

**RIALTO UNIFIED SCHOOL DISTRICT**  
**Regular Meeting of the Board of Education**  
**Dr. John R. Kazalunas Education Center**  
**182 East Walnut Avenue**  
**Rialto, California**

**DINA WALKER**  
President

**EDGAR MONTES**  
Clerk

**NANCY G. O'KELLEY**  
Member



**JOSEPH W. MARTINEZ**  
Vice President

**JOSEPH AYALA**  
Member

**JAWAUN COLLIER**  
Student Board Member

**CUAUHTÉMOC AVILA, ED.D.**  
Superintendent

**January 11, 2017**

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.

**AGENDA**

- A. OPENING**  
**Call to Order – 6:00 P.M.**

**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.

**CLOSED SESSION**

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

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

1. Public Employee Employment/Discipline/Dismissal/Release/  
Reassignment of Employees (Government Code section 54957)

**Administrative Appointments:**

- Elementary Principal
- High School Assistant Principal

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, 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 Numbers 16-17-07 and 16-17-09.

5. CONFERENCE WITH LEGAL COUNSEL – Existing Litigation (Gov. Code § 54956.9(a)):

Rialto Unified School District v. Project Management and Integration Service, LLC (Case No. CIVDS1518115)

Rialto Unified School District v. Educational Consulting Services, Inc., et al. (Case No. CIVDS1518116)

Vote by Board Members: Ayes:\_\_\_\_\_ Noes:\_\_\_\_\_ Abstain:\_\_\_\_\_ Time:\_\_\_\_\_

**ADJOURNMENT OF CLOSED SESSION**

Moved\_\_\_\_\_ Seconded\_\_\_\_\_ Vote\_\_\_\_\_ Time\_\_\_\_\_

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

**PLEDGE OF ALLEGIANCE**

**PRESENTATION BY KOLB MIDDLE SCHOOL**

**REPORT OUT OF CLOSED SESSION**

**ADOPTION OF AGENDA**

Moved\_\_\_\_\_ Seconded\_\_\_\_\_

Preferential Vote by Student Board Member: Aye:\_\_\_\_\_ No:\_\_\_\_\_ Abstain:\_\_\_\_\_

Vote by Board Members: Ayes:\_\_\_\_\_ Noes:\_\_\_\_\_ Abstain:\_\_\_\_\_

**B. PRESENTATIONS**

1. High School – District Student Advisory Committee (DSAC) Presentation
2. Elementary Spelling Bee 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> Place Winners
3. Werner Elementary School Safe Walk to School Plan
4. Key to the District from Vice President Joseph W. Martinez to Mr. Rod Campbell, Rialto Middle School Teacher

**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.
2. Public Comments on Agenda Items: Any person wishing to speak on any item **on** the Agenda will be granted three minutes.
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).
4. Comments from the Superintendent
5. Comments from Members of the Board of Education

**D. PUBLIC HEARING**

**OPEN PUBLIC HEARING**

Moved \_\_\_\_\_ Seconded \_\_\_\_\_

Vote by Board Members: Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_

Any person wishing to speak on the items on the Public Hearing Agenda will be granted three minutes.

1. Public Hearing: Pupil Textbook and Instructional Materials Programs  
(Ref. D 1.1)

**CLOSE PUBLIC HEARING**

Moved \_\_\_\_\_ Seconded \_\_\_\_\_

Vote by Board Members: Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_

**OPEN PUBLIC HEARING**

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

Vote by Board Members: Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_

Any person wishing to speak on the items on the Public Hearing Agenda will be granted three minutes.

- 2. Public Hearing: Williams Settlement Visits Fiscal Year 2015-2016 Annual Report (Ref. D 2.1)

**CLOSE PUBLIC HEARING**

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

Vote by Board Members: Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_

**OPEN PUBLIC HEARING**

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

Vote by Board Members: Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_

Any person wishing to speak on the items on the Public Hearing Agenda will be granted three minutes.

- 3. Public Hearing: Pursuant to the requirements of Government Code and Board Policy, the initial 2017-2018 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. (Ref. D 3.1-3)

**CLOSE PUBLIC HEARING**

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

Vote by Board Members: Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_

**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.

**Approve Consent Calendar Items (Ref. E – J)**

Moved \_\_\_\_\_ Seconded \_\_\_\_\_

Preferential Vote by Student Board Member: Aye: \_\_\_\_\_ No: \_\_\_\_\_ Abstain: \_\_\_\_\_

Vote by Board Members: Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_

**E. MINUTES**

1. Approve the minutes of the Regular Board of Education meeting held December 7, 2016. (Ref. E 1.1-11)
2. Approve the minutes of the Special Board of Education meeting held December 16, 2016. (Ref. E 2.1-2)
3. Approve the minutes of the Special Board of Education meeting held December 21, 2016. (Ref. E 3.1-2)

**F. GENERAL FUNCTIONS CONSENT ITEMS**

1. Second reading of revised Board Policy 3555(a-h); Business and Noninstructional Operations: Nutrition Program Compliance. (Ref. F 1.1-8)
2. Second reading of new Board Policy 4331(a-c); Management, Supervisory and Confidential Personnel: Staff Development. (Ref. F 2.1-3)
3. Second reading of revised Board Policy 5126(a-c); Students: Awards for Achievement. (Ref. F 3.1-3)
4. First reading of revised Board Policy 4151, 4251, 4351(a-d); All Personnel: Employee Compensation. (Ref. F 4.1-4)
5. First reading of revised Board Bylaw 9010(a-b); Bylaws of the Board: Public Statements. (Ref. F 5.1-2)

**G. INSTRUCTION CONSENT ITEMS**

1. Approve twenty (20) members of the Rialto High School softball team and five (5) coaches to attend the Ted Yoneda Classic presented by St. Mary's High School softball tournament in Stockton, California, from March 8-12, 2017, at an estimated cost of \$3,000.00, to be paid from Rialto High School athletic and ASB funds, at no cost to the District. (Ref. G 1.1)

2. Approve twenty-one (21) members of the Rialto High School Varsity Cheerleading Squad and four (4) advisors/chaperones, to attend the USA Nationals Cheerleading Competition at the Anaheim Convention Center from March 17-20, 2017, at a cost not-to-exceed \$5,300.00, to be paid from Rialto High School athletic and ASB funds, at no cost to the District.  
(Ref. G 2.1)
3. Approve fifty (50) AVID students and five (5) chaperones to attend a trip on March 15-17, 2017, to the following universities: Fresno State University; University of California, Merced; University of California, Davis; Sacramento State University; University of California, Berkeley; Stanford University; and San Jose State, at a cost not-to-exceed \$10,000.00, to be paid from the College and Career Grant.  
(Ref. G 3.1)
4. Approve the modified Educator Effectiveness Funds and Professional Development Plan for Gifted and Talented Education that was presented to the Board on April 20, 2016, for the 2015-2018 fiscal years, not-to-exceed the \$47,000.00 for Gifted and Talented Education and \$20,000.00 for the GATE/Science Summer Enrichment trainings both from Educator Effectiveness funding entitlement, effective from April 21, 2016 through June 30, 2018, for professional development and technical assistance to certificated staff.  
(Ref. G 4.1)

#### **H. BUSINESS AND FINANCIAL CONSENT ITEMS**

1. Approve Warrant Listing Register and Purchase Order Listing for all funds from November 14, 2016 through December 12, 2016 (sent under separate cover to Board Members). A copy for public review will be available at the Board Meeting.
2. Accept the donations from SLP Communications, Veolia North America, Onyx Renewable Partners L.P., Walmart, Wells Fargo Community Support Campaign, Shoparoo, Wells Fargo Matching Gifts Program, The Way Bible Fellowship, Lifetouch National School Studios, Ohio Pyle Prints, Inc., Positive Prevention Plus, Harvey and Andrea Marco, Ross Stores, Inc., Coffee Nutzz, Demolay Rialto Chapter, Dell Financial Services, L.L.P., Think Together, Inc., and Kennon & Associates, and request that a letter of appreciation be sent to the donors.  
(Ref. H 2.1-2)
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.  
(Ref. H 3.1)

4. Declare the specified surplus equipment and miscellaneous items from Nutrition Services 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. (Ref. H 4.1)
5. Approve an agreement with Coast 2 Coast Coaching for the 2016-2017 school year to provide Soccer/STEM activities for identified students at Dunn, Morgan, and Werner Elementary Schools, and Jehue Middle School, at a total cost not-to-exceed \$30,000.00, effective January 12, 2017 through May 4, 2017, to be paid from the General Fund, Title I, Part A. (Ref. H 5.1)
6. Approve the increase in cost of \$6,075.00 to the September 21, 2016, Memorandum of Understanding (MOU) with WestEd to provide individual site reports as they relate to the access of and the administration of the California Healthy Kids Survey, the California School Staff Survey, and the California School Parent Survey, at a total cost not-to-exceed \$11,075.00, to be paid from the General Fund. (Ref. H 6.1)
7. Approve an agreement with Casa Colina Children Services to provide compensatory Physical Therapy (PT) hours to Student No. 139046 and travel expenses between Casa Colina Children Services and LeRoy Haynes Non-Public School (NPS) in La Verne, California, effective January 12, 2017 through June 30, 2017, at a total cost not-to-exceed \$1,500.00, to be paid from the General Fund. (Ref. H 7.1)
8. Approve an agreement with Educational Achievement Services, Inc., for administration, staff, and/or parents from Bemis, Myers, Boyd, and Garcia Elementary Schools, and Kolb Middle School, to attend the Family Leadership Institute (FLI) Practitioners' Training Summit in Las Vegas, Nevada, from January 17, 2017 through January 20, 2017, at a total cost not-to-exceed \$14,000.00, to be paid from site Title I funds. (Ref. H 8.1)
9. Approve an agreement with Clay Counseling Solutions, effective January 12, 2017 through June 30, 2017, to provide small group counseling, individual assessment, and teacher/parent consultation to enhance the social and behavioral skills of student participants for a 10-week program, at a total cost not-to-exceed \$5,000.00, to be paid from the General Fund. (Ref. H 9.1)
10. Approve an agreement with Young Women's Empowerment Foundation to provide essential support services that reduce destructive barriers of youth at-risk from dropping out of school to the students of Frisbie Middle School, effective January 12, 2017 through May 19, 2017, at a total cost not-to-exceed \$15,100.00, to be paid from the General Fund. (Ref. H 10.1)

11. Approve the use of the piggyback bid from Fullerton Joint Union High School District, Bid Pack 1516-15 with McGrath Rent Corps dba Mobile Modular, per Public Contract Code 20118, for purchase and/or lease of portable classroom buildings, as needed, to be paid from the General Fund and/or Fund 25, Developer Fee funds. (Ref. H 11.1)
12. Approve an agreement with Ludwig Engineering Associates, Inc., to provide civil engineering services for the addition of shade structures at the Rialto High School girls' softball field, at a total cost not-to-exceed \$3,400.00, to be paid from Fund 40, Special Reserve Fund. (Ref. H 12.1)
13. Accept the grant from the Department of Resources Recycling and Recovery 2016-2017 Tire Derived Product Grants program in the amount of \$55,999.00, to be deposited into Fund 40, Special Reserve Fund. (Ref. H 13.1)
14. Accept the FEDCO Classroom Enrichment Grant from the Center for Excellence in Mathematics and Science Teaching (CEMaST) of Cal Poly Pomona College of Science, in the amount of \$1,400.00, to be used for Rialto High School's Mathematics, Engineering, Science Achievement (MESA) Thematic Pathway. (Ref. H 14.1)
15. Approve extending Bid No. T12-13-010 to American Logistics Company, to be paid from the General Fund and/or Categorical Funds. (Ref. H 15.1)
16. Approve extending Bid No. T13-14-021 to First Student, to be paid from the General Fund and/or Categorical Funds. (Ref. H 16.1)

**I. FACILITIES PLANNING CONSENT ITEMS - None**

**J. PERSONNEL SERVICES CONSENT ITEMS**

- 1-3. Approve Personnel Report No. 1165 for classified and certificated employees. (Ref. J 1.1-3.1-2)

**K. DISCUSSION/ACTION ITEMS**

Moved \_\_\_\_\_ Seconded \_\_\_\_\_

1. Deny Liability Claim Numbers 16-17-07 and 16-17-09. (Ref. K 1.1)

Vote by Board Members: Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_



Moved \_\_\_\_\_ Seconded \_\_\_\_\_

2. Approve the agreement with Behavioral Autism Therapies, LLC to provide an Applied Behavior Analyst (ABA) aide to assist with current students' behaviors during the school day. This also includes the supervision cost of a Board Certified Behavioral Analyst (BCBA) to supervise the Applied Behavior Analyst (ABA) aide. The Individual Education Program (IEP) team approved these services for the remainder of the 2016-2017 school year and the 2016 Extended School Year (ESY), effective January 12, 2017 through June 30, 2017, at a total cost not-to-exceed \$50,000.00, to be paid from Restricted General Funds. (Ref. K 2.1)

Vote by Board Members: Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_

Moved \_\_\_\_\_ Seconded \_\_\_\_\_

3. Adopt Resolution No. 16-17-21, Sufficiency of Standards – Aligned Textbooks and Instructional Materials. (Ref. K 3.1-2)

Vote by Board Members: Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_

Moved \_\_\_\_\_ Seconded \_\_\_\_\_

4. Approve the Credit Recovery Courses that are aligned to the Common Core ELA, Mathematics Standards, Next Generation Science Standards, and Social Studies and will be utilized by all high schools in the district. (Ref. K 4.1-4)

Vote by Board Members: Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_

Moved \_\_\_\_\_ Seconded \_\_\_\_\_

5. Approve the hourly wage increase for AVID Tutors to \$11.50 an hour, effective January 1, 2017. (Ref. K 5.1)

Vote by Board Members: Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_

Moved \_\_\_\_\_ Seconded \_\_\_\_\_

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

**ADMINISTRATIVE HEARING:**

Case Number:

16-17-18

**STIPULATED:**  
Case Numbers:  
16-17-23  
16-17-21  
16-17-17

Vote by Board Members: Ayes:\_\_\_\_\_ Noes:\_\_\_\_\_ Abstain:\_\_\_\_\_

**L. ADJOURNMENT**

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

Preferential Vote by Student Board Member: Aye:\_\_\_\_\_ No:\_\_\_\_\_ Abstain:\_\_\_\_\_

Vote by Board Members: Ayes:\_\_\_\_\_ Noes:\_\_\_\_\_ Abstain:\_\_\_\_\_

**Time**\_\_\_\_\_

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on Wednesday, January 25, 2017, 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.

**D PUBLIC HEARING**

(Revised)

**PUPIL TEXTBOOK AND INSTRUCTIONAL  
MATERIALS PROGRAMS**

**NOTICE OF PUBLIC HEARING  
BOARD OF EDUCATION MEETING  
KAZALUNAS EDUCATION CENTER  
182 E. Walnut Ave  
RIALTO, CALIFORNIA 92376**

**January 11, 2017 – 7:00 p.m.**

**January 11, 2017**

There will be a Public Hearing at the Board of Education Meeting on January 11, 2017 to affirm to the Superintendent of Public Instruction that the Rialto Unified School District has complied with all requirements of Education Code Section 60119, including recent additions to law, and that all pupils have sufficient textbooks and instructional materials. Sufficient textbooks or instructional materials, means that each pupil, including English Learners, has textbooks or instructional materials, or both, to use in class and to take home to complete required homework assignments. This does not require two sets of textbooks or instructional materials for each pupil.

**CERTIFICATION:**

I hereby certify that to the best of my knowledge and belief, the District has complied with the requirements of Education Code Section 60119.

36-67850-0000  
CDS Code

Rialto Unified  
School District Name

January 11, 2017  
Board Meeting Date

  
Signature of District/Superintendent or Designee

December 20, 2016

**PLEASE POST THIS FLYER IN YOUR STAFF ROOM AND/OR PUBLIC  
NOTICE BULLETIN BOARD**

**POSTED DECEMBER 20, 2016**

(Ref. D 1.1)

**ACCEPT**  
**SAN BERNARDINO COUNTY SUPERINTENDENT OF SCHOOLS**  
**WILLIAMS SETTLEMENT VISITS**  
**FISCAL YEAR 2015-16**  
**ANNUAL REPORT**

January 11, 2017

As per California Education Code Section 1240, the San Bernardino County Superintendent of Schools (SBCSS) staff visited schools in Decile 1-3 based on the 2012 Base Academic Performance Index [API] to ensure compliance with the Williams Legislation and reports its findings for the following standards: (1) "sufficient instructional materials in the four core subject areas of English language arts, mathematics, history/social science, and science; (2) facilities without conditions posing an "emergency or urgent threat to the health or safety of pupils or staff"; (3) accurate School Accountability Report Card (SARC); and (4) teacher assignment monitoring.

The annual report information has been reported to the County Board of Education as well as the San Bernardino County Board of Supervisors.

The following reflects a summary of the San Bernardino County Superintendent of Schools inspections for the 2015-16 school year:

School Site	# of Instructional Material Deficiencies	# of Extreme Repair Deficiencies	# of Good Repair Deficiencies	# of SARC Inaccuracies	Teacher Assignment Monitoring
Bemis ES	0	0	0	0	0
Boyd ES	0	0	1	0	0
Casey ES	0	0	1	0	0
Curtis ES	0	0	2	0	0
Dunn ES	0	0	2	0	0
Frisbie MS	0	0	0	0	0
Jehue MS	0	0	2	0	0
Kelley ES	0	0	3	0	0
Kolb MS	0	0	7	0	0
Preston ES	0	0	25	0	0
Rialto MS	0	0	8	0	0

**Submitted by:** Mohammad Z. Islam

**Presented for Board Information:** Cuauhtémoc Avila, Ed.D.

(Ref. D 2.1)

**PLEASE POST**

**PLEASE POST**

**PUBLIC NOTICE**

PURSUANT TO THE REQUIREMENTS OF GOVERNMENT CODE AND BOARD POLICY, THE ATTACHED INITIAL 2017-2018 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.



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Rhea McIver Gibbs,  
Lead Personnel Agent  
Personnel Services

December 21, 2016

(Ref. D 3.1)

**Rialto Education Association  
Initial 2017-2018 Proposal  
To the  
Rialto Unified School District  
December 7, 2016**

**1. Revise Article V: Class Size to establish the following:**

- \*Caseload limits for SDC teachers, counselors and speech therapists.
- \*Reduce class sizes for at-risk students in intervention classes.
- \*Reduce class sizes in 9<sup>th</sup> and 10<sup>th</sup> grade for math and English.
- \*Class size limits for summer school classes.
- \*Compensation for members whose class size or caseload is over the contractual limit.

**2. Revise Article XVIII: Teaching Hours, Non-Teaching and Extra-Curricular Duties to establish the following:**

- \*Add language to ensure an additional prep period for journalism and yearbook teachers.
- \*Rotation of voluntary one-sixths taught at the secondary level.
- \*Payment to strategists and counselors who are asked to substitute.
- \*Elementary prep time within the school day.
- \*Allow strategists and counselors to voluntarily teach a class with compensation equivalent to a one sixth.
- \*Duty free recess breaks for elementary teachers.
- \*Compensation for members who attend more than two (2) hours of IEP meetings outside of the instructional day during the school week.
- \*Per diem rate paid to members who volunteer to substitute teach.

**3. Revise Article XIX: Salary, Health and Welfare Benefits to establish the following:**

- \*Restructure the salary schedules.
- \*Stipend for elementary combination class teachers.
- \*Stipend for special education teachers who teach SDC, Autism, ED and MH.
- \*Stipend for elementary yearbook advisor.
- \*Stipend for elementary student council advisor.
- \*Add steps to the pre-school salary schedules.
- \*Stipends for assistant coaches in tennis, cross country, golf and cheerleading at secondary.
- \*Increase the work year and compensation for high school ASB/Activities directors.
- \*Add stipends for sports coaches who work beyond the season year-round.
- \*Stipends for elementary grade level leads and leadership team.
- \*Stipends for AVID and PBIS teacher coordinators.

(Ref. D 3.2)

- \*Stipend for teachers holding a BCLAD credential and teaching an SEI class.
- \*Increase the stipend for BCLAD teachers who teach an alternative course of study such as Dual Immersion Language.
- \*Increase stipend for elementary cheer coach.
- \*Increase stipend for high school drama teacher.
- \*Add chiropractor coverage.
- \*Accept all previous credentialed teaching experience including foreign schools, teaching done before the last ten years, and credit for teaching experience beyond 14 years.
- \*Change hourly pay to .001 of Index Base.
- \*Revise and renew the current MOU language regarding speech therapists to also include a longevity/stay-put bonus, reimbursement for license renewal fees and credit for 2 years of part time work to be counted as a full year (retroactively).
- \* The Association will advance a specific monetary proposal when state budget figures, including but not limited to LCFF, gap funding, and grants become defined.



## E MINUTES

**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**

**December 7, 2016**

**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 5:01 p.m. by President O'Kelley at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, CA 92376.

Members present: Nancy G. O'Kelley, President; Joseph W. Martinez, Clerk; Joseph Ayala, Member; and Edgar Montes, Member. Dina Walker, Vice President, arrived at 6:18 p.m.

Administrators present: Cuauhtémoc Avila, Ed.D., Superintendent; Mohammad Z. Islam, Associate Superintendent, Business Services; Jinane Annous, Ed.D., Lead Innovation Agent; Education Services; Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services; and Rhonda Kramer, Senior Director, Personnel Services. Also present was Rosie Williams, Executive Secretary.

President O'Kelley motioned to move the Oath of Office and the Reorganization of the Board of Education to after open session reconvenes at approximately 7:00 p.m., Member Ayala seconded the motion and it was approved by a unanimous 5-0 vote by the Board of Education.

**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**

Upon a motion by Member Ayala, seconded by Clerk Martinez, and approved by a 5-0 vote, the Board of Education entered into Closed Session at 5:03 p.m. to consider and discuss the following items:

1. Public Employee Employment/Discipline/Dismissal/Release/  
Reassignment of Employees (Government Code section 54957)

**Administrative Appointment:**

- Elementary Principal

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, and Rhonda Kramer, Director, Personnel Services.  
Employee organizations: California School Employees Association, Chapter 203 (CSEA), Rialto Education Association (REA), Communications Workers of America (CWA)
4. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION  
Pursuant to Paragraph (1) of Subdivision (d) of Government Code section 54956.9: One case

**OPEN SESSION RECONVENED – 7:02 P.M.**

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

Administrators present: Cuauhtémoc Avila, Ed.D., Superintendent; Mohammad Z. Islam, Associate Superintendent, Business Services; Jinane Annous, Ed.D., Lead Innovation Agent, Education Services; Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services; and Rhonda Kramer, Senior Director, Personnel Services. Also present was Rosie Williams, Executive Secretary, and Jose M. Reyes, Interpreter.

**ADJOURNMENT OF CLOSED SESSION**

Upon a motion by Member Montes, seconded by Clerk Martinez, and passed by a unanimous 5-0 vote, Closed Session adjourned at 7:03 p.m.

**PLEDGE OF ALLEGIANCE**

Kordyak Preschool International Music and Dance Pathway teacher, Ms. Lyubov Chernyshova, led the Pledge of Allegiance.

## **OATH OF OFFICE**

Mr. Ted Alejandre, County Superintendent of Schools, administered the Oath of Office to Mr. Joseph Ayala.

Jawaun Collier, Student Board Member, administered the Oath of Office to Mr. Joseph W. Martinez.

Mr. Ted Alejandre, County Superintendent of Schools, administered the Oath of Office to Mrs. Nancy G. O'Kelley.

## **PRESENTATION BY KORDYAK PRESCHOOL INTERNATIONAL MUSIC AND DANCE PATHWAY**

Kordyak Preschool International Music and Dance Pathway class performed "*Christmas Around the World.*"

## **REORGANIZATION OF THE BOARD OF EDUCATION**

1. Member Montes nominated Dina Walker for President. It was seconded by Clerk Martinez, and passed by a 5-0 vote by the Board of Education.
2. Member O'Kelley nominated Edgar Montes for Vice President. It was seconded by Member Montes. The vote was as follows:

Member O'Kelley – Aye  
Member Montes – Aye  
Clerk Martinez – Abstain

Member Ayala nominated Joseph W. Martinez for Vice President, and stated that he would like to follow the tradition of rotating the positions. At this point Member Montes recused himself from the nomination. The nomination was seconded by Clerk Martinez, and passed by a 5-0 vote by the Board of Education.

3. Member Ayala nominated Edgar Montes for Clerk. It was, seconded by Member O'Kelley, and passed by a 5-0 vote by the Board of Education.
4. Clerk Montes nominated Vice President Martinez for Voting Representative to County Office. It was seconded by Member Ayala, and passed by a 5-0 vote by the Board of Education.
5. Vice President Martinez nominated Clerk Montes for Alternate Voting Representative to County Committee. It was seconded by Member Ayala, and passed by a 5-0 vote by the Board of Education.

## **REPORT OUT OF CLOSED SESSION**

Superintendent Avila reported that in Closed Session the Board of Education, by a unanimous 5-0 vote, took the following action:

- Accepted the Statement of Charges for employee #1375816, Resource Specialist, and to place him on unpaid leave of absence effective December 8, 2016.

## **ADOPTION OF AGENDA**

Upon a motion by Clerk Montes, seconded by Vice President Martinez, the Agenda was adopted by Student Board Member Collier's preferential vote, and a unanimous 5-0 vote by the Board of Education.

### **B. PRESENTATIONS**

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

The following DSAC students shared activities held at their schools:

Destiny Lopez – Rialto Middle School  
Noor Ali – Kucera Middle School  
Christian Flores – Jehue Middle School

2. Parent Summit/Parent School Recognition

Superintendent Avila presented Certificates of Recognition to parents who contributed to the success of the Parent Summit event and were unable to attend the Board of Education meeting on November 16, 2016.

3. Red Ribbon Week Schoolwide Decoration Contest

Superintendent Avila honored the top Red Ribbon winners of the Red Ribbon Week Schoolwide Decoration Contest. The winners were as follows:

#### Northern Section Schools:

3<sup>rd</sup> place – Kordyak Elementary School  
2<sup>nd</sup> place – Carter High School  
1<sup>st</sup> place – Highbanks Elementary School

Central Section Schools:

- 3<sup>rd</sup> place – Frisbie Middle School
- 2<sup>nd</sup> place – Henry Elementary School
- 1<sup>st</sup> place – Dollahan Elementary School

Southern Section Schools:

- 3<sup>rd</sup> place – Kelley Elementary School
- 2<sup>nd</sup> place – Jehue Middle School
- 1<sup>st</sup> place – Garcia Elementary School

The inaugural Superintendent's Spirit Award was earned by Milor High School.

4. Key to the District from Member Nancy G. O'Kelley to Ms. Susan Tarbutton, Casey Elementary School Teacher

Member O'Kelley presented Ms. Susan Tarbutton, Casey Elementary School Teacher, with a Key to the District for her outstanding service to the Rialto Unified School District.

5. Key to the District from President Dina Walker to Robin McMillon, Preston Elementary School Principal

President Walker presented Ms. Robin McMillon, Preston Elementary School Principal, with a Key to the District for her outstanding service to the Rialto Unified School District.

**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.

Enaz Wanzer, parent, shared her concerns regarding issues she is having with her special education student, who is feeling unsafe at school due to the size of the school. She stated that she has written several requests for help with this situation and has not received any response.

Celia Zelaya-Saravia, representing Amigos Unidos, a support group for parents of children with special needs, congratulated the Board for the new period they are beginning and she hopes they will continue working hard and united for our students. She shared that she is happy Milor students are participating and the District recognizes their efforts. She also congratulated Student Board Member Jawaun Collier for his support of other students, and she congratulated the Key to the District recipients. Lastly, she invited the Board to attend their Christmas celebration for

special children on Tuesday, December 13, 2016, at 4:30 p.m. at St. Catherine of Siena Church in Rialto.

Mirna Ruiz, parent, gave up her time to Enaz Wanzer so that she could continue speaking regarding her concerns with her student.

Enaz Wanzer, parent, continued to express her concerns regarding issues she is having with her special education student.

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)

Leslie Chambers, REA representative, presented their initial proposal for the 2017-2018 school year.

Derek Harris, RSMA representative, congratulated President Walker, Vice President Martinez, and Clerk Montes on their new positions on the Board. He also congratulated Ms. Robin McMillon for earning the Key to the District. Lastly, he invited the Board to attend the RSMA Christmas Party on Friday, December 9, 2016, at 5:00 p.m.

4. Comments from the Superintendent
5. Comments from Members of the Board of Education

**D. PUBLIC HEARING - None**

**CONSENT CALENDAR ITEMS**

Upon a motion by Member O'Kelley, seconded by Clerk Montes, Items E – J were approved by Student Board Member Collier's preferential vote, and a unanimous 5-0 vote by the Board of Education.

**E. MINUTES**

1. Approve the minutes of the Regular Board of Education Meeting held November 16, 2016.

**F. GENERAL FUNCTIONS CONSENT ITEMS**

1. Second reading of revised Board Policy 4112.2(a-f); Certificated Personnel: Certification.
2. Second reading of revised Board Policy 4113(a-e); Certificated Personnel: Assignment.
3. Second reading of revised Board Policy 4118(a-e); Personnel: Dismissal/Suspension/Disciplinary Action.
4. Amendment to second reading of revised Board Policy 4154, 4254, 4354(a-d); All Personnel: Health and Welfare Benefits.
5. Second reading of revised Board Policy 5148.2(a-d); Students: After School Programs.
6. First reading of revised Board Policy 3555(a-h); Business and Noninstructional Operations: Nutrition Program Compliance.)
7. First reading of **new** Board Policy 4331(a-c); Management, Supervisory and Confidential Personnel: Staff Development.
8. First reading of revised Board Policy 5126(a-c); Students: Awards for Achievement.

**G. INSTRUCTION CONSENT ITEMS**

1. Approve travel reimbursement for four (4) Western Association of Schools and Colleges (WASC) visiting committee members conducting the WASC two-day mid-cycle visit at Eisenhower High School from February 26-28, 2017, not-to-exceed \$2,300.00, to be paid from the General Fund.

**H. BUSINESS AND FINANCIAL CONSENT ITEMS**

1. Approve Warrant Listing Register and Purchase Order Listing for all funds from October 27, 2016 through November 14, 2016 (sent under separate cover to Board Members). A copy for public review will be available at the Board Meeting.
2. Accept the donations from College Board, The Way Bible Fellowship, Ohio Pyle Prints, Inc., Shoparoo, Edison International, Arrowhead United Way, Rialto Municipal Soccer League, Stater Bros. Markets, Feed the Children, and Santa Claus, Inc., and request that a letter of appreciation be sent to the donors.



3. Approve to purchase information technology goods and services, pursuant to Public Contract Code 20118, for the Fiscal Year 2016-2017 from California Multiple Award Schedule (CMAS) Contract #3-13-84-0006C, Supplement No. 1, Contract #3-16-84-0006D, and Contract #3-16-70-2186E, to be paid from the General Fund and/or categorical funds.
4. Approve an agreement with the law firm of Bowie, Arneson, Wiles & Giannone to assist with matters of facilities mitigation, planning and construction in general that covers negotiation of facilities mitigation with the developers in the Renaissance Specific Plan Project and Lytle Creek Specific Plan Project. Legal services will be requested only as needed for a total cost not-to-exceed \$35,000.00 per year, to be paid from Fund 25, Capital Facilities Fund.
5. Approve an agreement with PF Vision, Inc., to provide Division of State Architect inspection services for the Eisenhower High School Stadium Buildings and Performing Arts Theater project at the rate of \$64.00 per hour for a Class 1 Inspector for an estimated total cost not-to-exceed \$210,000.00. Overtime and Saturday services will be paid at one and one-half times the normal rate, and Sunday services will be billed at two times the normal rate, to be paid from Fund 21, Measure Y Series "C", General Obligation Bond Funds.
6. Approve the piggyback purchase and/or lease of shade shelters from Fullerton Joint Union High School District, Bid Pack 1516-15 for the Fiscal Year 2016-2017, per Public Contract Code 20118, to be paid from Fund 01, the General Fund and/or Fund 25, Capital Facilities Fund.
7. Ratify an agreement with Pathways 2 Speech to provide compensatory Auditory Verbal Therapy (AVT) services to Student No. 165463 for the 2016-2017 school year per settlement agreement effective August 13, 2016, at a total cost not-to-exceed \$12,200.00, to be paid from the General Fund.
8. Ratify an agreement with Speech Bananas, Inc., to provide Auditory Verbal Therapy (AVT) services for the 2016-2017 school year and Extended School Year (ESY) effective August 14, 2016 through July 30, 2017, at a total cost not-to-exceed \$10,800.00, to be paid from the General Fund.
9. Approve an agreement with Brandman University for mentoring opportunities for students in their respective programs effective December 8, 2016 through October 18, 2019, at no cost to the District.

10. Ratify an agreement with California State University, Northridge, for mentoring opportunities for speech language pathologists or speech language pathology assistant students in this program effective November 17, 2016 through November 16, 2019, at no cost to the District.
11. Ratify an agreement with Brandman University for opportunities for intern teachers effective October 19, 2016 through October 18, 2019, at no cost to the District.
12. Approve the Frisbie Middle School Parent Teacher Organization (PTO) school-connected organization for the 2016-2017 school year.
13. Approve an agreement with Twining Consulting to provide soil tests, material tests, and special inspection services for the Eisenhower High School Stadium Building and Performing Arts Theater projects for a cost not-to-exceed \$69,078.00 for the Stadium Reconstruction Project and a cost not-to-exceed \$157,244.00 for the Performing Arts Theater Project, to be paid from Fund 21, Measure Y Series "C", General Obligation Bond Funds.
14. Approve an agreement with Hollar Speech & Language to complete an Individual Education Evaluation (IEE) in the area of Speech & Language per settlement agreement for Student No. 1316293, to be completed by the end of the 2016-2017 school year at a total cost not-to-exceed \$3,000.00, to be paid from the General Fund.
15. Approve an agreement with Leaps & Bounds Pediatric Therapy to complete an Individual Education Evaluation (IEE) in the area of Physical Therapy (PT) per settlement agreement for Student No. 1316293, to be completed by the end of the 2016-2017 school year, at a total cost not-to-exceed \$500.00, to be paid from the General Fund.
16. Approve an agreement with Susanne Smith Roley Occupational Therapy Services to complete an Individual Education Evaluation (IEE) in the area of Occupational Therapy (OT) per settlement agreement for Student No. 1316293, to be completed by the end of the 2016-2017 school year at a total cost not-to-exceed \$1,700.00, to be paid from the General Fund.

**I. FACILITIES PLANNING CONSENT ITEMS - None**

**J. PERSONNEL SERVICES CONSENT ITEMS**

- 1-3. Approve Personnel Report No. 1164 for classified and certificated employees.

**K. DISCUSSION/ACTION ITEMS**

Upon a motion by Vice President Martinez, seconded by Member O'Kelley, Item K1 was approved by a unanimous 5-0 vote by the Board of Education.

1. Approve an agreement with San Bernardino County Superintendent of Schools (SBCSS) for the master schedule (4 days), pathway team development (6 days) and coaching training (5 days), to support pathway implementation from December 8, 2016 through June 30, 2017, at a cost not-to-exceed \$89,600.00, to be paid from the Educator Effectiveness and Career Technical Education Incentive Grant funds.

Upon a motion by Member O'Kelley, seconded by Vice President Martinez, Item K2 was approved by a unanimous 5-0 vote by the Board of Education.

2. Accept the College Readiness Block Grant in the amount of \$959,230.00 with the high schools receiving the following amounts for the three years, Carter High School: \$246,771.00, Eisenhower High School: \$247,881.00, Rialto High School: \$278,604.00, Milor/Zupanic High School: \$35,974.00, and Education Services: \$150,000.00, beginning December 8, 2016 through June 30, 2019.

Upon a motion by Vice President Martinez, seconded by Member O'Kelley, Item K3 was approved by a unanimous 5-0 vote by the Board of Education.

3. Approve the Fiscal Year 2016-2017 First Interim Financial Report as presented.

Upon a motion by Member O'Kelley, seconded by Clerk Montes, Item K4 was approved by a unanimous 5-0 vote by the Board of Education.

4. Award the base bids for the Eisenhower High School Stadium Building and Performing Arts Theater projects as the lowest responsible contractors meeting District specifications as follows: Category 02 (Landscaping) - Marina Landscape, Inc.; Category 03 (Concrete) - Bravo Concrete Construction Services, Inc.; Category 04 (Masonry) - GBC Concrete & Masonry Construction, Inc.; Category 05 (Structural Steel) - KCB Towers, Inc.; Category 07 – Gypsum & Plaster - Sierra Lathing Company, Inc.; Category 08 (Casework) - K & Z Cabinet Co., Inc.; Category 10 (Sheet Metal) - Risher Sutherland, Inc. dba United Contractors; Category 11 (Glass & Glazing) – E & R Glass Contractors, Inc.; Category 12 (Ceramic Tile) - Continental Marble and Tile Company; Category 13 (Acoustical) - Southcoast Acoustical Interiors, Inc.; Category 14 (Flooring) - Continental Flooring; Category 15 (Painting) - Simmons & Wood, Inc.; Category 16 (Specialties) - Dalke and Sons Construction, Inc.; Category 17 (HVAC) – Desert Air Conditioning, Inc.; Category 18

(Plumbing) - Emphyrean Plumbing, Inc.; Category 19 (Electrical) – F.E.C. Electric, Inc.; Category 20 (Fire Sprinklers) – Fischer, Inc.; and Category 21 (Doors & Hardware) – Joe Picco & Associates, Inc. dba EJ Enterprises. All costs will be paid from Fund 21, Measure Y, Series “C”, General Obligation Bond Funds.

Upon a motion by Clerk Montes, seconded by Vice President Martinez, Item K5 was approved by a unanimous 5-0 vote by the Board of Education.

5. Approve Adam Waggoner, Raymond Delgado, and Germaine Gray as authorized signatories for the Rialto Middle School Associated Student Body checking account, effective December 8, 2016.

Upon a motion by Member O’Kelley, seconded by Vice President Martinez, Item K6 was approved by a unanimous 5-0 vote by the Board of Education.

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

**STIPULATED:**

Case Number:  
16-17-16

**REINSTATEMENT OF EXPULSION:**

Case Number:  
15-16-53

**L. ADJOURNMENT**

Upon a motion by Vice President Martinez, seconded by Clerk Montes, and approved by a unanimous 5-0 vote by the Board of Education, the meeting was adjourned 9:14 p.m. with a moment of silence in honor of retired educator, Mr. Willie Luvert, who passed away on November 22, 2016.

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Clerk, Board of Education

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Secretary, Board of Education

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

**December 16, 2016**

**A. OPENING**

**CALL TO ORDER AND ROLL CALL**

The special meeting of the Board of Education of the Rialto Unified School District was called to order at 12:00 p.m. by President Walker at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, CA 92376.

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

Administrators present: Cuauhtémoc Avila, Ed.D., Superintendent, Mohammad Z. Islam, Associate Superintendent, Business Services; Jinane Annous, Ed.D., Lead Innovation Agent; Education Services; Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services; and Rhonda Kramer, Senior Director, Personnel Services. Also present was Rosie Williams, Executive Secretary.

**OPEN SESSION**

1. Public Comments from the Floor: Any person wishing to speak on any item on the Closed Session Agenda will be granted three minutes.

There were no comments.

**CLOSED SESSION**

Upon a motion by Member O'Kelley, seconded by Clerk Montes, and approved by a 5-0 vote, the Board of Education entered into Closed Session at 12:02 p.m. to consider and discuss the following item:

1. **CONFERENCE WITH LEGAL COUNSEL – Existing Litigation (Gov. Code § 54956.9(a)):**

Rialto Unified School District v. Project Management and Integration Service, LLC (Case No. CIVDS1518115)

(Ref. E 2.1)

Rialto Unified School District v. Educational Consulting Services, Inc.,  
et al. (Case No. CIVDS1518116)

**REPORT OUT OF CLOSED SESSION**

Superintendent Avila reported no action was taken in Closed Session.

**B. ADJOURNMENT**

Upon a motion by Member O'Kelley, seconded by Member Ayala, and approved by a unanimous 5-0 vote by the Board of Education, the meeting was adjourned at 1:40 p.m.

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Clerk, Board of Education

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Secretary, Board of Education

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

**December 21, 2016**

**A. OPENING**

**CALL TO ORDER AND ROLL CALL**

The special meeting of the Board of Education of the Rialto Unified School District was called to order at 4:32 p.m. by President Walker at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, CA 92376.

Members present: Dina Walker, President; Joseph W. Martinez, Vice President; and Nancy G. O'Kelley, Member. Edgar Montes, Clerk, arrived at 4:40 p.m., and Joseph Ayala, Member, arrived at 4:55 p.m.

Administrators present: Cuauhtémoc Avila, Ed.D., Superintendent, Mohammad Z. Islam, Associate Superintendent, Business Services; Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services; and Rhonda Kramer, Senior Director, Personnel Services. Also present was Nancy Mann, Administrative Secretary II. Jinane Annous, Ed.D., Lead Innovation Agent; Education Services, was absent.

**OPEN SESSION**

1. Public Comments from the Floor: Any person wishing to speak on any item on the Closed Session Agenda will be granted three minutes.

There were no comments.

**CLOSED SESSION**

Upon a motion by Vice President Martinez, seconded by Member O'Kelley, and approved by a 3-0 vote, the Board of Education entered into Closed Session at 4:35 p.m. to consider and discuss the following item:

1. CONFERENCE WITH LEGAL COUNSEL – Existing Litigation (Gov. Code § 54956.9(a)):

(Ref. E 3.1)

Rialto Unified School District v. Project Management and Integration Service, LLC (Case No. CIVDS1518115)

Rialto Unified School District v. Educational Consulting Services, Inc., et al. (Case No. CIVDS1518116)

**REPORT OUT OF CLOSED SESSION**

Superintendent Avila reported no action was taken in Closed Session.

**B. ADJOURNMENT**

Upon a motion by Clerk Montes, seconded by Member O'Kelley, and approved by a unanimous 5-0 vote by the Board of Education, the meeting was adjourned at 7:16 p.m.

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Clerk, Board of Education

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Secretary, Board of Education



**F GENERAL FUNCTIONS CONSENT**



## RIALTO UNIFIED SCHOOL DISTRICT

### Business and Noninstructional Operations

BP 3555(a)

### NUTRITION PROGRAM COMPLIANCE

The Board of Education recognizes the District's responsibility to comply with state and federal nondiscrimination laws as they apply to the District's nutrition programs. The District shall not deny any individual the benefits or service of any nutrition program or discriminate against him/her ~~because of his/her race, color, national origin, gender, sex, sexual orientation, disability, or any other~~ on any basis prohibited by law, ~~in its implementation of such a program.~~

*(cf. 0410 - Nondiscrimination in District Programs and Activities)*  
*(cf. 3550 - Food Service/Child Nutrition Program)*  
*(cf. 3552 - Summer Meal Program)*  
*(cf. 3553 - Free and Reduced Price Meals)*  
*(cf. 5030 - Student Wellness)*

### Coordinator

The Board designates the compliance officer(s) specified in AR 1312.3 - Uniform Complaint Procedures as ~~the District's civil rights coordinator of the District's efforts to comply to ensure~~ **compliance** with the laws governing its nutrition programs and to investigate any related complaints. ~~Any complaint concerning the District's nutrition programs shall be investigated using the process identified in the section entitled "Procedures" in the District's AR 1312.3—~~ Uniform Complaint Procedures.

~~*(cf. 1312.3—Uniform Complaint Procedures)*~~

~~The coordinator shall provide training on the laws, regulations, procedures, and directives related to the District's nutrition programs to District employees involved in administering them. The coordinator also shall develop procedures and systems that do not restrict the participation of individuals in the District's nutrition programs, based on their race, ethnicity, or disability, and that prevent District employees from incorrectly denying the applications for participation submitted by such individuals.~~

(Ref. F 1.1)

## NUTRITION PROGRAM COMPLIANCE (continued)

~~The coordinator shall develop and maintain a system for collecting racial and ethnic data of participants in the District's nutrition programs and shall, at least annually, report to the Board on whether the District's nutrition programs are effectively reaching eligible individuals and whether and where additional outreach may be needed.~~

~~(cf. 5022 – Students and Family Privacy Rights)~~

~~(cf. 5125 – Student Records)~~

~~When a significant number of participants or potential participants in the District's nutrition programs are only non-English speakers, the coordinator shall make an appropriate language translation available.~~

~~(cf. 5020 – Parent Rights and Responsibilities)~~

~~(cf. 6020 – Parent Involvement)~~

~~(cf. 6174 – English Language Learners)~~

~~The coordinator also shall ensure that the District's nutrition programs accommodate the special dietary needs of any individual with a disability who has on file a medical statement that restricts his/her diet because of his/her disability.~~

~~(cf. 5141.27 – Food Allergies/Special Dietary Needs)~~

~~(cf. 6159 – Individualized Education Program)~~

~~(cf. 6164.6 – Identification and Education Under Section 504)~~

**The responsibilities of the compliance officer/coordinator include, but are not limited to:**

- 1. Providing the name of the civil rights coordinator, Section 504 coordinator, and Title IX coordinator, if different from the civil rights coordinator, to the California Department of Education and other interested parties**

~~(cf. 6164.6 – Identification and Education Under Section 504)~~

- 2. Annually providing mandatory civil rights training to all frontline staff who interact with program applicants or participants and to those who supervise frontline staff**

**The subject matter of such training shall include, but not be limited to, collection and use of data, effective public notification systems, complaint procedures, compliance review techniques, resolution of noncompliance, requirements for**

**NUTRITION PROGRAM COMPLIANCE (continued)**

**reasonable accommodation of persons with disabilities, requirements for language assistance, conflict resolution, and customer service.**

- 3. Establishing admission and enrollment procedures that do not restrict enrollment of students on the basis of race, ethnicity, national origin, or disability, including preventing staff from incorrectly denying applications and ensuring that such persons have equal access to all programs**

*(cf. 6159 – Individualized Education Program)*

- 4. Sending a public release announcing the availability of the child nutrition programs and/or changes in the programs to public media and to community and grassroots organizations that interact directly with eligible or potentially eligible participants**
- 5. Communicating the program’s nondiscrimination policy and applicable complaint procedures, as provided in the section “Notifications” below**
- 6. Providing appropriate translation services when a significant number of persons in the surrounding population have limited English proficiency**
- 7. Ensuring that every part of a facility is accessible to and usable by persons with disabilities and that participants with disabilities are not excluded from the benefits or services due in inaccessibility of facilities**
- 8. Ensuring that special meals are made available to participants with disabilities who have a medical statement on file documenting that their disability restricts their diet**

*(cf. 5141.27 – Food Allergies/Special Dietary Needs)*

- 9. Implementing procedures to process and resolve civil rights (discrimination) complaints and program-related complaints, including maintaining a complaint log and working with the appropriate person to resolve any complaint**
- 10. Developing a method, which preferably uses self-identification or self-reporting, to collect racial and ethnic data for potentially eligible populations, applicants, and participants**

*(cf. 5022 – Students and Family Privacy Rights)*

**NUTRITION PROGRAM COMPLIANCE (continued)***(cf. 5125 – Student Records)***Notifications**

The ~~coordinator shall ensure that the~~ U.S. Department of Agriculture's (USDA) "And Justice for All" ~~civil rights poster or other approved Nutrition Programs Civil Rights posters are a substitute poster approved by the USDA's Food and Nutrition Service shall be~~ displayed in areas visible to the District's nutrition program participants, such as food service areas and school offices.

~~Annually, the coordinator shall notify all students, parent/guardians, and employees of program requirements and the procedures for filing a complaint, through the District's usual means of notification.~~ **The coordinator shall notify the public, all program applicants, participants, and potentially eligible persons of their program rights and responsibilities and steps necessary for participation. Applicants, participants, and the public also shall be advised of their right to file a complaint, how to file a complaint, the complaint procedures, and that a complaint may be filed anonymously or by a third party.**

~~(cf. 4112.9/4212.9/4312.9 – Employee Notifications)~~  
*(cf. 5145.6 - Parental Notifications)*

In addition, the ~~coordinator shall ensure that every informational release, publication, or poster concerning the District's nutrition programs and/or activities includes,~~ **all forms of communication available to the public regarding program availability shall contain, in a prominent location, the following statement:**

~~"In accordance with federal law and U.S. Department of Agriculture policy, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age, religion, political beliefs, or disability. In addition, California law prohibits discrimination on any basis identified in Government Code 12940.~~

~~To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410 or call (800)795-3272 (voice) or (202)720-6382 (TTY). USDA is an equal opportunity provider and employer."~~

**NUTRITION PROGRAM COMPLIANCE (continued)**

**“In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.**

**Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotope, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.**

**To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: [http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html), and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:**

- (1) mail: U.S. Department of Agriculture  
Office of the Assistant Secretary for Civil Rights  
1400 Independence Avenue, SW  
Washington, D.C. 20250-9410;**
- (2) fax: (202) 690-7442; or**
- (3) email: [program.intake@usda.gov](mailto:program.intake@usda.gov).**

**This institution is an equal opportunity provider.**

**Forms of communication requiring this nondiscrimination statement include, but are not limited to, web sites, public information releases, publications, and posters, but exclude menus. The nondiscrimination statement need not be included on every page of program information on the District’s or school’s web site, but the statement or a link to the statement shall be included on the home page of the program information.**

## NUTRITION PROGRAM COMPLIANCE (continued)

~~However, if the document is no more than one page and there is no room to print the full nondiscrimination statement, the District may instead use the statement~~ **A short version of the nondiscrimination statement, stating “This institution is an equal opportunity provider,” may be used on pamphlets, brochures, and flyers in the same print size as the rest of the text.**

### Complaints

**Any complaint concerning the District’s nutrition programs shall be investigated using the process identified in AR 1312.3 – Uniform Complaint Procedures.**

*(cf. 1312.3 – Uniform Complaint Procedures)*

When a complaint **alleging discrimination of the basis of race, color, national origin, sex, age, or disability** is unresolved at the District level, the coordinator shall notify the complainant of the option to contact and/or forward his/her complaint to one of the following agencies:

1. Child Nutrition Program Civil Rights and Program Complaint Coordinator, California Department of Education, Nutrition Services Division, 1430 N Street, Room ~~4500~~**4503**, Sacramento, CA 95814-2342 or call ~~(916)445-0850~~ **(916) 323-8531** or (800)952-5609
- ~~2. Office of Civil Rights, USDA, Western Region, 90 Seventh Street, Suite 10-100, San Francisco, CA 94103 or call (415)705-1336 or fax (415)705-1364 or email [Joe.Torres@fns.usda.gov](mailto:Joe.Torres@fns.usda.gov)~~
- ~~32. USDA, Director, Office of Civil Rights, U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410 or call (800)795-3272 or (202)720-6382 (TTY) (866) 632-9992, (800) 877-8339 (Federal Relay Service – English), (800) 845-6136 (Federal Relay Service – Spanish), fax (202) 690-7442, or email [program.intake.usda.gov](mailto:program.intake.usda.gov).~~

**NUTRITION PROGRAM COMPLIANCE (continued)***Legal Reference:*EDUCATION CODE*200-262.4 Prohibition of discrimination**48985 Notices to parents in language other than English**49060-49079 Student records**49490-49590 Child nutrition programs*PENAL CODE*422.55 Definition of hate crime**422.6 Interference with constitutional right or privilege*CODE OF REGULATIONS, TITLE 5*3080 Application of section**4600-4687 Uniform complaint procedures**4900-4965 Nondiscrimination in elementary and secondary education programs*UNITED STATES CODE, TITLE 20*1400-1482 Individuals with Disabilities in Education Act**1681-1688 Discrimination based on sex or blindness, Title IX*UNITED STATES CODE, TITLE 29*794 Section 504 of the Rehabilitation Act of 1973*UNITED STATES CODE, TITLE 42*2000d-2000d-7 Title VI, Civil Rights Act of 1964**2000e-2000e-17 Title VII, Civil Rights Act of 1964 as amended**2000h-2000h-6 Title IX**12101-12213 Americans with Disabilities Act*CODE OF FEDERAL REGULATIONS, TITLE 7*210.23 National School Lunch Program, District responsibilities**215.7 Special Milk Program, requirements for participation**215.14 Special Milk Program, nondiscrimination**220.7 School Breakfast Program, requirements for participation**225.3 Summer Food Service Program, administration**225.7 Summer Food Service Program, program monitoring*CODE OF FEDERAL REGULATIONS, TITLE 28*35.101-35.190 Americans with Disabilities Act**36.303 Auxiliary aids and services*CODE OF FEDERAL REGULATION, TITLE 34*100.1-100.13 Nondiscrimination in federal programs, effectuating Title VI**104.1-104.39 Section 504 of the Rehabilitation Act of 1973**106.1-106.61 Discrimination on the basis of sex, effectuating Title IX, especially:**106.9 Dissemination of policy*



**NUTRITION PROGRAM COMPLIANCE (continued)**

*Management Resources:*

**CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS**

**CALIFORNIA DEPARTMENT OF EDUCATION, NUTRITION SERVICES DIVISION PUBLICATIONS**

*Civil Rights and Complaint Procedures for the U.S. Department of Agriculture Child Nutrition Programs, March 2010 November 2015*

**U.S. DEPARTMENT OF AGRICULTURE, FOOD AND NUTRITION SERVICE PUBLICATIONS**

*Civil Rights Compliance and Enforcement - Nutrition Programs and Activities, FNS Instruction 113-1, November 2005*

**U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS PUBLICATIONS**

*Protecting Students from Harassment and Hate Crime, January 1999*

*Notice of Non-Discrimination, January 1999 August 2010*

**WEB SITES**

California Department of Education, Nutrition Services Division: <http://www.cde.ca.gov/ls/nu>

U.S. Department of Agriculture, Food and Nutrition Services: <http://www.fns.usda.gov>

U.S. Department of Agriculture, Office for Civil Rights : <http://www.ascr.usda.gov>

U.S. Department of Education, Office for Civil Rights: <http://www2.ed.gov/ocr>

Policy  
adopted: August 21, 2011  
revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
Rialto, California

**Submitted by:** Mohammad Z. Islam  
**Reviewed and Presented for Board Action:** Cuauhtémoc Avila, Ed.D.



## RIALTO UNIFIED SCHOOL DISTRICT

Management, Supervisory and Confidential Personnel

BP 4331(a)

### STAFF DEVELOPMENT

The Board of Education recognizes that professional development enhances employee effectiveness and contributes to personal growth. Staff development for administrative and supervisory personnel shall be designed to guide institutional improvement, build leadership skills, and enhance overall management efficiency.

*(cf. 4119.21/4219.21/4319.21 - Professional Standards)*

The Superintendent or designee shall develop a plan for administrator support and development activities that is based on a systematic assessment of the needs of District students and staff and is aligned to the District's vision, goals, local control and accountability plan, and other comprehensive plans.

*(cf. 0000 - Vision)*

*(cf. 0200 - Goals for the School District)*

*(cf. 0420 - School Plans/Site Councils)*

*(cf. 0420.1 - School-Based Program Coordination)*

*(cf. 0460 - Local Control and Accountability Plan)*

*(cf. 0520.2 - Title I Program Improvement Schools)*

*(cf. 0520.3 - Title I Program Improvement Districts)*

*(cf. 0520.4 - Quality Education Investment Schools)*

The District's staff development program for District and school administrators may include, but is not limited to, the following topics:

1. Personnel management, including best practices on hiring, recruitment, assignment, and retention of staff

*(cf. 4111/4211/4311 - Recruitment and Selection)*

*(cf. 4112.24 - Teacher Qualifications Under the No Child Left Behind Act)*

*(cf. 4113 - Assignment)*

2. Effective fiscal management and accountability practices

*(cf. 3100 - Budget)*

*(cf. 3460 - Financial Reports and Accountability)*

(Ref. F 2.1)

**STAFF DEVELOPMENT (continued)**

**3. Academic standards and standards-aligned curriculum and instructional materials**

*(cf. 6011 - Academic Standards)*

*(cf. 6141 - Curriculum Development and Evaluation)*

*(cf. 6161.1 - Selection and Evaluation of Instructional Materials)*

**4. Leadership training to improve the academic achievement of all students, including capacity building in pedagogies of learning, instructional strategies that meet the varied learning needs of students, and student motivation**

**5. The use of student assessments, including analysis of disaggregated assessment results to identify needs and progress of student subgroups**

*(cf. 6162.5 - Student Assessment)*

*(cf. 6162.51 - State Academic Achievement Tests)*

*(cf. 6162.52 - High School Exit Examination)*

**6. The use of technology to improve student performance and District operations**

*(cf. 0440 - District Technology Plan)*

**7. Creation of safe and inclusive school environments**

*(cf. 0410 - Nondiscrimination in District Programs and Activities)*

*(cf. 5137 - Positive School Climate)*

**8. Parental involvement and community collaboration**

*(cf. 1240 - Volunteer Assistance)*

*(cf. 6020 - Parent Involvement)*

**9. Employee relations**

**10. Effective school and District planning processes**

**The District's staff evaluation process may be used to recommend additional staff development for individual employees.**

**STAFF DEVELOPMENT (continued)**

*(cf. 4315 - Evaluation/Supervision)*

**The Superintendent or designee shall evaluate the benefit to staff and students of professional development activities.**

*(cf. 0500 - Accountability)*

**Legal Reference:**

**EDUCATION CODE**

**44681-44689.2 Administrator training and evaluation**

**52060-52077 Local control and accountability plan**

**Management Resources:**

**WESTED AND ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS PUBLICATIONS**

**California Professional Standards for Educational Leaders, 2001**

**WEB SITES**

**Association of California School Administrators: <http://www.acsa.org>**

**California Department of Education: <http://www.cde.ca.gov>**

**California School Leadership Academy: <http://www.csla.org>**

**Commission on Teacher Credentialing: <http://www.ctc.ca.gov>**

**WestEd: <http://www.wested.org>**

**Policy  
adopted:**

**RIALTO UNIFIED SCHOOL DISTRICT  
Rialto, California**

**Submitted by: Rhea McIver Gibbs and Rhonda Kramer  
Reviewed and Presented for Board Action: Cuauhtémoc Avila, Ed.D.**

**(Ref. F 2.3)**



## RIALTO UNIFIED SCHOOL DISTRICT

**Students**

BP 5126(a)

### **AWARDS FOR ACHIEVEMENT**

The Board of Education encourages excellence as a goal for all students and wishes to publicly recognize students for exemplary achievement in academic, athletic, extracurricular, or community service activities.

*(cf. 5121 – Grades/Evaluation of Student Achievement)*

*(cf. 5127 – Graduation Ceremonies and Activities)*

*(cf. 6142.4 – Service Learning/Community Service Classes)*

#### **District/School Awards**

Student awards may include verbal recognition, a letter, a certificate, a Board resolution, public ceremony, trophy, gift, plaque, or cash gift.

The Superintendent or designee shall develop criteria for the selection of student award recipients.

#### **Golden State Seal Merit Diploma**

At graduation from high school, special recognition shall be awarded to those students whose academic achievements in core curriculum areas have been outstanding.

The Superintendent or designee shall identify high school students who have demonstrated mastery of the high school curriculum qualifying them for the Golden State Seal Merit Diploma. (Education Code 51454)

*(cf. 6162.51 – Standardized Testing and Reporting Program)*

#### **Biliteracy Award**

The district shall present the State Seal of Biliteracy to each graduating high school student who has attained a high level of proficiency in speaking, reading, and writing in one or more languages in addition to English. (Education Code 51460-51464)

*(cf. 6142.2 – World/Foreign Language Instruction)*

*(cf. 6174 – Education for English Language Learners)*

(Ref. F 3.1)

**AWARDS FOR ACHIEVEMENT (continued)**

~~In order to affirm the value of bilingualism and encourage students' enrollment in world language programs, the Superintendent or designee may present awards at appropriate grade levels to recognize the pursuit and/or attainment of grade level proficiency in one or more languages in addition to English.~~

**Scholarship Fund**

The Board ~~may~~**shall establish and** maintain a scholarship fund which may be used to provide scholarships, **or grants-in-aid to bona fide organizations,** ~~to~~ students or graduates of district schools. (Education Code 35310, 35315)

*(cf. 1260 – Educational Foundation)*  
*(cf. 3290 – Gifts, Grants and Bequests)*

**The district's scholarship fund shall be administered by a district committee composed of Board members, the Superintendent, and such other community, staff, administrative, and/or student representatives as determined by the Board. (Education Code 35310)**

**The Board shall select its own representatives to the committee. Staff, community, and/or student representatives shall be selected by the Superintendent. Members of this committee shall serve two-year terms.**

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

**The committee may accept gifts, donations, and bequests made for the purposes of the fund and may prescribe conditions or restrictions on these gifts and bequests. If the donor imposes any conditions, the committee shall review the conditions and make a recommendation to the Board as to the compatibility of such conditions with the intent and purpose of the fund. The Board may prohibit the committee from accepting any donation under conditions it finds incompatible with the fund's intents and purposes. (Education Code 35313)**

**The Superintendent or designee shall report to the Board at least annually regarding the status and activity of the fund. (Education Code 35319)**

*Legal Reference: (see next page)*

(Ref. F 3.2)

## AWARDS FOR ACHIEVEMENT (continued)

*Legal Reference:*

*EDUCATION CODE*

*220 Nondiscrimination*

*35160 Authority of governing boards*

*35310-35319 Scholarship and loan funds*

*44015 Awards to employees and students*

*51243-51245 Credit for private school foreign language instruction*

*51450-51455 Golden State Seal Merit Diploma*

*51460-51464 State Seal of Bilingualism*

*52164.1 Assessment of English language skills of English learners*

*CODE OF REGULATIONS, TITLE 5*

*876 Golden State Seal Merit Diploma*

*1632 Credit for private school foreign language instruction*

*11510-11516 California English Language Development Test*

*Management Resources:*

*WEB SITES*

*CSBA: <http://www.csba.org>*

*California Department of Education: <http://www.cde.ca.gov>*

*Californians Together: <http://www.californiasttogether.org>*

Policy  
adopted: August 25, 1999  
revised: August 22, 2012  
revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
Rialto, California

**Submitted by:** Jinane Annous, Ed.D.  
**Reviewed and Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. F 3.3)



## RIALTO UNIFIED SCHOOL DISTRICT

**All Personnel**

BP 4151(a)  
4251  
4351

### EMPLOYEE COMPENSATION

In order to recruit and retain employees committed to the District's goals for student learning, the Board of Education recognizes the importance of offering a competitive compensation package which includes salaries and health and welfare benefits.

*(cf. 3100 - Budget)*  
*(cf. 3400 - Management of District Assets/Accounts)*  
*(cf. 4000 - Concepts and Roles)*  
*(cf. 4154/4254/4354 - Health and Welfare Benefits)*

The Board shall adopt separate salary schedules for certificated, classified, and supervisory and administrative personnel. These schedules shall comply with law and ~~negotiated~~ **collective bargaining** agreements and shall be printed and made available for review at the District office. (Education Code **45022**, 45023, ~~45028~~, **45160**, **45162**)

*(cf. 4121 - Temporary/Substitute Personnel)*  
*(cf. 4141/4241 - Collective Bargaining Agreement)*  
*(cf. 4143/4243 - Negotiations/Consultation)*

**Each certificated employee, except an employee in an administrative or supervisory position, shall be classified on the salary schedule on the basis of uniform allowance for years of training and years of experience, unless the Board and employee organization negotiate and mutually agree to a salary schedule based on different criteria. Certificated employees shall not be placed in different classifications on the schedule, nor paid different salaries, solely on the basis of the grade levels at which they teach. (Education Code 45028)**

*(cf. 4030 - Nondiscrimination in Employment)*

Salary schedules for staff who are not a part of a bargaining unit shall be determined by the Board at the recommendation of the Superintendent or designee.

*(cf. 4140/4240/4340 - Bargaining Units)*

(Ref. F 4.1)



## **EMPLOYEE COMPENSATION (continued)**

*(cf. 4312.1 – ~~Contacts~~Contracts)*

**The Superintendent or designee shall ensure that the District's payroll system complies with all applicable laws and bargaining agreements, including, but not limited to, timelines regarding payment of compensation and deductions of dues for employee organizations. The Board shall determine the frequency and schedule of salary payments, including whether payments for employees who work less than 12 months per year will be made over the course of the school year or in equal installments over the calendar year. (Education Code 45038, 45039, 45048, 45165)**

**The Superintendent or designee shall post a notice explaining the Fair Labor Standards Act's wage and hour provisions in a conspicuous place at each work site. (29 CFR 516.4)**

*(cf. 4140/4240 – ~~Bargaining Units~~)*

### **Overtime Compensation**

**A District employee shall be paid on overtime rate of not less than one and one-half times his/her regular rate of pay for any hours worked in excess of eight hours in one day or 40 hours in one work week. However, employees shall be exempt from overtime rules if they are employed as teachers or school administrators or if they qualify as being employed in an executive, administrative, or professional capacity and are paid a fixed salary at or above the salary level established by federal regulations. (Labor Code 510; 29 USC 213; 29 CFR 541.0-541.710, 553.27, 553.32)**

**When authorized in a collective bargaining agreement or other agreement between the District and employees, an employee may take compensatory time off in lieu of overtime compensation, provided he/she has not accrued compensatory time in excess of the limits specified in 29 USC 207. An employee who has requested the use of compensatory time shall be allowed to use such time within a reasonable period after making the request if the use of the compensatory time does not unduly disrupt District operations. (29 USC 207; 29 CFR 553.20-553.25)**

**For each nonexempt employee, the Superintendent or designee shall maintain records on the employee's wages, hours, and other information specified in 29 CFR 516.5-516.6.**

*(cf. 3580 – District Records)*

(Ref. F 4.2)

## EMPLOYEE COMPENSATION (continued)

(cf. 4112.6/4212.6/4312.6 – Personnel Files)

### Legal Reference:

#### EDUCATION CODE

45022-45061.5 Salaries, especially:

45023 Availability of salary schedule

45028 Salary schedule for certificated employees

45160-45169 Salaries for classified employees

45268 Salary schedule for classified service in merit system districts

#### GOVERNMENT CODE

3540-3549 Meeting and negotiating, especially:

3543.2 Scope of representation

3543.7 Duty to meet and negotiate in good faith

#### LABOR CODE

226 Employee access to payroll records

232 Disclosure of wages

510 Overtime compensation; length of work day and week; alternative schedules

#### UNITED STATES CODE, TITLE 26

409A Deferred compensation plans

#### UNITED STATES CODE, TITLE 29

201-219 Fair Labor Standards Act, especially:

203 Definitions

207 Overtime

213 Exemptions from minimum wage and overtime requirements

#### CODE OF FEDERAL REGULATIONS, TITLE 26

1.409A-1 Definitions and covered plans

#### CODE OF FEDERAL REGULATIONS, TITLE 29

516.4 Notice of minimum wage and overtime provisions

516.5-516.6 Records

541.0-541.710 Exemptions for executive, administrative, and professional employees

553.1-553.51 Fair Labor Standards Act; applicability to public agencies

#### COURT DECISIONS

Flores v. City of San Gabriel, 9<sup>th</sup> Cir., June 2, 2016, No. 14-56421

### Management Resources:

#### NATIONAL SCHOOL BOARDS ASSOCIATION PUBLICATIONS

NEA and NSBA Joint Guidance on the Tax Consequences of Deferred Compensation – Section 409A of the Internal Revenue Code, January 2008

#### WEB SITES

Management Resources continued (see next page)

(Ref. F 4.3)

**EMPLOYEE COMPENSATION (continued)**

*CSBA:* <http://www.csba.org>

*Internal Revenue Service:* <http://www.irs.gov>

*National School Boards Association:* <http://www.nsba.org>

*School Services of California, Inc.:* <http://www.sscal.com>

*U.S. Department of Labor, Wage and Hour Division:* <https://www.dol.gov/whd>

Policy  
adopted: August 11, 1999  
revised: November 10, 2010  
revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
Rialto, California

**Submitted by:** Rhea McIver Gibbs and Rhonda Kramer  
**Reviewed and Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. F 4.4)



## RIALTO UNIFIED SCHOOL DISTRICT

### Bylaws of the Board

BB 9010(a)

### PUBLIC STATEMENTS

The Board of Education recognizes the rights of Board members, **in their role as community leaders to participate in public discourse on matters of civic or community interest, including those involving the District, and their right to freely express their personal views** and encourages open discussion of issues during the Board meeting. However, to ensure communication of a consistent, unified message regarding District issues, Board members are expected to respect the authority of the Board to choose its representatives to communicate its positions and to abide by established protocols. The Board believes that effective Board members have a responsibility to express themselves, whether in agreement or disagreement with the Board majority, in ways that promote the Board's ability to govern the District.

~~When speaking to community groups, the media, or other members of the public, individual Board members should recognize that their statements may be perceived as reflecting the views and positions of the Board. Board members have a responsibility to identify personal viewpoints as such and not as the viewpoint of the Board.~~

All public statements authorized to be made on behalf of the Board shall be made by the Board president or, if appropriate, by the Superintendent or other designated representative.

*(cf. 2110 – Superintendent Responsibilities and Duties)*  
*(cf. 9011 – Disclosure of Confidential/Privileged Information)*  
*(cf. 9121 – President)*  
*(cf. 9200 – Members)*

**When speaking for the District, the Board encourages its spokesperson(s) to exercise restraint and tact and to communicate the message in a manner that promotes public confidence in the Board's leadership.**

**Board spokesperson(s) shall not disclose confidential information or information received in closed session except when authorized by a majority of the Board. (Government Code 54963)**

*(cf. 6005 – Governance Standards)*  
*(cf. 9011 – Disclosure of Confidential/Privileged Information)*

**PUBLIC STATEMENTS (continued)**

**When speaking to community groups, members of the public, or the media, individual Board members should recognize that their statements may be perceived as reflecting the views and positions of the Board. Board members have a responsibility to identify personal viewpoints as such and not as the viewpoint of the Board.**

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

*(cf. 1112 – Media Relations)*

**In addition, the Board encourages members who participate on social networking sites, blogs, or other discussion or informational sites to conduct themselves in a respectful, courteous, and professional manner and to model good behavior for District students, parents, staff, and the community. Such electronic communications are subject to the same standards and protocols established for other forms of communication, and the disclosure requirements of the California Public Records Act may likewise apply to them.**

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

*(cf. 1114 – District-Sponsored Social Media)*

*(cf. 1340 – Access to District Records)*

*(cf. 9012 – Board Member Electronic Communications)*

*Legal Reference:*

EDUCATION CODE

*35010 Control of district; prescription and enforcement of rules*

GOVERNMENT CODE

*6250-6270 California Public Records Act*

*54960 Actions to stop or prevent violation of meeting provisions*

*54963 Confidential information in closed sessions*

*Management Resources:*

WEB SITES

*CSBA: <http://www.csba.org>*

Bylaw  
adopted: May 12, 1999

**RIALTO UNIFIED SCHOOL DISTRICT**  
Rialto, California

**Submitted by:** Syeda Jafri

**Reviewed and Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. F 5.2)

**G INSTRUCTION CONSENT**

## **GIRLS' SOFTBALL TOURNAMENT**

January 11, 2017

Rialto High School is requesting the Board of Education approve twenty (20) members of the Rialto High School softball team and five (5) coaches to attend the Ted Yoneda Classic presented by St. Mary's High School softball tournament in Stockton, California, from March 8-12, 2017.

The purpose of this trip is to provide our athletes opportunity to compete at a higher level of competition and post season preparation.

Transportation will be via district buses, and lodging will be at a hotel in the Stockton area. Fees for this trip will be at an estimated cost of \$3,000.00, to be paid from Rialto High School athletic and ASB funds.

It is recommended that the Board of Education approve twenty (20) members of the Rialto High School softball team and five (5) coaches to attend the Ted Yoneda Classic presented by St. Mary's High School softball tournament in Stockton, California, from March 8-12, 2017, at an estimated cost of \$3,000.00, to be paid from Rialto High School athletic and ASB funds, at no cost to the District.

**Submitted by:** Arnie Ayala

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. G 1.1)

## **USA NATIONALS CHEERLEADING COMPETITION**

January 11, 2017

Rialto High School is requesting the Board of Education approve twenty-one (21) members of the Rialto High School Varsity Cheerleading Squad and four (4) advisors/chaperones to attend the USA Nationals Cheerleading Competition at the Anaheim Convention Center from March 17-20, 2017.

The purpose of this trip is to provide our athletes the opportunity to compete for a national cheerleading title.

Transportation will be via district bus, and lodging will be at a hotel in Anaheim. Fees for this trip will be at a cost not-to-exceed \$5,300.00, to be paid from Rialto High School athletic and ASB funds.

It is recommended that the Board of Education approve twenty-one (21) members of the Rialto High School Varsity Cheerleading Squad and four (4) advisors/chaperones, to attend the USA Nationals Cheerleading Competition at the Anaheim Convention Center from March 17-20, 2017, at a cost not-to-exceed \$5,300.00, to be paid from Rialto High School athletic and ASB funds, at no cost to the District.

**Submitted by:** Arnie Ayala

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. G 2.1)



**CARTER HIGH SCHOOL AVID  
NORTHERN CALIFORNIA UNIVERSITY CAMPUS TOURS**

January 11, 2017

Carter High School is requesting the Board of Education approve fifty (50) AVID students and five (5) chaperones to attend a trip on March 15-17, 2017, to the following universities: Fresno State University; University of California, Merced; University of California, Davis; Sacramento State University; University of California, Berkeley; Stanford University; and San Jose State.

The campus tours will give AVID students information from admission counselors about the university culture, campus life, and allow interaction with current college students serving as mentors.

Departure will take place on March 15, 2017, at 6:00 a.m., from Carter High School and return to Carter High School by 10:00 p.m. on March 17, 2017. Lodging the first night will be in the city of Merced, and the second night will be in the city of Berkeley. Transportation will be provided by a district vehicle. All fees and hotel accommodations will be paid through the College and Career Grant.

It is recommended that the Board of Education approve fifty (50) AVID students and five (5) chaperones to attend a trip on March 15-17, 2017, to the following universities: Fresno State University; University of California, Merced; University of California, Davis; Sacramento State University; University of California, Berkeley; Stanford University; and San Jose State, at a cost not-to-exceed \$10,000.00, to be paid from the College and Career Grant.

**Submitted by:** Patricia Chavez, Ed.D.

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. G 3.1)

## 2015-2018 EDUCATOR EFFECTIVENESS FUNDING

January 11, 2017

Education Services requests the Board of Education approve the proposed modified Professional Development Plan for Gifted and Talented Education (GATE) for the 2015-2018 fiscal years, funded out of Educator Effectiveness Funds that was presented to the Board on April 20, 2016. The Rialto Unified School District GATE plan is being resubmitted with modifications.

Educator Effectiveness Funds are available to school districts that reported Full-Time Equivalent (FTE) certificated staff in the California Longitudinal Pupil Achievement Data System (CALPADS) for the 2014-2015 fiscal year. The Educator Effectiveness Funds are to promote educator quality and effectiveness, and specifically to be used for professional development, coaching, and support services, as outlined in Section 58 of Assembly Bill (AB) 104, statutes of 2015 and amended by Section 8 of Senate Bill (SB) 103, Chapter 324, statues 2015.

As a condition of receiving the funds allocated, there must be a developed plan delineating how funds allocated shall be spent and explained in a public meeting of the governing board in the academic areas of:

- GATE (modified to reflect the shift of unused funds from year 1 and year 2 to year 3 and include budget line items; no change in allotment), total \$47,000.00.
- GATE/Science Summer Enrichment trainings for teachers for year 2 and year 3 to be transferred from the science allotment to the GATE Educator Effectiveness Plan, total \$20,000.00.

It is recommended that the Board of Education approve the modified Educator Effectiveness Funds and Professional Development Plan for Gifted and Talented Education that was presented to the Board on April 20, 2016, for the 2015-2018 fiscal years, not-to-exceed the \$47,000.00 for Gifted and Talented Education and \$20,000.00 for the GATE/Science Summer Enrichment trainings both from Educator Effectiveness funding entitlement, effective from April 21, 2016 through June 30, 2018, for professional development and technical assistance to certificated staff.

**Submitted by:** Jasmin Valenzuela

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. G 4.1)



## DONATIONS

January 11, 2017

<u>Name of Donors</u>	<u>Location/Description</u>	<u>Amount</u>
<u>MONETARY DONATIONS</u>		
SLP Communications	STEM Activities/ Education Services' Donation Account	\$ 1,200.00
Veolia North America	STEM Activities/ Education Services' Donation Account	\$ 1,400.00
Onyx Renewable Partners L.P.	Solar Groundbreaking Event/ District Donation Account	\$ 500.00
Walmart	Rialto High School/ Principal's Donation Account	\$ 500.00
Wells Fargo Community Support Campaign	Kucera Middle School/ Principal's Donation Account	\$ 260.00
Shoparoo	Morgan Elementary School/ Instructional Materials	\$ 122.51
Wells Fargo Matching Gifts Program	Rialto High School/ Principal's Donation Account	\$ 115.00
Wells Fargo Community Support Campaign	Rialto High School/ Principal's Donation Account	\$ 90.00
The Way Bible Fellowship	Kordyak Elementary School/ Principal's Donation Account	\$ 100.00
Lifetouch National School Studios	Early Education/ Instructional Materials	\$ 44.89
Ohiopyle Prints, Inc.	Carter High School/ Principal's Donation Account	\$ 32.46
Ohiopyle Prints, Inc.	Rialto High School/ Principal's Donation Account	\$ 19.72

(Ref. H 2.1)

**Name of Donors**

**Location/Description**

**NON-MONETARY DONATIONS**

Positive Prevention Plus	Student Services/ Five (5) High School Sexual Health Education Supplemental Curriculum for Teachers
Harvey and Andrea Marco	Carter High School/ Six (6) Theatre Set Trees
Ross Stores, Inc.	Child Welfare and Attendance/ Twelve \$25 gift cards for socks and undergarments for McKinney Vento students visiting the Clothing Tree
Coffee Nutzz	Boyd Elementary School/ Jackets from Annual Jacket Giveaway
Demolay Rialto Chapter	Boyd Elementary School/ Basketballs and Soccer Balls for Classes
Dell Financial Services, L.L.P.	Superintendent's Toy Drive/ Seven (7) Toys
Think Together, Inc.	Superintendent's Toy Drive/ Sixty (60) Toys
Kennan & Associates	Superintendent's Toy Drive/ Thirty-two (32) Toys

It is recommended that the Board of Education accept the listed donations from SLP Communications, Veolia North America, Onyx Renewable Partners L.P, Walmart, Wells Fargo Community Support Campaign, Wells Fargo Matching Gifts Program, Shoparoo, The Way Bible Fellowship, Lifetouch National School Studios, Ohiopyle Prints, Inc., Positive Prevention Plus, Harvey and Andrea Marco, Ross Stores, Inc., Coffee Nutzz, Demolay Rialto Chapter, Dell Financial Services, L.L.P., Think Together, Inc., and Kennan & Associates, and request that a letter of appreciation be sent to the donors.

**District Summary**

Monetary Donations – January 11, 2017	\$ 4,384.58
Donations – Fiscal Year-To-Date	\$ 26,747.22

**Submitted by:** Mohammad Z. Islam

**Reviewed by and Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 2.2)

## SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS

January 11, 2017

Quantity	Description	Quantity	Description
35	CPU	3	Printer LaserJet
28	Monitor	2	VHS Player Compact
4	LCD Projector	2	Boom Box JVC/ Sony
23	Guitar	2	Teach Timer
1	Chimer	6	Zip Drive
5	Ivory Drums	2	Dukane Micromatic
2	Marching Snare	1	AV Cart
1	Sousaphone	3	Scanner Accel Scan
1	Vibraphone	3	Laptop w / Case
1	Tuba	1	(M-40) Eagle Aerial Lift
2	Harnesses	1	(T-7) Asplundh Chipper
2	Keyboard Stands	1	(M-93) John Deere Garden Tractor
2	Document Camera	1	John Deere F725 Riding Mower
1	Sony Digital Mo9vica	1	(M-141) John Deere F935 Riding Mower
5	Elmo OH Projector	1	(M-96) John Deere 756 Garden Tractor
2	Copier	1	John Deere Tractor Box Scraper
9	Calculators	1	John Deere Tractor Hydraulic Attachment
6	VCR	1	Toro Walk Behind Mower
2	Fax Machine	1	Toro 37" Pro Line Walk Behind Mower
1	Chart Printer Plus	1	Toro Walk Behind Mower
1	Toro 37" Pro Line Walk Behind Mower	1	Toro 37" Pro Line Walk Behind Mower
1	Toro Lawn Vacuum	1	(M-43) Ford 420 Loader / Back Hoe Tractor
1	(M-71) Tennant Sweeper365	1	Cushman Cart

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 by:** Daniel Distrola

**Reviewed by:** Mohammad Z. Islam

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 3.1)



## **AGREEMENT WITH COAST 2 COAST COACHING**

January 11, 2017

Education Services requests the Board of Education approve an agreement with Coast 2 Coast Coaching for the 2016-2017 school year, to provide Soccer/STEM activities for identified students at Dunn, Morgan, and Werner Elementary Schools, and Jehue Middle School, at a total cost not-to-exceed \$30,000.00.

Services provided through Coast 2 Coast Coaching will provide an active and engaging STEM and soccer lunch recess program. This program is for boys and girls. Coast 2 Coast Coaching will recruit local college students to deliver the innovative and educational curriculum. The staff will also promote positive communication, teamwork and fair play at all times. The coaches will reinforce the specific values of each school and encourage the students to practice them while on campus. They are focused on increasing student interest in STEM, improving attitudes towards Fair Play, and providing teaching points for key soccer techniques. The objective and expected outcome is to decrease disciplinary referrals to the office.

Coast 2 Coast Coaching includes the following activities:

- Students memorize the STEM vocabulary Word of the Day
- Students are asked a STEM vocabulary question each day
- STEM vocabulary is emphasized after each round
- Student teams creatively determine the definition of 'Fair Play'
- Students learn various soccer skills (passing, dribbling or shooting)
- Each game focuses on a STEM topic and a soccer technique
- Students are praised along with reminders of the STEM topic, Fair Play, and soccer teaching points
- Students are paired according to ability levels
- Coaches may play in the game to balance weaker teams with stronger teams
- Coaches communicate through numbers and equations
- Students practice teamwork as they provide answers to equations
- Equations become more difficult as the game progresses

It is recommended that the Board of Education approve an agreement with Coast 2 Coast Coaching for the 2016-2017 school year, to provide Soccer/STEM activities for identified students at Dunn, Morgan, and Werner Elementary Schools, and Jehue Middle School, at a total cost not-to-exceed \$30,000.00, effective January 12, 2017 through May 4, 2017, to be paid from the General Fund, Title I, Part A.

**Submitted by:** Linda Miner

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D

(Ref. H 5.1)



**AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
WESTED**

January 11, 2017

On September 21, 2016, the Board of Education approved a Memorandum of Understanding (MOU) with WestEd for a total cost of \$5,000.00. The Student Services Department requests the Board of Education approve an increase of \$6,075.00 to the original cost of \$5,000.00 to the September 21, 2016 MOU with WestEd at a total cost not-to-exceed \$11,075.00.

The new cost will include individualized site reports from the data recently collected from parents, staff, and 5<sup>th</sup>, 7<sup>th</sup>, 9<sup>th</sup>, and 11<sup>th</sup> grade students. The individualized site reports will provide valuable longitudinal survey information related to school connectedness, student-peer relations, academic motivations, parent-school connectedness, quality of physical environment, and other topics that measure school climate, pupil engagement, parent involvement, and facilities.

It is recommended that the Board of Education approve the increase in cost of \$6,075.00 to the September 21, 2016 Memorandum of Understanding (MOU) with WestEd to provide individual site reports as they relate to the access of and the administration of the California Healthy Kids Survey, the California School Staff Survey, and the California School Parent Survey, at a total cost not-to-exceed \$11,075.00, to be paid from the General Fund.

**Submitted by:** Angela Brantley  
**Reviewed by:** Jinane Annous, Ed.D.  
**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 6.1)

**AGREEMENT WITH  
CASA COLINA CHILDREN SERVICES**

January 11, 2017

Special Education Department requests the Board of Education approve an agreement with Casa Colina Children Services to provide compensatory Physical Therapy (PT) hours to Student No. 139046, and travel expenses between Casa Colina Children Services and LeRoy Haynes Non-Public School (NPS) in La Verne, California.

It is recommended that the Board of Education approve an agreement with Casa Colina Children Services to provide compensatory Physical Therapy (PT) hours to Student No. 139046 and travel expenses between Casa Colina Children Services and LeRoy Haynes Non-Public School (NPS) in La Verne, California, effective January 12, 2017 through June 30, 2017, at a total cost not-to-exceed \$1,500.00, to be paid from the General Fund.

**Submitted by:** Paulette Koss, Ed.D.

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 7.1)

**AGREEMENT WITH  
EDUCATIONAL ACHIEVEMENT SERVICES, INC.**

January 11, 2017

Bemis, Myers, Boyd, and Garcia Elementary Schools, and Kolb Middle School request the Board of Education approve an agreement with Educational Achievement Services, Inc., to attend the Family Leadership Institute (FLI) Practitioners' Training Summit, in Las Vegas, Nevada from January 17, 2017 through January 20, 2017 as follows:

SCHOOL SITE	ATTENDEES	NOT-TO-EXCEED COST
Bemis Elementary	1 Principal, 1 Office Staff, 1 Parent, 1 Teacher	\$ 2,875.00
Myers Elementary	1 Principal, 1 Assistant Principal, 2 Parents	\$ 3,250.00
Boyd Elementary	1 Assistant Principal	\$ 2,500.00
Garcia Elementary	1 Principal, 1 Assistant Principal, 1 Parent	\$ 2,875.00
Kolb Middle	2 Teachers	\$ 2,500.00
	<b>TOTAL COST</b>	<b>\$14,000.00</b>

The FLI's primary objective is to teach parents, caregivers, and school personnel the art and skill of family leadership in support of academic achievement and life success. They accomplish this by using a practical, ten-step approach appropriate for all families. Their goals are to increase involvement of families in their children's education, as well as, provide purpose, tools, and direction to parents and their children to achieve academic and life success. They are also committed to produce a cadre of knowledgeable and committed parents and caregivers who actively support school and community efforts to benefit their children and encourage other families to do the same.

Transportation will be via District van. Lodging will be in Las Vegas, Nevada. Registration includes a three and one-half (3½) day practitioner's training of the ten-module curriculum facilitated by certified FLI practitioners, a facilitator's guide per practitioner in either English or Spanish, useful training tools, and suggested parent recruiting methods. Continental breakfast and lunch are included.

It is recommended that the Board of Education approve an agreement with Educational Achievement Services, Inc., for administration, staff, and/or parents from Bemis, Myers, Boyd, and Garcia Elementary Schools, and Kolb Middle School to attend the Family Leadership Institute (FLI) Practitioners' Training Summit, in Las Vegas, Nevada, from January 17, 2017 through January 20, 2017, at a total cost not-to-exceed \$14,000.00, to be paid from site Title I Funds as follows:

Bemis Elementary: 1 Principal, 1 Office Staff, 1 Parent, and 1 Teacher for \$2,875.00;  
 Myers Elementary: 1 Principal, 1 Assistant Principal, and 2 Parents for \$3,250.00;  
 Boyd Elementary: 1 Assistant Principal for \$2,500.00;  
 Garcia Elementary: 1 Principal, 1 Assistant Principal, and 1 Parent for \$2,875.00; and  
 Kolb Middle: 2 Teachers for \$2,500.00.

**Submitted by:** Linda Miner

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 8.1)

**AGREEMENT WITH  
CLAY COUNSELING SOLUTIONS**

January 11, 2017

Frisbie Middle School requests the Board of Education approve an agreement with Clay Counseling Solutions to provide culturally competent counseling services to the students of Frisbie Middle School.

Clay Counseling Solutions proposes to provide clinical counseling groups to students at Frisbie Middle School for the remainder of the 2016-2017 school year. Services provided include small group counseling, individual assessment, and teacher/parent consultation to enhance the social and behavior skills of student participants. Essential to the program's success is our ability to build upon a student's knowledge and skills to help them learn to identify concerns that hamper their ability to mitigate behavior. Understanding that children are major stakeholders in their development and success, this model leverages the individual student as a lead participant in behavior modification and socio-emotional skill development. This is a 10-week program scheduled to begin January 12, 2017, at the following rate: \$250.00 per student for 10 weeks with \$1,000.00 pilot discount; not-to-exceed \$5,000.00, to be paid in three (3) equal installments.

It is recommended that the Board of Education approve an agreement with Clay Counseling Solutions, effective January 12, 2017 through June 30, 2017, to provide small group counseling, individual assessment, and teacher/parent consultation to enhance the social and behavioral skills of student participants for a 10-week program, at a total cost not-to-exceed \$5,000.00, to be paid from the General Fund.

**Submitted by:** Akinlana Osonduagwuike

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 9.1)

## **AGREEMENT WITH YOUNG WOMEN'S EMPOWERMENT FOUNDATION**

January 11, 2017

Frisbie Middle School requests the Board of Education approve an agreement with Young Women's Empowerment Foundation to provide essential support services that reduce destructive barriers of youth at-risk from dropping out of school to the students of Frisbie Middle School.

Young Women's Empowerment Foundation's approach is to improve African American student achievement and to further equip and assist disenfranchised African American youth and their families on ways to engage in the education process. Students will be guided on how to make decisions about their future by increasing their A-G awareness and completion, providing solutions on how to avoid infractions that lead to suspensions, understanding attendance expectations while improving social skills that correlate to academic improvements focusing on students making intentional college and/or career choices by graduation.

### **Description of Activities/Methodology**

- One-on-One Tutoring (Math/Language Arts)
- Positive Self Image
- Mental Wellness
- Intellectual Fitness for the New Millennium (College & Career Development)
- A Positive Place in Society
- Healthy Relationships/Communication
- Staying Out of Harm's Way/Bullying (Drugs/Sex)
- Looking "YOUR" Best
- Financial Education (Workshop)
- Human Trafficking Awareness (Conference)
- Positive Digital/Media Branding (Conference)

It is recommended that the Board of Education approve an agreement with Young Women's Empowerment Foundation to provide essential support services that reduce destructive barriers of youth at-risk from dropping out of school to the students of Frisbie Middle School, effective January 12, 2017 through May 19, 2017, at a total cost not-to-exceed \$15,100.00, to be paid from the General Fund.

**Submitted by:** Akinlana Osonduagwuike

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 10.1)

**APPROVAL TO PURCHASE AND/OR LEASE  
PORTABLE CLASSROOM BUILDINGS  
PURSUANT TO PUBLIC CONTRACT CODE 20118  
FISCAL YEAR 2016/2017**

January 11, 2017

Pursuant to Public contract Code 20118, authorization of the Board of Education is required to purchase and/or lease from the bids of other governmental agencies. The following bid will allow the District to purchase and/or lease portable classroom buildings, as needed, without going out to formal bid, thereby taking advantage of the same terms and conditions of the contract and its competitive pricing structure. Approving the piggyback bid will also allow the District to employ all services listed in the bid including, but not limited to, transporting, delivery, installation, and all additive alternates relevant to the complete services for the purchase.

Franklin-McKinley School District  
Piggyback Contract, Bid Number 1469  
McGrath Rent Corps dba Mobile Modular

It is recommended that the Board of Education approve the use of the piggyback bid from Fullerton Joint Union High School District, Bid Pack 1516-15 with McGrath Rent Corps dba Mobile Modular, per Public Contract Code 20118, for purchase and/or lease of portable classroom buildings, as needed, to be paid from the General Fund and/or Fund 25, Developer Fee funds.

**Submitted by:** Iris Chu

**Reviewed by:** Mohammad Z. Islam

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 11.1)

**APPROVE AGREEMENT WITH  
LUDWIG ENGINEERING ASSOCIATES, INC.**

January 11, 2017

Civil engineering services are needed to prepare topographical maps for the addition of shade structures at the Rialto High School girls' softball field. The consultant's services will provide a topographical survey for the architect and engineer to prepare site work plans for the project.

It is recommended that the Board of Education approve an agreement with Ludwig Engineering Associates, Inc., to provide civil engineering services for the addition of shade structures at the Rialto High School girls' softball field, at a total cost not-to-exceed \$3,400.00, to be paid from Fund 40, Special Reserve Fund.

**Submitted by:** Iris Chu

**Reviewed by:** Mohammad Z. Islam

**Presented For Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 12.1)

**ACCEPTANCE OF GRANT FROM  
CALIFORNIA DEPARTMENT OF RESOURCES RECYCLING AND RECOVERY**

January 11, 2017

Facilities Planning requests acceptance of a grant from the Department of Resources Recycling and Recovery (CalRecycle) 2016-17 Tire Derived Product Grants program. The Grant provides funds as an incentive for public entities to use products with recycling tire contents. The approved project is for the reconstruction of track runways and field end zones with rubber surfacing material (tire derived project) at Eisenhower High School.

It is recommended that the Board of Education accept the grant from the Department of Resources Recycling and Recovery 2016-17 Tire Derived Product Grants program in the amount of \$55,999.00, to be deposited into Fund 40, Special Reserve Fund.

**Submitted by:** Iris Chu

**Reviewed by:** Mohammad Z. Islam

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 13.1)



**FEDCO CLASSROOM ENRICHMENT GRANT  
RIALTO HIGH SCHOOL**

January 11, 2017

Rialto High School is requesting the Board of Education accept the FEDCO Classroom Enrichment Grant from the Center for Excellence in Mathematics and Science Teaching (CEMaST) of Cal Poly Pomona College of Science, in the amount of \$1,400.00.

The FEDCO Charitable Foundation is providing grants for full-time public school teachers serving students in grades Kindergarten through 12<sup>th</sup> in all school districts in San Bernardino County. Grants support hands-on, classroom, or “real-world” field trip projects that “bring learning to life” and increase student academic achievement. Grants are designed to encourage experiential learning, enhance student understanding, and increase student achievement in relation to the curriculum standards in one of the core subject areas of language arts, social studies, mathematics or science.

The grant will be used for Rialto High School’s Mathematics, Engineering, Science Achievement (MESA) Thematic Pathway.

It is recommended that the Board of Education accept the FEDCO Classroom Enrichment Grant from the Center for Excellence in Mathematics and Science Teaching (CEMaST) of Cal Poly Pomona College of Science, in the amount of \$1,400.00, to be used for Rialto High School’s Mathematics, Engineering, Science Achievement (MESA) Thematic Pathway.

**Submitted by:** Arnie Ayala

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 14.1)

**AUTHORIZATION TO EXTEND CONTRACTS TO  
SPECIAL EDUCATION DOOR TO DOOR STUDENT TRANSPORTATION SERVICE  
FOR FISCAL YEAR 2017/2018**

January 11, 2017

Pursuant to California Education Code Section 17596, School Districts are permitted to extend existing Contracts for up to three (3) years. The District is recommending extending the following bid an additional year, thereby taking advantage of the same terms and conditions of the existing awarded bid. The bid threshold for the current Fiscal Year is \$250,000.00.

Rialto Unified School District

BID NO. T12-13-010  
Door to Door  
Student Transportation Service

It is recommended that the Board of Education approve extending Bid No. T12-13-010 to American Logistics Company, to be paid from the General Fund and/or Categorical Funds.

**Submitted by:** Derek Harris

**Reviewed by:** Mohammad Z. Islam

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 15.1)

**AUTHORIZATION TO EXTEND CONTRACTS TO  
SPECIAL EDUCATION STUDENT TRANSPORTATION SERVICE  
FOR FISCAL YEAR 2017/2018**

January 11, 2017

Pursuant to California Education Code Section 17596, School Districts are permitted to extend existing Contracts for up to three (3) years. The District is recommending extending the following bid for an additional year, thereby taking advantage of the same terms and conditions of the existing awarded bid. The bid threshold for the current Fiscal Year is \$3,600,000.00.

Rialto Unified School District

BID NO. T13-14-021  
Special Education  
Student Transportation Service

It is recommended that the Board of Education approve extending Bid No. T13-14-021 to First Student, to be paid from the General Fund and/or Categorical Funds.

**Submitted by:** Derek Harris

**Reviewed by:** Mohammad Z. Islam

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. H 16.1)

**I FACILITIES PLANNING CONSENT**

**I. FACILITIES PLANNING CONSENT ITEMS**

**NONE**

**J PERSONNEL SERVICES CONSENT**

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

**AVID TUTOR**

Bojorquez Lopez, Alberto	Eisenhower High School	12/02/2016	\$11.00 per hour
Segura-Tinoco, Edward	Rialto High School	01/10/2017	\$11.00 per hour
Sims, Abriana	Carter High School	12/14/2016	\$11.00 per hour
Spivey, Jazmyn	Frisbie Middle School	12/15/2016	\$11.00 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:

Carter High School

Barney, Monique	Varsity Assistant, Girls' Soccer	2016/2017	\$2,790.00
Camacho, Alanis	JV Head, Girls' Wrestling	2016/2017	\$3,455.00
Cannon, Vanessa	Varsity Assistant, Girls' Waterpolo	2016/2017	\$2,835.00
Carranza, Brenda	Varsity Head, Girls' Soccer	12/14/2016	\$2,637.00
Hardesty, Saban	Girls' Basketball	2016/2017	Volunteer
Hardiman, John	Frosh Assistant, Girls' Basketball	12/09/2016	\$2,039.24

Eisenhower High School

Copley, Sean	JV, Head, Girls' Wrestling	2016/2017	\$3,455.00
Houston, Allessie	Frosh Head, Girls' Basketball	12/21/2016	\$2,151.22
Ireland, Bernard	JV Head, Boys' Basketball	12/13/2016	\$2,607.54
Terry, Maurice	Frosh Head, Boys' Wrestling	12/14/2016	\$2,303.33
Torres, Erik	JV Head, Girls' Wrestling	2016/2017	\$3,455.00
Vargas, Gabriela	Frosh Assistant, Girls' Soccer	12/21/2016	\$1,662.72

Rialto High School

Chavez Navarro, Daniela	Frosh Assistant, Girls' Soccer	12/21/2016	\$1,662.76
Murray, John	Frosh Assistant, Girls' Basketball	2016/2017	\$2,702.00
Rouzan, Dante	JV Head, Boys' Basketball	2016/2017	\$3,455.00

**Submitted and Reviewed By:** Rhea McIver Gibbs and Rhonda Kramer  
**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.  
 (Ref. J 1.1)

PERSONNEL REPORT NO. 1165  
 CLASSIFIED EMPLOYEES  
 January 11, 2017

**PROMOTIONS**

Gomez, Veronica (Repl. K. Martinez)	To: Lead Nutrition Service Worker Myers Elementary School	01/09/2017	To: 21-3	\$15.09 per hour (4 hours, 205 days)
	From: Nutrition Service Worker I Eisenhower High School		From: 19-2	\$13.68 per hour (2.5 hours, 203 days)
Knapp, Gisella (Repl. D. Coleman)	To: Attendance/Records Clerk Eisenhower High School	01/12/2017	To: 31-5	\$21.23 per hour (8 hours, 217 days)
	From: Attendance Liaison Aide Child Welfare & Attendance		From: 28-5	\$19.77 per hour (8 hours, 217 days)
Pantaleon, Racquel (Repl. L. Llamas)	To: Instructional Technology Assistant Garcia Elementary School	01/10/2017	To: 31-5	\$21.23 per hour (8 hours, 212 days)
	From: Instructional Assistant III-SE Dollahan Elementary (SED/MH/Autism)		From: 29-4	\$19.36 per hour (6 hours, 203 days)
Sandoval Jr., Miguel (Repl. D. Rainwater)	To: Secretary II Carter High School	02/01/2017	To: 36-2	\$20.76 per hour (8 hours, 12 months)
	From: Secretary I Psychological Services		From: 34-2	\$19.77 per hour (8 hours, 12 months)

**EMPLOYMENT**

Connelly, Michael (Repl. A. Nguyen)	Custodian I** Dollahan Elementary School	01/12/2017	33-1	\$18.39 per hour (8 hours, 12 months)
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**RE-INSTATEMENT**

Solorzano, Sandra (Repl. M. Reyes)	Clerk Typist II Early Education	01/12/2017	31-5	\$21.23 per hour (8 hours, 237 days)
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**RETIREMENT**

Arreola, Ana	Nutrition Service Worker I Nutrition Services	12/30/2016		
Bruno, Sally	Nutrition Service Worker I Nutrition Services	01/23/2017		
Forcen, Michael	Custodian II Milor High School	12/30/2016		
Robinson, Robert	Grounds Maintenance Worker II Maintenance & Operations	12/30/2016		

**RESIGNATIONS**

Espinoza, Mabel	Instructional Assistant II – SE (RSP/SDC) Trapp Elementary School	12/16/2016		
Garcia, Diana	Instructional Assistant II – SE (RSP/SDC) Fitzgerald Elementary School	12/02/2016		



PERSONNEL REPORT NO. 1165  
 CLASSIFIED EMPLOYEES  
 January 11, 2017

**RESIGNATIONS**

Gonzalez, Jasmine	Instructional Assistant III – SE (SED/MH/AUTISM) Kordyak Elementary School	01/09/2017
Powers, Marcella	Athletic Trainer Eisenhower High School	01/08/2017
Rojas, Daisy	Instructional Assistant II – SE (RSP/SDC) Jehue Middle School	12/13/2016
Salazar, Johanna	Instructional Assistant II – SE (RSP/SDC) Rialto High School	12/09/2016
Sifuentes, Anna	Instructional Assistant III – SE (SED/MH/AUTISM) Kolb Middle School	12/20/2016
Venegas, Maricarla	Nutrition Service Worker I Henry Elementary School	01/06/2017
Venegas, Marilaura	Nutrition Service Worker I Eisenhower High School	01/06/2017
Wilson, Temeka	Instructional Assistant III – SE (SED/MH/AUTISM) Casey Elementary School	12/16/2016

**VOLUNTARY INCREASE IN WORK HOURS**

Nadell, Cheryl	To:	Instructional Assistant III – SE (SED/MH/AUTISM) Eisenhower High School	01/01/2017	To:	29-1	\$16.63 per hour (4 hours, 203 days)
	From:	Instructional Assistant III – SE (SED/MH/AUTISM) Eisenhower High School		From:	29-1	\$16.63 per hour (3.5 hours, 203 days)

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

Borgards, William	Campus Security Officer I Kucera Middle School	01/13/2017
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**SHORT TERM ASSIGNMENT** (Not to exceed 40 hours per week)

Clerical Support	Superintendent's Office	01/12/2017 - 06/30/2017
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**SUBSTITUTES**

Chacon, Crystal	Clerk Typist I	12/08/2016	29-1	\$16.63 per hour
Connelly, Michael	Custodian I	01/03/2017	32-1	\$17.93 per hour
Rasso, Dorena	Health Aide	12/01/2016	25-1	\$15.09 per hour
Raygoza, Magdalena	Health Clerk	12/07/2016	31-1	\$17.50 per hour

(Ref. J 2.2)

**SUBSTITUTES** - continued

Sanchez, Sandra                      Health Aide                              11/30/2016                              25-1 \$15.09 per hour

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

Knapp, Gisella                      Attendance/Records Clerk              01/12/2017

**CERTIFICATION OF ELIGIBILITY LIST** – Account Clerk II

Eligible: 01/12/2017  
Expires: 07/12/2017

**CERTIFICATION OF ELIGIBILITY LIST** – Child Development Instructional Assistant

Eligible: 01/12/2017  
Expires: 07/12/2017

**CERTIFICATION OF ELIGIBILITY LIST** – Custodian II

Eligible: 01/12/2017  
Expires: 07/12/2017

**CERTIFICATION OF ELIGIBILITY LIST** – Instructional Assistant II/B.B.

Eligible: 01/12/2017  
Expires: 07/12/2017

**CERTIFICATION OF ELIGIBILITY LIST** – Instructional Assistant II-SE (RSP/SDC)

Eligible: 01/12/2017  
Expires: 07/12/2017

**CERTIFICATION OF ELIGIBILITY LIST** – Instructional Assistant III – SE (SED/MH/AUTISM)

Eligible: 01/12/2017  
Expires: 07/12/2017

**CERTIFICATION OF ELIGIBILITY LIST** – Instructional Technology Assistant

Eligible: 01/12/2017  
Expires: 07/12/2017

**CERTIFICATION OF ELIGIBILITY LIST** – Library/Media Technician I

Eligible: 01/12/2017  
Expires: 07/12/2017

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

Eligible: 01/12/2017  
Expires: 07/12/2017

PERSONNEL REPORT NO. 1165  
CLASSIFIED EMPLOYEES  
January 11, 2017

**CERTIFICATION OF ELIGIBILITY LIST** – Special Education Child Development Instructional Assistant

Eligible: 01/12/2017  
Expires: 07/12/2017

\*\*Position reflects the equivalent to a one-Range increase for night differential  
\*\*\* Position reflects a \$50.00 monthly stipend for Confidential position  
^ Position reflects the equivalent to a one-Range increase for special needs

**Submitted and Reviewed By:** Rhea McIver Gibbs and Rhonda Kramer  
**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. J 2.4)

PERSONNEL REPORT NO. 1165  
CERTIFICATED EMPLOYEES  
January 11, 2017

**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 January 12, 2017 unless earlier date is indicated)

Alcala, Sarah  
Alvarez, Ana Maria  
Luna, Karina  
Melchor, Cynthia  
Nakaoka, Richard  
Nemes, Yuliana  
Palmer, Grant  
Puentes, Laura  
Slemboski, Eric  
Swaine, Sharyl  
Tarman, Shana

**RE-EMPLOYMENT**

Kelleher, Elsie	Speech Therapist	01/12/2017	IV-15	\$102,111.00 (184 days)
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**EMPLOYMENT**

McCraley, Katherine	Secondary Teacher	12/14/2016	II-1	\$54,312.00 (184 days)
Moruzzi, Bryanne	Elementary Teacher	01/09/2017	II-1	\$54,312.00 (184 days)
Powers, Marcella	Secondary Teacher	01/09/2017	X-11	\$68,604.00 (184 days)
Pulido, Alma	Elementary Teacher	01/09/2017	I-1	\$51,725.00 (184 days)

**RETIREMENT**

Garcia, Eva	Elementary Teacher	05/26/2017
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**REMOVED FROM 39-MONTH LIST**

Weiss, Jacqueline	Elementary Teacher	12/23/2016
Menchaca, Rafaela	Elementary Teacher	01/01/2017

**HOME AND HOSPITAL TEACHERS** (To be used during the 2016/2017 school year, as needed, at the regular hourly rate of \$42.87)

Muglia, Monica

**SUPPLEMENTAL SERVICES** (Retired teacher to work with students at Frisbie Middle School, on reading intervention program January 2017 through June 2017, at the hourly rate of \$42.87, not to exceed 184 hours and to be charged to Title I funds)

Wilson, Joan

**EXTRA DUTY COMPENSATION** (Department Chairpersons for the 2016/2017 school year)

Kutch, Daniel	Special Education	<u>Kolb Middle School</u>	29 Sections	\$2,215.00
Gomez, Karla	English	<u>Rialto High School</u>	90 Sections (1/2 Share)	\$1,195.80

**EXTRA DUTY COMPENSATION**

Rialto High School

Oscar, Jasmine Frosh Assistant, Girl's Soccer 2016/2017 \$2,702.00

**EXTRA DUTY COMPENSATION** (Additional class assignments at 1/6 of the daily rate or \$42.87 per hour, whichever is greater, for the spring semester of the 2016/2017 school year, and to be charged to General Fund)

Frisbie Middle School

McKee, Erendida Physical Education 01/09/2017  
Tomsic, Steven Physical Education 01/09/2017

Jehue Middle School

Lane, Steven APEX 01/09/2017

Kolb Middle School

Erickson, Lauren ASB 01/09/2017  
Loepp, Aaron Physical Education 01/09/2017

Kucera Middle School

Clark, Brent APEX 01/09/2017  
Fuentes, Io Science (MESA) 01/09/2017  
Malone, David Physical Education 01/09/2017  
Zahid, Nadia English 01/09/2017

Rialto Middle School

Campbell, Rod ASB 01/09/2017  
Clark, Mark STEM 01/09/2017  
Eisenhart, Tracy APEX 01/09/2017

Carter High School

De La Torre, Jorge Spanish 01/09/2017  
Duncan, Arnett APEX 01/09/2017  
Jefferson, Gwendolyn Internship 01/09/2017  
Velasco, Aldo AVID 10 01/09/2017  
Vicente, Rafael U.S. History 01/09/2017

Eisenhower High School

Benoit, David ROTC 01/09/2017  
Quintero, Antonio Math 01/09/2017  
Ressa, Vincent AVID/Fine Arts 01/09/2017  
Valmores, Anna Science 01/09/2017

Rialto High School

Crawford, Lillian Nursing 01/09/2017

**Submitted and Reviewed By:** Rhea McIver Gibbs and Rhonda Kramer  
**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

**K DISCUSSION/ACTION ITEMS**

## **DENIAL OF LIABILITY CLAIMS**

January 11, 2017

It is recommended that the Board of Education deny Liability Claim Numbers 16-17-07 and 16-17-09.

**Submitted by:** Derek Harris

**Reviewed by:** Mohammad Z. Islam

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. K 1.1)

**AGREEMENT WITH  
BEHAVIORAL AUTISM THERAPIES, LLC**

January 11, 2017

Special Education Department requests the Board of Education approve an agreement with Behavioral Autism Therapies, LLC to provide an Applied Behavior Analyst (ABA) aide to assist with current students' behaviors during the school day. This also includes the supervision cost of a Board Certified Behavioral Analyst (BCBA) to supervise the Applied Behavior Analyst (ABA) aide. The Individual Education Program (IEP) team approved these services for the remainder of the 2016-2017 school year and the 2016 Extended School Year (ESY).

It is recommended that the Board of Education approve the agreement with Behavioral Autism Therapies, LLC to provide an Applied Behavior Analyst (ABA) aide to assist with current students' behaviors during the school day. This also includes the supervision cost of a Board Certified Behavioral Analyst (BCBA) to supervise the Applied Behavior Analyst (ABA) aide. The Individual Education Program (IEP) team approved these services for the remainder of the 2016-2017 school year and the 2016 Extended School Year (ESY), effective January 12, 2017 through June 30, 2017, at a total cost not-to-exceed \$50,000.00, to be paid from Restricted General Funds.

**Submitted by:** Paulette Koss, Ed.D.

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. K 2.1)



**RESOLUTION NO. 16-17-21  
RESOLUTION OF THE BOARD OF EDUCATION OF  
THE RIALTO UNIFIED SCHOOL DISTRICT**

**SUFFICIENCY OF STANDARDS – ALIGNED TEXTBOOKS  
AND INSTRUCTIONAL MATERIALS**

January 11, 2017

**WHEREAS**, the Board of Education of the Rialto Unified School District, in order to comply with the requirements of Education Code Section 60119 (as revised by Chapter 900, Statutes of 2004), EC section 60421 (a), and California Code of Regulation Title 5, section 9531 (a) held a public hearing on January 11, 2017, and;

**WHEREAS**, the Board of Education provided at least ten (10) days notice of the public hearing posted in at least three public places within the District that stated the time, place, and purpose of the hearing, and;

**WHEREAS**, the Board of Education encouraged participation by parents, teachers, members of the community, and bargaining unit leaders in the public hearing, and;

**WHEREAS**, information provided at this public hearing for the Board of Education detailed the extent to which textbooks and instructional materials were provided to all students in the District, including English Learners, and;

**WHEREAS**, the definition of “sufficient standards-aligned textbooks or instructional materials” means that each pupil has standards-aligned textbooks or instructional materials, or both, to use in class and/or to take home, and may have digital access to; and

**WHEREAS**, consistent with recommended adoption cycles and content of curriculum frameworks, sufficient standards aligned textbooks and instructional materials were provided to each student, including English Learners, in mathematics, science, history-social science, and Reading/Language Arts, including the English language development component of the adopted English/Language Arts program, and;

**WHEREAS**, as part of the required hearing, the Board of Education must also make a written determination as to whether each pupil enrolled in a foreign language or health course has sufficient textbooks or instructional materials that are consistent with the adoption cycles and content of the curriculum frameworks adopted by the State Board for those subjects, and;

**WHEREAS**, the Board of Education shall also determine the availability of laboratory science equipment as applicable to science laboratory courses offered in grades 9 through 12.

(Ref. K 3.1)

**NOW, THEREFORE, BE IT RESOLVED**, that for the 2016-2017 school year, the Rialto Unified School District has provided each pupil with sufficient standards-aligned textbooks and instructional materials consistent with the law, adoption cycles, content of curriculum frameworks, and State advisories.

\_\_\_\_\_  
Dina Walker, President

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Joseph W. Martinez, Vice President

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Edgar Montes, Clerk

\_\_\_\_\_  
Joseph Ayala, Member

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

**Submitted by:** Beth Curtiss

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. K 3.2)

## SECONDARY COURSES FOR CREDIT RECOVERY

January 11, 2017

Education Services is requesting the Board of Education approve credit recovery (CR) courses in the areas of English Language Arts (ELA), Mathematics, Science and Social Studies. These courses need to be approved for a maximum period of 2.5 years (January 2017 to June 2019 school year) and will be exited once the high schools put in timely interventions to assist students earlier in the 9<sup>th</sup> and 10<sup>th</sup> grades. These non-A-G courses were written to assist juniors and seniors who were deficient in credit, had taken the A-G course at least twice (classroom, summer school, and/or online) and still needed the course to be able to graduate from high school.

These courses were specifically requested by high school principals to meet the needs of their juniors and seniors who were credit deficient and needed multiple opportunities to graduate from high school. The existing APEX courses were modified by a team of APEX teachers credentialed in the subject areas, and secondary coaches in the various core areas, to create these credit recovery courses.

Listed below is a schematic showing the credit recovery courses offered in each of the core areas and in the specified grade levels they can be taken. The CR in front of each of these courses stands for Credit Recovery.

Course				
<b>ELA</b>	CR English 9 (to be taken in Grade 11 and/or Grade 12 only)	CR English 10 (to be taken in Grade 11 and/or Grade 12 only)	CR English 11 (to be taken in Grade 12 only)	CR English 12 (to be taken in Grade 12, Grade 12+ only)
<b>Mathematics</b>	CR Math 1 (to be taken in Grade 11 and/or Grade 12 only)	CR Math 2 (to be taken in Grade 11 and/or Grade 12 only)	CR Math 3 (to be taken in Grade 12 only)	
<b>Science</b>	CR Biology (to be taken in Grade 11 and/or Grade 12 only)			
<b>Social Studies</b>	CR World History (to be taken in Grade 11 and/or Grade 12 only)	CR US History (to be taken in Grade 11 and/or Grade 12 only)	CR Economics (to be taken in Grade 12, Grade 12+ only)	CR Government (to be taken in Grade 12, Grade 12+ only)

Specific course outlines, assignments and assessments are listed in the course descriptions for each of these courses. These courses were approved by the District's Curriculum Council on December 12, 2016, with the specific stipulation that these courses are temporary and that within 2.5 years these courses will be phased out and timely interventions will be put in the 9<sup>th</sup> and 10<sup>th</sup> grade so that students are not in this predicament of not graduating from high school. A brief outline of these courses is as follows:

(Ref. K 4.1)

## CREDIT RECOVERY COURSE DESCRIPTIONS

### ENGLISH LANGUAGE ARTS (ELA)

**CR English 9 (10 credits) (for 11<sup>th</sup> and 12<sup>th</sup> grade students only)**

The online modified non UC A-G English 9 credit recovery course is an overview of exemplar selections of literature in fiction and nonfiction genres. Students read short stories, poems, a full-length novel, and a full-length Shakespeare play, analyzing the use of elements of literature in developing character, plot, and theme. This course is only available for students in grades 11 and 12 who have taken the regular course two or more times previously and were unsuccessful. Five credits for each semester.

**CR English 10 (10 credits) (for 11<sup>th</sup> and 12<sup>th</sup> grade students only)**

The online modified non UC A-G English 10 credit recovery course focuses on the writing process. Three writing applications guide the curriculum: persuasive, expository, and narrative writing. Each lesson culminates in a written assignment that lets students demonstrate their developing skill in one of these applications. This course is only available for students in grades 11 and 12 who have taken the regular course two or more times previously and were unsuccessful. Five credits for each semester.

**CR English 11 (10 credits) (for 12<sup>th</sup> grade students only)**

The online modified non UC A-G English 11 credit recovery course focuses on the writing process. Three writing applications guide the curriculum: persuasive, expository, and narrative writing. Each lesson culminates in a written assignment that lets students demonstrate their developing skill in one of these applications. This course is only available for students in grade 12 who have taken the regular course two or more times previously and were unsuccessful. Five credits for each semester.

**CR English 12 (10 credits) (for grades 12 and 12<sup>+</sup> grade students only)**

The online modified English 12 credit recovery course asks students to closely analyze British and world literature and consider how we humans define and interact with the unknown, the monstrous, and the heroic. This course is only available for students in grade 12 and 12+ who have taken the regular course two or more times previously and were unsuccessful. Five credits for each semester.

### MATHEMATICS

**CR Math 1 (10 credits) (for 11<sup>th</sup> and 12<sup>th</sup> grade students only)**

This online non A-G course content is a modified APEX Math 1 library that includes: equations, functions (linear and exponential), systems of linear equations, descriptive statistics, geometry and coordinate geometry. Mathematical reasoning, problem solving, and communication are emphasized. This course is only available for students in grades 11 and 12 who have taken the regular course two or more times previously and were unsuccessful. Five credits for each semester.

**CR Math 2 (10 credits)** (for 11<sup>th</sup> and 12<sup>th</sup> grade students only)

This online non A-G course content is a modified APEX Math 2 library that includes: functions, polynomials, factoring of polynomials, quadratic equations and functions, undoing and moving functions, triangles & right triangle trigonometry, conic sections, and 3D solids. Mathematical reasoning, problem solving, and communication are emphasized. This course is only available for students in grades 11 and 12 who have taken the regular course two or more times previously and were unsuccessful. Five credits for each semester.

**CR Math 3 (10 credits)** (for 12<sup>th</sup> grade students only)

This online non A-G course content is a modified APEX Math 3 library that includes: functions, transforming functions, polynomials, exponential and logarithmic functions, rational expressions, right triangles and trigonometry and 3D Geometry. Mathematical reasoning, problem solving, and communication are emphasized. This course is only available for students in grade 12 who have taken the regular course two or more times previously and were unsuccessful. Five credits for each semester.

## SCIENCE

**CR Biology (10 credits)** (for 11<sup>th</sup> and 12<sup>th</sup> grade students only)

The non UC A-G online prescriptive Biology credit recovery course focuses on the mastery of basic biological concepts and models while building scientific inquiry skills and exploring the connections between living things and their environment. This course is only available for students in grades 11 and 12 who have taken the regular course two or more times previously and were unsuccessful. Five credits for each semester.

## SOCIAL STUDIES

**CR World History (10 credits)** (for 11<sup>th</sup> and 12<sup>th</sup> grade students only)

The non UC A-G online prescriptive World History credit recovery course focuses on students learning to see the world today as a product of a process that began thousands of years ago when humans became a speaking, travelling, and trading species. This course is only available for students in grades 11 and 12 who have taken the regular course two or more times previously and were unsuccessful. Five credits for each semester.

**CR US History (10 credits)** (for 11<sup>th</sup> and 12<sup>th</sup> grade students only)

The non UC A-G online prescriptive U.S. History credit recovery course traces the nation's history from the pre-colonial period to the present. Students learn about the Native American, European, and African people who lived in America before it became the United States. It describes the emergence of the United States as an industrial nation and then focuses on its role in modern world affairs. This course is only available for students in grades 11 and 12 who have taken the regular course two or more times previously and were unsuccessful. Five credits for each semester.

**CR Economics (5 credits only) (for grades 12 and 12+ students only)**

The non UC A-G online prescriptive U.S. and Global Economics credit recovery course provides an introduction to key economic principles. The course covers fundamental properties of economics, including an examination of markets from both historical and current perspectives; the basics of supply and demand and other basic economic principles. This course is only available for students in grades 12 and 12+ who have taken the regular course two or more times previously and were unsuccessful. One semester class of 5 credits only.

**CR Government (5 credits only) (for grades 12 and 12+ students only)**

The non UC A-G online U.S. Government and Politics credit recovery course students will examine the history, principles, and function of the political system established by the U.S. Constitution. Starting with a basic introduction to the role of government in society and the philosophies at the heart of American democracy, this course provides students with the knowledge needed to be informed and empowered participants in the U.S. political system. This course is only available for students in grades 12 and 12+ who have taken the regular course two or more times previously and were unsuccessful. One semester class of 5 credits only.

It is recommended that the Board of Education approve the Credit Recovery Courses that are aligned to the Common Core ELA, Mathematics Standards, Next Generation Science Standards, and Social Studies and will be utilized by all high schools in the district.

**Submitted by:** Edward D'Souza, Ph.D.

**Reviewed by:** Jinane Annous, Ed.D.

**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

## **SALARY INCREASE FOR AVID TUTORS**

January 11, 2017

Personnel Services requests approval from the Board of Education to increase the hourly rate for AVID Tutors.

In recognition of the fact that the minimum wage was increased effective January 1, 2017, Personnel Services is requesting the hourly rate for AVID Tutors be increased from \$11.00 an hour to \$11.50 an hour to be in alignment with our past practice of AVID Tutors being paid \$1.00 above the minimum wage.

It is recommended that the Board of Education approve the hourly wage increase for AVID Tutors to \$11.50 an hour, effective January 1, 2017.

**Submitted and Reviewed by:** Rhea McIver Gibbs and Rhonda Kramer  
**Presented for Board Action:** Cuauhtémoc Avila, Ed.D.

(Ref. K 5.1)