

**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**

October 5, 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 6:03 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 6:08 p.m.

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

OPEN SESSION

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

There were no comments.

CLOSED SESSION

Upon a motion by Member Ayala, seconded by Member Montes, and approved by a 4-0 vote, the Board of Education entered into Closed Session at 6:05 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

(Ref. E 1.1)

2. Student Expulsions/Reinstatements/Expulsion Enrollments
3. CONFERENCE WITH LABOR NEGOTIATORS
Agency designated representatives: Cuauhtémoc Avila, Ed.D., Superintendent, and Rhonda Kramer, Director, Personnel Services.
Employee organizations: California School Employees Association, Chapter 203 (CSEA), Rialto Education Association (REA), Communications Workers of America (CWA)

ADJOURNMENT OF CLOSED SESSION

Upon a motion by Vice President Walker, seconded by Clerk Martinez, and passed by a unanimous 5-0 vote, Closed Session adjourned at 7:09 p.m.

OPEN SESSION RECONVENED – 7:09 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; and Rhonda Kramer, Senior Director, Personnel Services. Also present was Rosie Williams, Executive Secretary, and Jose M. Reyes, Interpreter.

PLEDGE OF ALLEGIANCE

Noel Marin, Jehue Middle School ASB Treasurer, led the Pledge of Allegiance.

PRESENTATION BY JEHUE MIDDLE SCHOOL

Jehue Middle School 7th and 8th grade choir students led by Music Teacher, Mrs. Kathi Prado, performed “*Flashlight*,” from the soundtrack *Pitch Perfect 2*.

REPORT OUT OF CLOSED SESSION

Superintendent Avila reported that in Closed Session the Board of Education, by a unanimous 5-0 vote, denied the request for a leave of absence for classified employee #1080716, October 6, 2016 through April 6, 2017.

ADOPTION OF AGENDA

Upon a motion by Clerk Martinez, seconded by Member Montes, 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. High School – District Student Advisory Committee (DSAC) Presentation

The following DSAC students shared activities held at their schools:

Alexis Rodriguez – Rialto High School
Keon Collins – Milor High School
Helen Ramirez – Eisenhower High School
Gilbert Mosqueda - Carter High School

2. Recognizing Rialto High School Student Abigail Cuellar who published a paper with Dr. Bryan Wong at UC Riverside in the *Journal of Physical Chemistry*.

Clerk Martinez and Sara Garcia, Representative from Assemblymember Cheryl R. Brown's office, presented Certificates of Recognition to Rialto High School Student Abigail Cuellar for her work impressively published in the *Journal of Physical Chemistry*.

3. Strategic District Plan Presentation by Cuauhtémoc Avila, Ed.D., Superintendent; Beth Curtiss, Academic Agent: Liberal Arts & Literacy/Intervention; and Rhea Mclver Gibbs, Rialto Middle School Principal.

Superintendent Avila, Beth Curtiss and Rhea Mclver Gibbs conducted a PowerPoint presentation outlining RUSD's Strategic Plan. The PowerPoint is attached, see pages (Ref. E 1.9) – (Ref. E 1.25).

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.

Alison Elsner, Executive Director of the Medical Society for San Bernardino County, asked that the Board adopt a resolution in support of Proposition 56, the California Healthcare, Research and Prevention Tobacco Tax Act of 2016.

(Ref. E 1.3)

Russell Silva, Rialto resident, expressed his concern regarding how he feels Member Ayala is not physically involved, has no hands-on involvement with students, and does not attend many District functions.

Tabreshia Lawrence-McIntyre, Frisbie Middle School Math Coach, shared information regarding the clubs and programs to help support students at Frisbie Middle School.

Celia Zelaya-Saravia, representing Amigos Unidos, a support group for parents of children with special needs, thanked Superintendent Avila and Member Montes for attending their meeting this month. She invited everyone to attend the monthly meetings on the first Monday of every month at 6:30 p.m. at St. Catherine of Siena Church. She congratulated Abigail Cuellar for her accomplishments, and Superintendent Avila for his Strategic Plan.

Juan Palomares, parent, requested the District invest in a Learning Management System for students to equip them with the technology skills they will need to have for the University level.

Paula Bailey, parent, shared that she enjoyed attending the Detective Dinner held at Eisenhower High School. She also shared that she is part of the Strategic Action Planning Committee and appreciates that parents were asked to be involved. She also stated that she appreciates that the Strategic Action Plan includes helping students starting from 0 to grade 12.

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

Greg Spencer, Vice President of Footstep2Brilliance, shared information regarding his program, which is on the Agenda for Board approval. He spoke in support of his program and stated that, if approved, he is looking forward to having the opportunity to work with the District.

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)

Lisa Lindberg, REA President, stated that REA membership ratified the Tentative Agreement by an 85% approval, and Rep Council unanimously endorsed Mr. Joseph Ayala, Mr. Joseph Martinez, and Mrs. Nancy O'Kelley for School Board. She asked the Board to save-the-date for the

Annual CTA sponsored school Board dinner to be held on December 8, 2016, at the Mission Inn, in Riverside.

Linda Silva, CSEA President, stated that at the last Board meeting we had a presentation regarding the Rialto e3p3 Gang Intervention Program. She asked that the District look into hiring our own Security Officers to provide this type of program for our students instead of hiring outside of our own staff. She shared that this coming week is National School Bus Safety Week, and she asked the Board to visit the Transportation Department on Friday after 8:30 a.m. to show their support. She also stated that next week is National School Lunch Week and she wanted a special acknowledgement to go out to our hard working cafeteria workers.

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 Clerk Martinez, seconded by Vice President Walker, 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 September 21, 2016.

F. GENERAL FUNCTIONS CONSENT ITEMS

1. Amendment to second reading of revised Board Bylaw 9270(a-l): Conflict of Interest.
2. Second reading of revised Board Policy 4030(a-f); All Personnel: Nondiscrimination in Employment.
3. First reading of revised Board Policy 3311(a-c); Business and Noninstructional Operations: Bids.
4. First reading of revised Board Policy 3580(a-c); Business and Noninstructional Operations: District Records.

(Ref. E 1.5)

G. INSTRUCTION CONSENT ITEMS

1. Approve one (1) student from Carter High School, and one (1) student from Eisenhower High School Key Club to attend the Kiwanis International Key Leader conference in Mentone, California, October 7-9, 2016, at no cost to the District.

H. BUSINESS AND FINANCIAL CONSENT ITEMS

1. Approve Warrant Listing Register and Purchase Order Listing for all funds from September 1, 2016 through September 19, 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 from Gary M. Freestone, O.D.; Illuminate Education Inc.; Unspecified Donor; Sanford Systems, Inc., Key Data Systems; DonorsChoose.org Team on behalf of: Daniel Hidalgo, Amelia Virostko, Carolyn Aldana, Amy Berstein, Bill and Melinda Gates Foundation; Baker's Drive Thru; Feed the Children; Oraline; and Synopsys Outreach Foundation.
3. Declare the specified surplus equipment and miscellaneous items as obsolete and not-serviceable for school use, and authorize the Superintendent/designee to sell or dispose of these items as specified in the Education Code Sections 17545 and 17546.
4. Approve an agreement with Young Visionaries Youth Leadership Academy to provide resources towards supplemental academic services for forty (40) at-risk students, two hours each week through a nine-week program at Rialto Middle School beginning October 10, 2016 through December 16, 2016, at a not-to-exceed cost of \$10,000.00, to be paid from Rialto Middle School Title I Funds.
5. Adopt Resolution No. 16-17-13 declaring October 17-21, 2016, as National School Bus Safety Week, and Friday, October 21, 2016, as School Bus Drivers Appreciation Day.
6. Adopt Resolution No. 16-17-14 declaring October 10-14, 2016, as National School Lunch Week.
7. Approve the following school-connected organizations of Parent Teacher Organizations (PTO) and Parent Teacher Associations (PTA) for the 2016-2017 school year: Boyd Elementary School Parent Teacher Association (PTA), Preston Elementary School Parent Teacher

(Ref. E 1.6)

Association (PTA), Simpson Elementary School Parent Teacher Organization (PTO) and Eisenhower High School Parent Teacher Student Association (PTSA).

I. FACILITIES PLANNING CONSENT ITEMS - None

J. PERSONNEL SERVICES CONSENT ITEMS

- 1-3. Approve Personnel Report No. 1161 for classified and certificated employees.
4. Adopt Resolution No. 16-17-16 authorizing the Senior Director, Personnel Services, to assign various teachers at the secondary level, with their consent, to teach any subject in departmentalized classes below grade 9 if the teacher has completed 12 semester units, or 6 upper division or graduate semester units, in the subject to be taught.

K. DISCUSSION/ACTION ITEMS

Upon a motion by Clerk Martinez, seconded by Vice President Walker, Item K1 was approved by a unanimous 5-0 vote by the Board of Education.

1. Approve a five-year agreement with Footsteps2Brilliance, Inc., to increase family and community engagement and level the literacy playing field for all early learners with an innovative technology solution to put high quality, research-based early learning curriculum in all classrooms, homes, and community centers throughout the District's zip code jurisdiction and to approve the Amendment to the Local Education Agency (LEA) Plan (Reading, page 30 & 33, Parent Involvement, page 38, 6b) to reflect the inclusion and cost for Footsteps2Brilliance out of Title I Funds. The cost of the program is \$914,986.00 which will be financed through Government Capital Corporation with a three-year term Lease Purchase agreement with the adoption of Resolution 16-17-15. The cost of financing at an interest rate of 2.15% plus other financing charges amounts to \$60,874.19; therefore, the total cost of the program with financing is not-to-exceed \$975,860.19 to be paid from Title I funds.

Upon a motion by Vice President Walker, seconded by Clerk Martinez, Item K2 was approved by a unanimous 5-0 vote by the Board of Education.

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

REINSTATEMENT:

Case Number:


15-16-48

L. ADJOURNMENT

Upon a motion by Member Montes, seconded by Clerk Martinez, and approved by a unanimous 5-0 vote by the Board of Education, the meeting was adjourned at 9:30 p.m.



Clerk, Board of Education



Secretary, Board of Education

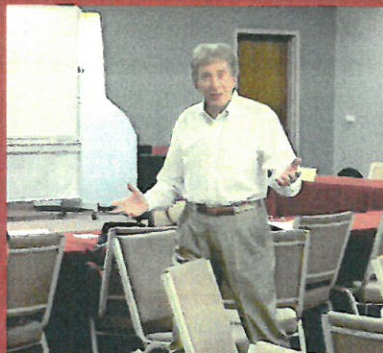
RIALTO UNIFIED SCHOOL DISTRICT

Strategic Plan

Presented by:
Cuahtémoc Avila, Ed.D., Superintendent
Beth Curtiss, Academic Agent
Rhea McIver Gibbs, Lead Personnel Agent



Strategics



Dr. William Cook



PHASE I: Strategic Thinking

PHASE II: Strategic Planning

PHASE III: Strategic Action



PHASE I: Strategic Thinking



Strategic Thinking

- ❖ Introduction to Strategic Thinking March 2016
- ❖ Strategic Thinking April /September 2016
- ❖ Internal Facilitator Training April/July 2016



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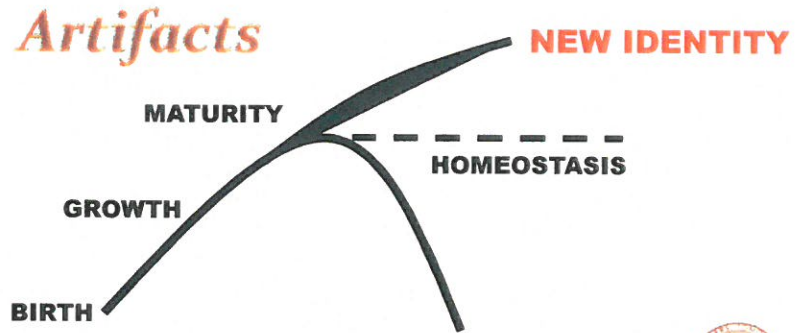
Strategic Thinking

- **Five Arenas**
 - ❖ **Definition of Strategic**
 - ❖ **Leaders vs. Leadership**
 - ❖ **Condition vs. Cause**
 - ❖ **Nature Systems**
 - ❖ **The Dynamics of Human Organizations**

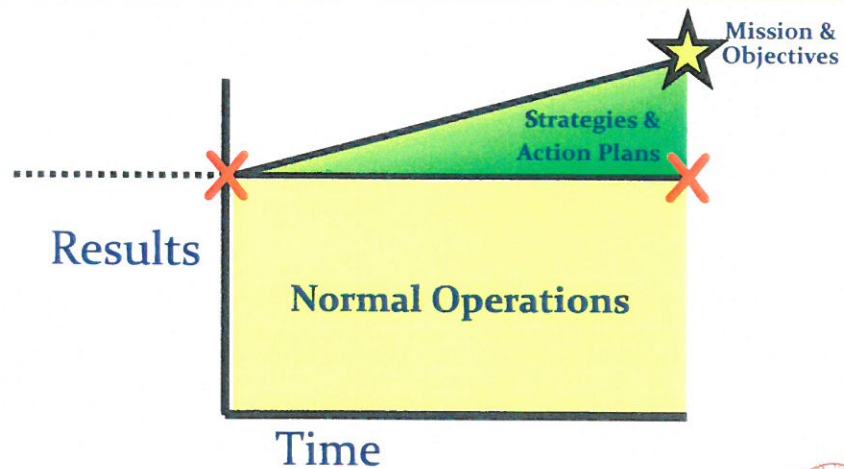
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Strategic Thinking

Absolutes



Strategic Thinking



PHASE II: Strategic Planning



Strategic Planning

❖ Strategic Planning Session

March 2016

❖ 36 Team Members:

- Parents
- Teachers
- Community Members
- Students
- Classified Personnel
- Board Member
- Association Presidents
- District Administrators
- Site Administrators



Beliefs

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

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Mission

The mission of the Rialto Unified School District, the bridge that connects students to their future aspirations...

Is to ensure each student achieves personal and career fulfillment within a global society...

Through a vital system distinguished by:

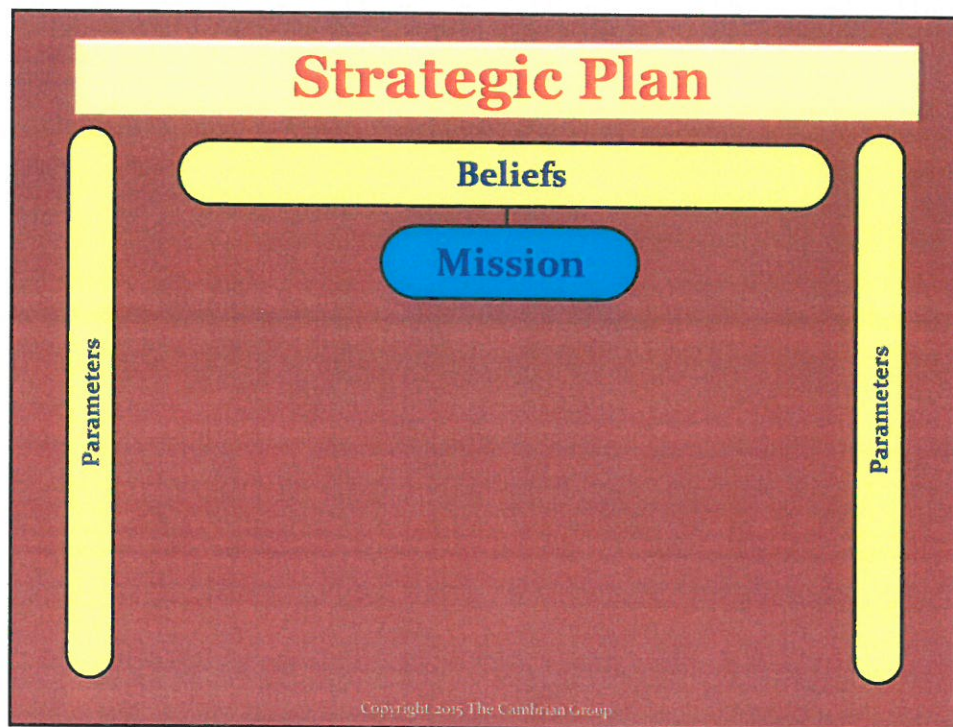
- ❖ **High expectations for student achievement**
- ❖ **Safe and engaging learning environments**
- ❖ **Effective family and community involvement**
- ❖ **Learning opportunities beyond the traditional school setting**
- ❖ **Appreciation of cultural diversity**

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Parameters

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

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(Ref. E 1.15)

Objectives

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

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Strategies

- I. We will provide diverse avenues for learning both inside and outside of the classroom.
- II. We will provide rigorous and relevant instruction that supports each student's unique learning style.
- III. We will create a culture of high expectations within Rialto Unified School District and our community.
- IV. We will bridge school and community learning opportunities.

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Strategies

- V. We will ensure full engagement of Rialto Unified School District families in the education of their children.
- VI. We will ensure we have exemplary staff who meet the unique needs and aspirations of our diverse students.
- VII. We will ensure resources and assets are allocated and developed to directly support student learning.
- VIII. We will streamline and simplify the dynamics of our organization.

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(Ref. E 1.17)

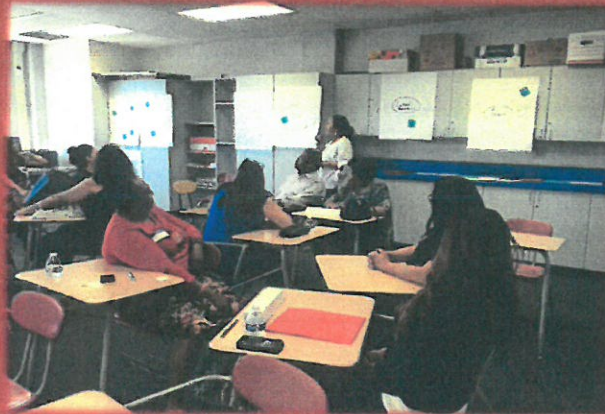
Communicating the Plan

- ❖ The Superintendent met with stakeholders throughout the District and community



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PHASE III: Strategic Action



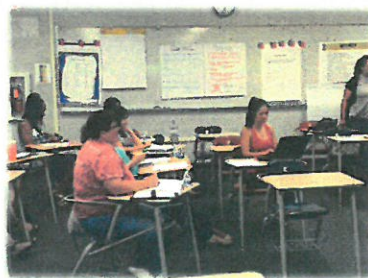
Action Committee



(Ref. E 1.18)

Strategic Action

- ❖ **Train Action Team Leads** May 2016
- ❖ **Strategic Action Team Meeting** June-August 2016
- ❖ **Action Team reports to Planning Team** August 2016
- ❖ **Plan Revisions and Presentations** September 2016



Strategy I

We will provide diverse avenues for learning both inside and outside of the classroom.

1. **Technology infused learning environments**
2. **Exemplary program of distinction schools**
3. **After school fine arts program**
4. **Career exploration opportunities**
5. **After school enrichment program**
6. **After school mentoring program**

Strategy II

We will provide rigorous and relevant instruction that supports each student's unique learning style.

1. **Rigorous and relevant instruction**
2. **Opportunities to engage learning driven by personal interest**
3. **Fostering creativity and risk taking in the schools**
4. **Build and nurture "Grit"**
5. **21st Century Skills to maximize student achievement**
6. **Learning experiences designed for students' unique learning styles**

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Strategy III

We will create a culture of high expectations within Rialto Unified School District and our community.

1. **All staff meet high expectations**
2. **Staff, students, parents, and the community demonstrate understanding of the District's high expectations**
3. **A culture of high expectations prepares all students to compete with their peers globally**
4. **The District possesses high degrees of parent participation**
5. **Students gain hands-on experiences in professional/business environments**
6. **All students benefit from research-based programs that improve their academic, social, and emotional well-being**

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Strategy IV

We will bridge school and community learning opportunities.

1. **A system of communication to facilitate the carrying out of collaborative plans**
2. **Community has common language and mindset**
3. **Students have a strong sense of civic responsibility and engagement**
4. **Students who are ready to engage as global citizen by being culturally aware**
5. **Economic Literacy of students**
6. **Socially and emotionally healthy students**
7. **Students reflect communication, critical thinking and collaborative skills**
8. **A community that encourages creativity**
9. **Students have strong math skills**
10. **A scientifically literate community**
11. **A community focused on literacy**

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Strategy V

We will ensure full engagement of Rialto Unified School District families in the education of their children.

1. **Oversight of programs and activities**
2. **Workshops and programs based on the self-reporting needs of school district families**
3. **Community outreach resources and programs**
4. **Interactive events and activities that include students**
5. **Welcoming and friendly school environments**

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Strategy VI

We will ensure we have exemplary staff who meet the unique needs and aspirations of our diverse students.

- 1. Staff are high quality, above and beyond experts in their field**
- 2. Knowledgeable, skilled, engaged, and diverse administrators, teachers, and staff**
- 3. Rialto Unified School District's reputation exemplifies the high standards**

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Strategy VII

We will ensure resources and assets are allocated and developed to directly support student learning.

- 1. Academic support to elementary or middle school in reading and/or math**
- 2. Timely access to instructional materials and student learning materials in the classroom**
- 3. Flexibility and responsibility in campus funding**
- 4. Social emotional resources for students and families**
- 5. Student centered decision making in fiscal matters**

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Strategy VIII

We will streamline and simplify the dynamics of our organization.

1. A 3-dimensional organizational design that is student centered.
2. Supportive and confidential "mentoring clusters"
3. New, creative, and innovative ideas and initiatives encouraged and supported
4. Effective communication throughout the community
5. Current "Role Descriptions" for all staff
6. Technology protocols to meet the needs of our 21st Century organization

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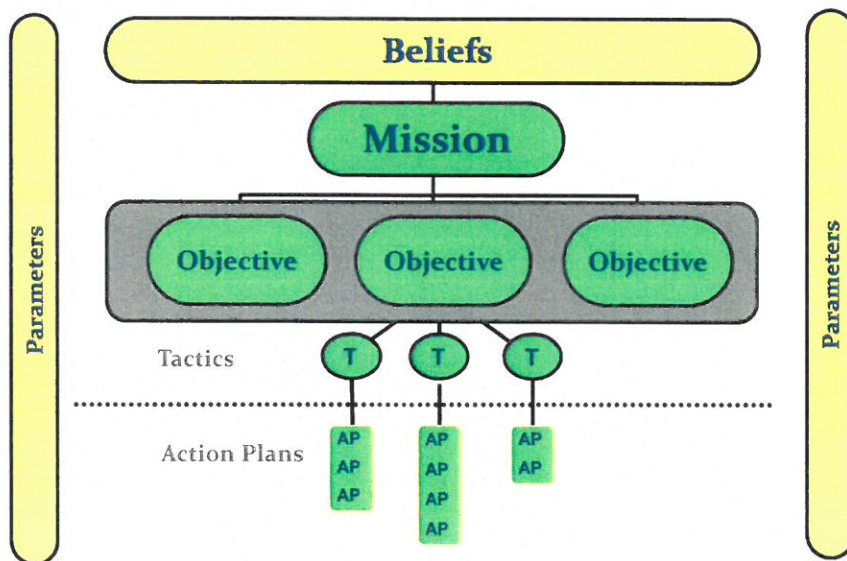


(Ref. E 1.23)

School Planning



School Plan



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(Ref. E 1.24)

Site Planning Dates

School Site	Strategic Planning Dates
Boyd	January 10 & 11
Bemis	December 6 & 7
Casey	February 21 & 22
Curtis	October 11 & 12
Dollahan	November 8 & 9
Dunn	February 2 & 3
Fitzgerald	February 7 & 8
Garcia	February 14 & 15
Henry	December 1 & 2
Highbanks	February 28 & March 1
Kelley	October 6 & 7
Kordyak	November 29 & 30
Morgan	October 4 & 5
Morris	November 17 & 18
Myers	January 12 & 13
Preston	January 19 & 20
Simpson	November 15 & 16
Trapp	February 9 & 10
Werner	February 23 & 24
Frisbie	January 24 & 25
Jehuc	December 8 & 9
Kolb	November 1 & 2
Kucera	October 25 & 26
Rialto Middle	November 3 & 4
Carter	January 31 & Feb 1
Eisenhower	January 17 & 18
Rialto High	October 27 & 28

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Thank You Notes

- ❖ **Rialto Unified School District Board of Education**
- ❖ **REA, CSEA and RSMA Members**
- ❖ **Parents, Families and Community Members**
- ❖ **Rialto High School**
- ❖ **Sunrise Christian Church**
- ❖ **Cambrian Group**

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