

Board of Education Minutes
Regular Meeting: March 12, 2024
Open/Closed Session: 6:00 p.m.
Open Session: 6:00 p.m.

I. OPEN SESSION – President Vara opened the meeting at 4:30 p.m.

- a. ROLL CALL – Melissa Ayala-Quintero, Patty Holohan, Jim O’Neill, Michele Rendler, Alex Vara
- b. ANNOUNCEMENTS – None.

Staff Attending:

Juan Cabral, Superintendent of Schools
Jason Hill, Assistant Superintendent, Business Services
Ken Wagner, Assistant Superintendent, Educational Services
Sabine Robertson-Phillips, Assistant Superintendent, Human Resources

II. PUBLIC PARTICIPATION

a. COMMUNITY INPUT

- 1. None.

b. WORKSHOP

- 1. LCAP Board Workshop - Ken Wagner; Assistant Superintendent, Educational Services and Kristi Hubbard; Coordinator, Categorical Programs & Educational Support

Dr. Wagner and Ms. Hubbard provided a Board Workshop on the LCAP. The LCAP Planning and Writing Process includes Community Input Opportunities, LCAP Advisory Committee and Board Workshops. Ms. Hubbard discussed the ThoughtExchange survey results, sharing a few of the results that scored high. She further noted that the responses indicate a strong appreciation for the school district’s effort in communication, inclusivity, and the variety of programs offered. However, there are calls for increased cultural and disability awareness, more extracurricular activities for younger students, along with the introduction of a dual immersion program. Respondents also highlighted the need for more support for athletics, better engagement from counselors, and the introduction of practical skills classes. There were also concerns about class sizes, air quality, and the need for more language options. The responses also emphasized the importance of maintaining and enhancing intervention services, mental health support, and the provisions of nutrition meals.

Ms. Hubbard reviewed the LCAP Metrics and Action, going over the Local and State Indicators, Metrics and Current LCAP Action/Services, as well as the four

LCAP Goals for 2024-25 promoting a Positive Learning Environment, Tiered Supports for all Students, Maintenance of Base Programs and Goals 1 and 2, as well as Equity Multiplier Focus Goals. The Board reviewed the LCAP Priorities from 2023-2024 and made recommendations for 2024-2025.

III. ADJOURNMENT TO CLOSED SESSION

- a. The Board adjourned to Closed Session at 5:16 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 Kellee Baker to the position of Elementary Assistant Principal, Kingsbury Elementary, effective April 1, 2024, at Step 5 of the Management Team Salary Schedule.

On motion of Melissa Ayala-Quintero, second by Patty Holohan, and unanimously carried (Ayes: Ayala-Quintero, O'Neill, Rendler, Vara), the Board took action to:

Appoint Kellee Baker to the position of Elementary Assistant Principal, Kingsbury Elementary, effective April 1, 2024, 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 2023-24-04, pursuant to Education Code Section 44951, effective the 2024-25 school year, and direct the Superintendent or designee to send out appropriate legal notices.

On motion of Patty Holohan, second by Jim O'Neill, and unanimously carried (Ayes: Ayala-Quintero, O'Neill, Rendler, Vara), the Board took action to:

Release and reassign Employee Number 2023-24-04, effective the 2024-25 school year and direct the Superintendent or designee to send out appropriate legal notices.

- d. CONFERENCE WITH LEGAL COUNCIL – ANTICIPATED LITIGATION

No Action was taken.

e. STUDENT MATTERS

No Action was taken.

f. OTHER

No Action was taken.

V. ADJOURNMENT TO OPEN SESSION

- a. The Board adjourned to open session at 5:55 p.m.

VI. REGULAR MEETING – OPEN SESSION

- a. CALL TO ORDER – President Vara opened the meeting at 6:04 p.m.
- b. PLEDGE OF ALLEGIANCE – Led by Student Trustee Paris Haynes
- c. ROLL CALL – Melissa Ayala-Quintero, Patty Holohan, Jim O’Neill, Michele Rendler, Alex Vara, Student Trustee Paris Haynes

Staff Attending:

Juan Cabral, Superintendent of Schools
Jason Hill, Assistant Superintendent, Business Services
Ken Wagner, Assistant Superintendent, Educational Services
Sabine Robertson-Phillips, Assistant Superintendent, Human Resources

d. APPROVAL OF MINUTES

On motion of Michele Rendler, second by Jim O’Neill, and unanimously carried, the Board took action to:

1. Approve the minutes of the February 6, 2024, Special Board Meeting, and February 13, 2024, Board of Education Regular Meeting

VII. PUBLIC PARTICIPATION

a. COMMUNITY INPUT

1. Trisha Keeling
- Encouraged the Board to make a decision to trust the administrators and the librarians.
 - Shared that options for parents to opt their child out of reading a book already exists.

- Reading literature allows the kids to explore in a safe manner.
- Removing books can create a barrier which is not conducive to all students, further noting that banning books takes away the rights of students to access knowledge.
- Requested that the Board does not allow an out-of-state anti-LGBTQ activist to have power in our community.

2. Matt Keeling

- Noted that he is in District Area 4 and has two children in the District.
- Feels that people expect the schools to parent for them and that parents need to teach their kids to be responsible.
- Encouraged the Board to not ban books.

3. Michael Paisner

- Shared that the books are not dangerous and parents can make choices for their kids and to please not let other people's views restrict other people's choices.
- Expressed that the goal of the speakers at the meeting is to make a spectacle to advance a political agenda.
- Noted that reviewing all the library books is not part of the Board's regular responsibility, as their job is to supervise the Superintendent.
- Shared that the book policy could be more effective if the public had to pay for the time involved with the review.

4. Megan Garcia

- Noted that parents have the choice to call the school and request that their children not read certain books.
- Shared that banning books stifles the freedom of expression which can at times serve as a lifeline and allow students to explore different cultures.
- Feels that removing books that discuss inclusivity might send the message to kids that they do not belong.
- Stated that schools should be places of enlightenment and knowledge and not censorship.

5. Val Zavis

- Inquired when did it become a right for children to read pornography.
- Read excerpts from Unicef, American College of Pediatrics and Journal of American Medical Association regarding obscene material.

- Shared that pornography should not be used to teach children human sexuality, as it violates boundaries and beliefs.
- Noted that she felt the comment that the Superintendent made about children reading books was disturbing.

6. Felipe Albertao

- Shared that he is there to read a letter that an educator sick at home wrote.
- Expressed that the sometimes the safest place for a child to learn is not in the classroom, but in a book.
- Stated that books give children a safe place for thinking and imagining and that removing a book removes an opportunity for conversations and understanding.
- Encouraged the Board to please follow protocol, trust the librarians and remind parents that they can opt-out books for their own students without removing it for all students.

7. Chris Clautice

- Shared that he is a Redlands resident and retired public school teacher with grandkids in the District.
- Noted that the District should stay true to the mission statement of providing a well-rounded education.
- Encouraged the Board to not be intimidated by individuals who insist on suppressing all teaching of human sexuality.

8. Dale Broome

- Noted that he has submitted nine formal book complaints over the past year and has only had success with having three books removed from the middle schools and they all remain in the high school library.
- Shared that the process is arduous and he has exhausted all other avenues and is now asking the Board to make a decision as the administration refuses to allow parents on the committee.
- Stated that it is not a violation of AB1078 to have the books removed as it is not complaining about LGBTQ content, but rather they are complaining about sexually graphic books.
- Requested that the Board take action to have the books removed from the library and protect kids from pornography or the voters will hold you accountable and God will hold you accountable.

9. Candy Olson

- Noted that there is such a thing as age appropriate content, otherwise adult book stores wouldn't be called adult book stores. Adult means 18 and up.
- Shared that no one wants to ban books and that everyone is free to read pornographic books as much as they like to their children at home. Further noting that parents don't know which books are in the libraries.
- Suggested that an opt-in option for library books would be a better option and that all of the complaints filed have been towards obscene material that is harmful to young minds.
- Stated that it is not the Districts place to sexualize children, as it is the parents God given right to the upbringing and education of their children.

10. Josephine Swanson

- Shared that she is a third year student who is aspiring to become an elementary teacher.
- Noted that she attended Redlands Unified and is thankful for the education.
- Stated that in Fahrenheit 451, the people banning books are not the good guys and they should not make the decision for others on what can be read.
- Urged the Board to remember that they represent the students not the adults pushing their hateful ideas on to others.

11. Rebecca Rodriguez

- Noted that she is a parent of a student in the District and that her son is a victim of racial discrimination and bullying several times.
- Shared that she went to the school site and spoke to the Principal and addressed what they thought they could, but her son still had to be moved to another classroom and she is concerned that her son is not safe.
- Stated that schools need to prepare parents for different situations, whether it is meetings and announcements rules to keep kids safe in classrooms.
- Shared that she heard the District is banning recess next year and hopes it is not true.

12. Paul Blatchley

- Shared that he lives in Trustee Area 5 and the REV Stadium should be named after Glenn Johnson who was a beloved teacher at REV who had established the video production and the REV film festival and is very deserving of the recognition.

- Stated that he received another attendance notification regarding tardies and wondered about the REV Administration role and spoke about the parking lot spaces and entry point for traffic.
- Questioned the Prop 28 funds and what the money was spent on, as the theater program did not receive it.
- Discussed the Governance Handbook under the Governance Team responsibilities of providing a well-rounded education and questioned whether the District is capable of it. Further noting deficiencies in the library and district curriculum.

13. Joshua Hall

- Noted that fighting to remove books from the school libraries is misleading and that the District should pull the pornographic books out of the library because kids can just to rent them from the public library.
- Shared that everyone is saying parents can opt-out of reading material, and that is true but they cannot opt-out of receiving education on gender identity in the classroom.
- Stated that the people banning the books are the good guys and they are being blacklisted and that is censorship.

14. Heather Baeumel

- Shared that she would like to address the school board on the pornographic material remaining in the high school libraries and is extremely concerned about the welfare of the children in the community.
- Noted that the books that they are demanding the Board to look at and remove are the ones that graphically describe pedophilia, rape, and sexual abuse.
- Requested that the books be removed out of the school and to educate children in the areas that they need to be trained in.

15. Heather Griggs

- Noted that she lives in Trustee Area 1 and is a community member and educator.
- Shared that free exploration of ideas are at the core of maintaining an educated society and people learn and grow as a result of their experiences and interactions with the world which requires open access. Further stating that the banning of texts is a mirror of what people are afraid of, and that most of the books being questioned are by LGBTQ or colored authors.
- Stated that Board of Education should do their best to support educators and maintain a community that everyone can be proud of.

16. Jon Swanson

- Shared that progress was not given and is not assured and only through persistence have we overcome resistance of those who seek to conserve over the different other primacy twisting existence to a threat by comparing great works of literature to pornography.
- Noted that banned books in school clubs will come back in as bigotry and is harmful.
- Implored the Board to stand up to misguided and harmful efforts and not to fall for the historical distortions that oddly seek to over sexualize everything.

17. Dominique Swanson

- Noted that she is a parent of two children and would like to add voice requesting the Board to not allow a small group of people to restrict book access for everyone's children.
- Expressed that she cares deeply about community and children and books present a variety of experiences that are invaluable.
- Shared that books provide a variety of perspectives and experiences that are invaluable.
- Encouraged the Board to please move forwards not backwards.

18. Jeanette Wilson

- Noted that she would like the Board to provide clarification to the speaker that stated that the Board has no jurisdiction or responsibility over the library books as there is Board Policy that explains what is expected.
- Shared that she has been talking to many parents and they keep asking why school board is so interested in keeping pornographic books in the libraries.
- Stated that parents are thinking about pulling their children out of school and that although some people say that it is only a small group that is concerned with removing the books, it is not.
- Noted that REV promotes more books than anyone else.
- Expressed that the majority of parents believe that the books do not belong in public school libraries as it is very damaging to the psyche of children.

19. Valerie Taber

- Shared that she is a parent and a resident and that there have been many thoughtful comments about book banning and as a parent she urges the

Board to trust the libraries and administrators that have found them to have value for the children's education.

- Stated that parents and only parents have the right to restrict the access of their children to library resources.
- Noted that she attended the safety forum on Adult and Student Boundaries and appreciates that the Board has made anti-grooming and student/adult boundaries a priority.
- Stated that many people here tonight were not in attendance and they should put their efforts into that instead of policing books.
- Requested that the Board consider for the next workshop to be a Zoom or livestream option for the forum so more people can attend.

20. Lawrence Hebron

- Shared that he lives in Trustee Area 3.
- Stated that years ago a person could have been arrested for providing pornographic material to kids and today we pay librarians to seek it out and stock the library shelves with it and pay teachers and administrators to ignore the protests made by concerned parents.
- Noted that the Trustees are entrusted in promoting the welfare of children and that all the public is asking is for them to do their job and get filth out of school libraries.

21. Samantha Trad

- Noted that she grew up in Redlands and shared that some of the books that people want to ban are books that affected her life when she was in school.
- Stated that she loves that she can decide what books her kids can read based on her personal values and beliefs and that kids are able to access books if the parents are ok with it.
- Shared that the Board cannot let a group dictate what books people read as freedom of speech is important.
- Encouraged the Board to listen to what Valerie said as freedom is important as are books that kids can access, if their parents are ok with it.

22. Anthony Dodd

- Shared that he recently moved here and that there are very few books, if any, that change the course of a teenagers life, as bad books are a myth.
- Noted that parents should parent their own children not the school board.

23. Helen Mitchell

- Noted that she is a parent and a spouse of a substitute teacher.
- Shared that there is a sub coverage emergency and was shocked about the complaint filed against her husband.
- Noted that there has been no communication from the District on the nature of the complaint or the timeline.

24. JB Marcus

- Shared that kids do need literature in their lives and wondered why RUSD insists on reading about rape and pedophilia and covering up sex crimes against students.
- Stated that they are not requesting that books be banned but rather asking that graphic porn literature not be confused with textbooks or sex ed.
- Expressed that by keeping the books, the District is trying to numb children's minds to pedophilia so RUSD can stop paying out so much hush money.
- Noted that if perverted books are removed from the libraries, than the chance of children reading them is zero, and that only one of the nine books appealed deals with LGBTQ.

25. Colin Mitchell

- Shared that the District put him on Administrative leave 26 days ago based on a complaint filed against him.
- Has inquired about the nature of the complaint but has not received any information.
- Stated that he takes the matter seriously and is unable to work and someone other than himself may have been wronged and has not found closure.
- Shared that the lack of communication and the extraordinary time of 26 days is unsettling.
- Expressed that RUSD is unprofessional and this lack of transparency does not engender trust.
- Noted that he wants this resolved and cleared. Further asking the Board to please do their best to support teachers and reevaluate this complaint process.
- Noted that he has a friend at McKinley going through the same thing and was suspended a week ago with no reason.

The following emails were received prior to the March 13, 2024 meeting, and was distributed to the Board of Education and will be attached to the published minutes of the meeting:

- Helen Li Mitchell
- Collin Mitchell

VIII. STUDENT REPRESENTATIVE'S REPORT

- a. Paris Haynes from Redlands eAcademy reported on events happening at RHS, REV, OHS, eAcademy, and CVHS.

eAcademy:

- Prom is coming on April 25 and the theme is fairy tale.
- The Knowledge Fair is on April 15.
- Senior Laser Tag is on March 29.
- The student vs staff game was on the 29th of last month.

REV:

- Prom is coming up on April 6 and will be hosted at the Indian Wells Country Club in Palm Springs.
- On the 10th, REV had the James and the Giant Peach play.
- Boys soccer made it to the CIF and Semifinals.
- Boys basketball had five special honors.
- AVID Annual Junior Overnighter is on the 14th.
- Yearbook is finishing up this year's yearbook.

CVHS:

- Juniors took the SAT's last Wednesday in a different area which caused a little delay in starting the test.
- They held the becoming Blackhawk Orientation Event and Multicultural Festival.
- 95% of the Blackhawks are using the Five Star App to record attendance for sports, club meetings and performing arts concerts.
- Prom is April 13 and the theme is Dream.

RHS:

- JV Cheer team won Nationals in their Division.
- The percussion ensemble took first place with a score of 78.4.
- Had a blood drive in February that went really well.
- Speech and Debate went to UC Berkeley.
- They had a student's vs staff basketball game and the staff won by 30 points.
- This Friday is prom kick off.
- Last Thursday they had their Cultural Fashion Show.

OHS:

- BSU visited Victoria Elementary for Read Across America.
- The Engineering Class taught students how to launch paper rockets for Leap Day.
- The boys basketball team defeated two of their biggest rivals and tomorrow is the championship game against Sierra.
- The FIRE Fair is coming up for new students on April 11.

IX. ASSOCIATION REPORTS

1. Redlands Teachers Association/CTA/NEA – No Report.
2. Redlands Education Support Professionals Association/CTA/NEA- Ms. Huerta-Brewster shared that the classified staff play a crucial role in ensuring the smooth function of the educational community. Ms. Huerta-Brewster provided details on all of the helpful traits of classified staff members. Noting that their hard work is appreciated and their efforts are truly valued and she is grateful to be the RESPA President.
3. Redlands Administrative Personnel Association – Dr. Acosta shared the following updates:
 - Spring Sports, Proms & Graduation
 - Upcoming Band/orchestra concerts-REV Fest, April 11th 9am-1:30pm
 - Redlands Bowl Sing-Along assemblies
 - Redlands Bike Classic
 - Redlands Education Partnership Harlem Wizards game
 - Elementary hosted Read Across America
 - 5th grade writing contest with the topic, “Why you Think Living in America is Great.”
 - Officially in trimester 3 - the home stretch
 - Report cards became viewable to families yesterday
 - RCSS is providing professional development to our counselors: Trauma Informed Practices & Youth Mental Health First Aid
 - Last week and this week teachers have administered our second benchmark of the year
 - CAASPP testing will begin very late April/early May
 - RAPA discussing ways to recognize retirees
 - Wishing everyone a restful spring break prior to finishing the 23-24 school year strong so all students and staff can leave their legacy

X. BOARD MEMBER COMMITTEE REPORTS

- a. Redlands COMPACT – Mrs. Rendler reported that the dinner mixer was held last month with over 100 students and adults. Students used what they learned in the Compact Club to network and interact with adults in many different fields such as medical, banking, education, law, public service and more.

Shared that Mock Interviews went very well, and thanked all the adults who were there to conduct the interviews with students.

Noted that the Steering Committee is in search of a dedicated staff member who would like to be the advisor for the Compact Club at CVHS and REV. Further noting that students in the club gain knowledge and skills they will use throughout their lives.

- b. Redlands Educational Partnership – Mrs. Rendler reported that the Wizard’s basketball game is set for April 19th at REV 7:00 p.m.

XI. BOARD COMMENTS

- a. Patty Holohan

1. Thanked all the Principals, staff, parents and student for attending the February Superintendent Awards. Further sharing that she appreciates recognizing the TK/K students.
2. Shared that she attended the dress rehearsal for the Junior Lion King production at Cope and thought it was the real thing. She noted that the students did a great job and hopes that the students continue on in performing arts when they get to the high school system.
3. Noted that tonight the Board will accept the retirees and that Mr. Massaro is retiring and Chuck Mendoza has been teaching 30 years in the District. She shared that the District would miss each and every one of them and thanked them all for their hard work and dedication.
4. Wished everyone some down time and relaxation during Spring Break.

b. Melissa Ayala-Quintero

1. Noted that she also went to see the Lion King Junior and thanked Katie Cook for inviting her, noting that they did a great job as it took her back to her childhood. She applauded the students for all their hard work.
2. Reminded everyone to take a breath during Spring Break and appreciate every day as it comes.
3. Wished everyone a pleasant evening.

c. Michele Rendler

1. Shared over the last two weeks she visited 10 elementary schools and participated in Read Across America. She thanked all the PTAs and Volunteers for making it such a success and gave a special thanks to Amazon for the donation of books to Victoria.
2. Thanked Mrs. Sherman for the invitation to see African American Living Museum a few weeks ago, noting that she was quite impressed by the 5th graders knowledge of the individuals they were portraying. The projects and speeches were well done, some student had even memorized their speech.
3. Shared that she was happy to have attended some of the Middle School soccer games. Congratulations to Clement Boys, Moore 6th graders, and Beattie girls for their league wins this year. She is looking forward to Basketball starting up soon.
4. Noted that she is sad to see so many wonderful people retiring. Mr. John Smith, after 41 years teaching and office staff at some of the schools, including Georgia, Judy, Mary, Lori, as well as Chuck and Julie Mendoza. They will all be missed.
5. The Redlands Bicycle Classic is coming up. The public races, with the School Duel will be held on Saturday, April 13th. The school with the most participants gets bragging rights and the trophy for the next year. All Elementary schools will have an outdoor assembly with a visit from a professional bicycle team. She reminded parents to not forget to register their students. Special thanks to Brian Zander, a teacher at Judson & Brown for organizing the kids races.

6. Wished everyone a restful and fun Spring Break and hopes that they enjoy time with family and friends.

d. Jim O'Neill

1. Shared that he also enjoyed the Lion King and the kids were wonderful and that he and Melissa were singing along. The audience was very supportive of the production and it was really great.
2. Noted that he was on a planned vacation during Read Across America but was able to go to Judson and Brown where he saw a Lego Competition and Crafton.
3. Noted that he met with the Student Trustees and that it is a great group which is very productive. The last meeting a Student Trustee from San Bernardino zoomed in. The students discussed issues and concerns on campus at the last meeting. Vaping and bathrooms continues to be big issues. One of the Student Trustees is on the stage crew for James and the Giant Peach and he shared that the roof leaks in Blackstone theater. The students also noted that they feel safe at school.
4. Shared that the Kiwanis Club gives away scholarships to RUSD students and two weeks ago they interviewed kids and awarded \$73,000.00 in scholarships to outstanding high school seniors. Further sharing that the Run through Redlands is a Kiwanis sponsored event that goes back to the community for scholarships. This year they broke records with 3,500 people running in the rain.
5. Noted on a personal level that he was able to work with Redlands High School students and the Optimist Club for an Optimist Youth Shooting Day at the Redlands Shooting Park for kids that want to be introduced to that kind of sport. Further noting that the District has a few students from RHS that are state champions.

e. Paris Haynes (Student Trustee)

1. Shared that she has been to three Student Trustee Meetings and they are always productive. They get lots of information and talk about how to improve the schools. Further noting that it is nice to hear what other schools are doing and that it would be great if the schools had more collaboration on other topics, and not just sports.

f. Alex Vara

1. Shared that he attended CIF semifinal game and they lost the in the penalty kick. The final score was 6-5.
2. Attended the Superintendent's Awards noting that it is nice seeing the little ones.
3. Asked for assistance from parents to deal with social media issues as it is hard to contact Instagram to have a post removed. He asked that parents please monitor their child's social media account.

XII. SUPERINTENDENT'S REPORT

a. Juan Cabral, Superintendent of Schools:

1. Mr. Cabral noted Read Across America is one of his favorite time. He was able to read his book at Smiley, Crafton, Highland Grove, Arroyo Verde, Franklin. He gave a shout out to Mr. Flynn's class for writing him thank you notes as they made his day. Next year he will go to five different schools.
2. Noted that there is another Family and Community Safety Forum on April 10 at Cope Middle School at 5:00 p.m. and it is on Social Media/Cyberbullying. Mr. Cabral encouraged the audience to invite as many people as possible. He further shared that he will look into Livestreaming as he knows that it is sometimes hard for families to get out.
3. Addressed the parent that spoke about their child being bullied stating that bullying cannot be tolerated and he will have Dr. Wagner's office reach out to that parent to find out what we can do.
4. Thanked Business Services staff for the work on the Second Interim.

Board President Vara adjourned at 7:48 p.m. for a five minute recess.

Board President Vara reconvened the meeting at 7:54 p.m.

XIII. PRESENTATION

a. Second Interim Financial Report - Jason Hill, Assistant Superintendent, Business Services.

Assistant Superintendent Hill provided a PowerPoint presentation on the Second Interim Financial Report. Education Code requires that the District submit two interim reports during the fiscal year. The purpose of the presentation is to give the District, County, State and other stakeholders a snapshot of the District's Financial status thru June 30.

Mr. Hill shared the CBEDS Enrollment to Average Daily Attendance, Local Control Funding Formula, 2023-24 Second Interim Report, and Components of Assigned and Committed Items. The Multi-Year Assumptions for 2024-2025 and 2025-2026 were reviewed along with the actuals, and projected figures on the Multi-Year Analysis.

Mr. Hill recommended a Positive Certification and stated that RUSD is able to meet its financial obligations for the current and the two subsequent fiscal years based on the District's assumptions.

Mr. Hill shared that the next steps include the May revision the second week of May, the District will adopt the 2024-25 budget along with the estimated actuals for 2023-24 – tentatively June 11, 2024. Legislature will deliver their budget to the Governor by June 15 and the State will adopt their budget by June 30.

XIV. SUPERINTENDENT'S RECOMMENDATIONS

XV. BUSINESS SERVICES CONSENT ITEMS

On motion of Melissa Ayala-Quintero, second by Patty Holohan, and unanimously carried, with Student Trustee Haynes voting Aye, the Board took action to:

- a. Approve all Consent Items as detailed in Items XV.b. – XV.m.
- b. Approve Agreement with Ironwood Consulting & Inspections, Inc., to provide DSA Inspection Services for the Citrus Valley High School Gymnasium HVAC Replacement Project, for \$7,600.00, effective March 13, 2024 through September 30, 2024, to be funded by Covid and/or Redevelopment Agency Funds. Authorize Jason Hill, Assistant Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- c. Approve Amendment No.2, with Galaxy Speech, LLC., to provide Speech services as directed by the District, extending the contract to June 6, 2024. Authorize Jason Hill, Assistant Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- d. Approve Amendment No.4, with New Direction Solutions, LLC., DBA as ProCare Therapy, to extend existing agreement to June 6, 2024, and approve updated pay rate sheet (Appendix Item).
- e. Approve Amendment No.2, with Pioneer Healthcare Services LLC., to provide Speech-Language Pathology (SLP) services as directed by the District, extending the contract to June 6, 2024. Authorize Jason Hill, Assistant Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- f. Award Bid 17-24 for Redlands East Valley High School Stadium, Phase II, to the lowest responsible/responsive bidder, Roadway Engineering & Construction Corporation, in the amount of \$3,324,400.00, to be funded by General Funds, Redevelopment Agency Funds and/or Special Reserve Funds. Authorize Jason Hill, Assistant Superintendent, Business Services, and Amy Drummond, Purchasing Director I, to sign related documents on behalf of the Board.
- g. Approve Change Order No. 6 with Wakeco, Inc., for HVAC Upgrades and New Offices at the District Office, Bid 6-23, in the amount of \$24,434.96, to be funded by Covid and/or Redevelopment Agency Funds (Appendix Item).
- h. Approve Reject Claim Number 634592 and JO121024 in accordance with Government Code Section 913.
- i. Approve Revision of Administrative Regulation (AR) 3311 - Bids [First Reading] (Appendix Item).
- j. Accept the San Bernardino County Superintendent of Schools report to ensure the District's compliance with Williams Legislation for the second quarterly report of the 2023-2024 fiscal school year (Appendix Item).
- k. Accept Donations. Instruct the secretary to write letters of appreciation on behalf of the Board (Appendix Item).

- l. Approve Payment Transmittal Numbers 24001142 through 24001259 for March 12, 2024, in the amount of \$5,308,418.87. Authorize Jason Hill, Assistant Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- m. Approve Attendance at Professional Meetings (Appendix Item).

XVI. BUSINESS SERVICES ACTION ITEMS

On motion of Jim O'Neill, second by Melissa Ayala-Quintero and unanimously carried, with Student Trustee Haynes voting Aye, the Board took action to:

- a. Adopt the Board of Education Governance Handbook (Appendix Item).

On motion of Melissa Ayala-Quintero, second by Patty Holohan, and unanimously carried, with Student Trustee Haynes voting Aye, the Board took action to:

- b. Approve the revised 2023-2024 Board of Education Meeting Dates (Appendix Item).

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried, with Student Trustee Haynes voting Aye, the Board took action to:

- c. Adopt Resolution 25, 2023-2024, with Public Agency Retirement Services (PARS) to design a Supplementary Retirement Plan (SRP) for Certificated Non- Management, Certificated Management, Classified Non-Management, and Classified Management employees, which was initially approved by the Board on December 12, 2023. The SRP was designed as a retirement incentive program that encouraged eligible employees to retire early. The goal of the program was to generate savings, or at a minimum, create no cost to the District by increasing the number of retirements in the 2023-2024 school year (Appendix Item).

On motion of Melissa Ayala-Quintero, second by Michele Rendler, and unanimously carried, with Student Trustee Haynes voting Aye, the Board took action to:

- d. Approve 2023-2024 Redlands Unified School District Transportation Plan (Appendix Item).

On motion of Michele Rendler, second by Melissa Ayala-Quintero, and unanimously carried, with Student Trustee Haynes voting Aye, the Board took action to:

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

XVII. EDUCATIONAL SERVICES CONSENT ITEMS

On motion of Melissa Ayala-Quintero second by Jim O'Neill, and unanimously carried, with Student Trustee Haynes voting Aye, the Board took action to:

- a. Approve Consent Items as detailed in Items XVII.b. – XVII.l.
- b. Approve 14 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 Competition, effective March 21, 2024 through March 24, 2024.

- c. Approve 53 members of the Redlands East Valley High School Heritage Full Orchestra to travel by bus, to Disneyland, Anaheim, California, to participate in the Anaheim Heritage Festival, effective May 24, 2024 through May 25, 2024.
- d. Approve 16 members of the Redlands High School Girls Varsity Volleyball Team to travel by car, bus, and plane, to Hilo, Hawaii, to participate in the 2024 Kamehameha Hawaii Girls Volleyball Labor Day Classic, effective August 28, 2024 through September 2, 2024.
- e. Approve Revised Administration Regulation and Board Policy 0460 – Local Control and Accountability Plan [Second Reading] (Appendix Item).
- f. Approve Revised Administrative Regulation and Board Policy 1312.3 – Uniform Complaint Procedures [Second Reading] (Appendix Item).
- g. Approve Revised Board Policy 5111 – Admission [Second Reading] (Appendix Item).
- h. Approve Revision of Administrative Regulation and Board Policy 5125.1 – Release of Directory Information [First Reading] (Appendix Item).
- i. Approve Revision of Board Policy 5141.3 – Health Examinations [First Reading] (Appendix Item).
- j. Adopt/Approve New Administration Regulation and Board Policy 5145.13 – Response to Immigration Enforcement [First Reading] (Appendix Item).
- k. Approve Revision of Administrative Regulation and Board Policy 5145.2 – Freedom of Speech/Expression [First Reading] (Appendix Item).
- l. Approve Revised Board Policy 6159.2 – Nonpublic, Nonsectarian School and Agency Services for Special Education [Second Reading] (Appendix Item).

XVIII. EDUCATIONAL SERVICES ACTION ITEMS

On motion of Melissa Ayala-Quintero, second by Jim O'Neill [Items XVIII.a. through XVIII.i.], and unanimously carried, the Board took action to:

- a. Approve request for readmission of student 2022-2023-0013 following stipulated expulsion effective December 13, 2022, through the remainder of first semester and all of second semester for the 2022-2023 school year.
- b. Approve the Panel Expulsion regarding student 2023-2024-015, for a full calendar year.
- c. Approve the Stipulated Expulsion regarding student 2023-2024-017, suspended expulsion through the remainder of the second semester for the 2023-2024 school year.
- d. Approve the Stipulated Expulsion regarding student 2023-2024-018, expulsion through the remainder of the second semester for the 2023-2024 school year, with the first semester of the 2024-2025 school year suspended.

- e. Approve the Stipulated Expulsion regarding student 2023-2024-019, expulsion through the remainder of the second semester for the 2023-2024 school year, with the first semester of the 2024-2025 school year suspended.
- f. Approve the Stipulated Expulsion regarding student 2023-2024-020, expulsion through the remainder of the second semester for the 2023-2024 school year, and all of the first semester of the 2024-2025 school year.
- g. Approve the Stipulated Expulsion regarding student 2023-2024-021, expulsion through the remainder of the second semester for the 2023-2024 school year, and all the first semester of the 2024-2025 school year.
- h. Approve the Panel Expulsion regarding student 2023-2024-022, suspended expulsion through the remainder of the second semester for the 2023-2024 school year.
- i. Approve the Stipulated Expulsion regarding student 2023-2024-023, suspended expulsion through the remainder of the second semester for the 2023-2024 school year.

XIX. HUMAN RESOURCES CONSENT ITEMS

On motion of Melissa Ayala-Quintero, second by Patty Holohan, [Abstaining on Item XIX.e.], and unanimously carried, with Student Trustee Haynes voting Aye, the Board took action to:

- a. Approve all Consent Items as detailed in Items XIX.b. – XIX.ai.
- b. Certificated - Ratify/Approve employment of certificated bargaining unit personnel (Appendix Item).
- c. Certificated - Ratify/Approve employment of hourly/daily certificated personnel (Appendix Item).
- d. Certificated - Ratify/Approve revised salary placements/assignments for certificated bargaining unit personnel (Appendix Item).
- e. Certificated - Ratify/Approve extra assignments for certificated personnel (Appendix Item).
- f. Certificated - Ratify/Approve certificated requests for leaves of absence (Appendix Item).
- g. Certificated - Ratify/Accept resignations/separations for certificated bargaining unit personnel for the 2023-2024 school year (Appendix Item).
- h. Certificated - Accept resignations/separations for certificated bargaining unit personnel for the 2024-2025 school year (Appendix Item).
- i. Certificated - Ratify/Accept resignations/separations from certificated hourly/daily personnel (Appendix Item).
- j. Classified - Ratify/Approve new classified contract personnel (Appendix Item).

- k. Classified - Ratify/Approve new classified contract Instructional Paraprofessional - Special Education personnel (Appendix Item).
- l. Classified - Ratify/Approve employment of classified/short-term personnel (Appendix Item).
- m. Classified - Ratify/Approve anniversary step and longevity increments of classified contract personnel, effective February 1, 2024 (Appendix Item).
- n. Classified - Ratify/Approve anniversary step and longevity increments of classified contract personnel, effective March 1, 2024 (Appendix Item).
- o. Classified - Ratify/Approve anniversary step and longevity increments of classified contract Instructional Paraprofessional - Special Education personnel, effective March 1, 2024 (Appendix Item).
- p. Classified - Ratify/Approve revised salary placements/assignments for classified contract personnel (Appendix Item).
- q. Classified - Ratify/Approve revised salary placements/assignments for classified contract Instructional Paraprofessional - Special Education personnel (Appendix Item).
- r. Classified - Ratify/Approve extra assignments for classified contract personnel (Appendix Item).
- s. Classified - Ratify/Approve extra assignments for classified contract Instructional Paraprofessional - Special Education personnel (Appendix Item).
- t. Classified - Ratify/Approve classified requests for leaves of absence (Appendix Item).
- u. Classified - Ratify/Accept resignations/separations from classified contract personnel (Appendix Item).
- v. Classified - Ratify/Accept resignations/separations from classified contract Instructional Paraprofessional - Special Education personnel (Appendix Item).
- w. Classified - Ratify/Accept resignations of classified substitute/short-term personnel (Appendix Item).
- x. Management - Ratify/Accept resignations/separations for management personnel for the 2023-2024 school year (Appendix Item).
- y. Management - Accept resignations/separations for management personnel for the 2024-2025 school year (Appendix Item).
- z. Other - Approve revisions to 2024-2025 Classified Personnel Work Year Calendar (Appendix Item).
- aa. Other - Ratify/Approve employment of temporary athletic team coaches/extended day/Beattie Middle School (Appendix Item).
- ab. Other - Ratify/Approve employment of temporary athletic team coaches/extended

day/Clement Middle School (Appendix Item).

- ac. Other - Ratify/Approve employment of temporary athletic team coaches/extended day/Cope Middle School (Appendix Item).
- ad. Other - Ratify/Approve employment of temporary athletic team coaches/extended day/Moore Middle School (Appendix Item).
- ae. Other - Ratify/Approve employment of temporary athletic team coaches/extended day/Citrus Valley High School (Appendix Item).
- af. Other - Ratify/Approve employment of temporary athletic team coaches/extended day/Redlands East Valley High School (Appendix Item).
- ag. Other - Ratify/Approve employment of temporary athletic team coaches/extended day/Redlands High School (Appendix Item).
- ah. Other - Ratify/Approve employment of volunteer athletic team coaches (Appendix Item).
- ai. Other - Approve volunteers and overnight chaperones for the 2023-2024 school year (Appendix Item).

XX. HUMAN RESOURCES ACTION ITEMS

On motion of Jim O'Neill, second by Melissa Ayala-Quintero, with the following vote: (Ayala-Quintero, Holohan, O'Neill and Vara, voting Aye and Rendler opposed), and Student Trustee Haynes voting Aye, the Board took action to:

- a. Approve increase for Board Member compensation (Appendix Item).

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried, with Student Trustee Haynes voting Aye, the Board took action to:

- b. Certificated - Ratify/Adopt revised Resolution No. 7, 2023-2024, Action Regarding Teaching Outside Credential Authorization (Appendix Item).

On motion of Melissa Ayala-Quintero, second by Patty Holohan, and unanimously carried, with Student Trustee Haynes voting Aye, the Board took action to:

- c. Certificated - Approve 2024-2025 Declaration of Need for Fully Qualified Educators for submission to the California Commission on Teacher Credentialing (Appendix Item).

President Vara reported the following from Closed Session:

In regard to the Public Employee Appointment part of the Agenda, he reported the following:

During Closed Session, the Board took action to approve the Superintendent's recommendation to appoint Kellee Baker to the position of Elementary Assistant Principal, Kingsbury Elementary, effective April 1, 2024, at Step 5 of the Management Team Salary Schedule with the following vote: Ayala-Quintero, Holohan, O'Neill, Rendler, Vara voting Aye.

In regard to the Public Employee Discipline/Dismissal/Release part of the agenda, he reported the following:

During Closed Session, the Board took action to approve the Superintendent's recommendation to release and reassign Employee Number 2023-24-04, pursuant to Education Code Section 44951, effective the 2024-25 school year, and direct the Superintendent or designee to send out appropriate legal notices, with the following vote: Ayala-Quintero, Holohan, O'Neill, Rendler, Vara voting Aye.

XXI. DISCUSSION ITEMS.

a. Complaints Concerning Instructional Materials

Superintendent Cabral shared that requests that come in regarding complaints concerning Instructional Materials fall under jurisdiction of the Board to consider the matter of the decision by the Committee to approve or allow books to stay in the library that have been challenged. Mr. Cabral reviewed the process of how to challenge books, noting that the Board reviewed the process in October 2022, where the Board decided to let the process be carried out to make sure that we are following what our current policy says. One of the criticisms of the process that was noted is that it is not timely. Mr. Cabral explained how the process works and that if a decision is appealed, it then goes to the district committee to make a recommendation and the decision is provided by the Director to the complainant and it is final. The Board can discuss options to review the process or can request items to be added if necessary.

Board Member Rendler asked for clarification on members of the district committee.

Board Clerk O'Neill commented on the consistency in the process, concerns about the opting in and out policy, making the policy easier and quicker, having parents be part of the process and trusting staff and librarians to know what books are allowed to be in the libraries from the list that comes from the State Department of Education.

Board Vice President Rendler's personal opinion about what is right for children under 18 in the library might be different, as there are books she doesn't believe should be in the library that are sexually explicit, but she has to go along with what the whole Board wants and understand that parents in the District can do what is right for their children as she does with hers. Further noting, that she would like to see the process streamlined to be easier for parents and also likes the idea of having more parents be part of the process.

Board President Vara feels that they had a robust system in place and is proud of the process and the librarians that ensure that we have the best books in place for all of our students.

Board Member Holohan commented on the LCAP Survey findings noting that the public is happy to have librarians back and recommended following the process, to keep what we have had going.

Board Member Ayala-Quintero shared that personal believes can be different, but do not need to be imposed on others. Noting that we have a process in place and we can look at streamlining it to make it easier. Mrs. Ayala-Quintero shared that she trust the librarians and the rights of everyone needs to be considered for all students.

Mr. Cabral suggested that there are lists of books online that people can search for that share what books people may feel are not appropriate and that a parent could print the list and take it to the school to opt-out of having their child check those books out. It can be a very simple process where parents have the option of turning in a list of books to the school that they do not want their children to read. Mr. Cabral noted that he would investigate how to make it easier for parents to see a catalog of books in the school library.

XXII. CLOSED SESSION

- a. None.

XXIII. ADJOURNMENT

- a. There being no further business, the meeting was adjourned at 8:40 p.m.

Adopted:

Jim O'Neill, Clerk

Date