

Board of Education Minutes
Regular Meeting: December 12, 2023
Open/Closed Session: 4:30 p.m.
Open Session: 6:00 p.m.

I. OPEN SESSION – President O’Neill 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

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.

III. ADJOURNMENT TO CLOSED SESSION

- a. The Board adjourned to Closed Session at 4:30 p.m.

IV. CLOSED SESSION

- a. CONFERENCE WITH LABOR NEGOTIATOR – CONTRACT MANAGEMENT:
No Action was taken.
- b. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE
No Action was taken.
- c. STUDENT MATTERS
No Action was taken.
- d. 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 Ayala-Quintero opened the meeting at 6:00 p.m.
- b. PLEDGE OF ALLEGIANCE – Led by Student Trustee Ethan Morse
- c. ROLL CALL – Melissa Ayala-Quintero, Patty Holohan, Jim O’Neill, Michele Rendler, Alex Vara

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 Patty Holohan, second by Alex Vara, and unanimously carried, the Board took action to:

1. Approve the minutes of the October 10, 2023, Board of Education Regular Meetings.

VII. ORGANIZATION OF THE BOARD

- a. ELECTION OF THE PRESIDENT

1. Elect the President of the Board of Education for a one-year term, to fill the expired term of **Melissa Ayala-Quintero** in accordance with Education Codes 35022 and 35143. [Upon election, the President will take the chair.]

On motion of Jim O’Neill, second by Patty Holohan, and unanimously carried, the Board elected **Alex Vara**, as President, Board of Education for a one-year term.

- b. ELECTION OF VICE PRESIDENT OF THE BOARD

1. Elect the Vice President of the Board of Education for a one- year term, to fill the expired term of **Alex Vara**.

On motion of Patty Holohan, second by Jim O’Neill, and unanimously carried, the Board elected **Michele Rendler**, as Vice President, Board of Education for a one-year term.

- c. ELECTION OF THE CLERK

1. Elect the Clerk of the Board of Education for a one-year term, to fill the expired term of **Patty Holohan**, in accordance with Education Codes 35121 and 35143.

On motion of Michele Rendler, second by Patty Holohan, and unanimously carried, the Board elected **Jim O'Neill**, as Clerk, Board of Education for a one-year term.

d. REAFFIRM THE SECRETARY OF THE BOARD

1. Affirm **Juan J. Cabral**, Superintendent of Schools, as Secretary of the Board, in accordance with Education Codes 35025 and 35035.

On motion of Patty Holohan, second by Michele Rendler, and unanimously carried, the Board affirmed **Juan J. Cabral**, Superintendent of Schools, as Secretary of the Board, in accordance with Education Codes 35025 and 35035.

e. ELECTION TO THE REGIONAL OCCUPATIONAL PROGRAM [ROP] BOARD

1. Reaffirm **Melissa Ayala-Quintero**, member of the Board of Education, as representative to Colton, Redlands, Yucaipa-Calimesa Regional Occupational Program [CRY-ROP] Governing Board for year two of a two-year term.

On motion of Michele Rendler, second by Jim O'Neill, and unanimously carried, the Board elected **Melissa Ayala-Quintero**, as representative to Colton, Redlands, Yucaipa-Calimesa Regional Occupational Program [CRY-ROP] Governing Board for year two of a two-year term.

2. Reaffirm **Alex Vara**, member of the Board of Education, as representative to Colton, Redlands, Yucaipa-Calimesa Regional Occupational Program [CRY-ROP] Governing Board for year two of a two-year term.

On motion of Jim O'Neill, second by Alex Vara, and unanimously carried, the Board elected **Alex Vara**, as representative to Colton, Redlands, Yucaipa-Calimesa Regional Occupational Program [CRY-ROP] Governing Board for year two of a two-year term.

3. Elect one member of the Board of Education as a voting alternate to the Colton, Redlands, Yucaipa-Calimesa Regional Occupational Program [CRY-ROP] Governing Board, to serve for a one-year term as a voting member when a regular representative is unable to attend, to fill the expired term of **Patty Holohan**.

On motion of Jim O'Neill, second by Patty Holohan, and unanimously carried, the Board elected **Patty Holohan**, as alternate representative to Colton, Redlands, Yucaipa-Calimesa Regional Occupational Program [CRY-ROP].

f. ELECTION OF REPRESENTATIVE TO COUNTY COMMITTEE ON SCHOOL DISTRICT ORGANIZATION

1. Elect one representative who shall have one vote for each member to be elected to the County Committee on School District Organization, for a one-year term, to fill the expired term of **Michele Rendler**, in accordance with Education Codes 4005, 35023, and 72403.

On motion of Melissa Ayala-Quintero, second by Jim O'Neill, and unanimously carried, the Board elected **Michele Rendler**, as representative to the County Committee on School District Organization.

2. Elect an alternate to attend the meeting [if the elected representative is unable to attend], who shall have one vote for each member to be elected to the County Committee on School District Organization to fill the expired term of **Melissa Ayala-Quintero**, in accordance with Education Codes 4005, 35023, and 72403.

On motion of Michele Rendler, second by Patty Holohan, and unanimously carried, the Board elected **Melissa Ayala-Quintero**, as alternate representative to the County Committee on School District Organization.

g. APPOINT BOARD MEMBERS TO THE FOLLOWING COMMITTEES/
COMMISSIONS:

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried, the Board took action to appoint representatives to the following committees:

1. Redlands COMPACT – Michele Rendler
2. Redlands Educational Partnership Foundation [REP] – Michele Rendler
3. Redlands Educational Partnership Foundation [REP] Alternate – Melissa Ayala-Quintero
4. City of Redlands Cultural Arts Committee – Melissa Ayala-Quintero
5. City of Redlands Parks and Recreation Advisory Committee – Jim O'Neill
6. CSBA Region XVI Delegate Assembly – Jim O'Neill

h. ADOPTION OF BOARD POLICIES, BYLAWS AND ADMINISTRATIVE
REGULATIONS

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried, the Board took action to:

1. Adopt ALL existing Board Policies, Bylaws and Administrative Regulations, effective **December 12, 2023**.

i. DESIGNATE REGULAR BOARD MEETING DATES

On motion of Michele Rendler, second by Patty Holohan, and unanimously carried, the Board took action to:

1. Designate the second and fourth Tuesday of each month, or as otherwise approved by the Board, 6:00 p.m. at the Board Room, 25 West Lugonia, Redlands, as the regular Board meeting dates and location.

VIII. PUBLIC PARTICIPATION

a. COMMUNITY INPUT

1. None.

b. PUBLIC HEARING

President Ayala-Quintero opened the Public Hearing at 6:15 p.m. No one wished to comment, and the Hearing was closed at 6:15 p.m.

1. Public Hearing regarding Resolution No.13, 2023-2024 – Resolution of the Board of Education of the Redlands Unified School District Approving the Annual and Five Year Reportable Fees Report for the Fiscal Year 2022-2023, in Compliance with Government Code Sections 66006 and 66001.

c. PRESENTATION

1. First Interim Financial Report – Jason Hill, Assistant Superintendent, Business Services

Assistant Superintendent Jason Hill provided a PowerPoint presentation on the First Interim Financial Report. The First Interim Report identifies changes to the projected budget since the Unaudited Actual presentation in September 2023 as well as revisions based on the State Budget which was adopted in June 2023. The purpose of the presentation is to advise the Board of Education and the public of the District's financial condition and Actual Revenues and Expenditures as of October 31, 2023.

Mr. Hill further shared the components of the unrestricted and restricted ending balances, deferrals, along with the multi-year assumptions for the District. Mr. Hill further shared that the current Budget does not account for the costs associated with the ongoing negotiations with the Associations. The SSC and LAO expect the 2024-25 COLA to be close to 1% instead of the statutory 3.94% which will impact the Governor's January Budget presentation and other assumptions used by districts for the budget and interim reports and according to LAO, the 2022 Tax receipts came in \$26 billion lower than 2023 Budget Act estimate.

Assistant Superintendent Hill stated that RUSD is able to meet its financial obligations for the current and next two fiscal years and expects the District will receive a positive certification although rough economic times are around the corner for local education agencies.

IX. STUDENT REPRESENTATIVE'S REPORT

- a. Ethan Morse from REV reported on events happening at eAcademy, CV, OHS, REV and RHS.

eAcademy:

- Put on the winter performance at the Blackstone theater.

- Seniors have been starting college visits.
- ASB had an active year hosting game nights and highlighting clubs on campus.

OHS:

- Lots of success in athletics with both girls' and boys' volleyball placing in 3rd place.
- Boys flag football placed second and girls' softball placed first and never lost a game.
- BSU and Civics Club took a field trip and ate great food.

CVHS:

- Earned the silver PBIS award.
- Winter Extravaganza featured theater, choir, band and orchestra and was an excellent production.
- Food drive has collected close to 1,000 cans.
- Varsity football has earned the title of CBL Champions for the first time in history.

RHS:

- Marching Terriers took 3rd in Division 5A finals and placed 6th in the State Division Championship for Divisions 4a through 6a. The program has had great success and is now preparing to go to London.
- Varsity football went to the second round of CIF playoffs.
- Recognized as a Bronze AP School honor roll recipient.

REV:

- Varsity girls' cross country team made it to the state finals for the first time in 24 years.
- Marching Band took 3rd place bronze medal over all in Division 2a Finals which represents 33 schools in Southern California.
- Took home the high Auxiliary Award which represents first place in Color Guard and was voted best band at the Christmas parade.
- 5 members of the choir were selected to perform at Honor Choir.
- Inspire choir winter concert is on Friday at Blackstone alongside Moore Middle School and Kimberly Elementary.
- County level PTSA Reflections 2 students were recognized.
- Thanks to REP Grant, the Sculpture and AP Art Design class has new art supplies and dress forums.
- Recognized as a Bronze AP School Honor Roll recipient and won the AP Access Awards.
- PTSA is doing a fundraiser.
- ASB filled 510 mugs reclaiming the title and mug from RHS.

X. ASSOCIATION REPORTS

No reports were given.

XI. BOARD MEMBER COMMITTEE REPORTS

- b. Redlands COMPACT – Mrs. Rendler Reported that Compact clubs are doing well. RHS collected 90 cans for the Thanksgiving food drive and the Annual event of making

holiday cards happened and the cards will be going to veterans on hospice. Mrs. Rendler noted that there were 30 students at the last meeting.

Mock interviews will take place at the following dates and times:

- CVHS AVID has not set a date yet.
- REV - February 15, 8:30 – 12:30
- RHS - January 24, 7:30 to 11:40
- Rochford Scholars - April 30 and May 1 at the Orton Center

The Intermixer will take place on February 15 from 5:30 – 8:30 at the Orton Center. The cost will be \$20 students and \$40 adults and they are still looking for someone to be an advisor at REV and CV.

XII. SUPERINTENDENT’S REPORT

a. Juan Cabral, Superintendent of Schools:

1. Thanked Mr. Shah and Mr. Hill for the First Interim Report sharing that he appreciates the work.
2. Noted that the recent William’s Complaints will be reflected on the next William’s Quarterly Report.
3. Addressed the book policy process noting that it is a long process due to many reasons including availability of the book and pending legislation. After the book has been investigated at the site level, the decision may be appealed and go to the District level. The Board Policy does not dictate that parents need to be on the committee however Dr. Wagner has included parents at the site and District level. He further shared that eight books have been through site level review and have been deemed appropriate and are now being reviewed at the District level over the winter break and staff will meet after the break. Once the District level review is completed, Board Policy states that is the final step. Staff members receive stipends for participating.

XIII. SUPERINTENDENT’S RECOMMENDATIONS

XIV. BUSINESS SERVICES CONSENT ITEMS

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried, the Board took action to:

- a. Approve all Consent Items as detailed in Items XIV.b. – XIV.t.
- b. Approve Agreement with Fulcrum Management Solutions (ThoughtExchange), to provide Software and Professional Services to create online conversations between Leaders and their Participants, at a cost not to exceed \$29,800.00, effective January 1, 2024 through December 1, 2024, to be funded by Local Control and Accountability Plan (LCAP) Funds (Appendix Item).

- c. Ratify/Approve Agreement with Fairbank, Maslin, Maullin, Metz & Associates (FM3), to provide public opinion research services for Redlands Unified School District, effective September 29, 2023, at a total cost not to exceed \$45,750.00 to be funded by Business Services Funds (Appendix Item).
- d. Ratify/Approve Agreement with The Lew Edwards Group, to provide preparatory communications outreach services for Redlands Unified School District, effective November 1, 2023 through August 30, 2024, at a total cost not to exceed \$76,000.00, for professional consulting services, to be funded by Business Services Funds (Appendix Item).
- e. Ratify/Approve Agreement with Rod Torres, DBA as Strategic Solutions 4 School Safety, to provide guidance and training to safety officers and District staff; being a liaison for critical incident planning and radio implementation, effective November 30, 2023 through June 30, 2024, at a cost not to exceed \$25,000.00, to be funded by School Safety Funds (Appendix Item).
- f. Ratify/Approve Agreement with School Services of California, Inc., to assist in negotiations and support, effective November 15, 2023 through June 30, 2024, to be funded by District Administration and Business Services Funds (Appendix Item).
- g. Ratify/Approve Amendment No. 1 with Galaxy Speech, LLC., to extend Speech Services from September 27, 2023 through March 15, 2024, to be funded by Special Education Funds (Appendix Item).
- h. Ratify/Approve Amendment No. 1 with Kunkel Consulting, LLC., to increase the amount from \$14,245.00 to \$16,240.00 due to the increase in cost of additional materials to provide a professional development series both virtual and in-person, effective September 5, 2023 through January 5, 2024, funded by Educator Effectiveness Grant Funds (Appendix Item).
- i. Approve Amendment No. 1 with New Direction Solutions, LLC., DBA as ProCare Therapy, to extend the current consultant agreement, originally effective from August 9, 2023 through December 15, 2023, amended to August 9, 2023 through March 15, 2024, funded by Special Education Funds (Appendix Item).
- j. Ratify/Approve Amendment No. 1 with Pioneer Healthcare Services, to extend Speech Services from September 27, 2023 through March 15, 2024, funded by Designated Instructional Services Funds (Appendix Item).
- k. Accept as complete and approve filing a Notice of Completion with the County Hall of Records for Bid 10-22 with Ohno Construction, for Redlands East Valley High School Stadium Track & Field Improvements. Authorize Jason Hill, Assistant Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- l. Award Bid 7-24 for Citrus Valley High School Gymnasium HVAC to the lowest responsible/responsive bidder, Dalke & Sons Construction, Inc., in the amount of \$413,760.00, to be funded by COVID Funds. Authorize Jason Hill, Assistant Superintendent, Business Services, and Amy Drummond, Purchasing Director I, to sign related documents on behalf of the Board.
- m. Award Bid 8-24 for a Wide Area Network (WAN) Capacity Circuit Upgrade to the lowest responsible/responsive bidder, Crown Castle, in the amount of \$102,000.00, to be

funded by the Informational Services Funds. Authorize Jason Hill, Assistant Superintendent, Business Services, and Amy Drummond, Purchasing Director I, to sign related documents on behalf of the Board.

- n. Ratify/Approve the use of Lin Lines, Strack Ground Transportation, Transportation Charter Services, Lux Bus America and Pacific Coachways for use of Charter Transportation Services in the absence of a formal bid. Authorize Juan Cabral, Superintendent, Jason Hill, Assistant Superintendent, Business Services, and Amy Drummond, Purchasing Director I, to sign related documents on behalf of the Board.
- o. Approve Change Order No. 4 with Ohno Construction, for Redlands East Valley High School Stadium Track & Field Improvements, Bid 10-22, in the amount of \$57,894.91 to be funded by Developer Fees, Redevelopment Agency Funds and/or CFD Funds (Appendix Item).
- p. Approve Maria (Fernanda) Naves-Arias Director I, Accounting and Payroll, as an authorized agent for documents, and accounts payable orders on behalf of the Governing Board, effective December 12, 2023, and terminate Cheryl Grosz as an authorized agent for documents, and accounts payable orders on behalf of the Governing Board, effective December 12, 2023. (Appendix Item).
- q. Accept the San Bernardino County Superintendent of School's Williams Settlement 2022-2023 Annual Report to ensure compliance with the Williams Legislation (Appendix Item).
- r. Accept the San Bernardino County Superintendent of School's Williams Settlement Monitoring Report to ensure compliance with the Williams Legislation (Appendix Item).
- s. Ratify/Approve Attendance at Professional Meetings (Appendix Item).
- t. Approve Payment Transmittal Numbers 24000691 through 24000801 for December 12, 2023, in the amount of \$3,679,499.03. Authorize Jason Hill, Assistant Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).

XV. BUSINESS SERVICES ACTION ITEMS

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

- a. Adopt Resolution No. 13, 2023-2024 – Resolution of the Board of Education of the Redlands Unified School District Approving the Annual and Five Year Reportable Fees Report for the Fiscal Year 2022-2023, in Compliance with Government Code Sections 66006 and 66001 (Appendix Item).

On motion of Melissa Ayala-Quintero, second by Jim O'Neill, and unanimously carried, the Board took action to:

- b. Adopt Resolution No. 15, 2023-2024, Authorization to File State Applications for Projects through the Office of Public School Construction, Department of General Services, State of California (Appendix Item).

On motion of Patty Holohan, second by Michele Rendler, and unanimously carried, the Board took action to:

- c. Adopt Resolution No. 16, 2023-2024, Authorization to Designate Authority to Transact Banking Services for Secondary Schools Associated Student Body Accounts (Appendix Item).

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried, the Board took action to:

- d. Adopt Resolution No. 17, 2023-2024, authorizing the District to enter into an Agreement with Public Agency Retirement Services (PARS) to design and administer a Supplementary Retirement Plan (SRP) for eligible Certificated Non-Management, Certificated Management, Classified Non-Management, and Classified Management Employees, provided there is sufficient employee participation (Appendix Item).

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

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

On motion of Jim O'Neill, second by Patty Holohan, and unanimously carried, the Board took action to:

- f. Accept nominations for the California School Boards Association [CSBA] 2023 Delegate Assembly Sub-Region 16B Delegates. Region 16B has eight vacancies. Each Board may nominate as many individuals as it chooses (Appendix Item).

Heather Allgood (Helendale SD)
 Joe Armendarez (Fontana USD)
 Mikki Cichocki (San Bernardino City USD)
 Tom Courtney (Lucerne Valley USD)
 Barbara Dew (Victor Valley Union HSD)
 Cindy Gardner (Rim of the World USD)
 James O'Neill (Redlands USD)
 Scott Wyatt (San Bernardino City USD)

XVI. EDUCATIONAL SERVICES CONSENT ITEMS

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried, the Board took action to:

- a. Approve Consent Items as detailed in Items XVI.b. – XVI.m.
- b. Approve submittal of the following updates to the School Plans for Student Achievement for year span 2023 through 2024 [A copy is available for review at the District Office, Educational Services Division, and at the secretary's desk at the Board

Meeting.]: Arroyo Verde Elementary School, Beattie Middle School, Cope Middle School, Moore Middle School, and Orangewood High School (Appendix Item).

- c. Ratify/Approve 10 members of the Redlands East Valley High School Cross Country Team to travel by car, to Fresno, California, to participate in the Cross Country State Finals, effective November 24, 2023 through November 26, 2023.
- d. Approve approximately 26 members of the Redlands High School Chamber Singers to travel by bus and plane, to Sacramento, California, to guest perform at the California All State Music Educators Conference, effective February 1, 2024 through February 3, 2024.
- e. Approve 45 members of the Redlands High School Speech & Debate Team to travel by bus, to UC Berkeley, to participate in the UC Berkeley Speech Invitational, effective February 17, 2024 through February 20, 2024.
- f. Approve 6 members of Redlands East Valley High School Wrestling Team to travel by van, to Bakersfield, California, to compete at the CIF State competition, effective February 21, 2024 through February 24, 2024.
- g. Approve 33 members of the Citrus Valley High School Advanced Treble Class to travel by bus, to Anaheim, California, to participate in the WorldStrides Competition for treble singers, effective March 15, 2024 through March 17, 2024.
- h. Approve 45 members of the Redlands High School Speech & Debate Team to travel by bus, to Bakersfield, California, to participate in the State Championship Tournament, effective April 11, 2024 through April 14, 2024.
- i. Approve approximately 3 members of the Redlands High School Tennis Team to travel by RUSD car/van, to Ojai, California, to participate in the CIF sponsored Ojai Valley Tennis Tournament, effective April 24, 2024 through April 27, 2024.
- j. Approve approximately 8 members of the Redlands High School Boys' and Girls' Swim Team to travel by van, to Fresno, California, to participate in the CIF Swim Meet, effective May 8, 2024 through May 11, 2024.
- k. Approve approximately 6 members of the Redlands High School Boys' Golf Team to travel by van, to Ventura, California, to participate in the Boys' Golf CIF Meet, effective May 12, 2024 through May 13, 2024.
- l. Approve approximately 5 members of the Redlands High School Track and Field Team to travel by van, to Fresno, California, to participate in the Track State Finals Meet, effective May 23, 2024 through May 26, 2024.
- m. Approve the Redlands Unified School District 2023-2024 Reopening of School and Safety Plan (Appendix Item).

XVII. EDUCATIONAL SERVICES ACTION ITEMS

On motion of Melissa Ayala-Quintero, second by Jim O'Neill, and unanimously carried, the Board took action to:

- a. Approve the Stipulated Expulsion regarding student 2023-2024-010, expulsion through the remainder of the first semester and all of second semester for the 2023-2024 school year.
- b. Approve the Stipulated Expulsion regarding student 2023-2024-011, expulsion through the remainder of the first semester for the 2023-2024 school year with the second semester for the 2023-2024 school year suspended.
- c. Approve the Remand Hearing Expulsion regarding student 2022-2023-042, expulsion through the remainder of the second semester for the 2022-2023 school year and all the first semester for the 2023-2024 school year.

XVIII. HUMAN RESOURCES CONSENT ITEMS

On motion of Patty Holohan, second by Melissa Ayala-Quintero, [Patty Holohan abstaining on Item XVIII.f.], and unanimously carried, the Board took action to:

- a. Approve all Consent Items as detailed in Items XVIII.b. – XVIII.am. – (Assignments are tentative and informational and subject to change by the Superintendent)
- b. Certificated - Ratify/Approve employment of certificated bargaining unit 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 for certificated bargaining unit personnel (Appendix Item).
- f. Certificated - Ratify/Approve extra assignments for certificated personnel (Appendix Item).
- g. Certificated - Ratify/Approve certificated requests for leaves of absence (Appendix Item).
- h. Certificated - Ratify/Accept resignations from certificated bargaining unit personnel (Appendix Item).
- i. Certificated - Accept resignations/separations from certificated hourly personnel (Appendix Item).
- j. Certificated - Ratify/Accept resignations/separations from certificated hourly/daily personnel (Appendix Item).
- k. Classified - Ratify/Approve new classified contract personnel (Appendix Item).
- l. Classified - Ratify/Approve new classified contract Instructional Paraprofessional - Special Education personnel (Appendix Item).

- m. Classified - Ratify/Approve employment of classified substitute/short-term personnel (Appendix Item).
- n. Classified - Ratify/Approve anniversary step and longevity increments of classified contract personnel, effective December 1, 2023 (Appendix Item).
- o. Classified - Ratify/Approve anniversary step and longevity increments of classified contract Instructional Paraprofessional - Special Education personnel, effective December 1, 2023 (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 from certificated management personnel for the 2023-2024 school year (Appendix Item).
- y. Management - Approve revisions to the management team salary schedule for the 2023-2024 school year, effective December 13, 2023 (Appendix Item).
- z. Other - Approve revisions to Board Policy 4221 - Substitute/Short-Term Employees Hourly Rate, effective January 1, 2024 (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).
- aj. Other - Ratify/Approve Memorandum of Understanding for Education Specialist District Intern Program, Center for Teacher Preparation, between the Redlands Unified School District and Riverside County Superintendent of Schools, effective July 1, 2023 through July 30, 2026. Authorize Lisa Bruich, Director III, Human Resources, to sign on behalf of the Board (Appendix Item).
- ak. Other - Ratify/Approve Memorandum of Understanding between the Redlands Unified School District and California Baptist University, effective November 3, 2023. Authorize Lisa Bruich, Director III, Human Resources, to sign on behalf of the Board (Appendix Item).
- al. Other - Approve Memorandum of Understanding between the Redlands Unified School District and Azusa Pacific University, effective December 15, 2023. Authorize Lisa Bruich, Director III, Human Resources, to sign on behalf of the Board (Appendix Item).
- am. Other - Approve Student Teaching Agreement between the Redlands Unified School District and Eastern Washington University, effective December 13, 2023. Authorize Lisa Bruich, Director III, Human Resources, to sign on behalf of the Board (Appendix Item).

XIX. HUMAN RESOURCES ACTION ITEMS

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

- a. Management - Establish position and approve job description for School Occupational Therapist, effective December 13, 2023 (Appendix Item).

XX. DISCUSSION ITEMS

- a. CSBA Conference Reflections

The Board shared out CSBA Conference Reflections.

Mrs. Rendler shared that she enjoyed watching Redlands get another Golden Bell Award

and would like to see RUSD staff present at some of the workshops.

Mrs. Ayala-Quintero feels that Dr. Wagner should lead a workshop on how to win a Golden Bell.

XXI. PUBLIC PARTICIPATION

a. COMMUNITY INPUT

1. Joshua Hall

- Stated that he feels Safe Redlands Schools is not safe as they had a drag queen elf on their float in the Christmas parade and there were kids on the float with him and parents and grandparents in the audience were not notified that was happening and it is confusing kids. He further shared that children need to be protected from that.
- Shared that a man should not put on a dress in close proximity of children.

2. Dale Broome

- Noted the public comment guidelines are rules that are designed to suppress parental criticism and reading of library books to the school board and is designed to create an echo chamber, so the Board does not hear complaints or concerns expressed. He further urged the legal team that made these decisions that they have overreached on the criticisms.
- Noted he wanted to talk about a ballot initiative to protect kids that requires California schools to notify parents about mental health concerns and gender transition in school and prohibits biological males in competing in girl's interscholastic sports for grades 7 through college.
- Urged the Board to reconsider the Public Comment Guidelines as they are not a proper representation of the law or the First Amendment.

3. Valerie Taber

- Shared that she is a parent that lives in Trustee Area 5 and would like to follow up on the Cope incident. Further stating that she knows the District released a comment on the parent notification app but would like to know what the tangible steps are to keep students safe.

The following comment was emailed prior to the December 12, 2023 meeting, to be read during the Public Comments portion of the meeting and is summarized as follows:

1. Deborah Arroyo

- Thanked Michele Rendler for attending school events and appreciates how personable and accessible she is. Further noting that other Board Members do not attend as many events.

- Noted that she is disappointed and upset about the removal of principal, Dr. Lock.
- Shared that she is disappointed in the District Office leadership so far and doesn't expect anybody to respond or acknowledge the email, as the last email was not answered.

XXII. SUPERINTENDENT COMMENTS

1. Superintendent Cabral shared that he participated in the Christmas parade, and it was a wonderful event. He further thanked RTA and RESPA for the invitation.
2. Congratulated Dr. Wagner, the CSTEM Team and all staff involved with winning the Golden Bell award, further noting that this is the 5th Golden Bell win in a row.
3. Thanked the parents for the safety question and noted that the District is taking additional safety measures.

XXIII. BOARD COMMENTS/REPORTS

a. Melissa Ayala-Quintero:

1. Thanked everyone for coming to the meeting.
2. Thanked Dr. Angle for coming to the meeting and thanked him for the Counselor Road Shows, as it is very interesting to see what kids are doing.
3. Wished everyone a good break and hope everyone gets to rest and eat.

b. Michelle Rendler:

1. Shared that she enjoyed attending another Superintendent's Award in November, noting that not only were over 50 kids recognized for citizenship and academics, but Perfect CAASPP students were also recognized.
2. Congratulated teachers and staff for receiving the Golden Bell Award for CSTEM.
3. Attended Coffee with the Counselors at Franklin and she thanked them for the invite and enjoyed the Calm Down Jar.
4. Played the pots and pans with the band teacher from Cope and hopes to get to do it again.
5. Helped at Mentone Elementary with the Sandals Toy Drive. Two toys for every student at the school. Kids were able to purchase two toys. Thanked Pam and Jen and Mentone Admin for allowing her to be part of it.

6. Looking forward to Santa visiting Franklin tomorrow evening and Inspire Choir performing at REV.
 7. Appreciates everyone who came to the meeting to speak as the dedication to students is remarkable.
 8. Wished everyone peace and many blessings through the season.
- b. Ethan Morse (Student Trustee):
1. Was able to meet with other trustees. He enjoyed meeting everyone. He noted that the meeting was mostly informational, talking about policies and that they are all really eager.
 2. Would like to know about the changes being implemented across the District for student safety as they have heard about metal detectors.
- c. Patty Holohan:
1. Thanked RTA and RESPA for hosting the float in the Christmas parade.
 2. Thanked parents and staff for attending the second Cope Meeting, noting that we are coming up with answers and she is sure that Mr. Cabral will follow up.
 3. Attended the Mansion Memories at the Burrage on Saturday where a lot of RUSD staff was represented.
 4. Thanked everyone for attending and hopes they have a wonderful safe and blessed holiday.
- d. Jim O'Neill:
1. Shared that he has been member of Kiwanis and they have been putting on the Christmas parade for over 30 years and this was the biggest parade ever with 135 entries.
 2. Thanked Christine Stephens for what a great job she is doing with the newsletters.
 3. Noted that the performances from the visual and performing arts staff have been awesome.
 4. Thanked Melissa for her leadership on the Board this last year. Noting that he watched her grow and take charge and appreciates what she has done.
 5. Thanked Carianne for the behind-the-scenes work.
 6. Encouraged Michele to email the people that she thanks in her reports.
 7. Hopes everyone has a great season filled with love and joy.

- e. Alex Vara:
 - 1. Wished everyone a Merry Christmas and a Happy New Year.
 - 2. Reminded everyone that there is a School Facilities Corporation Meeting following adjournment.

XXIV. CLOSED SESSION

- a. None.

XXV. ADJOURNMENT

- a. There being no further business, the meeting was adjourned at 7:24 p.m.

Adopted:

Jim O'Neill, Clerk

Date