

Board of Education Minutes

Regular Meeting: March 11, 2025

Open/Closed Session: 3:00 p.m.

Open Session: 6:00 p.m.

I. OPEN SESSION – President Rendler opened the meeting at 3:02 p.m.

a. ROLL CALL – Melissa Ayala-Quintero, Patty Holohan, Candy Olson, Michele Rendler, Jeannette Wilson, Kristi Hubbard, Patti Buchmiller, Rudy Wilson, Jason Hill, Lisa Bruich, Christine Stephens, Juan Cabral, Consuelo Posada

b. ANNOUNCEMENTS – None.

II. PUBLIC PARTICIPATION

a. COMMUNITY INPUT

None.

b. WORKSHOP – LCAP Board Workshop, presented by Kristi Hubbard, Coordinator of Categorical Programs & Educational Support. The presentation included the LCAP guiding principles, the four goals for the 2025-2026 school year, the funding generators, and the California Dashboard data for Redlands Unified School District. The board thanked Kristi for the presentation. Patty Holohan suggested to move dual immersion to the top of the priority list.

III. ADJOURNMENT TO CLOSED SESSION

a. The Board adjourned to Closed Session at 4:08 p.m.

IV. CLOSED SESSION

a. CONFERENCE WITH LABOR NEGOTIATOR – CONTRACT MANAGEMENT

No Action was taken.

b. PUBLIC EMPLOYEE APPOINTMENT

1. Certificated Management

During Closed Session, the Board took action to approve the Superintendent's recommendation to appoint, Wendy Caress, to the position of Principal at Cope Middle School, effective March 12, 2025, at Step 4 of the Management Team Salary Schedule.

On motion of Melissa Ayala-Quintero, second by Michele Rendler, and unanimously carried, the Board took action to appoint, Wendy Caress, to the position of Principal at Cope Middle School, effective March 12, 2025, at Step 4 of the Management Team Salary Schedule.

## 2. Classified management

During Closed Session, the Board took action to approve the Superintendent's recommendation to appoint, Raul Chavez, to the position of Director of Transportation, effective: to be determined, at Step 5 of the Management Team Salary Schedule.

On motion of Melissa Ayala-Quintero, second by Patty Holohan, and unanimously carried, the Board took action to appoint, Raul Chavez, to the position of Director of Transportation, effective: to be determined, at Step 5 of the Management Team Salary Schedule.

### c. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

During Closed Session, the Board took action to approve the Superintendent's recommendation to release and reassign employee number 2024-25-06, pursuant to education code section 44951, effective the 2025-26 school year, and direct the superintendent or designee to send out appropriate legal notices."

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried, the Board took action to release and reassign employee number 2024-25-06, effective the 2025-26 school year. The Board directed the Superintendent or his designee to send out appropriate legal notices.

During Closed Session, the Board took action to approve the Superintendent's recommendation to release and reassign employee number 2024-25-07, pursuant to education code section 44951, effective the 2025-26 school year, and direct the superintendent or designee to send out appropriate legal notices."

On motion of Patty Holohan, second by Jeannette Wilson, and unanimously carried, the Board took action to release and reassign employee number 2024-25-07, effective the 2025-26 school year. The Board directed the Superintendent or his designee to send out appropriate legal notices.

During Closed Session, the Board took action to approve the Superintendent's recommendation to release and reassign employee number 2024-25-08, pursuant to education code section 44951, effective the 2025-26 school year, and direct the superintendent or designee to send out appropriate legal notices."

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried, the Board took action to release and reassign employee number 2024-25-08, effective the 2025-26 school year. The Board directed the Superintendent or his designee to send out appropriate legal notices.

During Closed Session, the Board took action to approve the Superintendent's recommendation to release and reassign employee number 2024-25-08, pursuant to education code section 44951, effective the 2025-26 school year, and direct the superintendent or designee to send out appropriate legal notices."

On motion of Patty Holohan, second by Michele Rendler, and unanimously carried, the Board took action to release and reassign employee number 2024-25-08, effective

the 2025-26 school year. The Board directed the Superintendent or his designee to send out appropriate legal notices.

d. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION

No action was taken.

e. STUDENT MATTERS

No action was taken.

f. OTHER – Dr. Rudy Wilson briefly discussed the second survey and video lessons that will be sent out.

V. ADJOURNMENT TO OPEN SESSION

The Board adjourned to open session at 5:50 p.m.

VI. REGULAR MEETING - OPEN SESSION

a. CALL TO ORDER – President Rendler opened the meeting at 6:03 p.m.

b. PLEDGE OF ALLEGIANCE – Let by Board Vice President, Patty Holohan.

c. APPROVAL OF AGENDA

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and with a vote 5/0 unanimously carried, the Board took action to adopt the agenda with flexibility.

d. ROLL CALL – Melissa Ayala-Quintero, Patty Holohan, Candy Olson, Michele Rendler, Jeannette Wilson

President Rendler announced the actions taken during closed session:

The Board unanimously took action to accept the Superintendent's recommendation to appoint Wendy Caress to the position of Principal, Cope Middle School, effective March 12, 2025, at Step 4 of the Management Team Salary Schedule.

Wendy was in attendance and introduced her family. Thanked the Board for the opportunity to serve at Cope Middle School and expressed excitement about working with the community.

The Board unanimously took action to accept the Superintendent's recommendation to appoint Raul Chavez to the position of Director of Transportation, effective: to be determined, at Step 5 of the Classified Management Team Salary Schedule.

Raul was in attendance and introduced his daughter. Thanked the Board for the opportunity and outlined his plan to build on the strong foundation of the transportation department, empathizing collaboration, and efficiency.

The Board unanimously took action to release and reassign employee number 2024-25-06, effective the 2025-26 school year. The Board directed the Superintendent or his designee to send out appropriate legal notices.

The Board unanimously took action to release and reassign employee number 2024-25-07, effective the 2025-26 school year. The Board directed the Superintendent or his designee to send out appropriate legal notices.

The Board unanimously took action to release and reassign employee number 2024-25-08, effective the 2025-26 school year. The Board directed the Superintendent or his designee to send out appropriate legal notices.

The Board unanimously took action to release and reassign employee number 2024-25-09, effective the 2025-26 school year. The Board directed the Superintendent or his designee to send out appropriate legal notices.

e. APPROVAL OF MINUTES

On Motion of Patty Holohan, second by Candy Olson, and with a vote of 5/0 the Board took action to adopt to approve the minutes of the February 11, 2025, Board of Education Regular Meeting.

II. STUDENT TRUSTEE REPORT- No student trustee.

III. ASSOCIATION REPORTS – DO WE HAVE ANY REPORTS FROM THE ASSOCIATIONS?

1. Redlands Teachers Association/CTA/NEA

Stephen Caperton expressed appreciation for the bargaining unit teams, RTA, RESPA, and district. Shared that they are working on next year's contract proposals and impacts of proposed board policies and inclusion rollout continued. RTA visited 23 school sites, spoke with hundreds of teachers, and surveyed all certificated staff. Preliminary feedback indicated support for inclusion, but success was hindered by a lack of resources, especially paraprofessionals. The district had been short at least 150 paras for three years, affecting classrooms and programs. The need for consistent paras in inclusion classes with proper training was emphasized, as they play a critical role in classroom management, academic support, and student engagement. A call was made for creative solutions and resource re-prioritization to address the staffing shortage.

2. Redlands Education Support Professionals Association/CTA/NEA – None.

3. Redlands Administrative Personnel Association

Kim Lium thanked the Board for opportunity to share RAPA's recent activities. RAPA attended the ACSA Women's Leadership Network event on March 3, with a strong turnout from our classified and certificated management team. Trudy Arriaga, retired superintendent, spoke on women in leadership, and all attendees received her book *Leading While Female*. Our district had the highest attendance in Region 10.

On March 6, RAPA hosted its second management breakfast with over 50 attendees. Officer Richard McLaughlin shared insights on social media and student support, introducing the NetSmartz resource. The management team also collected gently used prom attire for Angel's Closet.

RAPA participated in the Run Through Redlands event and is looking forward to supporting the Harlem Wizards basketball fundraiser for the Redlands Educational Partnership Foundation.

#### IV. BOARD COMMITTEE REPORTS

Patty Holohan – CRY – ROP- last month's meeting highlighted several school programs. Citrus Valley High School's culinary program collaborated with chemistry classes on a week of cross-curricular lessons focused on the science of baking, including chemical reactions and cooking methods. Citrus Valley's Virtual Enterprise teams participated in a two-day state competition.

Redlands High School's auto technician program hosted a guest speaker from Rio Hondo College's Tesla Start program, which offers a 16-week course, industry certification, and paid internships with Tesla Motors.

Redlands East Valley's Digital Video Production 2 class produced a weekly newscast and toured KESQ News Channel 3, where they gained a behind-the-scenes look at the noon cast production. The next meeting is scheduled for tomorrow.

Jeannette Wilson - On behalf of the Redlands Compact Steering Committee, I would like to thank district employees Sonya Balingit, Jamie Cortz, Denise Fee, and Christy Garcia for their assistance with the mock interviews held at 7:30 a.m. Their support was greatly appreciated, as it's challenging to gather enough people for such an early event.

Candy Olson - attended REP meeting and was impressed by the dedication and creativity of individuals working to raise funds for our schools. Grateful for the volunteers who are committed to supporting our students. During the last meeting, received a \$500 recognition grant from the Redlands Community Foundation, which was wonderful. The Turkey Trot had a record 3,800 participants this year, showing increasing popularity.

The Harlem Wizards event is scheduled for April 25. It's shaping up to be a fun fundraiser, and I'm excited to attend. We are looking for sponsors and attendees, so if you know of any businesses or organizations that might be interested in sponsoring, please contact me for more information on sponsorship opportunities. The next meeting is tomorrow night, and I'll provide an update afterward.

#### V. SUPERINTENDENT'S REPORT –

Juan Cabral shared with excitement the San Bernardino County employee of the year nominees:

Kristen Mariani, an educator who fosters a warm and nurturing learning environment which sets the foundation for students educational journey.

Elizabeth King, Data Control Clerk in Special Services, who is dedicated and ensures schools and programs are running efficiently.

Medal of Honor nominee, is the Redlands Educational Partnership (REP) for their outstanding contributions to our schools and community. REP has gone above and beyond by providing grants for teachers to purchase classroom supplies and ensuring principals have additional funds to support students. Their efforts create opportunities that our budgets cannot fully provide. Congratulations again to REP's team, Jennifer Moore, Eileen Sanborn, Linda McLeod, Jenny

Minor, David Heiss, Carolyn Bradshaw, and Donna West.

VI. XI. PRESENTATION -

1. True North Drug Prevention Program – Robert G. LaChausse, PhD, Professor Department of Public Health Sciences, California Baptist University

Dr. Robert LaChausse, introduced the True North drug prevention program, funded by a grant from Healthy East Valley, which aims to reduce alcohol, tobacco, and drug use among students through an online curriculum. The program will be implemented at two high schools and the independent study program, with evaluations to be conducted and evaluate its effectiveness.

2. Second Interim Financial Report – Kirtan Shah, Director, Fiscal Services

Kirtan Shah presented the second interim financial report, detailing the district's financial status, enrollment trends, and projected budget for the upcoming years.

XII. PUBLIC PARTICIPATION

1. COMMUNITY INPUT FOR AGENDIZED ITEMS

- Valerie Taber – Questioned the revisions on the policies that will be voted on. Principals to allow sex offenders on campus with proper notification. TB testing not being mandatory anymore. Requesting clarification as far as alignment with CSBA guidelines.
- Greg Brittain – Questioned the contract with Boys & Girls Club as far as what services they are providing. Reading instruction for teachers is the effectiveness being monitored. Discipline vague description of misconduct would like to see more information.

XIII. BUSINESS SERVICES CONSENT ITEMS

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and with a vote of 5/0 unanimously carried, the Board took action to:

- a. Approve all Consent Items as detailed in Items XIII.b. - XIII.t.
- b. Approve Orrick, Herrington & Sutcliffe LLP (Orrick) to provide legal services related to Bond Counsel Service, at a rate not to exceed \$30,000, effective March 20, 2025, to be funded by Business Services Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- c. Approve Amendment No. 1 with PCH Architects, Inc., for additional Architectural and Engineering Services for Orangewood High School Restroom Renovation Project, in the amount of \$5,210.00, to be funded by Redevelopment Agency Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).

- d. Approve Amendment No. 1 with PCH Architects, for additional Architectural and Engineering Services for the Kitchen HVAC Addition Project at Clement Middle School, in the amount of \$8,140.00, to be funded by Redevelopment Agency Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- e. Approve Amendment No. 2 to the contract with Boys & Girls Club, originally approved by the Board on June 13, 2023. This amendment adjusts the total contract amount to not exceed \$4,500,000.00, reflecting the intended allocation of \$1,500,000.00 per school year. Services will remain effective from August 9, 2023, through June 30, 2026, and will be funded by After School Learning Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- f. Ratify/Approve Amendment No. 1 with Kathryn Walker, increasing the contract amount by \$400.00, to be funded by Special Education Administrative Funds, not to exceed \$7,400.00. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- g. Ratify/Approve Amendment No. 1 with Amergis Health Care to extend speech services, correcting original amendment date to reflect the period of December 19, 2024, through June 5, 2025, to be funded by Special Services Funds. Authorize Jason Hill, Deputy Superintendent, Business Services and Amy Drummond, Purchasing Director, to sign related documents on behalf of the Board (Appendix Item).
- h. Ratify/Approve agreement with Consortium on Reaching Excellence in Education (CORE), to provide six full days of in-person training for Grades K-1 and Grades 2-3 teachers, and two full days for Grades 4-5 teachers on Reading Academy and Adolescent Literacy Solutions. Effective January 23, 2025, through June 30, 2025, at a cost not to exceed \$90,642.86, funded by the Educator Effectiveness Block Grant (EEBG) Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- i. Ratify/Approve agreement with Consortium on Reaching Excellence in Education (CORE) to provide six full-day, in-person CORE literacy coaching sessions for Franklin Elementary teachers, at a cost not to exceed \$25,200.00. Contract services will be effective from February 12, 2025, through June 5, 2025, to be funded by Local Control Accountability Plan (LCAP) and/or Title I (T1) Funds. Authorize Jason Hill, Deputy Superintendent of Business Services, to sign on behalf of the Board (Appendix Item).
- j. Ratify/Approve agreement with Consortium on Reaching Excellence in Education (CORE) to provide three full-day, in-person CORE literacy coaching sessions for Mentone Elementary teachers, at a cost not to exceed \$12,600.00. Contract services will be effective from March 1, 2025, through June 30, 2025, to be funded by Local Control Accountability Plan (LCAP) and/or Title I (T1) Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- k. Ratify/Approve the agreement with the Consortium on Reaching Excellence in Education (CORE) to provide two full-day, in-person CORE literacy coaching sessions for Mission Elementary teachers, at a cost not to exceed \$8,400.00, effective February 12, 2025, through June 5, 2025, to be funded by Title I (T1) Funds. Authorize Jason Hill, Deputy

Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).

- l. Ratify/Approve the agreement with the Consortium on Reaching Excellence in Education (CORE) to provide six full-day, in-person CORE literacy coaching sessions for Lugonia Elementary teachers, at a cost not to exceed \$25,200.00. Contract services will be effective from March 1, 2025, through June 30, 2025, to be funded by Local Control Accountability Plan (LCAP) and/or Title I (T1) Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- m. Award Bid 4-25 for Redlands East Valley High School Pool Replacement to the lowest responsible/responsive bidder, Elegant, in the amount of \$4,250,000.00, to be funded by RDA funds. Authorize Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond, Purchasing Director, to sign related documents on behalf of the Board.
- n. Award Bid 14-25 for Network Switches to the lowest responsible/responsive bidder, Converge 1, in the amount of \$439,503.64, to be funded by INFO Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond, Purchasing Director, to sign related documents on behalf of the Board.
- o. Award Bid 15-25 for CO2 Monitor Installation to the lowest responsible/responsive bidder Emcor Services, in the amount of \$4,040,730.00, to be funded by the California Energy Commission, CalSHAPE Grant. Authorize Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond, Purchasing Director, to sign related documents on behalf of the Board.
- p. Award Bid 16-25 for Restroom Expansion at Orangewood High School to the lowest responsible/responsive bidder, Epsilon Engineering, Inc. in the amount of \$468,824.00 to be funded by Redevelopment Agency Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond, Purchasing Director to sign related documents on behalf of the Board.
- q. Approve the San Bernardino County Superintendent of Schools (SBCSS) Second Quarterly report to ensure the District's compliance with the Williams Legislation. In accordance with California Education Code Section 1240, SBCSS conducts visits and monitoring of all schools subject to Williams Settlement monitoring during the 2024-25 fiscal year (Appendix Item).
- r. Approve the participation of the Redlands Unified School District in piggybacking on the San Joaquin Valley Unified Air Pollution Control District Volkswagen Mitigation Trust Fund School Bus Funding Agreement, originally Board approved on January 9, 2024. This piggybacking is in the District's best interest to secure necessary goods and services. Authorize Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond, Purchasing Director, to sign related documents on behalf of the Board.
- s. Approve Payment Transmittal Numbers 25001689 through 25001976 for March 11, 2025, in the amount of \$9,170,532.87. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- t. Approve Attendance at Professional Meetings (Appendix Item).

#### XIV. BUSINESS SERVICES ACTION ITEMS



On motion of Patty Holohan, second by Melissa Ayala-Quintero, and with a vote of 5/0 unanimously carried, the Board took action to:

- a. Approve and certify the Second Interim Financial Report [H251] per Assembly Bill 1200 and Education Code 35035[g] (Appendix Item).

On motion of Melissa Ayala-Quintero second by Candy Olson, and with a vote of 5/0 unanimously carried, the Board took action to:

- b. Adopt Resolution No., 34 for 2024-2025, Acknowledgement of Due Diligence and Authorization to Commit Funds indicating there will be projected reserves available in the General Fund as of March 11, 2025 (Appendix Item).

On motion of Patty Holohan, second by Michele Rendler, and with a vote of 5/0 unanimously carried, the Board took action to:

- c. Approve 2024-2025 Redlands Unified School District Transportation Plan (Appendix Item).

On motion of Melissa Ayala-Quintero, second by Candy Olson, and with a vote of 5/0 unanimously carried, the Board took action to:

- d. Approve the 2025-2026 Board of Education Meeting Dates (Appendix Item). With a correction to the 2/25/2026 board meeting date as that date falls on a Wednesday, correction to 2/24/2026. Change every other meeting to be a board workshop starting July 22.

#### XV. EDUCATIONAL SERVICES CONSENT ITEMS

On motion of Patty Holohan, second by Melissa Ayala-Quintero and with a vote of 5/0 unanimously carried, the board took action to approve items XV.a. and XV.b.

- a. Approve 17 members of the Redlands High School Mock Trial – Blue Team to travel by bus, to the Biltmore Hotel and Stanley Mosk Courthouse in Los Angeles, California, to participate in the California State Mock Trial Championships, effective March 13, 2025 through March 16, 2025.
- b. Approve 7 members of the Citrus Valley High School Thespians to travel by car, to Claremont Colleges in Claremont, California, to participate in workshops and professional adjudication, and view award winning performances, effective March 21, 2025 through March 23, 2025.

#### XVI. EDUCATIONAL SERVICES ACTION ITEMS

On motion of Candy Olson, second by Jeannette Wilson and with a vote of:

Ayes: Candy Olson, Jeannette Wilson, Melissa Ayala-Quintero, and Patty Holohan

Abstained: Michele Rendler on item XVI.h.

The board took action to approve items XVI.a. through XVI.j.

- a. Approve the Stipulated Expulsion regarding student 2024-2025-016, through the remainder

of the second semester of the 2024-2025 school year with all of first semester of the 2025-2026 school year suspended.

- b. Approve the Stipulated Expulsion regarding student 2024-2025-017, through the remainder of the second semester of the 2024-2025 school year.
- c. Approve the Stipulated Expulsion regarding student 2024-2025-018, through the remainder of the second semester of the 2024-2025 school year.
- d. Approve the Stipulated Expulsion regarding student 2024-2025-019, through the remainder of the second semester of the 2024-2025 school year with the first semester of the 2025-2026 school year suspended.
- e. Approve the Panel Expulsion regarding student 2024-2025-020, through the remainder of the second semester of the 2024-2025 school year with the first semester of the 2025-2026 school year suspended.
- f. Approve the Stipulated Expulsion regarding student 2024-2025-021, through the remainder of the second semester of the 2024-2025 school year and all of the first semester of the 2025-2026 school year.
- g. Approve the Stipulated Expulsion regarding student 2024-2025-022, through the remainder of the second semester of the 2024-2025 school year with the first semester of the 2025-2026 school year suspended.
- h. Approve the Stipulated Expulsion regarding student 2024-2025-023, through the remainder of the second semester of the 2024-2025 school year.
- i. Approve the Stipulated Expulsion regarding student 2024-2025-024, through the remainder of the second semester of the 2024-2025 school year with the first semester of the 2025-2026 school year suspended.
- j. Approve the adoption of the True North Substance Use Prevention Online Program, at RUSD Independent Study program and one RUSD high school, for a one-year pilot implementation.

#### XVII. HUMAN RESOURCES CONSENT ITEMS

On motion of Patty Holohan, second by Melissa Ayala-Quintero and with a vote of:

Ayes: Melissa Ayala-Quintero, Jeannette Wilson, Candy Olson, and Michele Rendler

Abstained: Patty Holohan on item XVII.h.

The board took action to:

- a. Approve all Consent Items as detailed in Items XVII.b. - XVII.af.
- b. Certificated – Ratify/Approve employment of new certificated contract personnel (Appendix Item).
- c. Certificated – Ratify/Approve employment of hourly Home Hospital certificated personnel (Appendix Item).

- d. Certificated – Ratify/Approve employment of hourly/daily certificated personnel (Appendix Item.)
- e. Certificated – Ratify/Approve revised salary placements/assignments of certificated contract personnel (Appendix Item).
- f. Certificated – Ratify/Approve extra assignments of certificated contract personnel (Appendix Item).
- g. Certificated – Ratify/Approve requests for leaves of absence from certificated contract personnel (Appendix Item).
- h. Certificated – Ratify/Accept resignations/separations of certificated contract personnel (Appendix Item).
- i. Certificated – Ratify/Approve release of temporary certificated contract personnel (Appendix Item).
- j. Certificated – Ratify/Accept resignations/separations of hourly/daily certificated personnel (Appendix Item).
- k. Classified – Ratify/Approve employment of new classified contract personnel (Appendix Item).
- l. Classified – Ratify/Approve employment of new special education paraprofessional classified contract personnel (Appendix Item).
- m. Classified – Ratify/Approve employment of classified substitute/short-term personnel (Appendix Item).
- n. Classified – Ratify/Approve revised salary placements/assignments of classified contract personnel (Appendix Item).
- o. Classified – Ratify/Approve revised salary placements/assignments of special education paraprofessional classified contract personnel (Appendix Item).
- p. Classified – Ratify/Approve extra assignments of classified contract personnel (Appendix Item).
- q. Classified – Ratify/Approve extra assignments of special education paraprofessional classified contract personnel (Appendix Item).
- r. Classified – Ratify/Approve anniversary/longevity increments of classified contract personnel, effective March 1, 2025 (Appendix Item).
- s. Classified – Ratify/Approve anniversary/longevity increments of special education paraprofessional classified contract personnel, effective March 1, 2025 (Appendix Item).
- t. Classified – Ratify/Approve requests for leaves of absence from classified contract personnel (Appendix Item).
- u. Classified – Ratify/Accept resignations/separations of classified contract personnel (Appendix Item).

- v. Classified – Ratify/Accept resignations/separations of special education paraprofessional classified contract personnel (Appendix Item).
- w. Classified – Ratify/Accept resignations of classified substitute/short-term personnel (Appendix Item).
- x. Classified – Approve revision to title from Account Clerk III - Food Service to Child Nutrition Services Account Clerk III and revisions to job description, effective March 12, 2025 (Appendix Item).
- y. Classified – Approve revisions to Appendix A-2, in the Child Nutrition Services Series and Fiscal Series of the Collective Bargaining Agreement, effective March 12, 2025 (Appendix Item).
- z. Management – Ratify/Approve revised salary placements/assignments of management team personnel (Appendix Item).
- aa. Management – Ratify/Approve revisions to the management team salary schedule for the 2024-2025 school year, effective March 1, 2025 (Appendix Item).
- ab. Other – Approve the 2025-2026 Management Team Personnel Work Year Calendar (Appendix Item).
- ac. Other – Approve the 2025-2026 Classified Personnel Work Year Calendar (Appendix Item).
- ad. Other – Ratify/Approve employment of temporary athletic team coaches (Appendix Item).
- ae. Other – Ratify/Approve employment of volunteer athletic team coaches for the 2024-2025 school year (Appendix Item).
- af. Other – Approve volunteers and fieldtrip chaperones for the 2024-2025 school year (Appendix Item).

#### XVIII. HUMAN RESOURCES ACTION ITEMS

On motion of Patty Holohan, second by Jeannette Wilson and with a vote of 5/0 unanimously carried, the board took action to approve:

- a. Classified – Establish position and approve job description for Child Nutrition Services Inventory & Purchasing Clerk, at Range 25, of the classified salary schedule, and 12 Month of the classified work year calendar, effective March 12, 2025 (Appendix Item).

After discussion, no motion was made on items XVIII.b. – XVII.d. Items were pulled until further revisions are made.

- b. Other – Approve new Administrative Regulation 1240 - Volunteer Assistance [First Reading] (Appendix Item).
- c. Other – Approve revisions to Administrative Regulations 4112.5/4212.5/4312.5 - Criminal Record Check [First Reading] (Appendix Item).
- d. Other – Approve revisions to Board Policy 4229 - Volunteers [First Reading] (Appendix Item).

## XIX. PUBLIC PARTICIPATION

## a. COMMUNITY INPUT

- Daphne Hawkins – discussed deeply concerning racist incidents that her child experienced at Redlands Unified School District. Including: a note saying “your skin is as black as your future”, being compared to a “black African monkey”, and a class assignment involving a racist character, Black Pete. Emphasized that these acts attack her child’s dignity and identity. Expressed frustration at the board’s failure to keep a commitment to address racism stating that without action, she will continue to escalate the issue including involving the media and the Department of Justice.
- Susan Abt – Expressed concerns about the board's plan to purchase a new reading program from Mississippi. While she supports improving student literacy, she pointed out that Mississippi's success was based on primary class sizes averaging 18 students, whereas California’s average is 25, and RUSD classes exceed that. She emphasized that smaller class sizes, especially in grades K-3, are key to student success, citing research linking smaller class sizes to higher achievement. Susan urged the board to prioritize reducing class sizes over introducing another reading program.
- Aya Francisco – Addressed Michelle Rendler, expressing frustration over the continued consideration of Policy 6115, the flag ban. Argued that symbols of acceptance, like pride flags, should not offend anyone except a small group of xenophobic individuals. Pointed to the large number of people who spoke out against the policy, including nearly 1,200 postcards, 50 letters, and 400 emails. Criticized the policy for erasing the recognition of minorities and questioned Michelle Rendler’s commitment to students’ well-being, urging her to reconsider the impact this policy would have on the school and its students.
- Trisha Keeling – Urged the board to reconsider the proposed flag ban policy, citing overwhelming opposition from over 1,000 postcards, hundreds of emails, and 50 handwritten letters. Warned that the policy would divide the community, incur legal costs, and damage trust in Redlands Unified staff. Raised concerns about ongoing racism in the district, referencing a family’s experience at Mariposa Elementary and calling for real reform and accountability.
- Michael Paisner – Directed his comments to Ms. Rendler, expressing concerns about policies promoted by Ms. Olson and Ms. Wilson. Highlighted the legal and financial risks these policies pose, citing ongoing legal battles in Chino and Huntington Beach. Warned that these policies would not improve test scores or student motivation but would waste district resources and create fear among teachers. Pointed to Chino's unfilled job openings as a result of similar policies and urged the board to assure current and prospective staff that their rights and freedom of speech will be protected.
- John Berry – Addressed the board regarding the flag issue, referencing an op-ed he wrote in 2022 and his combat tours in Iraq and Afghanistan. He pointed out that the U.S. Supreme Court had already ruled on the flag issue in the 2022 *Shurtleff v. Boston* case, stating that if a local government allows one group to display a flag, it must allow all groups. Emphasized that the government cannot discriminate against messages when offering space for flags. As a veteran, urged the board not to disrespect the flag, highlighting the sacrifices made by veterans.
- Heather Jackson and Anna Tsai – Shared a story about her daughter, Audrey, who faced

racial issues during a dance recital at Crafton Elementary. Audrey's dance partner, Hannah, was told by others that they couldn't perform together because Audrey was Black, which made both girls upset. Heather was disappointed by the principal's lack of support and compassion in addressing her daughter's feelings. Expressed the need for better training and support for staff to handle such situations and mentioned that the issue was part of a larger pattern affecting both girls. Anna Tsai - Shared that during this time, her daughter, Hannah, witnessed her brother being subjected to racial slurs like "Ching Chong" and "African monkey" at school. Explained that her son, Joshua, had endured these racial insults since first grade, lasting for three years. Highlighted the emotional and social impact these experiences had on both children, referencing Maslow's theory of needs. Urged the Redlands Unified School District, which prides itself on excellence, to take action to address these issues and support the well-being and academic progress of all students.

- Olga Romero - Expressed frustration over the focus on LGBTQ+ flags while special education has received little attention. Acknowledged the passion of board members, like President Holahan and Board Member Quintero, in advocating for flags but pointed out that similar efforts have not been directed toward improving special education services. Shared her ongoing requests over the past five years for more support for special education students, urging the board to be inclusive of all students, including those with disabilities, and to prioritize changes and budget allocation for special education.
- Valerie Taber – Expressed support for the Hawkins family and condemned the racially motivated hate comments their children experienced at Mariposa. Linked the rise in discriminatory incidents to the recent election and criticized board member Olson, for advocating against equity and DEI protections. Called out Olson as part of the problem and stressed that while teachers work hard to promote inclusivity, recent incidents highlight a systemic issue requiring a systemic solution. Urged the district to implement anti-racist curriculum, improve diversity training, and hold board members accountable for harmful behavior. Reminded the board of its previous resolutions addressing racism and equity, urging immediate action to align the district's practices with those commitments.
- Lynn Brown-Summers – Urged the board to reflect on their mission statement and hold themselves accountable to it. Criticized the board for allowing hateful behavior and emphasized that if they failed to live up to their values, she would ensure they were held responsible, even if it meant working to have them removed from office. As an advocate for 20 years, shared her frustration with the district's track record and vowed to encourage families to speak out about the board's actions. As a mother of four Black sons, she expressed how deeply she relates to the struggles of families facing racial discrimination, and she vowed to take action if the situation didn't improve.
- Dr. Regina Patton Stell – Emphasized the importance of inclusivity and civil rights for all. Shared that the NAACP had received calls about issues in Redlands, and while this wasn't her jurisdiction, she was representing the state. Informed the board that Redlands was chosen as a case study for training and educational modules, which are being developed to educate parents about their rights. Encouraged the district to join the initiative, stating that it was a new day for progress and urging the board to align with efforts to ensure they would be on the right side of history.
- Carolyn Murray – Stressed the need for school districts to address anti-Blackness and

bullying. Highlighted the lasting emotional, academic, and social consequences that these issues have on African American students. Emphasized that addressing anti-Blackness is not only a moral responsibility but also crucial for fostering academic success and equity. Called for training and the implementation of policies and programs to combat these issues, inviting board members to join a module on Zoom the following evening.

- Kaia Yoshimitsu – Expressed her disappointment with the system that is meant to support and represent her, especially in light of the flag policy. She shared comments from her petition against the policy, stating that banning symbols of expression goes against the values of freedom in America. Kaya emphasized that the flags represent pride, culture, and identity, and banning them would limit self-expression and understanding among students. She called for the right to express themselves freely, as granted by the First Amendment, and concluded with a quote from Archbishop Desmond Tutu, urging the board to take a stand against injustice.
- Greg Brittain – Emphasized the importance of quality education for children and the need for informed citizens to sustain the republic. Criticized the performance of government-run schools, pointing out that despite spending \$24,000 per student in California, education quality remains mediocre. Highlighted the growth in administrative staff since 1970, contrasting it with the modest increase in the student population. Argued that divisive cultural issues, like the inclusion of special interest flags in classrooms, are distracting from the core purpose of education. Concluded by mentioning that 15 states now have school choice, warning that continued divisive policies may lead to more states following suit.
- Channing Hawkins, Esq. – Expressed disappointment in the board for not following through on a commitment made during a prior meeting, specifically regarding a resolution that was not placed on the agenda. Shared a personal experience, recounting how their family, one of the few Black families in the area, was shocked to find their children were being taught about Black caricatures in school. Criticized the community for allowing this behavior and shared their frustration about being denied the opportunity to speak with other parents about the issue. Emphasized the negative impact these actions have on African American families and the community.
- Kameron Pyant – Acknowledged the importance of faith, stating that all glory is given to God, and expressed a clear intention to address racism within the Redlands Unified School District. Voiced pain over the ongoing racial discrimination and unfair treatment faced by Black students, noting the generational struggle for basic rights and equality. Emphasized that the district's stated goals of providing social-emotional support and safety are not being realized, especially for students experiencing trauma due to racial discrimination. Called on the board to take holistic action towards justice, not just hold meetings, urging immediate steps to ensure students feel safe and supported in their learning environments.
- Mary Chambers – Expressed concern as a parent and community member regarding safety issues in the district. Stated her son had been assaulted twice, and on two occasions, a group of six to ten students followed him with intent to harm. Despite these incidents, her son was placed in independent study, while the students responsible faced little to no consequences. Noted that the district did not consider the assaults expellable offenses and that transferring the students to a continuation school was not an option. Felt this situation reflected discrimination, as her son was not being protected.

- Maria Saucedo – Spoke in support of the Hawkins family regarding incidents of racial discrimination and harassment at Mariposa Elementary School. Emphasized that no child should endure such treatment and urged Superintendent Cabral to thoroughly investigate the situation and hold those responsible accountable, especially if it occurred in the classroom.
- Dr. David Morrow – Spoke in support of the Hawkins family, addressing incidents of racial discrimination. Referenced Martin Luther King Jr.'s famous speech from 62 years ago, emphasizing that children should not be judged by the color of their skin but by the content of their character. Highlighted that when a child faces discrimination, it affects not just the individual but their community, and pledged that the organization would continue to advocate for change until progress is made.
- Jared Gustafson – Spoke in support of the parents who shared their concerns about the incidents affecting their children, expressing deep empathy as a social worker, community member, and minister. Referenced Martin Luther King Jr.'s quote, "Injustice anywhere is a threat to justice everywhere," and praised board members Jeanette and Candy for their service to the community, noting their overwhelming election support. Emphasized that Redlands has voted for change and that the community stands with the board. Encouraged the board to act in favor of politically neutral classrooms and protect all students.
- Tommy Morrow – Expressed his concerns as a retired teacher and administrator with 37 years of experience. Criticized the recent incidents in the district, stating they were atrocious and should never happen again. Pointed out that the district's mission statement, while well-written, was rendered meaningless in light of these events. Emphasized the importance of words and actions, stating that when words don't align with actions, they become empty. Called on the board to do the right thing for all students, regardless of ethnicity, socioeconomic status, religion, or creed.
- Talese Morrow – Highlighted two key issues: lead exposure at Orangewood High School and racial incidents at Mariposa Elementary. Raised concerns about the health risks of lead exposure, particularly its effects on cognitive development in children, and called for immediate action to test, treat, and ensure safe drinking water. Condemned the racial incidents at Mariposa, including a teacher's assignment involving blackface and racially insensitive notes passed to a black student. Emphasized that these actions create a hostile learning environment and urged the district to implement mandatory cultural sensitivity and anti-bias training for all staff. Concluded by stressing the need for the district to protect all students, especially those who have been marginalized.
- Joseph Williams – Emphasized the importance of creating a safe and inclusive environment for all students. Expressed concern over a pattern of hate in the schools and stated that this issue goes beyond diversity, equity, and inclusion (DEI) – it is a fundamental responsibility of the district. Called for immediate, mandatory zero-tolerance anti-racist training for both students and staff, with a strong focus on cultural competency. Condemned the inclusion of blackface in assignments as a sign of a lack of sensitivity and called for a thorough investigation into the incidents. Demanded a review of the curriculum and policies to ensure they are inclusive, anti-racist, and culturally responsive. Urged the board to develop a clear action plan and respond to the community to show they are committed to protecting all students.

## XX. BOARD COMMENTS/REPORTS



Melissa Ayala-Quintero – Apologized for any potential coughing due to illness and assured that any missed statements would be addressed later. Congratulated Mission Elementary for receiving a \$5,000 grant, shared her attendance at the Citrus Counseling Gala, and expressing regret for not being able to participate in the Superintendent's Awards or local school readings due to illness. Attended the interfaith Ramadan Iftar dinner and received CERT training, which certifies individuals to assist during emergencies when first responders are delayed. Thanked the city of Redlands for hosting the training and encouraged others to attend in September. Concluded by expressing gratitude to all speakers, acknowledging the discomfort of the topic, and emphasizing their commitment to listening to and supporting the community, particularly in standing up for students.

Candy Olson – Expressed concern regarding racially based comments at Mission Elementary shared concern and disappointment among the group. Emphasized that no one finds these actions acceptable, and it's important that they were brought to light. Explained that the superintendent will be addressing the specific plan of action, but the district is working together to address the issue. Wants to focus on teaching students' kindness, respect, and appropriate behavior is essential. Shared that the superintendent and site principal have done well in implementing a plan, which will be an ongoing effort involving the community. The aim is to ensure the best plan is in place for all students. Discussed board goal, but since they were not finalized, further discussion will be held in a future meeting. Shared that the Linda Mood Bell cohort has identified a classroom of mild to moderate IEP students who will benefit greatly from reading and comprehension intervention. Added that the details are still being worked out, but there is excitement about the potential to significantly improve outcomes and reading scores for these students. Shared that Kimberly's teachers' lounge was selected to receive the new flooring. The installation will take place over the upcoming summer break to avoid any disruption to teachers during their lunch hours.

Jeannette Wilson – Shared her concern about the issues at Mariposa and other situations discussed and committed to providing cultural sensitivity training and reinforcing staff expectations. Shared concerns regarding the South Coast Air Quality Management Group's potential requirement to convert natural gas systems to electric, with significant financial impact on residences and small businesses. Further research and public input were encouraged. Emphasized the importance of literacy with efforts underway to find an evidence-based program to improve reading scores. Clarified that the focus on improvement is not a reflection of dissatisfaction with teachers, but a commitment to ongoing progress. Appreciation was expressed to those who attended.

Patty Holohan – Attended the Youth Hope event and the Citrus Counseling Services event with the superintendent and Mrs. Rendler. Thanked CV for hosting and providing entertainment, including a preview of their upcoming production of *Legally Blonde*. Mentioned that she participated in Read Across America at Smiley and Arroyo Verde. Thanked Kirtan, Jason, and staff for the second interim report, and congratulated to Raul and Wendy for their roles in the district. A special mention was made of Jamie Cortz and his wife, Susan, who has a new book coming out, with Jamie providing the illustrations. The book's proceeds will benefit an animal welfare organization. Thanked the students for attending the meeting, particularly Kaya, for taking time out of their school schedule. Addressed concerns from parents at Crafton regarding their students' experience, and reassurance was given that steps would be taken to ensure it does not happen again. Apologized to Mr. and Mrs. Hawkins for their son's experience, with a commitment to addressing the situation and working with the superintendent and board on a

resolution. Expressed personal empathy, sharing that as a person of color, they understand the impact of such incidents.

Michele Rendler – Expressed gratitude to all the speakers and assured that all concerns were being taken seriously. Apologies were extended to the Hawkins family for the situation at Mariposa, and a commitment was made to review and update a previously signed resolution to ensure it addresses current needs. Reiterated that hate speech, bullying, and racism will not be tolerated, and stressed the importance of student safety. Shared their recent participation in various events, including the Compact dinner mixer, RHS football pancake breakfast, Youth Hope dinner, Citrus Counseling Services Mystery Gala, and Superintendent's Awards. Also attended McKinley's Black History Museum, the Clement Black History Month celebration, and Read Across America at multiple schools. Highlighted Dr. Brad Mason's visit to McKinley to work with students on writing. Extended congratulations to Raul and Wendy on their new roles, and the speaker wished everyone a pleasant spring break. Reminder students to sign up for the school dual public races at the Redlands Bicycle Classic on April 12.

#### XXI. SUPERINTENDENT'S COMMENTS –

Juan Cabral – Expressed strong disapproval of an incident involving a teacher using Black Pete in the classroom, describing it as absolutely unacceptable. Shared that the principal took immediate action upon learning of the incident, and further accountability measures for staff involved were promised. Emphasized that the district will not tolerate any behavior that makes students feel inferior, and action was taken to address the situation. Explained that while the initial response was quick, including a meeting with the affected family and a classroom intervention, recognizes that further actions are needed. A plan was implemented to visit every classroom over two weeks to address these issues, and staff training was conducted to help them recognize and intervene in similar situations. Acknowledged that while these actions were necessary, they are not sufficient on their own, and shared the district's commitment and ongoing efforts to prevent such incidents. Noted that other incidents across the district, including those at Crafton, will be addressed. The district's equity teams, established at every site, continue to work on these issues, though their effectiveness varies, and expressed his commitment to ensuring consistent responses across all campuses. Reiterated the importance of setting a positive example for students and promised continued efforts to hold staff accountable. Stressed that addressing these issues requires collaboration with the entire community and invited ongoing input to solve these problems together.

#### XXII. ITEMS FOR FUTURE AGENDA

Candy Olson – expressed concerns about the proposed South Coast AQMD rule mandating the conversion of water heaters, highlighting that it could impact over 5.1 million units in the area and result in an economic burden of over \$20.4 billion. Emphasized that the costs of conversion are too high for the district, especially given the strain on the power grid and the affordability issues for elderly individuals on fixed incomes, lower-to-middle-class families, and apartment complex residents. Argued that these rules would lead to displacement of individuals, particularly in apartment complexes, and cause hardships for many people. Requested that the board vote on a resolution at the next meeting to oppose these proposed rules.

Patty Holohan – Inquired about the status of the flag policy.

Juan Cabral – Shared that the board scheduled a special meeting on March 21 to discuss various policies, including the flag policy. Explained that the agenda will be made available to the public

by March 18 or 19. The meeting will begin at 1:00 PM and is scheduled to conclude by 5:00 PM. It will be a workshop, allowing for open discussion, and will be open to the public.

Melissa Ayala-Quintero – Inquired about the 5% increase in board compensation mentioned by the Superintendent, specifically asking whether it would be applied retroactively, as has been done in the past. Requested to add the item to the March 21, board meeting.

XXIII. CLOSED SESSION

None.

XXIV. ADJOURNMENT

There being no further business, the meeting was adjourned at 8:22 p.m.

Adopted:

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Jeannette Wilson, Clerk

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Date