

Board of Education Minutes

Regular Meeting: April 22, 2025

Open/Closed Session: 4:00 p.m.

Open Session: 6:00 p.m.

I. OPEN SESSION – President Rendler opened the meeting at 4:05 p.m.

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

b. ANNOUNCEMENTS – None.

II. PUBLIC PARTICIPATION

a. COMMUNITY INPUT

None.

III. ADJOURNMENT TO CLOSED SESSION

a. The Board adjourned to Closed Session at 4:06 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 approve the Superintendent’s recommendation to appoint Ebonee Ervin-Gardner to the position of Assistant Principal at Redlands East Valley High School, effective TBD, 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, Ebonee Ervin-Gardner to the position of Assistant Principal at Redlands East Valley High School, effective TBD, at Step 5 of the Management Team Salary Schedule.

During Closed Session, the Board took action to approve the Superintendent’s recommendation to approve the Superintendent’s recommendation to appoint Jennifer Moon to the position of Assistant Principal at Redlands High School, effective TBD, at Step 1 of the Management Team Salary Schedule.

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried, the Board took action to appoint, Jennifer Moon to the position of Assistant Principal at Redlands High School, effective TBD, at Step 1 of the Management Team Salary Schedule

c. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

1. Settlement Agreement – During Closed Session, the Board took action to accept the Superintendent’s recommendation to accept the resignation and to approve the settlement & release agreement in connection therewith.

On motion of Melissa Ayala-Quintero, second by Candy Olson, and unanimously carried, the Board took action to approve the Superintendent’s recommendation to accept the resignation of Certificated Employee #2024-25-13, effective April 23, 2025, and to approve the settlement & release agreement in connection therewith.

- d. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION STUDENT MATTERS
- e. OTHER

V. ADJOURNMENT TO OPEN SESSION

The board adjourned to open session at 5:54 p.m.

VI. REGULAR MEETING - OPEN SESSION

- a. CALL TO ORDER – President Rendler opened the meeting at 6:00 p.m.
- b. PLEDGE OF ALLEGIANCE – Led by Student Trustee Ella Ford.
- c. ROLL CALL – Melissa Ayala-Quintero, Candy Olson, Patty Holohan, Jeannette Wilson, Michele Rendler.

Approval of Agenda, on Motion of Patty Holohan, second by Jeannette Wilson, and with a vote of 5/0 unanimously carried, the Board took action to adopt the agenda with flexibility.

President Rendler announced the actions taken during closed session:

The Board unanimously took action to accept the Superintendent’s recommendation to appoint Ebonee Ervin-Gardner to the position of Assistant Principal at Redlands East Valley High School, effective TBD, at Step 5 of the Management Team Salary Schedule.

Ebonee expressed her excitement for the opportunity to join RUSD and looks forward to doing some great work.

The Board unanimously took action to accept the Superintendent’s recommendation to appoint Jennifer Moon to the position of Assistant Principal, at Redlands High School, effective TBD, at Step 1 of the Management Team Salary Schedule.

Jennifer expressed how proud she is to be part of RUSD and is grateful for the position at RHS.

The Board unanimously took action to approve the Superintendent’s recommendation to accept the resignation of Certificated Employee #2024-25-13, effective April 23, 2025, and to approve the settlement & release agreement in connection therewith.

- d. APPROVAL OF MINUTES

On Motion of Melissa Ayala-Quintero, second by Candy Olson, and with a vote of 5/0 the Board took action to approve the minutes of the April 8, 2025, Board of Education Regular Meeting.

VII. STUDENT TRUSTEE REPORT

Redlands East Valley High School:

- Celebrated Mr. Malloy's life with a memorial last Saturday-thanked to theater and all who attended.
- Prom is Saturday, April 26 (7 – 11 PM); last day to buy tickets is Thursday (\$120).
- Annual staff chili cook off be sure to vote for favorite pot.
- Badminton Varsity and JV beat CV during the last match; there is a home game today vs. RHS.
- Boys Varsity and JV swim teams beat Beaumont last week; all swim teams have meet today at CV.
- Softball plays home against ACA.
- Baseball is currently on a 7-game winning streak.
- Track & Field team has a meet today at CV.

Citrus Valley High school:

- Successful Career Fair held, exposing students to fields like physical therapy, aviation, and finance.
- CBE Sports Team hosted their final Smash Bros tournament of the year.
- Preparations underway for Powder Puff games and next year's Girls Volleyball season; tryouts begin next week.
- Percussion Ensemble will compete at Colony High School and perform "Curse of Tortuga" this Saturday.
- Black Hawk Theater Company will present *Legally Blonde* on April 25–26 and May 1 & 3.
- CBS Advanced Culinary students will serve themed mocktails at intermission.

Redlands eAcademy:

- Held a successful Prom, "Dancing Under the Cherry Blossoms," on April 17.
- Upcoming field trip to the Aquarium of the Pacific on April 25.
- CAASPP testing is underway.
- Family Movie Night scheduled for May 15.

Redlands High School

- Hosting annual Step-Up Rally and Spirit Week with themed dress-up days.
- Speech and Debate Showcase on April 24 at 4:30 PM; free for RHS students.
- ASB Elections for Cabinet positions are currently in progress.

VIII. ASSOCIATION REPORTS

1. Redlands Teachers Association/CTA/NEA

Stephen Caperton

- Shared that the Spring Fling Festival, a joint RTA and RESPA event, was recently held and provided a welcome opportunity for members to connect and enjoy time together.
- Declined to address policies on the agenda due to ongoing negotiations.

- Expressed concern over the quick return of previously tabled policies.
- Stated that school boards are not the place to resolve broader societal conflicts, and doing so diverts resources from student-focused needs.
- Emphasized the need for class size reduction in grades 1–3, noting current averages of nearly 30:1 compared to the target of 24:1.
- Highlighted the need for increased mental health support, with only one licensed clinical social worker serving the district.
- Noted that many teachers are still buying basic classroom supplies out of pocket.
- Called for additional paraprofessionals to support classroom instruction.
- Urged continued support for extracurricular programs like speech and debate and mock trial, as these are essential for student belonging.
- Raised concern about the tone of recent board meetings, stating that students are witnessing and mimicking divisive behavior on campus.
- Advocated for respectful discourse that acknowledges the humanity of all participants.

2. Redlands Education Support Professionals Association/CTA/NEA

Liz Huerta-Brewster

- Shared that the final site rep meeting of the year will be held in May and will honor six RESPA scholarship recipients.
- Announced the annual RESPA retiree dinner is scheduled for May 17 at the American Legion.
- Expressed gratitude for being honored at State Council on April 4 as the Paula Monroe CTA ESP of the Year.
- Reported that the RESPA FACE team collected over 500 hygiene items to support local families.
- Thanked the community for donations, noting that collective efforts strengthen support for all students and families.
- Stated enthusiasm for continuing collaboration with the FACE department on future events.
- Reflected on nearly two years of service as RESPA president and expressed appreciation for being re-elected.
- Addressed an unresolved issue regarding paraprofessional compensation from the 2022–23 school year.
- Explained that an MOU was signed moving paraprofessionals from range 15 to range 17, but it was not board-approved and later expired.
- Shared that although assurances were made to resolve the matter, no action has been taken to date.
- Noted that raises have been given to director-level staff and new positions created, while paraprofessionals remain undercompensated.
- Urged the board to revisit the issue and take corrective action to ensure fair compensation for paraprofessionals, whose work is vital to student success.

IX. BOARD COMMITTEE REPORTS

Patty Holohan –

- CRY-ROP had a successful WASC pre-visit on March 14, with ambassadors effectively guiding visitors through pathways.
- REV aviation teacher attended an aviation conference and secured 18 desktops and a full cockpit flight simulator for the aviation program, marking a significant achievement.
- Invited board members to attend the Evening of Excellence and Student Showcase at San Bernardino Valley College on May 14.

Candy Olson –

- Evening of Appreciation for elementary schools on Wednesday, May 7 at 6:30 PM at the REV Blackstone Theater.
- Reminded everyone about the Harlem Wizards event on Friday, April 25.
- Encouraged attendance to support teachers and raise funds for classroom supplies.
- Noted the event promises entertainment as the Wizards face off against district staff.

Jeannette Wilson –

- The final steering committee meeting for the school year was held. Students will receive awards and recognition this Thursday night.
- Citrus Valley High School (CVS) and likely REV will have Compact Clubs next year. The clubs promote professionalism across social, academic, educational, and college readiness skills. Highlighted that students work hard to earn their awards, reflecting their commitment.

Michele Rendler –

- Attended the Parks and Rec Advisory Commission meeting where a tree dedication was approved for Herbert Israel Beale at Israel Beale Park.
- Met Angela Wilkinson, great-great-granddaughter of Israel Beale, and learned about family history including Charles Beale, the first African American football player and graduate of Redlands High School (1905), and former postmaster at Brookside Station.
- Discussed the idea of incorporating Israel Beale family history into school Black History Month projects and living museums at elementary schools.
- Announced a free event at Redlands Skate Park on May 31 from 12–6 PM featuring BMX shows, skate jam, barbecue, and giveaways.
- Encouraged community participation for those interested in BMX and skateboarding.

X. SUPERINTENDENT'S REPORT

Juan J. Cabral –

- Announced that the final DOJ report on 96 required areas will be received and shared publicly at the end of May.
- Welcomed Dr. Engel and thanked her and CBO Garcia for their collaborative work.
- Noted that Dr. Engel's agenda includes approval of the CRY ROP agreement.
- Introduced two upcoming presentations, highlighting excitement about a proposal from four graduating students who have been working on it for over a year.
- Encouraged the students to confidently present their proposal to the board and clearly communicate their needs.

XI. PRESENTATION

1. Equity in Action Update – NaChé Thompson, Coordinator, Diversity & Equity

Purpose:

Update on efforts to improve equity, safety, belonging, and student success in RUSD.

Key Areas of Focus:

- Professional development for staff
- Support for families and students
- Collaboration across departments
- Addressing disparities in achievement and discipline

Data Highlights:

- Ongoing achievement gaps in Math and ELA
- 65 racial slur incidents tracked across grade levels
- Disparities in suspension rates

Initiatives:

- Site Equity Teams (136 participants across 3 cohorts)
- No Hate Zone training and classroom lessons
- Equity & Inclusion Task Force collaboration
- Hate speech response plan launched district-wide

Next Steps:

- Expand No Hate Zone lessons
- Standardize responses to hate speech
- Increase family engagement and staff training
- Continue growing Equity initiatives across sites

2. Mental Health Screener Proposals in RUSD High Schools – Beatrix Williams, Love Afolbai, Brileigh Guillen, and Nahiara Modrow

- Youth mental health issues are rising nationally and locally; depression rates have increased 150% from 2011–2021.
- 50% of mental health disorders start by age 14; 75% by age 25, making school a key intervention point.
- Students with depression are twice as likely to drop out.
- Schools offer daily opportunity and access to trusted adults and resources.
- Current mental health support is reactive, based on visible signs (e.g., absenteeism, drop in grades, behavior, self-harm).
- Example: "Maya" is a high-achieving student with invisible mental health struggles; a screener would have helped her get support.
- Student leaders from mental health clubs hear peer concerns regularly and see gaps in support systems.
- Despite good intentions, staffing and systemic challenges lead to students falling through the cracks.
- Proposal: Implement a digital mental health screener in high school English classes, starting once a year and expanding to twice annually.
- A screener is a confidential questionnaire to identify students needing support early and proactively.
- Options for screeners include free tools like Google Forms or Kelvin; creating a new one may cost ~\$50,000 (could be funded via LCAP).
- Student survey responses showed many feel support is unclear or insufficient; most agree a screener would help.
- Real examples shared of students receiving help only after visible signs, raising concern for those suffering silently.
- The project began in November 2023 and has been developed with faculty and board collaboration since.
- Emphasis: this is a proactive solution created by students based on lived experience.

- Mental health directly affects academic success; this screener helps support all students, not just those in visible crisis.

XII. PUBLIC PARTICIPATION

a. COMMUNITY INPUT FOR AGENDIZED ITEMS

Christine –

- Spoke in favor of board member censure.
- Spoke in favor of the Flag policy.
- Spoke in favor Resolution of Fairness in Girls' sports.

Susan Padilla –

- Spoke in opposition proposed AR 1312.2.

Valerie Zavis –

- Spoke in favor of board member censure.
- Spoke in favor Resolution of Fairness in Girls' sports.
- Spoke in favor Resolution opposing the adoption of SCAQMD amended rules.
- Supports the proposed Flag policy.
- Supports the AR 1312.2

Germaine Miles –

- Spoke in opposition of Resolution of Fairness in Girls' sports.

Sonja Shaw –

- Spoke in favor of Resolution of Fairness in Girls' sports.
- Supports the Flag policy.

Oscar Avila –

- Spoke in support of Resolution of Fairness in Girls' sports.

Michael Paisner –

- Spoke in opposition of Resolution opposing the adoption of SCAQMD amended rules.
- Spoke in opposition of Resolution of Fairness in Girls' sports.
- Spoke in opposition of AR 1312.2
- Spoke in opposition of the proposed Flag policy.
- Spoke in opposition of board member censure.

Hannah Edmondson –

- Spoke in opposition AR 1312.2

Trisha Keeling –

- Spoke in opposition of Resolution of Fairness in Girls' sports
- Spoke in opposition of the Flag policy.
- Spoke in opposition of AR 1312.2
- Spoke in opposition of board member censure

Gustavo Hurtado –

- Spoke in opposition of Resolution of Fairness in Girls' sports.

Finn Villasenor –

- Spoke in opposition of Flag policy.

Kathy Jaffe –

- Spoke in opposition of AR 1312.2

Jolene Barrow –

- Spoke in opposition of Flag policy.

Tim Ormsby –

- Recognized NaChe Thompson's presentation.
- Spoke in opposition of Flag policy.

Jared Gustafson –

- Spoke in favor of Resolution of Fairness in Girls' sports.
- Spoke in favor of Flag policy.
- Spoke in favor of board member censure.
- Spoke in favor AR 1312.2

Greg Abdauch –

- Spoke in favor of accountability of board members
- Spoke in favor of Flag policy.
- Spoke in favor of AR 1312.2
- Spoke in favor of Resolution of Fairness in Girls' sports.

Jeff Mays –

- Spoke against AR 1312.2
- Spoke against Flag policy.

Jean Saglam –

- Spoke in opposition of Resolution of Fairness in Girls' sports.

Lorraine Enriquez –

- Spoke in opposition of Resolution of Fairness in Girls' sports.

Peter Cain –

- Spoke in opposition of Resolution of Fairness in Girls' sports.
- Spoke in opposition of Flag policy.

Lindsey Schmitz –

- Spoke in opposition to AR 1312.2
- Spoke in opposition of Resolution of Fairness in Girls' sports.

Jackie Williams-Reade –

- Spoke in opposition of Resolution of Fairness in Girls' sports.

Kate Frank –

- Spoke in opposition of AR 1312.2

Roux Whitmore –

- Spoke in opposition of Resolution opposing the adoption of SCAQMD amended rules.
- Spoke in opposition of Resolution of Fairness in Girls' sports.
- Spoke in opposition of board member censure.

Valerie Taber –

- Spoke in opposition of Resolution opposing the adoption of SCAQMD amended rules.
- Spoke in opposition of Resolution of Fairness in Girls' sports.

Kathy Dean –

- Spoke in opposition of Resolution of Fairness in Girls' sports.

Stephanie M. –

- Spoke in opposition of Resolution of Fairness in Girls' sports.

Emma Wolf –

- Spoke in opposition of Resolution of Fairness in Girls' sports.

Eriko Grossman –

- Spoke in opposition of Resolution of Fairness in Girls' sports.
- Spoke in opposition of AR 1312.2

Aya Francisco –

- Spoke in opposition of Flag policy.

Greg Brittain –

- Spoke in support of Resolution opposing the adoption of SCAQMD amended rules.
- Spoke in support of Resolution of Fairness in Girls' sports.
- Spoke in support of AR 1312.2
- Spoke in support of Flag policy.
- Spoke in support of board member censure.

John Berry –

- Spoke in support of Resolution opposing the adoption of SCAQMD amended rules.
- Spoke in support of Flag policy.

David Bolog –

- Spoke in support of Resolution opposing the adoption of SCAQMD amended rules.
- Spoke in support of Resolution of Fairness in Girls' sports.
- Spoke in support of Flag policy.
- Spoke in support of board member censure.

Patty Cabada –

- Spoke in support of Resolution of Fairness in Girls' sports.

Patricia Wilson –

- Spoke in opposition of Flag policy.
- Spoke in opposition of AR 1312.2

Joshua Hall –

- Spoke in support of board member censure.
- Spoke in support of Flag policy.
- Spoke in support of AR 1312.2
- Spoke in support of Resolution opposing the adoption of SCAQMD amended rules.
- Spoke in support of Resolution of Fairness in Girls' sports.

Jesus Cisneros –

- Spoke in support of Resolution of Fairness in Girls' sports.
- Spoke in support of Flag policy.

Bre Anna Robison –

- Spoke in support of Flag policy.

Susan McCarley –

- Provided various definitions related to censorship.

Kristi Dodson –

- Spoke in support of Flag policy and neutral classrooms.

Rachel Eugley –

- Spoke in support of Resolution of Fairness in Girls' sports.
- Spoke in support of Flag policy.

Douglas Houser –

- Spoke in support of Resolution of Fairness in Girls' sports.

Katherine Applebee –

- Spoke in opposition of resolutions recognizing teachers and staff due to the district's the lack of respect for teachers and staff.
- Spoke in opposition of Resolution opposing the adoption of SCAQMD amended rules.
- Spoke in opposition of Resolution of Fairness in Girls' sports.

- Shared concerns about funding the transportation of the Redlands High School’s Speech and Debate team, to state championship using donations instead of securing district funds.

Bethany Rehling –

- Spoke in opposition to Flag policy. Don’t discourage from teachers from putting things up in the walls of their classroom.

Matt Applebee –

- Spoke in opposition of Resolution of Fairness in Girls’ sports.

Michael Grossman –

- Spoke in opposition to Flag policy.

Manuk Grigoryan –

- Spoke in support of Flag policy.
- Spoke in support of Resolution of Fairness in Girls’ sports.

Michael Cooper –

- Spoke in opposition of Resolution of Fairness in Girls’ sports.

Sam Trad –

- Spoke in opposition to Flag policy.
- Spoke in opposition to Resolution of Fairness in Girls’ sports.
- Spoke in opposition to AR 1312.2

Anita Rhodes –

- Spoke in support of Resolution of Fairness in Girls’ sports.
- Spoke in support of Flag policy.
- Spoke in support of AR 1312.2
- Spoke in support of board member censure.

Kevin O’Connor –

- Spoke in support of Resolution of Fairness in Girls’ sports.
- Spoke in support of Resolution of Fairness in Girls’ sports.
- Spoke in support of Flag policy.

Bea –

- Spoke in opposition to Flag policy.
- Spoke in opposition to Resolution of Fairness in Girls’ sports.

Isabella Pstross –

- Spoke in opposition of Flag policy.

Corinne Peyton –

- Spoke in opposition to AR 1312.2
- Spoke in opposition to Resolution of Fairness in Girls’ sports.

JB –

- Spoke in support of Resolution of Fairness in Girls’ sports.

Daniel Tinajero –

- Spoke in support of Resolution of Fairness in Girls’ sports.

XIII. BUSINESS SERVICES CONSENT ITEMS

On motion of Patty Holohan, second by Candy Olson, 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.o.
- b. Approve Agreement with Colbi Technologies, Inc. for Account-Ability software

- services to support the management of capital facility and bond programs, effective July 1, 2025 through June 30, 2028, with the option to renew for up to two additional years, at an annual cost of \$50,000.00, to be funded by Developer Fees. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- c. Approve Agreement with John R. Byerly, Inc. for materials laboratory testing and special inspections for the Orangewood High School Restroom Expansion Project, in the amount of \$13,815.00, to be funded by Redevelopment Agency Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
 - d. Approve Master Agreement for Programs and Services between the Redlands Unified School District and the Colton-Redlands-Yucaipa Regional Occupational Program (CRY-ROP), effective July 1, 2025 through June 30, 2026. Authorize Juan Cabral, Superintendent, and Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
 - e. Approve Amendment with Colton-Redlands-Yucaipa Regional Occupational Program (CRY-ROP) Joint Power Agreement, effective July 1, 2025. Authorize Juan Cabral, Superintendent, and Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
 - f. Approve Amendment with Rod Torres, DBA Strategic Solutions 4 School Safety, to provide continued safety services and extend the contract through August 30, 2025, at a revised cost not to exceed \$85,000.00, to be funded by School Safety Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
 - g. Approve Costs of Issuance Statement related to the Redlands Unified School District General Obligation Bonds, 2024 Election, Series A, as authorized by Resolution No. 31, 2024-2025, previously adopted by the Board of Education (Appendix Item).
 - h. Approve Participation of the Redlands Unified School District in piggybacking on the Val Verde Unified School District Extension Offer for RFP No. 2023- 2024-01 for Fresh Bread Products, awarded to Gold Star Foods, to support Child Nutrition needs. Authorization of the Board is required for the District to take advantage of pricing available through Gold Star Foods. Piggybacking on this contract is determined to be in the best interest of the District for securing necessary goods and services. Authorize Juan Cabral, Superintendent, Jason Hill, Deputy Superintendent, Business Services, Amy Drummond, Purchasing Director, to sign purchase orders related to this agreement on behalf of the Board.
 - i. Accept and Appoint proposed list of Citizens' Oversight Committee (COC) members for Measure D (Appendix Item).
 - j. Award Bid 18-25 for Asphalt Removal and Replacement at Beattie Middle School to the lowest responsive and responsible bidder, Universal Asphalt Co., Inc., in the amount of \$398,000.00, to be funded by Measure D Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond,

Purchasing Director, to sign related documents on behalf of the Board.

- k. Award Request for Qualifications (RFQ) 19-25 to the following firms: AECOM, Erickson Hall, Tilden-Coil, Cumming Group, and CCM, establishing a pool for Construction Management Services for proposed and future Measure D Bond Projects. Authorize Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond, Purchasing Director, to sign related documents on behalf of the Board.
- l. Approve California Interscholastic Federation [CIF] Southern Section 2025-2026, Designation of CIF Representatives to League. Authorize Juan Cabral, Superintendent, to sign on behalf of the Board (Appendix Item).
- m. Approve Exhibit D/Third Quarterly Uniform Complaint Report Summary of the Williams Settlement Legislation for the quarter covering January through March, 2025 (Appendix Item).
- n. Approve Reject Claim Number 653624 in accordance with Government Code Section 913.
- o. Approve Payment Transmittal Numbers 25002201 through 25002335 for April 22, 2025, in the amount of \$6,084,982.19. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).

XIV. BUSINESS SERVICES ACTION ITEMS

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

2 Ayes: Olson, Wilson
 2 Nays: Ayala-Quintero, Holohan
 1 Abstained: Rendler
 The motion did not pass.

- a. Adopt Resolution No. 42, 2024-2025 Resolution opposing the adoption of SCAQMD Proposed Amended Rules of 1111 and 1121 (Appendix Item).

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:

- a. Approve 22 members of the Redlands High School Speech and Debate Team to travel by charter bus, to Culver City High School in Culver City, California, to compete in the California State Speech and Debate Championships, effective May 2, 2025 through May 4, 2025.

XVI. EDUCATIONAL 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. Adopt Resolution No. 40, 2024-2025 Day of the Teacher, May 14, 2025 (Appendix Item).

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

- b. Adopt Resolution No. 41, 2024-2025 Education Support Professionals Day, May 20, 2025 (Appendix Item).

On motion of Candy Olson, second by Jeannette Wilson and with a vote of:
3 Ayes: Olson, Wilson, Rendler
2 Nays: Ayala-Quintero, Holohan
The motion carried 3/2, the Board took action to:

- c. Adopt Resolution No. 43, 2024-2025, Supporting Title IX and Fairness in Girls' Interscholastic Sports (Appendix Item).

On motion of Candy Olson, second by Jeannette Wilson, and with a vote of 5/0 unanimously carried, the Board took action to:

- d. Approve the Stipulated Expulsion regarding student 2024-2025-025, through the remainder of the second semester of the 2024-2025 school year with the first semester of the 2025-2026 school year suspended.

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

- e. Approve the Stipulated Expulsion regarding student 2024-2025-026, through the remainder of the second semester of the 2024-2025 school year and all of the first semester for the 2025-2026 school year.

XVII. HUMAN RESOURCES CONSENT ITEMS

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

- a. Approve all Consent Items as detailed in Items XVII.b. - XVII.ad.
- b. Certificated – Ratify/Approve employment of hourly Home Hospital certificated personnel (Appendix Item).
- c. Certificated – Ratify/Approve employment of hourly/daily certificated personnel (Appendix Item).
- d. Certificated – Ratify/Approve revised salary placements/assignments of certificated contract personnel (Appendix Item).
- e. Certificated – Ratify/Approve extra assignments of certificated contract personnel (Appendix Item).
- f. Certificated – Ratify/Approve requests for leaves of absence from certificated contract personnel (Appendix Item).
- g. Certificated – Ratify/Accept resignations/separations of certificated contract personnel (Appendix Item).
- h. Classified – Ratify/Approve employment of new classified contract personnel (Appendix

Item).

- i. Classified – Ratify/Approve employment of new special education paraprofessional classified contract personnel (Appendix Item).
- j. Classified – Ratify/Approve employment of classified contract personnel for summer school for the 2023-2024 school year (Appendix Item).
- k. Classified – Ratify/Approve employment of substitute/short-term classified personnel (Appendix Item).
- l. Classified – Ratify/Approve anniversary/longevity increments of special education paraprofessional classified contract personnel, effective May 1, 2025 (Appendix Item).
- m. Classified – Ratify/Approve revised salary placements/assignments of classified contract personnel (Appendix Item).
- n. Classified – Ratify/Approve revised salary placements/assignments of special education paraprofessional classified contract personnel (Appendix Item).
- o. Classified – Ratify/Approve extra assignments of classified contract personnel (Appendix Item).
- p. Classified – Ratify/Approve extra assignments of special education paraprofessional classified contract personnel (Appendix Item).
- q. Classified – Ratify/Approve requests for leaves of absence from classified contract personnel (Appendix Item).
- r. Classified – Ratify/Accept resignations/separations of classified contract personnel (Appendix Item).
- s. Classified – Ratify/Accept resignations/separations of special education paraprofessional classified contract personnel (Appendix Item).
- t. Classified – Ratify/Accept resignations/separations of substitute/short-term classified personnel (Appendix Item).
- u. Classified – Approve revisions to job description for Account Clerk I, effective April 23, 2025 (Appendix Item).
- v. Classified – Approve revisions to job description for Fiscal Analyst, effective April 23, 2025 (Appendix Item).
- w. Classified – Approve revisions to job description for Position Control Technician, effective April 23, 2025 (Appendix Item).
- x. Classified – Approve revision to title from Payroll/Benefits Technician to Payroll Technician and revisions to job description, effective April 23, 2025 (Appendix Item).
- y. Classified – Approve revisions to Appendix A-2, in the Fiscal Series of the

Collective Bargaining Agreement, effective April 23, 2025 (Appendix Item).

- z. Management – Ratify/Approve revised salary placements/assignments of management team personnel (Appendix Item).
- aa. Other – Ratify/Approve employment of temporary athletic team coaches for the 2024-2025 school year (Appendix Item).
- ab. Other – Ratify/Approve volunteer athletic team coaches for the 2024-2025 school year (Appendix Item).
- ac. Other – Approve volunteers and fieldtrip chaperones for the 2024-2025 school year (Appendix Item).
- ad. Other – Approve revisions to the 2025-2026 Classified Personnel Work Year Calendar (Appendix Item).

XVIII. HUMAN RESOURCES ACTION ITEMS

On motion of Jeannette Wilson, second by Candy Olson, and with a vote of 5/0 unanimously carried, the Board took action to:

- a. Other – Approve revised Student Attendance Calendar for the 2025-2026 school year (Appendix Item).

XIX. PUBLIC PARTICIPATION –

Pat Molnar –

- Spoke about Pride flag representation/belonging.

Jenann Elias-

- Thanked all school librarians during National Library Month, for dedication, creativity and support for students.

Dr. Christopher Cain –

- Recommended to the Board to send a survey to community to receive their input.

Kevin O'Connor –

- Thanked the Board for sifting through all the things and do things for all not just a minority.

Eriko Grossman –

- Criticized RUSD for failing to protect students.

Aya Francisco –

- Expressed a wish for a world where people come together and all stand on equal footing without oppression.

Greg Brittain –

- Expressed concerns about declining academic standards in public education, citing national proficiency data and urging the board to prioritize academic excellence over political or cultural influences.

John Berry –

- Complemented the Board for running the board effectively to allow public to express their First Amendment words.

Addison Lohman –

- Spoke in support of maintaining inclusive reminders in classrooms, emphasizing that such symbols help all students feel valued and welcomed.

Paula Brannon –

- April is Autism Awareness Month

Siw Heede-

- Read message on behalf of son. Ban polices prey on vulnerable marginalized groups there is. They tell the group that they are not wanted they don't belong and they don't deserve to be safe.

Kelsie McGee –

- Spoke in opposition to proposed policies requiring disclosure of students' gender identities and banning identity-based symbols and literature, emphasizing the importance of trust, inclusion, and authentic education.

Gina Porter –

- Clarified library book selection and removal policies, emphasized that no pornography is present, warned against censorship and book bans, and highlighted the importance of equitable access and parental choice without infringing on others' rights.

Paige Mann –

- Expressed concern that the proposed revision to AR 1312.2 allows books to be removed from libraries too easily, bypassing professional guidelines and enabling repeated complaints to indefinitely block student access.

Valerie Taber –

- condemned the board for inaction during prior hateful comments targeting LGBTQ students, criticized a recently passed resolution as harmful and ineffective, and urged specific board members to proactively protect transgender and gender-expansive students through inclusive policy and regulation.

Roux Whitmore –

- Condemned board members—particularly Michelle and Jeanette—for failing to protect transgender and queer students, accusing them of promoting hate, ignoring community voices, and enabling harassment, while vowing continued advocacy and warning of legal consequences.

Stephanie Maclean –

- Expressed deep frustration that despite repeated public opposition from community members, the board continues to pursue book and flag bans, accusing trustees of ignoring constituents in favor of outside influences and warning that community patience is wearing thin.

Emma Wolf –

- Criticized the board—especially Jeanette—for allowing public attacks on teachers and for undermining the profession by tolerating claims of indoctrination, emphasizing that educators aim to support and inspire students, not impose beliefs.

Christi Rettig –

- Opposed the proposed flag ban, calling it confusing and discriminatory, and urged the board—especially Michelle—not to let religious influence dictate public school policy, emphasizing the importance of separating church and

state in education.

Paul Hernandez –

- Expressed concern over perceived threats to freedom, opposing transgender athletes in women's sports and non-U.S. flags in schools, while criticizing what he called “communist Democrats” and urging greater appreciation for American values and service.

Lawrence Hebron –

- Criticized the disruptive behavior at the previous meeting—allegedly from one side of the debate—and urged President Rendler to take decisive action rather than pursue unlikely consensus, warning against policy gridlock.

Matt Applebee –

- Advocated for allowing Pride symbols in classrooms, citing evidence of academic and attendance benefits for LGBTQ students, emphasized that identities are not political, and warned that exclusionary policies risk legal and financial consequences under upcoming state requirements.

Katherine Applebee –

- Critiqued the proposed revisions to AR 1312.2, calling for clear definitions, fair and accountable review processes, mandatory full readings of challenged books by all decision-makers, equitable community participation, and public hearings held outside school hours to prioritize student involvement.

Sebastian Pstross –

- Opposed the flag and book ban policies, highlighting that flags promote student identity and inclusivity, warning of legal and financial risks, and emphasizing that book bans harm students who find safety and representation through reading.

Sara Cooper –

- Strongly condemned board members Olson and Wilson for promoting a “Save Girls Sports” agenda, accusing them of prioritizing personal beliefs over all students’ well-being, fostering family division, and contradicting the district’s stated commitment to diversity and inclusion.

Michael Cooper –

- Expressed disappointment in the board for diminishing student involvement and failing to properly vet teachers, sharing a personal grievance and harshly condemning the board’s actions as authoritarian.

Samantha Trad –

- Criticized the board for focusing on divisive culture war issues like flags, books, and trans athletes instead of student needs, condemned outside agitators imposing personal beliefs, and urged a return to prioritizing students’ safety, education, and respect.

Anita Rhodes –

- Praised the courage of trans youth, emphasized that their identities are openly expressed by their own choice, rejected claims that trans men seek unfair sports advantages, and encouraged resilience against opposition and personal

Rain Mendoza –

- Emphasized students' awareness of the world, affirmed that their identity does not affect their teaching, and called on the board to truly listen to

students' voices.

XX. BOARD COMMENTS/REPORTS

None. The Board agreed to move on to discussion items.

XXI. SUPERINTENDENT'S RECOMMENDATIONS

XXII. DISCUSSION ITEMS

- a. Administrative Regulation: 1312.2 Complaints Concerning Instructional Materials
- b. Board Policy 6115: Ceremonies, Observances, and Flag Displays
- c. Discussion regarding Board Member request for Censure Motion against another Board Member

The discussion focused on XXII.c. and included: Board dynamics, personal accountability, a call for transparency, request for governance handbook, and norm adherence. A decision was made to move Board Member Censure for a vote at the next board meeting. It was decided to continue the discussion on items XXII.a. and XXII.b. at the May 13 board meeting.

XXIII. CLOSED SESSION

Went on closed session at 11:40 p.m. No action was taken.

XXIV. ADJOURNMENT

There being no further business, the meeting was adjourned at 11:50 p.m.

Adopted:

Jeannette Wilson, Clerk

Date