

March 9, 2022

Edgar Montes, President
Stephanie E. Lewis, Vice President
Nancy G. O'Kellew, Clerk

Joseph W. Martinez, Member (Arrived at 9:15 p.m.) Dina

**Administrators
Present:**

Cuauhtémoc Avila, Ed.D., Superintendent
**Darren McDuffie, Ed.D., Lead Strategic Agent:
Strategics, Congruence and Social Justice**
Patricia Chavez, Ed.D., Lead Innovation Agent

Rhea McIver Gibbs, Ed.D., Lead Personnel Agent

Also present was Martha Deporter, Executive Administrative

A. OPENING

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

A.2 OPEN SESSION

A.2.1 Comments on Closed Session Agenda Items

Any person wishing to speak on any item on the Closed Session

A.3 CLOSED SESSION

Moved By Clerk O'Kelley

Seconded By Vice President Lewis

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

Members Walker and Member Martinez were not present during this vote. Vote by Board Members to move into Closed Session:

Time: 6:01 p.m.

Approved by a Unanimous 4 to 0 Vote

A.8 ADOPTION OF AGENDA

Prior to adoption of the agenda the following item was pulled from the agenda:

E.3.13 UNIVERSITY OF SOUTHERN CALIFORNIA (USC) BOOKSTORE

Approve the purchase of certificate frames for teachers who completed the Reading and Literacy Added Authorization program at University of Southern California (USC), at a cost not-to-exceed \$23,000.00, and to be paid from the General Fund.

Also,

At the request of staff the Board approved to modify Item F.3, which relates to adoption of a resolution approving a contract for network technology equipment. The District has received a protest of the proposal submitted by the highest-scoring company, and the protest was received yesterday, after the agenda for tonight's meeting was posted. Because this contract

[REDACTED]

[REDACTED]

[REDACTED]

Vice President Lewis

[REDACTED]

Clerk O'Kelley

There is an immediate need to address the protest and possible delay

[REDACTED]

[REDACTED]

Member Martinez was not present for this vote. Vote by Board

Members to adopt the agenda:

[REDACTED]

Approved by a Unanimous 4 to 0 Vote

Moved By Clerk O'Kelley

Seconded By Vice President Lewis

Member Martinez was not present during this vote. Vote by Board Members to adopt the agenda:

Approved by a Unanimous 4 to 0 Vote

B. PRESENTATIONS

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

The following DSAC High School leaders shared information and activities held at their schools:

Eisenhower High School - Karlie Gutierrez

Rialto High School - Maya Williams

[REDACTED]

B.2 RIALTO UNIFIED SCHOOL DISTRICT'S JOURNEY TO STANDARDS BASED GRADING

[REDACTED]

copy)

[REDACTED]

copy)

Member Martinez arrived at 9:15 p.m.

C. COMMENTS

1. PUBLIC COMMENTS NOT ON THE AGENDA

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

Celia Saravia, Representative of Support Group for Parents of

[REDACTED]

shared that she was upset at disparaging comments made during the Board meeting of February 23, 2022, regarding the food being served to students. She commented that as a student she worked in the school cafeteria in order to enjoy the school lunch. After she heard the negative comments, she asked her students for their opinions about the food. They had many positive comments and shared a list of some of their favorite food items. [REDACTED] careers for handling the situation incorrectly. He requested

support for the all the adults on campus and asked that they provide them with proper training.

Paula Bailey, District Parent for over 21 years, shared that she has three children who have now graduated from the District and now has a niece and nephew in her care also attending Rialto schools. She shared positive comments about the District's CTE program. She shared that over the years she was part of many different District committees and was always

there to share her support. She comments about a recent committee she attended where she was very disappointed with the comments made by some participants. She said that participants should be positive and bring

Mirna Ruiz, Community Member, shared about their first Alianza Latina meeting, which took place on Tuesday, March 8, 2022. She thanked Mrs. Lewis and Dr. Avila for joining them. She also thanked Principal Mr.

C.2 PUBLIC COMMENTS ON AGENDA ITEMS

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

Bryan Fye, with Fortinet, spoke regarding item F.3 on the agenda and the E-rate filing. He wanted to clarify why there was a protest filed and said that it was not necessarily the partnering company's fault. He explained that it

[REDACTED]

way.

John Pinker, Erieview Middle School Teacher, shared this concern

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

this proposal will not work and how it would affect students with special

C.3 COMMENTS FROM ASSOCIATION EXECUTIVE BOARD MEMBERS

Rialto Education Association (REA) California School Employees

Miesha Calloway, Rialto Education Association (REA) President, congratulated the Milor High School staff and students for their recognition. She commented that the items on the new grading policy were brought up

[REDACTED]

[REDACTED]

but questioned how much the Board knew about this. She said the presentation made it seem that teachers have all received training on this

Theresa Hunter, Area Vice President and Heather Estruch, Chief Stuart, of Communications Workers of America (CWA), shared that their proposal is on the agenda as a resopener. They thanked the District in

[REDACTED]

Mario Carranza, Treasurer of Rialto School Management Association (RSMA), shared some of the things they have been doing which include

[REDACTED]

Dr. Angela Loue on Equity Principals. He shared information on the student scholarships offered to seniors by RSMA and reminded members of a recent email sent to them with offers to discounts on theme parks, memberships, and other great promotions. He invited members to take advantage of those.

C.4 COMMENTS FROM STUDENT BOARD MEMBER

[REDACTED]

Joseph Martinez, Member joined the meeting at 9:15 pm.

C.6 COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION

D. PUBLIC HEARING

[REDACTED]

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

Moved By Clerk O'Kelley

Seconded By Member Walker

Vote by Board Members to open Public Hearing:

Time: 9:45 p.m.

Approved by a Unanimous Vote

D.1.1 RIALTO EDUCATION ASSOCIATION 2022-2023 PROPOSAL

Pursuant to the requirements of Governmental Code and Board Policy, the initial 2022-2023 contract proposal submitted by the Rialto Education Association (REA), for an agreement between the Rialto Education Association (REA) and the Rialto Unified School District, Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

D.2 CLOSE PUBLIC HEARING

Moved By Member Walker

Seconded By Clerk O'Kelley

Vote by Board Members to close Public Hearing:

Time: 9:46 p.m.

Approved by a Unanimous Vote

D.3 OPEN PUBLIC HEARING

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

Moved By Member Walker

Seconded By Clerk O'Kelley

Vote by Board Members to open Public Hearing:

Time: 9:46 p.m.

Approved by a Unanimous Vote

D.4 COMMUNICATIONS WORKERS OF AMERICA 2022-2023

Pursuant to the requirements of Governmental Code and Board Policy, the initial contract proposal for the 2022-2023 school year submitted by the Communications Workers of America (CWA), for an agreement between the Communications Workers of America (CWA) and the Rialto Unified School District, Board of Education, is hereby posted in compliance with the legislative requirements for

D.4 CLOSE PUBLIC HEARING

Moved By Clerk O'Kelley

Seconded By Member Walker

Vote by Board Members to close Public Hearing:

E. CONSENT CALENDAR ITEMS

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

Moved By Clerk O'Kelley

Seconded By Member Martinez

The following item was pulled prior to adoption of the agenda:

E.3.13 UNIVERSITY OF SOUTHERN CALIFORNIA (USC) BOOKSTORE

Vote by Board Members to approve Consent Calendar items:

Approved by a Unanimous Vote

E.1 GENERAL FUNCTIONS CONSENT ITEMS - None

E.2 INSTRUCTION CONSENT ITEMS - None

E.3.1 WARRANT LISTING AND PURCHASE ORDER LISTING

Clerk O'Kelley

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

Approved by a Unanimous Vote

E.3.2 DONATIONS

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approved by a Unanimous Vote

██████████ paid from Fund 40 – Special Reserve for
██████████

Approved by a Unanimous Vote

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve an agreement with The Imagination Machine to provide three (3) performances for students in attendance at the District Literacy Fair. The performances will focus on Creative Writing through improvisation and recreating of student writing at a total cost not-to-exceed \$1,985.00, effective March 10, 2022 through June 3, 2022, and to be paid from the General Fund.

Approved by a Unanimous Vote

**E.3.7 AGREEMENT WITH ACTIVE EDUCATION - DUNN
ELEMENTARY SCHOOL**

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve an agreement with Active Education to provide a Character Education Program at Dunn Elementary School, effective March 10, 2022 through June 2, 2022, at a cost not-to-exceed \$21,130.00, and to be paid from the General Fund (Expanded Learning Opportunity).

Approved by a Unanimous Vote

██████████
Moved By Clerk O'Kelley

Seconded By Member Martinez

██████████
Approved by a Unanimous Vote

E.3.9 AGREEMENT WITH MARK PAGE DESIGN, INC.

~~Mark Page Design, Inc. is a company that provides virtual assemblies focused on the career of an African American male.~~

Ratify an agreement with Mark Page Design, Inc. to provide seven ~~(7) sessions of virtual assemblies focused on the career of an African American male.~~

~~Mark Page Design, Inc. is a company that provides virtual assemblies focused on the career of an African American male.~~

l).

Approved by a Unanimous Vote

E.3.10 AGREEMENT WITH PARENT INSTITUTE FOR QUALITY EDUCATION (PIQE) TRAINING

Moved By Clerk O'Kelley

Seconded By Member Martinez

~~Approve a renewal agreement with Parent Institute for Quality Education (PIQE) Training.~~

~~Parent Institute for Quality Education (PIQE) Training is a company that provides virtual assemblies focused on the career of an African American male.~~

Approved by a Unanimous Vote

E.3.11 AGREEMENT WITH PYRO SPECTACULARS, INC.

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve an agreement with Pyro Spectaculars, Inc. to provide the Class of 2022 Graduation confetti displays on June 4, 2022, at Toyota Arena in Ontario, California effective March 10, 2022 through June 5, 2022 at a cost not to exceed \$9,000.00 and to be paid from the General Fund.

Approved by a Unanimous Vote

E.3.12 AGREEMENT WITH RIVERSIDE COUNTY OFFICE OF EDUCATION (RCOE)

Moved By Clerk O'Kelley

Seconded By Member Martinez

Ratify and correct an agreement with the Riverside County Office of

Approved by a Unanimous Vote

E.3.13 UNIVERSITY OF SOUTHERN CALIFORNIA (USC) BOOKSTORE

Item was pulled from the agenda.

Approve the purchase of certificate frames for teachers who

E.4 FACILITIES PLANNING CONSENT ITEMS

E.4.1 NOTICE OF COMPLETION FOR BRAUGHTON

CONSTRUCTION, INC. FOR THE KITCHEN/MULTIPURPOSE

Clerk O'Kelley

Seconded By Member Martinez

Accept the work completed February 22, 2022, by Braughton Construction, Inc., for all work required in connection with the kitchen/multipurpose room expansion project at Milor High School, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder, at no cost to the District.

Approved by a Unanimous Vote

E.5 PERSONNEL SERVICES CONSENT ITEMS

E.5.1 PERSONNEL REPORT NO. 1273 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve Personnel Report No. 1273 for classified and certificated employees.

Approved by a Unanimous Vote

E.6 MINUTES

E.6.1 MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD FEBRUARY 23, 2022

Moved By Clerk O'Kelley

Approve the minutes of the Regular Board of Education meeting held February 23, 2022.

Approved by a Unanimous Vote

F.1 AGREEMENT WITH MILLER ARCHITECTURE TO PROVIDE ARCHITECTURAL SERVICES TO DESIGN A VIRTUAL LEARNING ACADEMY AT ZUPANIC HIGH SCHOOL

Moved By Vice President Lewis

Seconded By Clerk O'Kelley

Approve an agreement with Miller Architecture to provide architectural services to design a modular Virtual Learning Academy at Zupanic High School, effective March 10, 2022 through December 31, 2023, at a cost not-to-exceed \$195,066.00, and to be paid from Fund 25 – Capital Facilities Fund.

Vote by Board Members.

Approved by a Unanimous Vote

F.2 SECOND INTERIM FINANCIAL REPORT: FY 2021-22

Moved By Clerk O'Kelley

Seconded By Member Martinez

Approve the FY 2021-2022 Second Interim Financial Report with a Positive Certification, as the District will meet its obligations in the current and subsequent two fiscal years.


Vote by Board Members.

Approved by a Unanimous Vote

F.3 RESOLUTION NO. 21-22-35 - APPROVING A SERVICE AGREEMENT TO UPGRADE NETWORK EQUIPMENT AND DELEGATE AUTHORITY TO TAKE RELATED ACTIONS

Moved By Member Martinez

Seconded By Member Walker

~~held the contract by ConvergeOne on the grounds that Golden Star~~


Vote by Board Members.

Approved by a Unanimous Vote

Moved By Member Martinez

Seconded By Member Walker

Approve Resolution No. 21-22-35 subject to (1) changing all information relating to Golden Star Technology in the resolution to, instead, refer to ConvergeOne and (2) changing the total not-to-exceed amount to \$9,889,787.91.

~~Vote by Board Members.~~

Approved by a Unanimous Vote

F.4 ADMINISTRATIVE HEARING

Moved By Clerk O'Kelley

Seconded By _____

Case Number:

21-22-34

Vote by Board Members.

Ayes (4): President Montes, Vice President Lewis, Clerk O'Kelley, and Member Walker

Abstain (1): Member Martinez

Majority Vote (4 to 0)

F.5 STIPULATED EXPULSION

Moved By Clerk O'Kelley

Seconded By Member Walker

Case Number:

21-22-36

Vote by Board Members.

~~Ayes (4): President Montes, Vice President Lewis, Clerk O'Kelley, and~~

Abstain (1): Member Martinez

Majority Vote (4 to 0)

G. RETURN TO CLOSED SESSION

Moved By ~~Member Martinez~~

Seconded By _____

Vote by Board Members to return into Closed Session:

Time: 10:04 p.m.

Approved by a Unanimous Vote

H. ADJOURNMENT OUT OF CLOSED SESSION

Moved By Vice President Lewis

Seconded By Member Walker

Vote by Board Members to adjourn out of Closed Session:

Time: 10:47 a.m.

Approved by a Unanimous Vote

I. REPORT OUT OF CLOSED SESSION

Moved By Clerk O'Kelley

Seconded By Vice President Lewis

The Board denied Resolution #21-22-37 to issue notice to the following certificated administrative employee that they may be released from their administrative position and reassigned pursuant to Education Code section 44951, effective at the end of the 2021-2022 school year:

~~Employee #2167742 Middle School Assistant Principal~~

Ayes (1): Member Martinez

~~Nones (3): President Montes, Clerk O'Kelley and Member Walker~~

Motion Dies (1 to 3)

Moved By Member Martinez

Seconded By Clerk O'Kelley

The Board approved Resolution #21-22-36 to issue notice to the following certificated administrative employee that they may be released from their administrative position and reassigned pursuant to Education Code section 44951, effective at the end of the 2021-2022 school year, and directed the Superintendent

Employee #2655332 - High School Assistant Principal

Vote by Board Members:

Ayes (3): President Montes, Clerk O'Kelley, and Member Martinez

Abstain (1): Member Walker

Majority Vote (3 to 1)

Moved By Vice President Lewis

Seconded By Clerk O'Kelley

The Board approved Resolution #21-22-38 to issue notice to the following certificated administrative employee that they may be released from their administrative position and reassigned pursuant to Education Code section 44951, effective at the end of the 2021-2022 school year, and directed the Superintendent or designee to send out appropriate legal notices:

Employee #2967332 - Academic Agent: Special Programs

Vote by Board Members:

Ayes (3): President Montes, Clerk O'Kelley, and Member Martinez

Noes (1): Member Walker

Abstain (1): Vice President Lewis

Majority Vote (3 to 1)

J. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on March 23, 2022, at 7:00 p.m. at the Dr. John Kazalunas Education Center, 182 East Walnut Ave, Rialto, California.

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


Moved By Clerk O'Kelley

Seconded By Member Walker

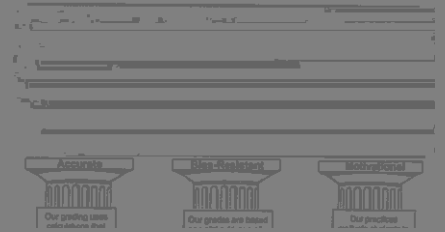
Vote by Board Members to adjourn:

Time: 10:49 p.m.

Approved by Superintendent's Office


Clerk, Board of Education


Secretary, Board of Education



MISSION



1,000	1,000	1,151
88.1%	88.2%	87.7%
88%	88.5%	88.3%
Four Vol		

1,577	85.4%	499	94.0%	458	90.5%	534	91.8%	57	39%	28	38.4%
1,847		531		506		582		146		79	
88.1%		92.1%		92.1%		92.4%		92.0%		77.4%	
90.9%		95.7%		95.0%		93.7%		75.9%		81.5%	
92.8%		95.7%		95.2%		94.7%		74.2%		87.7%	
94.8%		94.8%		95.0%		93.9%		78.4%			

What's the purpose of grades?

Answer



189

190

191

192

193

194

195

58

59

60

Why



- How we grade has not changed in the last 140 years yet what we grade each year is constantly changing.



Strategic Plan

Beliefs

- Everyone has unique talent
There is boundless power in all of us
- All people have equal and inherent worth
- Diversity is strength
- High expectation inspires high achievement
- A strong community benefits all of its members

Strategic Plan

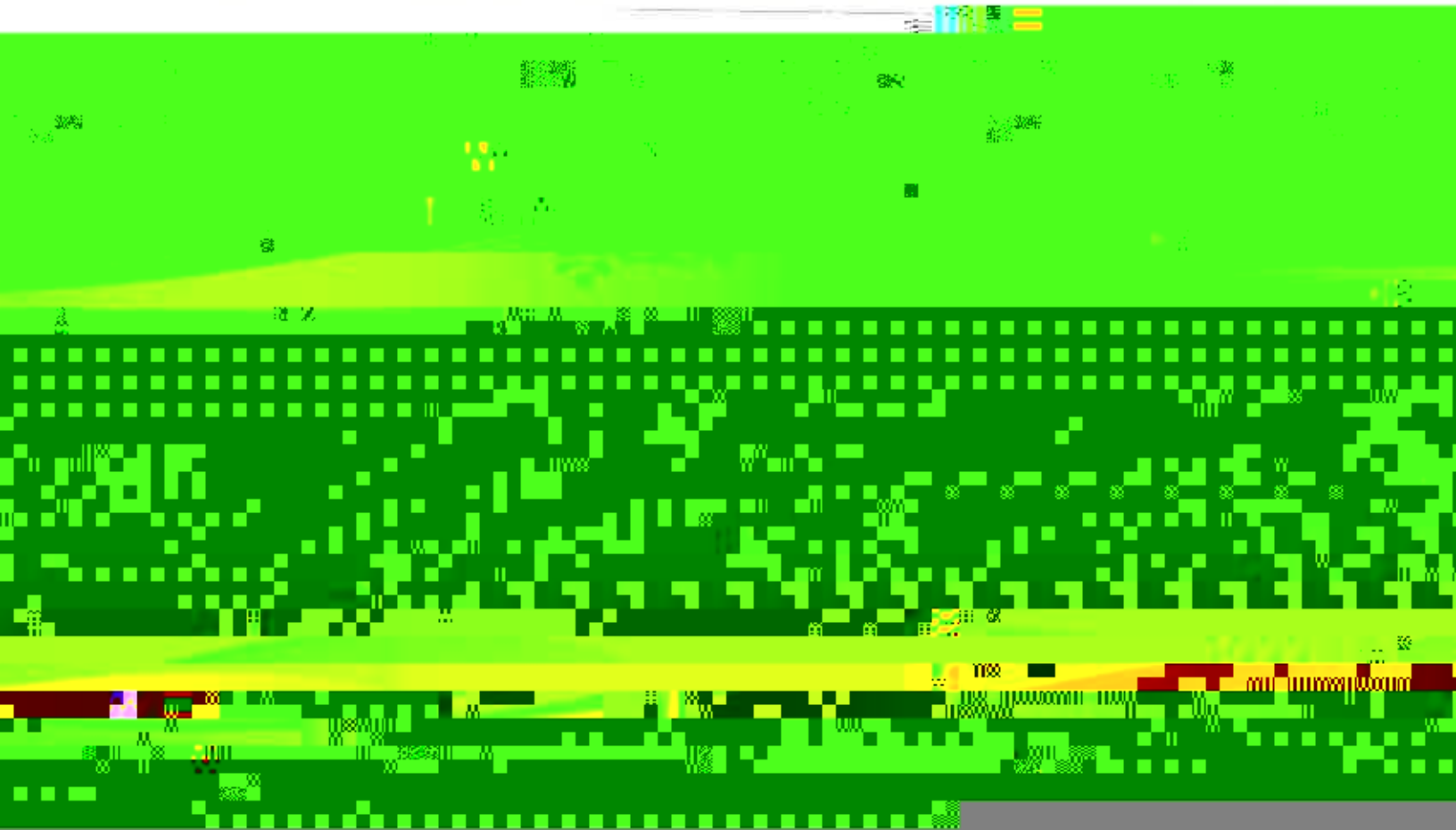
Parameters

- We will make all decisions in the best interest of students
 - We will honor the worth and dignity of each person
 - We will hold the highest standards
-

Strategic Plan

Strategies

- Strategy II: We will ensure resources and assets are allocated and developed to directly support students.
 - Strategy III: We will ensure we have exemplary staff who meet the
-



Recruitment Efforts in Rialto USD

Personnel Services has diversified recruitment efforts in the following ways:

- 1. Utilizing various recruitment channels such as social media, job boards, and community events.
- 2. Partnering with local organizations and institutions to create pipelines for diverse talent.
- 3. Implementing outreach programs in underserved communities.
- 4. Utilizing diverse recruitment agencies and consultants.
- 5. Encouraging employee referrals from a diverse workforce.
- 6. Providing cultural competency training for staff involved in recruitment.
- 7. Establishing a diverse hiring panel to reduce bias in the selection process.
- 8. Implementing blind resume reviews to minimize unconscious bias.
- 9. Offering support and resources for diverse candidates throughout the recruitment process.
- 10. Regularly reviewing and auditing recruitment practices to ensure fairness and equity.

Recruitment Efforts in Rialto USD

REPLACING
TEACHERS
NEEDS

Steps to Increasing Certificated Staffing

Certificated Substitute Pay Schedule

Position	Requirement	Previous Daily Rate	Increased Daily Rate
Day to Day Substitute	Minimum BA	\$150.00	\$200.00
Long Term Substitute (21 Days)	Minimum BA	\$175.00	\$250.00
Day to Day Substitute		\$170.00	\$225.00
Long Term Substitute (21 Days)	Full Credential	\$195.00	\$250.00
		\$225.00	\$225.00
			\$250.00 + health

Steps to Increasing Certificated Staffing

Be the Change!

Minority Male Teacher Recruitment

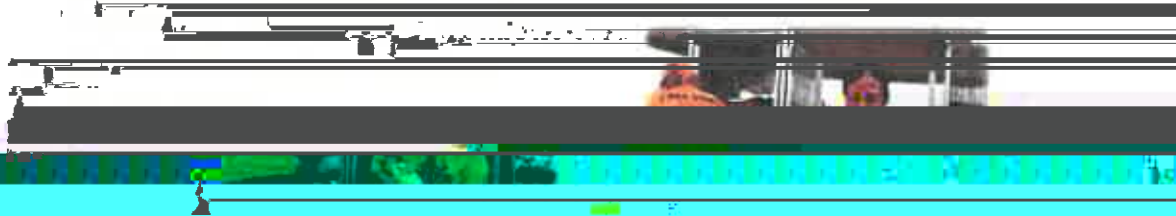
Focus on underrepresented males- African American and Latino

Partnership with California State University, San Bernardino - "Project Impact"



Steps to Increasing Classified Staffing

- All applicants are invited to test for positions prior to screening their applications.
- Testing has been eliminated for school bus drivers and safety intervention officers due to their certification requirements.



Staffing Statistics 2021-2022

2,929 Total BUSD Employees



344

487 - Classified New Hires and Promotions

Staffing Statistics 2021-2022

841 Positions Filled

July 2021 - February 2022



Employee Growth Opportunities

The following programs are supported by Personnel Services to assist in the development of our employees:

Program Name	Description

