mrs. Francesca Henderson, lead the Frisbie Choir performing the Black National Anthem: *Lift Every Voice and Sing*. Also, teachers Mr. Edward Campbell and Mr. Robert Jones led the following Frisbie Talent Show winners:

- Celeste Rocha sang *Send Me Your Location*, by Khalid
- Cayla Curiel sang *Love Like You*, by Stephen Universe
- Carlon Malcolm Berry, performed *The Bronze Legacy* by Effie Lee Newsome

## REPORT OUT OF CLOSED SESSION

Darren McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence and Social Justice, reported that no action was taken in closed session.

## ADOPTION OF AGENDA

Upon a motion by Clerk O'Kelley, seconded by Member Walker, the Agenda was adopted by Student Board Member Herrera's preferential vote and a 4-0 vote by the Board of Education.

President Martinez advised that prior to adopting the Agenda he neglected to amend the Agenda by pulling item B3 under Presentations.

Member Ayala motioned to amend the Agenda by pulling item B3 under Presentations, it was seconded by Member Walker, the Agenda was adopted, as amended, by Student Board Member Herrera's preferential vote and a 4-0 vote by the Board of Education.

## B. PRESENTATIONS

1. Middle School – District Student Advisory Committee (DSAC)

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

Karlie Gutierrez – Frisbie Middle School  
Charlee Garcia – Rialto Middle School  
Monique Arellano – Kolb Middle School  
Melissa Castro – Kucera Middle School

2. Measure Y 2010 General Obligations Bonds Financial and Performance Audit Report for the year ended June 30, 2017, presented by Ms. Paula Bailey, Chairperson of the Measure Y Citizens' Oversight Committee.

Ms. Paula Bailey, Chairperson of the Measure Y Citizens' Oversight Committee, provided a summary of the Measure Y General Obligations Bonds Financial and Performance Audit Report as of June 30, 2017, indicating there are no findings related to the Financial and Performance Audit.

***This presentation was pulled from the Agenda.***

- ~~3. District African American Parent Advisory Council (DAAPAC) Presents on the National Alliance of Black School Educators (NABSE) conference regarding quality education for African American students.~~

4. LobbyGuard Visitor Management System Safe Schools Plan Presentation

Michelle Wong, a representative of Neopost, and Gordon Leary, Chief, Educational Safety/Security, provided a PowerPoint presentation with a brief overview of LobbyGuard, a visitor management and front office automation system. The PowerPoint presentation is attached, see pages (Ref. E 1.12) – (Ref. E 1.16).

**C. COMMENTS**

1. Public Comments from the Floor: At this time, any person wishing to speak on any item **not on** the Agenda will be granted three minutes.

Nietra Smith, parent, spoke regarding concerns with her 3<sup>rd</sup> grade student, and her desire to have her student transferred to Morris Elementary School.

Russel Silva, Rialto resident, expressed his concerns and asked questions regarding the LobbyGuard presentation and the safety and security of the students.

Paula Bailey, parent, expressed her concerns regarding the LobbyGuard presentation, including the cost involved and the feasibility of the system.

2. Public Comments on Agenda Items: Any person wishing to speak on any item **on** the Agenda will be granted three minutes.

There were no comments.

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)

Heather Estruch, CWA Representative, shared the procedure that San Bernardino uses to allow people on campus. She also stated she likes the idea of having a picture of the visitor as the LobbyGuard presentation indicated.

4. Comments from the Superintendent

5. Comments from Members of the Board of Education

**D. PUBLIC HEARING**

Upon a motion by Member Walker, seconded by Clerk O'Kelley, Public Hearing was opened at 8:52 p.m. by a 4-0 vote by the Board of Education.

1. Public Hearing: Pursuant to the requirements of Government Code and Board Policy, the attached initial 2018-2019 proposal submitted by the Rialto Education Association (REA), for an agreement between the Rialto Education Association (REA) and the Rialto Unified School District Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

Upon a motion by Member Walker, seconded by Clerk O'Kelley, Public Hearing was closed at 8:53 p.m. by a 4-0 vote by the Board of Education.

**PUBLIC INFORMATION**

1. Williams Inspections 2017/2018 – Second Quarterly Report.

**CONSENT CALENDAR ITEMS**

Upon a motion by Clerk O'Kelley, seconded by Member Walker, Items E – J were approved by Student Board Member Herrera's preferential vote and a 4-0 vote by the Board of Education.

**E. MINUTES**

1. Approve the minutes of the Regular Board of Education meeting held February 14, 2018.

**F. GENERAL FUNCTIONS CONSENT ITEMS**

1. First reading of revised Board Bylaw 9270(a-l), Conflict of Interest.

**G. INSTRUCTION CONSENT ITEMS - None**

**H. BUSINESS AND FINANCIAL CONSENT ITEMS**

1. Approve Warrant Listing Register and Purchase Order Listing for all funds from January 29, 2018 through February 8, 2018, (sent under separate cover to Board Members). A copy for public review will be available at the Board Meeting.

2. Accept the listed donations from The Benevity Community Impact Fund and Scholastic, Inc., and request that a letter of appreciation be sent to the donors.
3. 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.
4. Approve the authorization of Horace D. McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence & Social Justice, to sign Notice of Employment documents effective March 1, 2018.
5. Approve an agreement with Cal State TEACH for mentoring opportunities for university students in their respective programs effective March 1, 2018 through February 28, 2021, at no cost to the District.
6. Approve an agreement with California State University, San Bernardino (CSUSB) for mentoring opportunities for university students in their respective programs effective March 1, 2018 through February 28, 2021, at no cost to the District.
7. Approve an agreement with Garda World for armored car services to pick up deposits from three (3) high schools twice per week, five (5) middle schools and the District Education Center once per week, and deliver to the District's bank on a scheduled and on-call basis, effective March 1, 2018 through March 1, 2019, for a total cost not-to-exceed \$30,000.00 per year, to be paid from the Unrestricted General Fund.
8. Approve an agreement with Davis Demographics & Planning, Inc. to provide consulting services for student enrollment projections. Consultant fee is not-to-exceed \$24,500.00, to be paid from Fund 25 - Capital Facilities fund.
9. Approve the agreement with CAL-Storm Compliance as the engineering firm to provide inspections and reports in accordance with the Construction General Permit during the construction of the Electrical Bus Charging Stations in the Future Transportation Yard. The total project cost is not-to-exceed \$6,250.00 for inspection, state filing, and reporting, to be paid from Fund 40 - Special Reserve Fund.
10. Approve an agreement with Koppel & Gruber Public Finance to provide "Developer Fee Justification and Impact Analysis" for the Board to make decisions concerning the collection of statutory school fees. The total fee

(Ref. E 1.6)

is not-to-exceed \$9,750.00, to be paid from Fund 25 - Capital Facilities Fund.

11. Reject Bid No. 17-18-007 for the Dirt and Debris Removal at the Future Bus Yard project.
12. Approve an agreement with Pearson to provide five (5) days of professional development for advanced ELD strategies using iLitELL effective February 28, 2018 through June 30, 2018, at a cost not-to-exceed \$8,900.00, to be paid from Title III funds.
13. Approve the agreement with Generation Ready to provide professional learning to Hughbanks Elementary School teachers including five (5) days of professional development training, effective March 1, 2018 through June 30, 2018, at a total cost not-to-exceed \$10,000.00, to be paid from the site's General Fund.
14. Approve an agreement with the Parent Institute for Quality Education (PIQE) to provide the PIQE and STEM parent program at Casey and Dunn Elementary Schools to a minimum of sixty (60) parents of English Learners at each school. The PIQE and STEM parent program will be held at Casey Elementary School effective March 29, 2018 through May 24, 2018, and at Dunn Elementary School effective March 28, 2018 through May 23, 2018, at a total cost not-to-exceed \$10,000.00 per school for a total of \$20,000.00, to be paid from District Title III and Language Instruction for English Learners funds.
15. Approve an agreement with the Parent Institute for Quality Education (PIQE) to provide the PIQE program at Kucera Middle School to a minimum of sixty (60) parents of English Learners. PIQE program will be held at Kucera Middle School effective April 4, 2018 through May 23, 2018, at a total cost not-to-exceed \$6,000.00, to be paid from District Title I funds.
16. Approve an agreement with Valdez Educational Services, LLC, to provide alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Bemis Elementary School, effective March 1, 2018 through April 19, 2018, at a total cost of \$14,580.00, to be paid from Title I, Part A funds.
17. Approve an agreement with Valdez Educational Services, LLC, to provide alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Casey Elementary School, effective March 1, 2018 through April 13, 2018, at a total cost of \$18,240.00, to be paid from Title I, Part A Funds.

(Ref. E 1.7)

18. Adopt Resolution No. 17-18-40 declaring the week of March 5-9, 2018, as National School Breakfast Week and encourages all residents to become aware and concerned about their children's and their own nutrition habits, in the hope of achieving a more healthful citizenry for today and the future.
19. Approve Amendment No. 2 for additional consultant services due to additional Division of the State Architect (DSA) requirements for out-of-state inspections to Agreement C-18-0043 with Twining Consulting, Inc. for an increase of \$3,398.53 to the original contract of \$81,916.00 for a total cost not-to-exceed \$85,315.53 for Inspection and Material Testing Services for Bleachers, Press Box, Musco Lighting of Eisenhower High School Stadium Reconstruction Project, to be paid from Measure "Y" Series "C" - Fund 21.

**I. FACILITIES PLANNING CONSENT ITEM**

1. Accept the work completed before February 19, 2018, by Bligh Pacific for all work required in connection with the Central Kitchen Warehouse Roofing Project and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder.

**J. PERSONNEL SERVICES CONSENT ITEMS**

- 1-3. Approve Personnel Report No. 1188 for classified and certificated employees.
4. Adopt Resolution No. 17-18-38, authorizing the Senior Director, 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.

**K. DISCUSSION/ACTION ITEMS**

The Board of Education returned to closed session to review item K1.

1. Deny Liability Claim Numbers 17-18-03 and 17-18-07.

Upon a motion by Member Walker, seconded by Clerk O'Kelley, Item K2 was approved by a 4-0 vote by the Board of Education.

2. Adopt Resolution No. 17-18-37 authorizing the procurement of Dell Latitude laptops and Chromebooks under a master agreement and/or piggyback contract, MNWNC-108, WSCA-NASPO California Participating Addendum 7-15-70-34-003, the procurement of EarthWalk Carts under master agreement contract, State of California Multiple Award Schedule 3-



13-70-0697H and the delegation of authority to the Superintendent or the Superintendent's designee to execute the Equipment-Lease Purchase Agreement with Dell Financial Services, L.L.C., dated March 1, 2018, and any other documents required for this transaction. The annual payment will be \$2,993,650.81 for a three (3) year lease-period beginning on or about May 1, 2018, for a total cost not-to-exceed \$8,980,952.43, to be paid from the General Fund.

Clerk O'Kelley moved that the Board nominate the seven incumbents, Member Walker seconded. President Martinez read the seven incumbents as follows:

Christina Cameron-Otero (Needles USD)  
Barbara Dew (Victor Valley Union HSD)  
Caryn Payzant (Alta Loma SD)  
Barbara Schneider (Helendale SD)  
Jane Smith (Yucaipa-Calimesa Jt. USD)  
Mark Sumpter (San Bernardino COE)  
Donna West (Redlands USD)

President Martinez stated that there is an amendment to the motion by Member Walker to replace Barbara Schneider with Michael C. Flores, it was seconded by Clerk O'Kelley, and approved by a 4-0 vote by the Board of Education.

President Martinez read the amended list as follows:

Christina Cameron-Otero (Needles USD)  
Barbara Dew (Victor Valley Union HSD)  
Caryn Payzant (Alta Loma SD)  
Michael C. Flores (Ontario-Montclair SD)  
Jane Smith (Yucaipa-Calimesa Jt. USD)  
Mark Sumpter (San Bernardino COE)  
Donna West (Redlands USD)

3. The Rialto Unified School District Board of Education votes for the following as Delegate(s) to the California School Boards Association Delegate Assembly:

**Candidates:** (Vote for no more than **seven** candidates)

*\*denotes incumbent*

\_\_\_\_\_ Heather Allgood (Helendale SD)  
\_\_\_\_\_ Christina Cameron-Otero (Needles USD)\*  
\_\_\_\_\_ Barbara Dew (Victor Valley Union HSD)\*  
\_\_\_\_\_ Michael C. Flores (Ontario-Montclair SD)  
\_\_\_\_\_ Cindy Gardner (Rim of the World USD)  
\_\_\_\_\_ Caryn Payzant (Alta Loma SD)\*  
\_\_\_\_\_ Barbara Schneider (Helendale SD)\*

(Ref. E 1.9)

\_\_\_\_\_ Jane Smith (Yucaipa-Calimesa Jt. USD)\*  
\_\_\_\_\_ Gabriel L. Stine (Victor ESD)  
\_\_\_\_\_ Mark Sumpter (San Bernardino COE)\*  
\_\_\_\_\_ Mondri M. Taylor (Etiwanda ESD)  
\_\_\_\_\_ Donna West (Redlands USD)\*

Upon a motion by Clerk O'Kelley, seconded by Member Walker, Item K4 was approved by a 4-0 vote by the Board of Education.

4. Approve the recommendations of the Administrative Hearing Panel (AHP):

**STIPULATED EXPULSIONS**

Case Numbers:

17-18-33  
17-18-29  
17-18-25

**REINSTATEMENT HEARINGS**

Case Numbers:

16-17-65  
16-17-47  
16-17-17  
14-15-45  
EE 17-18-2

**DENY REINSTATEMENT HEARING**

Case Number:

16-17-44

Clerk O'Kelley motioned for the Board of Education to return to closed session at 9:05 p.m., it was seconded by Member Walker, and approved by a 4-0 vote by the Board of Education.

Student Board Member Herrera was released from the Board meeting at 9:05 p.m.

**ADJOURNMENT OF CLOSED SESSION**

Upon a motion by Member Walker, seconded by Clerk O'Kelley, and passed by a 4-0 vote, closed session adjourned at 9:18 p.m.

Upon a motion by Clerk O'Kelley, seconded by Member Walker, Item K1 was approved by a 4-0 vote by the Board of Education.

1. Deny Liability Claim Numbers 17-18-03 and 17-18-07.

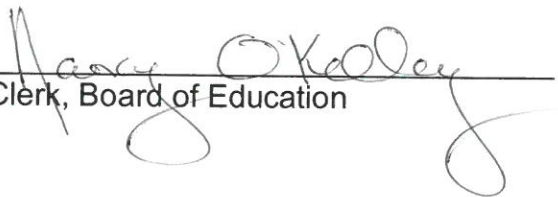
(Ref. E 1.10)


President Martinez advised that the next regular meeting of the Board of Education of the Rialto Unified School District will be held on Wednesday, March 7, 2018, at 7:00 p.m., at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, California.

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

L. **ADJOURNMENT**

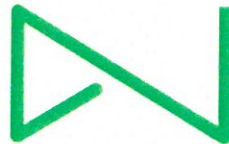
Upon a motion by Clerk O'Kelley, seconded by Member Walker, and approved a 4-0 vote by the Board of Education, the meeting was adjourned at 9:19 p.m.

  
Clerk, Board of Education

  
Secretary, Board of Education

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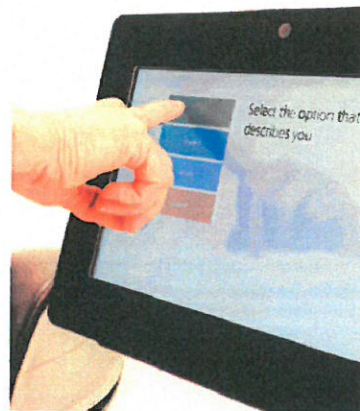
## NEOPOST

Send. Receive. Connect.

### Who is LobbyGuard?

**LobbyGuard is the market leader in visitor management and front desk automation systems.**

Founded in 2005, LobbyGuard was the first to offer a self service sign in kiosk to electronically check in and check out visitors. Over 13 years in business. Today LobbyGuard handles over 300,000 visitor sign ins each week at schools, government, medical, and corporate entities. With over 6000 installations around the globe in more than 30 vertical markets, LobbyGuard has the proven flexibility to meet all of your needs for visitor management.



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(Ref. E 1.12)

## What is LobbyGuard?

LobbyGuard is a visitor management and front office automation system. Lobbyguard software and products are designed to increase building security and reduce workload on front desk personnel by using the self service convenience of the kiosk.

Visitors can be checked and tracked through the software. Lobbyguard enhances building and facility security through a process of tracking, screening, and badging your visitor traffic. The end result is a safer and more efficient work or school environment by implementing automation and increase in security measures.

**PowerSchool**  
ISV PARTNER



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## LobbyGuard Features and Process Improvements

### Value Proposition for Rialto Unified School District "Safety is a Top Priority"

- Screens all Visitors by doing a background check making sure the visitor is not a sex offender by using Megan's Law website and Family Watch Dog Live real time updates
- Ability to create Watch Lists/ Red Flag List: For ex: San Bernardino City Schools incident
- Tracks PTA/Volunteer Hours
- Improves Efficiency of Administration Staff by freeing up front desk to assume other responsibilities with the self serve Optio kiosk
- Intuitive and Easy to Use software with visual and audio prompts in different languages
- Provides Detailed Real Time Visitor Record Reporting (Cloud based) with access to reports from any platform with internet connectivity on the web
- Advance Scheduling of Visitors: Register Visitors before hand for faster check ins
- Electronic Visitor Arrival Notification. Notifies staff/Employees a visitor has arrived through text and or email alert
- Prints highly visible Custom Badges (different colors, expiring badges, badge holders with clip)
- Keeps Record of Time and Attendance for Students helping reduce your schools labor cost
- Facilitates Parent Child Custody Management when picking up and dropping off a student

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## Introducing the LobbyGuard Optio Kiosk

The LobbyGuard Optio Visitor Management Kiosk contains everything you need to track visitors entering and leaving your building in an attractive design that can be installed anywhere in minutes.

The Optio provides the flexibility of WiFi and battery power, a scanner for ID's and Drivers License, High Resolution Camera, and thermal label printer for visitor badges

Increase building security and reduce workload on front desk personnel with the self-service convenience of the LobbyGuard Optio.



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## Why is LobbyGuard The Best Choice?

- System is compatible with Rialto USD Synergy Student data base to better facilitate the custody management feature without purchasing any other additional hardware to integrate into the host system . Although this system is a turnkey solution it can and will be customized based on RUSD processes and requirements
- Scans driver license in < 1 second with 100% accuracy
- Does not Require the use of unsafe ActiveX technology and older outdated web browsers
- Records today's visitor photo instead of a driver license photo from years ago
- Provides all features at one price – no hidden fees or "a la carte pricing"
- Offers mobile app so you can have specific administrative visitors sign in or out via smartphone
- Local Presence based out of Ontario, Michelle Wong the local Rep from Neopost with over 9 years of experience as an account manager and resource as a back up to Lobbyguard Support to help further facilitate the Roll Out and On Going Relationship with LobbyGuard and Rialto Unified School District

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## Total Cost Calculation

29 LobbyGuard Optio Kiosks with Thermal Label Printer  
\$3,200 each : \$92,800.00

LobbyGuard Annual Software Care and Support:  
\$450 each total: \$13,050.00

Equipment Subtotal: \$105,850.00

Shipping and Installation: \$5,000.00 Includes: LobbyGuard  
Certified Tech on site providing training to IT Staff  
Depot Warranty included on all kiosks for the 1<sup>st</sup> year

Total: \$110,850.00 plus tax\* First Year

Year 2 and ongoing software care cost to maintain system:  
\$13,050.00 annually

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## Implementation and Timeline Schedule

Pre-start: Information will be sent out after the board meeting to inform students, staff, parents, and community about the pilot program for the visitor management system. Communication will be sent out through social media and parent links along with parent letters. In addition, training for staff at the pilot schools will be conducted during this month. Date to be determined

**Start Date: 4/1/2018**

**Standard Deployment is approximately 60-90 days.**

Week 1-4	Week 5-6	Week 6-8	Week 9-10
30 Day Trial of LobbyGuard Kiosk at Werner Elementary, Frisbie middle, Carter High School	Rialto USD issues PO Units Ship to Central Warehouse	Set-up Accounts for each Kiosk and Configure Workflows	Post Install Meeting
	Schedule Pre-Install Meeting with IT and Security	IT delivers Kiosk to each individual Site	Follow-up Training
	Put together Specific Roll-out plan with Implementation Dates	Group Training on the Kiosk Lunch & Learn	

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## References

Hemet Unified School District  
Anderson School District Five  
San Jacinto Unified School District  
Christian Schools of the Desert  
Arcadia Unified School District  
El Centro Elementary Unified School District  
Banning Unified School District  
Beaufort County School District  
Cincinnati Public Schools  
Wake County Public Schools  
Sumner County Schools  
FDA  
VA Retirement  
Blue Cross Blue Shield of North Carolina  
San Antonio Spurs AT&T Center  
Mississippi Department of Transportation

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## Q&A

**QUESTIONS?**

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(Ref. E 1.16)