RIALTO



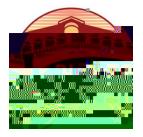
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Cover Picture

Mr. Sam Hernandez

RIALTO UNIFIED SCHOOL DISTRICT Dr. John R. Kazalunas Education Center 182 East Walnut Avenue Rialto, California



DINA WALKER

NANCY G. CEP 9 @@9 M



D PUBLIC HEARING

D. PUBLIC HEARING

NONE

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A.3 CLOSED SESSION

Moved ByClerk MartinezSeconded ByMember Ayala

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

Vote by Board Members to move into Closed Session:

Time: 6:35 p.m.

Approved by a Unanimous Vote

A.3.1 PUBLIC EMPLOYEE

EMPLOYMENT/DISCIPLINE/DISMISSAL/RELEASE/REASSIGN MENT OF EMPLOYEES (GOVERNMENT CODE SECTION 54957)

Administrative Appointment:

Applied Behavior Analyst Specialists (2)

A.3.2 STUDENT EXPULSIONS/REINSTATEMENTS/EXPULSION ENROLLMENTS

A.3.3 CONFERENCE WITH LABOR NEGOTIATORS

Agency designated representatives: Cuauhtémoc Avila, Ed.D., Superintendent; Rhea McIver Gibbs, Ed.D., Lead Personnel Agent, Personnel Services; and Rhonda Kramer, Lead Personnel Agent, Personnel Services.

A.6 PLEDGE OF ALLEGIANCE

Nancy G. O'Kelley, Board President, led the Pledge of Allegiance.

A.7 REPORT OUT OF CLOSED SESSION

Superintendent, Dr. Avila, reported that in closed session the Board of Education took the following action:

Moved ByVice-President WalkerSeconded ByMember Montes

The Board of Education accepted the administrative appointment of Noelle Montgomery, Applied Behavior Analyst Specialist. Superintendent Dr. Avila, read the public comments, which were received via email:

Maheen Janmohamed, Community Member, wanted to take the opportunity to thank Nutrition Services for their commendable effort in helping students and their families, as their work is important in order to thrive. They thanked Fausat, Ms. Christina and their team for doing an excellent job yesterday distributing food to the community.

Paola Hernandez wanted to also give a shout out to Nutrition Services. She was grateful to have received lunch for her kids th1(g)-50 g0 G[()8 Num training will need to be offered. She is requesting that District administration not become intransigent to suggestions made by educators on what they see would be best for their students and families. She indicated that by working collaboratively, we can improve our practices and do what is right for the community. She explained that the three most important components of this school year will be patience, flexibility and grace.

Chris Cordasco, CSEA President,

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D.2 CLOSE PUBLIC HEARING

Moved ByVice-President WalkerSeconded By

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Mark & July Coleman; Debbie Martinez; Hoover & Charmaine Helenihi; Jesus & Livier Garcia; Columbia Steel; ULine; Industrial Fire Protection; Athletes for Life; Box Tops for Education, and request that a letter of appreciation be sent to the donor.

Approved by a Unanimous Vote

E.4.3 AGREEMENT WITH 806 TECHNOLOGIES

Moved By	Vice-President Walker	
Seconded By	Member Montes	
Ratify an agreement with 806 Technologies to assist with the		
collection and monitoring of documents that are required by law for		
Titles I, II, III, and IV programs, effective July 1, 2020 through June		
30, 2021, at a cost 303080301 Lic5(rams 661.06 526.0391(\$0 G[(34[(3))10(5Tm		

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E.4.10 APPROVAL TO USE PUBLIC BIDS AND CONTRACTS FOR FURNITURE, EQUIPMENT AND SERVICES

Moved ByVice-President WalkerSeconded ByMember MontesApprove Colton Joint U.S.D Bid# 18-02, Corona-Norco U.S.D Bid#16/17-004, Countyof S.B RFP# Agency17

OF EXISTING CLASSROOMS AND SITE WORK AT DUNN ELEMENTARY SCHOOL

Moved ByVice-President WalkerSeconded ByMember MontesApprove an agreement with John R.

"R" at Eisenhower High School, at a cost not-to-exceed \$31,052.49, to be paid from Fund 21 - Measure Y, Series C, General Obligation (G.O.) Funds.

Approved by a Unanimous Vote

E.5.4 AGREEMENT WITH PF VISION INC. FOR THE INSPECTION SERVICES OF THREE (3) MODULAR CLASSROOM BUILDINGS AND ASSOCIATED SITE WORK AT CASEY ELEMENTARY SCHOOL

Moved By	Vice-President Walker
Seconded By	Member Montes

Ratify an agreement with PF Vision Inc. for inspection services for the addition of three (3) modular classroom buildings at Casey Elementary School from June 1, 2020 through December 31, 2020, at a cost not-to-exceed \$25,000.00, and to be paid from Fund 25 – Capital Facilities Fund.

Approved by a Unanimous Vote

E.5.5 AGREEMENT WITH PF VISION INC. FOR INSPECTION SERVICES FOR THE MODERNIZATION OF EXISTING CLASSROOMS AT DUNN ELEMENTARY SCHOOL

Moved ByVice-President WalkerSeconded ByMember MontesRatify agreement with PF Vision Inc. for inspection services for the
modernization of existing classrooms at Dunn Elementary School
from June 1, 2020 through December 31, 2020, at a cost not-to-
exceed \$18,000.00, and to be paid from Fund 25 – Capital Facilities
Fund.

Approved by a Unanimous Vote

E.5.6 AGREEMENT WITH PF VISION INC. FOR INSPECTION SERVICES FOR THE MODERNIZATION OF EXISTING CLASSROOMS AT MORGAN ELEMENTARY SCHOOL

Moved By	Vice-President Walker
Seconded By	Member Montes

Ratify agreement with PF Vision Inc. for inspection services for the modernization of existing classrooms at Morgan Elementary School from June 1, 2020 through December 31, 2020, at a cost not-to-exceed \$18,000.00 – Fund 25 – Capital Facilities Fund.

Approved by a Unanimous Vote

E.6 PERSONNEL SERVICES CONSENT ITEMS

E.6.1 PERSONNEL REPORT NO. 1240 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES

Moved ByVice-President WalkerSeconded ByMember MontesApprove PersonnelReport No. 1240 for classified and certificatedemployees.

Approved by a Unanimous Vote

E.6.2 RESOLUTION NO. 20-21-02 - COVID-19 CREDENTIAL WAIVER

Moved By Vice-President Walker

credential or qualifies under one of the available assignment options.

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F.5 TENTATIVE SETTLEMENT AGREEMENT BETWEEN RIALTO UNIFIED SCHOOL DISTRICT AND THE RIALTO EDUCATION ASSOCIATION

Moved ByClerk MartinezSeconded ByMember MontesRatify the TentativeSettlement Agreement between the Rialto UnifiedSchool District and the Rialto Education Association (REA).

Vote by Board Members.

Ayes (4): President O'Kelley, Vice-President Walker, Clerk Martinez, and Member Montes Noes (1): Member Ayala

Approved by a Majority Vote

F.6 REINSTATEMENT OF EXPULSION

Moved ByClerk MartinezSeconded ByMember MontesCase Numbers:

19-20-34 19-20-9 18-19-50

Vote by Board Members.

Approved by a Unanimous Vote

G. ADJOURNMENT

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on August 26, 2020, at 7:00 p.m. **telephonically and via streamlined-audio only**.

At the request of Board Member, Mr. Edgar Montes, meeting a

RIALTO UNIFIED SCHOOL DISTRICT

Instruction

BP 6146.1(a)

BP 6146.1(b)

HIGH SCHOOL GRADUATION REQUIREMENTS (continued)

(cf. 6011 - Academic Standards) (cf. 6142.92 - Mathematics Instruction) (cf. 6152.1 - Placement in Mathematics Courses)

3.

In addition, the District may grant a diploma to a veteran who entered the military service of the United States while he/she was a District student in grade 12 and who had completed the finst (m) flo(m) 28(e) klos(u) r4d(flo) lefter Q24(Ext) c(tETT(00009)1440)612 792 reW* nBT/F3 12 Tf1 0 0 1 335.

District Unit Requirements

Requirements for Graduation from the Comprehensive High School(s)

Specific units to be completed include:

Requirements for Graduation from Continuation High School and Alternative High <u>School include:</u>

Total semeste	r units for graduation
1.	English/Language Arts (semester sequential courses)40
2.	History/Social Science - 30 total units including: US History and Geography

Independent Study will be the primary method of instructional delivery at the Alternative High School.

Variable credit will be issued on the basis of one credit for each 15-17 hours of productive work.

Students enrolled at the Alternative High School may concurrently enroll in courses offered through the Rialto Adult Education program, the San Bernardino County Regional Occupational Program (ROP), and other course/programs approved by the school administrator. Credits earned through these and other approved programs may apply towards a student's graduation. Students may not concurrently enroll in another high school

All courses offered at the Alternative High School will meet State and District curriculum guidelines. Course outlines will follow those courses currently offered at the high school and/or Continuation High School.

Requirements for Graduation from the Adult Education Program

5

A student enrolled in the Adult Education Program may receive a high school diploma having earned a total of 180 semester units of credit. To graduate from the Adult Education Program, a student must complete:

Fotal semest	ter units in Adult Education	
1.	English/Language Arts (semester sequential course)	35
2.	History/Social Science - 30 total units including: US History and Geography	10
	World History, Culture, and Geography	
	American Government and Civics	
	Economics	5
3.	Science, including Biological and Physical Science	20
4.	Mathematics (semester sequential course)	

Legal Reference:

EDUCATION CODE 47612 Enrollment in charter school 48200 Compulsory attendance 48412 Certificate of proficiency 48430 Continuation education schools and classes 48645.5 Acceptance of coursework 48980 Required notification at beginning of term 49701 Interstate Compact on Educational Opportunity for Military Children 51224 Skills and knowledge required for adult life 51224.5 Algebra instruction 51225.1 Exemption from district graduation requirements 51225.2 Pupil in foster care defined acceptance of coursework, 51225.3 Requirements for graduation 51225.35 Mathematics course requirement: computer science 51225.36 Instruction in sexual harassment and violence: districts that require health education for graduation 51225.5 Honorary diplomas; Foreign Exchange Students 51225.6 Compression-only cardiopulmonary resuscitation 51228 Graduation requirements 51240-51246 Exemptions from requirements 51250-51251 Assistance to military dependents 51410-51412 Diplomas 51420-51427 High school equivalency certificates 51430 Retroactive high school diplomas 51440 Retroactive high school diplomas

51450-51455 Golden State Seal Merit Diploma

51745 Independent Study Restrictions

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Board Date: August 26, 2020

TO: Board of Education

Board Date: August 26, 2020

TO: Board of Education

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- TO: Board of Education
- **FROM:** Cuauhtémoc Avila, Ed.D., Superintendent
- ITEM: AGREEMENT WITH FRANKLIB'7 CJ9MÍ @9589F'+B'A9Î AT BEMIS ELEMENTARY, DOLLAHAN ELEMENTARY AND FRISBIE MIDDLE SCHOOLS
- Background: A new membership agreement is required each year to continue to access

license to use certain Franklin Covey Intellectual Property, and receive onsite coaching and access to continued professional development.

During this time of COVID-19 and the worldwide health crisis, it is important that we continue our momentum in building community. All Leader in Me materials can be easily accessed and navigated in a virtual and traditional school environment. Leader in Me is the only comprehensive program endorsed by the Collaborative for Academic Social Emotional Learning (CASEL) and the Bill & Melinda Gates Foundation.

<u>Reasoning</u>: The Leader in Me program aligns with our District mission by providing positive school climate, engaging the school community, establishing school identity, and building leadership capacity. The focus of the Leader in Me/7 Habits is to increase results in English Language Arts and Math through leadership skills that allow the students to set goals and monitor their progress. Transformational professional development is provided to create and plan ways to make Leadership development a part of the everyday experience allowing students to participate in decision making in regards to their learning. Through the Leader in Me program and incorporating Positive

<u>Recommendation</u>: Approve an agreement with Franklin Covey to provide support for the continued implementation of The Leader in Me which includes: Annual Membership Cost, Online Subscription, and Live/Virtual Training and Materials at Bemis Elementary (\$12,610.00), Dollahan Elementary



	Board Date: August 26, 2020
то:	Board of Education
FROM:	Cuauhtémoc Avila, E.D., Superintendent
ITEM:	AGREEMENT WITH INDIVIDUALIZED EDUCATIONAL PSYCHOLOGY, INC. – DR. JERRY TURNER
Background:	Dr. Jerry Turner, Individualized Educational Psychology, Inc. will conduct an Independent Education Evaluation (IEE) in the area of Psycho-Educational Evaluation for current student per their Individualized Education Program (IEP)/settlement agreement for the remainder of 2020-2021 school year.
Reasoning:	The District is in need of a Licensed Educational Psychologist to provide Independent Education Evaluations (IEEs).
Recommendation:	Approve an agreement with Individualized Educational Psychology, Inc. Dr. Jerry Turner, Licensed Educational Psychologist, to provide Independent Education Evaluation (IEE) effective August 27, 2020 through June 30, 2021.
Fiscal Impact:	Not-to-exceed \$4,650.00 – General Fund - Special Education Budget

Board Date: August 26, 2020

- TO: Board of Education
- **FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: AGREEMENT WITH SCREENCASTIFY LLC

- Background: At the end of the 2019-20 school year, teachers needed a quick and easy way to record, edit, and share videos during Distance Learning. Screencastify, a Chrome extension, offered free premium accounts for all teachers to finish out the school year. This extension allowed teachers to record their computer screens and share the video tutorials with their students through Google Classroom.

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Board Date: August 26, 2020

- **TO:** Board of Education
- **FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: AGREEMENT WITH FRONTLINE TECHNOLOGIES GROUP, LLC

- Background: Education Services requests the Board of Education to ratify and approve the renewal of the agreement with *Frontline Education*, of *Frontline Technologies Group*, *LLC*, for a one-year renewal of the Professional Learning Management system from July 1, 2020 to June 30, 2021 to support the district-wide monitoring of professional development for all District staff, utilizing one comprehensive system.
- <u>Reasoning</u>: The Professional Learning Management System (formerly known as "My Learning Plan") allows users to manage and track professional development hours, access and create online reports, and develop a private course catalog listing of professional development.



Board Date: August 26, 2020

TO: Board of Education

FROM: Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: AGREEMENT WITH SUSANNE SMITH ROLEY, OTD, OTR/L, FAOTA

- Background: Federal Special Education Regulations (34 C.F.R. 300.502(a)(1)) allows a parent to request an Independent Educational Evaluation (IEE) at public expense. Susanne Smith Roley, OTD, OTR/L, FAOTA, offers services for Independent Education Evaluations (IEEs) in the area of occupational therapy when a parent disagrees with assessment or per settlement agreement.
- <u>Reasoning</u>: To ensure the District is in compliance with Federal and State mandates we will provide IEEs in the area of occupational therapy.
- <u>Recommendation</u>: Approve an agreement with Susanne Smith Roley, OTD, OTR/L, FAOTA to complete Individual Education Evaluations (IEEs) in the area of occupational therapy for students, effective August 27, 2020 through June 30, 2021.
- Fiscal Impact: \$7,000.00 General Fund Special Education Budget

Submitted by:Bridgette EalyReviewed by:Darren McDuffie, Ed.D.

- TO: Board of Education
- **FROM:** Cuauhtémoc Avila, Ed.D., Superintendent

ITEM: APPROVAL TO USE VIRTUAL ENVIRONMENT PLATFORM FOR DISTRICT EVENTS

- Background: Rialto Unified School District has hosted annual live events in the past such as <u>The</u> <u>Parent Summit</u> and the <u>Rialto Science and Engineering Fair (RSEF)</u>. Due to COVID-19, these events will need to be held virtually to provide comparable services for our students and families. M&M Production will be able to assist our district with providing "virtual environments" for these events. In addition to these two events, Rialto Unified School District has collaborated with Fontana Unified School District, for the past seven (7) years, to bring forth the <u>Regional College and Career Fair</u> and <u>U-CAN Recruitment Fair.</u>
- Reasoning: The expressed purpose of these events is to create a culture of high expectations within Rialto Unified School District and our community. The "virtual environment" will cost \$75,000.00 to be split evenly among three (3) districts: Rialto Unified School District, Fontana Unified School District, and Chaffey Joint Union High School. Rialto USD will be contributing \$25,000.00 to Fontana USD who will be paying the contract to M&M Production. This amount represents a cost savings of \$10,000.00 from previous years. The districts will work collaboratively to provide direct access to college recruiters for the districts' college fairs. More than forty (40+) institutes of higher education including: UCs, CSUs, private colleges, HBCUs, community colleges, and trade schools are scheduled to attend the virtual events. The districts' Career Technical Education departments will have their industry and business partners participate at these events. This venue also allows the districts to "kick-off" their Free Application for Federal Student Aid (FAFSA) initiative for all seniors. The nine (9) month contract also allows Rialto USD and partner districts to host two (2) additional virtual events and includes the virtual Parent Summit and a Youth Climate Action Summit, including a Science and Engineering Fair.

Recommendationt Approve the related costs to use a virtual environment platform for the virt

Board Date: August 26, 2020

TO:	Board of Education					
FROM:	Cuauhtémoc Avila, Ed.D., Superintendent					
ITEM:	CLASSI	FIED EMPLOYEES PERSO	NNEL REPOI	RT #124	1 1	
RESIGNATIONS						
Finn, Christopher		Jr. Database Analyst Information Technology	08/19/2020			
Garcia, Deisy		Instructional Assistant II/B.B. Kelley Elementary School	07/29/2020			
Montoya, Griselda		Secretary II Eisenhower High School	08/05/2020			
Sweet, Dylan		Instructional Assistant II (RSP/SDC) Carter High School	08/06/2020			
VOLUNTARY LATE	RAL TRAN	SFER AND INCREASE IN WOR	K HOURS			
Bascomb, Stevan	To:	Instructional Assistant II - SE (RSP/SDC) Jehue Middle School	08/07/2020	To:	26-3	\$18.56 per hour (7 hours, 203 days)
	From:	Instructional Assistant II - SE (RSP/SDC) Garcia Elementary School		From:	26-3	\$18.56 per hour (6 hours, 203 days)
Gonzalez, Joanna	To:	Instructional Assistant III - SE (SED/MH/AUTISM) Fitzgerald Elementary School	08/07/2020	To:	29-5	\$22.06 per hour (6.5 hours, 203 days)
	From:	Instructional Assistant III - SE (SED/MH/AUTISM) Rialto High School		From:	29-5	\$22.06 per hour (6 hours, 203 days)
Louch, Dolly	To:	Instructional Assistant III - SE (SED/MH/AUTISM)	08/07/2020	To:	29-5	\$22.06 per hour (6.5 hours, 203 days)
	From:	Carter High School Instructional Assistant III -		From:	29-5	\$22.06 per hour

Luna, Stephanie	То:	Instructional Assistant III - SE (SED/MH/AUTISM) Jehue Middle School	08/07/2020	To:	29-5	\$22.06 per hour (7.25 hours, 203 days)
	From:	Instructional Assistant III - SE (SED/MH/AUTISM) Werner Elementary School		From:	29-5	\$22.06 per hour (6 hours, 203 days)
Orozco, Cherie	To:	Instructional Assistant III - SE (SED/MH/AUTISM) Dunn Elementary School	08/07/2020	To:	29-2	\$19.04 per hour (8 hours, 203 days)
	From:	Instructional Assistant III - SE (SED/MH/AUTISM) Rialto Middle School		From:	29-2	\$19.04 per hour (7.25 hours, 203 days)
Turner, Darlene	To:	Instructional Assistant III -	08/07/2020	To:	29-	

Pinedo, Kalsey	To:	Health Aide Bemis Elementary School	07/01/2020	To:	25-2	\$17.22 per hour (6 hours,10 months)
	From:	Health Aide		From:	25-2	\$17.22 per hour
		Bemis Elementary School				(4.5 hours, 10 months)
SHORT TERM ASSIC	SNMEN	<u>T</u>				
Clerical Support		Child Welfare & Attendance (not to exceed 80 hours)	08/27/2020 06/01/2021		29-1	\$18.12 per hour
Clerical Support		Personnel Services (not to exceed 960 hours)	08/27/2020 - 06/30/2021		29-1	\$18.12 per hour
Clerical Support		Personnel Services (not to exceed 960 hours)	08/27/2020 - 06/30/2020		29-1	\$18.12 per hour
ADDITION OF SWIN	<u>G SHIFT</u>	DIFFERENTIAL				
Harrison, Michael	То:	Safety Intervention Officer II ** District Patrol District Safety Intervention and Support Services	08/10/2020	То:	38-5	\$27.63 per hour (8 hours, 12 months)
	From:	• •		From:	37-5	\$26.95 per hour (8 hours, 12 months)
ADDITION OF NIGHT		RENTIAL				
Garcia, Tony	To:	Safety Intervention Officer II ** District Patrol District Safety Intervention and Support Services	08/09/2020	To:	39-5	\$28.34 per hour (10 hours, 12 months)
	From:			From:	37-5	\$26.95 per hour (8 hours, 12 months)
REMOVAL OF SWING SHIFT DIFFERENTIAL AND ADDITION OF NIGHT SHIFT DIFFERENTIAL						
Rodriguez, Gabriel J.	To	Safety Intervention Officer II **	08/12/2020	To:	39-4	\$26.98 per hour
Rounguez, Cabriero.	10.	District Patrol District Safety Intervention and Support Services	00/12/2020	10.	00 4	(8 hours, 12 months)
	From:	Safety Intervention Officer II ** District Patrol District Safety Intervention and Support Services		From:	38-4	\$26.31 per hour (8 hours, 12 months)
Position reflects the equivalent to a one-Range increase for night differential * Position reflects a \$50.00 monthly stipend for Confidential position						

Submitted and Reviewed by: Rhea McIver Gibbs and Rhonda Kramer

Board Date: August 26, 2020

TO: Board of Education

EXTRA DUTY COMPENSATION (Teacher at Simpson Elementary School to provide up-to-date information and assistance to parents through technology utilization using School Loop and the school marquee, not to exceed 22 hours, at an hourly rate of \$45.04, to be charged to Title I Funds)

Vasquez, Jose

EXTRA DUTY COMPENSATION

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Keller-Marquez, Katie	English Language Arts 7/8	37 Sections (2/3 Share) \$1,551.33
Loepp, Aaron	Physical Education	21 Sections \$2,327.00
Soriano, Jose	Math 6	38 Sections (1/3 Share)\$1,861.00
Ursenbach, Kristen	VAPA	15 Sections \$ 775.67
Uy, John Benjamin	English Language Arts 6	32 Sections (1/3 Share)\$ 775.67

Carter High School

Allen-Hardesty, Shawna	Physical Education	26 Sections (1/2 Share) \$1,163.50
Castro, Lisa	Math	74 Sections \$4,188.00
Cervantes, Bunnie	CTE	25 Sections \$2,327.00
De La Torre, Evelia	Physical Education	26 Sections (1/2 Share) \$1,163.50
Johnson, Nikole	Special Education	65 Sections \$3,257.00
Miller, Rus	VAPA	40 Sections (1/2 Share) \$1,163.50
Othon, Michael	Science	63 Sections \$3,257.00
Ramirez, Rosa	Foreign Language	50 Sections \$3,257.00
Ramos, Kimberly	VAPA	40 Sections (1/2 Share) \$1,163.50
Vicente, Rafael	Social Science	52 Sections \$3,257.00
Wilson, Nicolle	English Language Arts	78 Sections \$4,188.00

Submitted and Reviewed by: Rhea McIver Gibbs and Rhonda Kramer

F DISCUSSION / ACTION ITEMS

Recommendation: Approve an agreement with Panorama Education to provide Social-Emotional Learning Measures and/or the Student Success Platform, effective August 27, 2020 through June 30, 2021, at an average cost of \$845.00 per Elementary School, and \$1,980.00 for each Middle School for the Social-Emotional Learning Measure only. For those schools purchasing the Social-Emotional Learning Measure and Student Success Platform, the average cost per elementary school will be \$4,240.00, \$8,460.00 for Middle Schools and \$14,480.00 for High Schools.

Fiscal Impact: Not-to-exceed \$112,626.50 . General Fund . Site Title I

Board Date: August 26, 2020

TO: Board of Education

BELIEFS

- Everyone has unique talents
- There is boundless power in all of us
- All people have equal inherent worth
- Diversity is strength
- Each person deserves respect
- High expectation inspires to high achievement
- Risk is essential for success
- Common and individual interest are reciprocal
- Integrity is critical to trust
- Honest conversation leads to understanding
- Music is the universal language
- A strong community benefits all of its members
- Everyone can contribute to the good of the community

PARAMETERS

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

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Back Cover Pictures

(Top)

Mrs Mary Ann Dunlop

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