

Board of Education Minutes  
Regular Meeting: April 23, 2024  
Open/Closed Session: 4:00 p.m.  
Open Session: 6:00 p.m.

I. OPEN SESSION – President Vara opened the meeting at 4:00 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.

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 APPOINTMENT

**During Closed Session, the Board took action to approve the Superintendent’s recommendation to appoint Wes Cullen to the position of Principal, Redlands High School, effective July 1, 2024, at Step 4 of the Management Team Salary Schedule.**

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

**Appoint Wes Cullen to the position of Principal, Redlands High School, effective July 1, 2024, at Step 4 of the Management Team Salary Schedule.**

**During Closed Session, the Board took action to approve the Superintendent's recommendation to appoint Michael Laba to the position of Elementary Principal, Cram Elementary School, effective July 1, 2024, at Step 1 of the Management Team Salary Schedule.**

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

**Appoint Michael Laba to the position of Elementary Principal, Cram Elementary School, effective July 1, 2024, at Step 1 of the Management Team Salary Schedule.**

**During Closed Session, the Board took action to approve the Superintendent's recommendation to appoint Esther Tamanaha to the position of Elementary Principal, Bryn Mawr Elementary School, effective July 1, 2024, at Step 3 of the Management Team Salary Schedule.**

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

**Appoint Esther Tamanaha to the position of Elementary Principal, Bryn Mawr Elementary School, effective July 1, 2024, at Step 3 of the Management Team Salary Schedule.**

c. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

*No Action* was taken.

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 5:50 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 Board President Vara

c. ADOPTION OF AGENDA

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

d. ROLL CALL – Melissa Ayala-Quintero, Patty Holohan, Jim O’Neill, Michele Rendler, Alex Vara, Student Trustee Ethan Morse

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

e. APPROVAL OF MINUTES

*None.*

VII. PUBLIC PARTICIPATION

a. COMMUNITY INPUT

1. Paul Blatchley

- Shared that he lives in Trustee Area 5 and is addressing the Board as a concerned High School parent.
- Shared that parents need to know that if a child is different, it is likely that they will be bullied by other students and teachers. Further sharing that parents should get an advocate.
- Feels that the schools are not equitable as there are good and bad schools and teachers throughout the District and the attitude of the District is a barrier to change.
- Noted that the homework policy is not equitable and suggested swapping staff from higher performing schools to lower performing schools.
- Expressed that the District is focused on being a feeder district to the Cal State system.

2. Olga Romero

- Shared that she is a parent of a student at RUSD and that she has come to speak about the \$7,000 agreement on the agenda.

- Understands that EEBG is a state grant but questioned if the funds could be used for something better than a motivational speaker like training for paras.
- Thanked Mr. Cabral for the changes that have been implemented in the Special Education program. Further thanking him for listening to parents and taking time to meet with them as she feels the Board ignores Special Education parents.

3. Trisha Keeling

- Noted that she has two kids in the District and wanted to respond to complaints made about the District as it is nationwide.
- Encouraged parents to be involved and join PTA or volunteer.
- Shared that she trusts the Board make the right decision on the motivational speaker agreement as it can be important to staff development.
- Thanked the Board for doing proper staff development.

#### VIII. STUDENT REPRESENTATIVE'S REPORT

- a. Ethan Morse from Redlands East Valley High School reported on events happening at RHS, REV, OHS, eAcademy, and CVHS.

**Redlands eAcademy:**

- Most recently, eAcademy's Knowledge Fair was a big success and had a great turnout.
- Redlands eAcademy will host their prom at the Yucaipa Performing Arts Center on Thursday.
- On May 23rd eAcademy will present their annual drama and choir showcase at the Blackstone Theatre. Noting there is a lot of great talent in their programs, both among the students and the staff that make it happen.

**Orangewood High School:**

- Orangewood recently celebrated Earth Day with fun themed foods and games. To tie in with the holiday, Orangewood AVID is taking a field trip to Catalina to learn about marine conservation.
- OHS hosted their annual FIRE Fair to allow families to visit and see what's going on around campus; the event had a great turnout.
- Soccer season at Orangewood just started, the girls team has dominated winning both games so far!

**Redlands High School:**

- Last Saturday RHS hosted their prom at the Classic Golf Club in Palm Desert.
- Also last Saturday, their Winter Percussion Ensemble took second place at state finals!

- This Friday RHS Speech and Debate will host their showcase in the Grace Mullen Auditorium at 4:30pm.

**Citrus Valley High School:**

- Citrus Valley's last rally of the year was held last Friday. The Blackhawks had a great time expressing their black and gold Spirit!
- CV Swim has finals this Friday, and CV Baseball has playoffs this Wednesday against Yucaipa for the SBL Championships.
- The Blackhawk Theatre Company will be putting on their spring musical The Addams Family this weekend and next weekend!

**Redlands East Valley High School:**

- The Career Center is hosting a Career Options Fair this Wednesday, featuring hiring employers, military recruiters, job resources, college and training programs.
- The Instrumental Music program will host their annual Movie Night this Friday and Saturday at 7:00pm. This is a fan favorite event each year; this year's theme is The Music of Video Games.
- Also a special shout out to the Winter Guard, which took home fourth place in their divisional finals last weekend!
- The annual PossAbilities Prom is next Friday, May 3rd. This is a great opportunity for our Special Ed students so a big shout out to all staff and student volunteers that work to make it happen each and every year.

**Other Updates:**

- State testing is happening (Juniors CAASPP and Seniors CAST), with AP Testing less than two weeks away.
- Only 32 school days left until the end of the semester.

**IX. BOARD MEMBER COMMITTEE REPORTS**

- a. Redlands COMPACT – Sgt. DeSelms, Redlands Army recruiter was the career speaker for the Club. Members learned about the bronze, silver and gold certification process, noting that there are three for this year. Mrs. Rendler thanked the Fire and Police Associations for their donations to the senior scholarships, sharing that applications and essays were due to Mrs. Leonard and recipients will be announced during the Compact Awards night on April 25th at the Burrage Mansion. Compact co-sponsored a 5th grade essay contest, “Why You Think Living In America Is Great” and received 335 essays. Mock interviews for RCAP students will be held next Tuesday the 30th.
- b. Redlands Educational Partnership – Mrs. Rendler thanked everyone who came out to The Harlem Wizards game against the REP Rebounders. It was a fun night where a portion of funds received will go directly back to our schools to support teachers and students.
- c. CRY-ROP- Mrs. Ayala-Quintero shared that there are a few openings for the upcoming school year that they would like to get filled.

Ms. Holohan shared that RHS American Sign Language class held an Annual Silent Movie film showing at Grace Mullen Theater as a fundraiser and they did really well.

## X. BOARD COMMENTS

## a. Patty Holohan

1. Attended the Bike Classic and saw lots of familiar faces. Congratulated Scott Welsh for all of his hard work.
2. Shared that it was great to have the RHS HEART Academy, RHS AVID, and CV CRY-ROP students attend the EMS Day at Arrowhead Regional. Thanked Dr. Wagner and Dr. Angle for attending, Sheriff Dicus for being the keynote speaker and everyone who was there.
3. Attended Redlands Benchwarmers fundraiser noting that the Benchwarmers have supported all RUSD sports for over 60 years. Ms. Holohan gave a shout out to Jalen Phillips for donating a signed jersey to raise \$1,600.
4. Publicly thanked Mr. Best, who is retiring, for everything he has done, noting that we will miss him.

## b. Jim O'Neill

1. No comments.

## c. Michele Rendler

1. Thanked all the principals who scheduled bike team visits two weeks ago. The teams had as much fun as the students did during the assemblies. Over 450 kids came out to race on Saturday, April 13th. For the 8th time, Judson & Brown was the winner of the School Duel trophy for elementary with 124 participants! The winner of the trophy for MS/HS was tied between Moore and Cope.
2. Congratulated everyone who participated or volunteered at the race. Mrs. Rendler gave a special thank you to Brian Zander for his tireless efforts to make it a successful event for our community.
3. Shared that she had the pleasure of attending the Teacher of the Year Awards at The Church of Jesus Christ of Latter-day Saints last week. The five recipients, Haley Sambrano-Johnson- Clement MS, Paul DeVoe- RHS, Ashley Tiedemann-Mentone, Julie Mendoza-Mission and Martha Gonzalez- Moore, are all amazing educators and RUSD families are fortunate that they chose RUSD to call home.
4. Noted that last Friday she went to RHS to watch the 2023 Daisy Chain and ushers bring the top 60 students in the 11th grade together as the newest daisy chain/ushers for 2024. They listened to inspirational speakers and a heartwarming speech by one of their favorite teachers, Paul DeVoe. Lunch was served and information about their responsibilities during graduation were given.
5. Shared that she went to Rosalba Schessler's classroom to watch the Reclassification Celebration Luncheon for over 20 EL students at RHS who qualified. Congratulations on this wonderful achievement.

## d. Melissa Ayala-Quintero

1. Thanked Jim for inviting her and her family out to the Kiwanis breakfast.
2. Thanked Mr. Cabral, Carianne and the Principals for the wonderful Superintendent Awards Ceremony, noting that it is a great event.
3. Thanked Ethan for reminding her that there are 32 days left in the school year.

## e. Ethan Morse (Student Trustee)

1. Shared that he watches the Board Meetings and wanted to discuss Prop 28 money that will be used to rewire the theater lighting system to upgrade to LED lighting over the summer and toward the photography classes.
2. Thanked the Board for inviting him on the Packing House tour.

## f. Alex Vara

1. Encouraged all the site administrators to thank their administrative professionals for Administrative Professional Day.
2. Addressed the comment for the \$7,000 speaker for professional development, further noting that it is rare for the whole management team to meet and it is important for them to hear the same message so they can uplift students and staff.
3. Attended the Superintendent's Awards where over 200 students received awards.
4. Attend the Fifth District PTA Reflections Awards, noting that RUSD had three students make it to State Finals.

## XI. SUPERINTENDENT'S REPORT

## a. Juan Cabral, Superintendent of Schools:

1. Mr. Cabral assured the Board that there is professional development money that includes all of the staff including paras and safety. Administrator training monies does not impact classified and certificated trainings.
2. Thanked everyone for the participating in the Superintendent's Awards.
3. Noted that he has already signed up to play in the Harlem Wizards game next year.
4. Shared that he volunteered at the Bike Classic. Further noting that the work that Mr. Zander did for the Bike Classic was phenomenal with over 600 students participating.
5. Welcomed new principals that will be announced soon.
6. Shared that he will be at the U of R for his son's graduation for his master's degree.

## XII. PRESENTATION

- a. Recognition of C-STEM Administrator and Teacher of the Year - Ken Wagner, Assistant Superintendent, Educational Services.

Educational Services Staff recognized the following individuals:

- Dr. Patel as C-STEM Administrator of the Year
- Laura Shea as C-STEM Teacher of the Year
- Lidia Tekin as C-STEM Teacher of the Year

## 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.o.
- b. Approve Agreement with the Law Offices of Atkinson, Andelson, Loya, Ruud & Romo, to provide legal services pertaining to District business, effective July 1, 2024 through June 30, 2025, unless renewed or extended by a written agreement. Billed per agreed upon rates and to be funded by Business Services, CFD, Developer Fee and General Funds (Appendix item).
- c. Approve Agreement with Ensemble Therapy, to provide Speech Services, effective April 24, 2024 through June 6, 2024, to be billed based on the attached rate sheet, funded by Special Education Funds (Appendix Item).
- d. Approve Agreement with Ironwood Consulting & Inspections, Inc., to provide DSA Inspection Services for Redlands East Valley High School Stadium and Parking Lot Improvements, Phase 2, for \$212,340.00, effective June 1, 2024 through June 30, 2025, to be funded by Developer Fees. Authorize Jason Hill, Assistant Superintendent, to sign on behalf of the Board (Appendix Item).
- e. Approve Agreement with Kevin Bracy, DBA as LifeChangers International, to provide one 90-minute opening Keynote at the Administrative Advance, effective July 24, 2024, at a cost not to exceed \$7,000.00, to be funded by Educator Effectiveness Block Grant (EEBG) Funds. Authorize Jason Hill, Assistant Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- f. Approve Agreement with Leighton Consulting Inc., to provide materials testing and special inspections for Redlands High School Terrier Gymnasium HVAC Upgrades, at a cost not to exceed \$11,845.00, effective April 24, 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).
- g. Approve Amendment No. 1 to Agreement with Ironwood Consulting & Inspections Inc., to provide DSA Inspection Services for HVAC Upgrades at the District Office, at a cost of \$7,600.00 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).



- h. Ratify/Approve Agreement with Simun Psychological Assessment Group, to conduct a psychoeducational Independent Education Evaluation, effective February 9, 2024 through June 5, 2025, not to exceed \$7,200.00, funded by Special Education Administrative Funds (Appendix Item).
- i. Ratify/Approve the use of Elite Executive Charter, 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.
- j. Approve the Compromise Agreement between the Redlands Unified School District and the family of Student, effective upon approval of the Board, to resolve the dispute referenced in OAH No. 2023120299. Educational services provided by this Agreement shall be funded by Special Education Administration Funds.
- k. Approve the Compromise Agreement between the Redlands Unified School District and the family of Student, effective upon approval by the Board, to resolve the dispute referenced in OAH No. 2024030676. Educational services provided by this Agreement shall be funded by Special Education Administration Funds.
- l. Ratify/Approve Memorandum of Understanding with San Bernardino County Superintendent and Bryn Mawr Elementary to provide workshops, seminars, and hands-on activities with Music Changing Lives, Food for the People (MCLFFP), effective October 1, 2023 through September 30, 2026, at no cost to the District. Authorize Juan Cabral, Superintendent, to sign related documents on behalf of the Board (Appendix Item).
- m. Approve Change Order No. 1 with Dalke & Sons Construction, Inc., for the Walk-In Cooler addition at Franklin Elementary, Bid 6-24, in the amount of \$7,673.12, to be funded by Food Services Funds (Appendix Item).
- n. Authorize Destruction of the following surplus/obsolete vehicles:  

UNIT	DESCRIPTION	ENG	VIN #	LIC#
506	93 FORD	1 TON VN	2FDLF47G4PC801658	E377775
518	97 FORD	1 TON VN	1FDLF47G8VEB66925	E995387
- o. Approve Payment Transmittal Numbers 24001413 through 24001514 for April 23rd, 2024, in the amount of \$2,612,649.01. Authorize Jason Hill, Assistant Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).

#### XV. BUSINESS SERVICES ACTION ITEMS

None.

#### XVI. EDUCATIONAL SERVICES CONSENT ITEMS

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

- a. Approve Consent Item as detailed in Item XVI.b. – XVI.e.
- b. Approve 17 members of the Redlands High School AFJROTC to travel by van, to the Camp Pendleton Marine Corps Base in Oceanside, California, where they will gain character attributes, leadership, and life skills that can be applied in their education,

career, and life, effective April 24, 2024 through April 28, 2024.

- c. Approve 10 members of the Citrus Valley High School Boys Varsity Basketball Team to travel by van, to San Diego State University in San Diego, California, where they will participate in a two-day basketball tournament, effective June 14, 2024 through June 15, 2024.
- d. Approve 85 5th grade students at Kimberly Elementary School to travel by bus, to the Pali Institute: Outdoor Education Center in Running Springs, California, where they will explore science in a fun and engaging way that covers a variety of the 5th grade science standards, effective October 16, 2024 through October 18, 2024.
- e. Approve 60 members of the Redlands High School Chamber Singers and Les Chanteuses to travel by bus and plane, to the WorldStrides Heritage National Music Competition in Honolulu, Hawaii, where they will hear and learn from choir all around the nation, as well as work with and learn from distinguished vocal music adjudicators, effective March 19, 2025 through March 23, 2025.

#### XVII. EDUCATIONAL SERVICES ACTION ITEMS

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

- a. Adopt Resolution No. 28, 2023-2024, Education Support Professionals Day, May 21, 2024 (Appendix Item).

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

- b. Adopt Resolution No. 29, 2023-2024, Day of the Teacher, May 8, 2024 (Appendix Item).

On motion of Melissa Ayala-Quintero, second by Michele Rendler [Items XVII.c. through XVII.e.], and unanimously carried, the Board took action to:

- c. Approve the Stipulated Expulsion regarding student 2023-2024-032, expulsion through the remainder of the second semester for the 2023-2024 school year and all the first semester for the 2024-2025 school year.
- d. Approve the Stipulated Expulsion regarding student 2023-2024-033, expulsion through the remainder of the second semester for the 2023-2024 school year and all the first semester for the 2024-2025 school year.
- e. Approve the Stipulated Expulsion regarding student 2023-2024-034, expulsion through the remainder of the second semester for the 2023-2024 school year.

#### XVIII. HUMAN RESOURCES CONSENT ITEMS

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

- a. Approve all Consent Items as detailed in Items XVIII.b. - XVIII.v.
- b. Certificated - Ratify/Approve employment of hourly/daily certificated personnel (Appendix

Item).

- c. Certificated - Ratify/Approve revised salary placements/assignments for certificated bargaining unit personnel (Appendix Item).
- d. Certificated - Approve certificated request for leave of absence for the 2023-2024 school year (Appendix Item).
- e. Certificated - Approve certificated request for leave of absence for the 2024-2025 school year (Appendix Item).
- f. Certificated - Ratify/Accept resignations/separations for certificated bargaining unit personnel for the 2023-2024 school year (Appendix Item).
- g. Certificated - Accept resignations/separations for certificated bargaining unit personnel for the 2024-2025 school year (Appendix Item).
- h. Classified - Ratify/Approve new classified contract personnel (Appendix Item).
- i. Classified - Ratify/Approve new classified contract Instructional Paraprofessional - Special Education personnel (Appendix Item).
- j. Classified - Ratify/Approve employment of classified substitute/short-term personnel (Appendix Item).
- k. Classified - Ratify/Approve anniversary step and longevity increments of classified contract personnel, effective May 1, 2024 (Appendix Item).
- l. Classified - Ratify/Approve revised salary placements/assignments for classified contract personnel (Appendix Item).
- m. Classified - Ratify/Approve revised salary placements/assignments for classified contract Instructional Paraprofessional - Special Education personnel (Appendix Item).
- n. Classified - Ratify/Approve extra assignments for classified contract personnel (Appendix Item).
- o. Classified - Ratify/Approve extra assignments for classified contract Instructional Paraprofessional - Special Education personnel (Appendix Item).
- p. Classified - Ratify/Approve classified request for leave of absence (Appendix Item).
- q. Classified - Ratify/Accept resignations/separations from classified contract personnel (Appendix Item).
- r. Classified - Ratify/Accept resignations/separations from classified contract Instructional Paraprofessional - Special Education personnel (Appendix Item).
- s. Classified - Ratify/Accept resignations of classified substitute/short-term personnel (Appendix Item).
- t. Other - Ratify/Approve employment of temporary athletic team coaches/extended day/Citrus Valley High School (Appendix Item).

- u. Other - Ratify/Approve employment of volunteer athletic team coaches (Appendix Item).
- v. Other - Approve volunteers and fieldtrip chaperones for the 2023-2024 school year (Appendix Item).

**XIX. HUMAN RESOURCES ACTION ITEMS**

None.

**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 Wes Cullen to the position of Principal, Redlands High School, effective July 1, 2024, at Step 4 of the Management Team Salary Schedule with the following vote: Ayala-Quintero, Holohan, O'Neill, Rendler, Vara voting Aye.**

**During Closed Session, the Board took action to approve the Superintendent's recommendation to appoint Michael Laba to the position of Elementary Principal, Cram Elementary School, effective July 1, 2024, at Step 1 of the Management Team Salary Schedule with the following vote: Ayala-Quintero, Holohan, O'Neill, Rendler, Vara voting Aye.**

**During Closed Session, the Board took action to approve the Superintendent's recommendation to appoint Esther Tamanaha to the position of Elementary Principal, Bryn Mawr Elementary School, effective July 1, 2024, at Step 3 of the Management Team Salary Schedule with the following vote: Ayala-Quintero, Holohan, O'Neill, Rendler, Vara voting Aye.**

**XX. DISCUSSION ITEMS.**

None.

**XXI. CLOSED SESSION**

- a. None.

**XXII. ADJOURNMENT**

- a. There being no further business, the meeting was adjourned at 7:00 p.m.

Adopted: