

Board of Education Minutes

Regular Meeting: September 24, 2024

Open/Closed Session: 4:30 p.m.

Open Session: 6:00 p.m.

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

a. ROLL CALL – Melissa Ayala-Quintero, Patty Holohan, Michele Rendler, Alex Vara

Absent: Jim O’Neill

b. ANNOUNCEMENTS – None.

c. STAFF ATTENDING – Juan Cabral, Superintendent of Schools; Jason Hill, Assistant Superintendent, Business Services; Rudy Wilson, Assistant Superintendent, Compliance; Juan Lopez, Interim Assistant Superintendent, Human Resources

II. PUBLIC PARTICIPATION

a. COMMUNITY INPUT

None.

III. ADJOURNMENT TO CLOSED SESSION

a. The Board adjourned to Closed Session at 4:31 p.m.

IV. CLOSED SESSION

a. CONFERENCE WITH LABOR NEGOTIATOR – CONTRACT MANAGEMENT

No Action was taken.

b. PUBLIC EMPLOYEE APPOINTMENT

1. CERTIFICATED MANAGEMENT

During Closed Session, the Board took action to approve the Superintendent’s recommendation to appoint Kyle Laughlin to the position of Assistant Principal, Redlands East Valley High School, effective September 30, 2024, at Step 5 of the Management Team Salary Schedule.

On motion of Patty Holohan, second by Michele Rendler, and unanimously carried, the Board took action to appoint Kyle Laughlin to the position of Assistant Principal, Redlands East Valley High School, effective September 30, 2024, at Step 5 of the Management Team Salary Schedule.

During Closed Session, the Board took action to approve the Superintendent's recommendation to appoint Jennie Dyerly to the position of Principal, Moore Middle School, effective September 30, 2024, at Step 5 of the Management Team Salary Schedule.

On motion of Michele Rendler, second by Melissa Ayala-Quintero, and unanimously carried, the Board took action to appoint Jennie Dyerly to the position of Principal, Moore Middle School, effective September 30, 2024, at Step 5 of the Management Team Salary Schedule.

2. CLASSIFIED MANAGEMENT

During Closed Session, the Board took action to approve the Superintendent's recommendation to appoint Jason Hill to the position of Deputy Superintendent, Business Services, effective September 25, 2024, at Step TBD 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 Jason Hill to the position of Deputy Superintendent, Business Services, effective September 25, 2024, at Step TBD of the Management Team Salary Schedule.

c. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

1. No Action was taken.

d. STUDENT MATTERS

1. No Action was taken.

e. OTHER

1. No Action was taken.

V. ADJOURNMENT TO OPEN SESSION

- a. The Board adjourned to open session at 6:01 p.m.

VI. REGULAR MEETING – OPEN SESSION

- a. CALL TO ORDER – President Vara opened the meeting at 6:08 p.m.
- b. PLEDGE OF ALLEGIANCE – Led by President Vara
- c. APPROVAL OF AGENDA

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried, with Student Trustee Ford voting aye, the Board took action to adopt the agenda with flexibility.

- d. ROLL CALL – Melissa Ayala-Quintero, Ella Ford (Student Trustee), Patty Holohan, Michele Rendler, Alex Vara

Absent: Jim O'Neill

- e. STAFF ATTENDING – Juan Cabral, Superintendent of Schools; Jason Hill, Assistant Superintendent, Business Services; Rudy Wilson, Assistant Superintendent, Compliance; Juan Lopez, Interim Assistant Superintendent, Human Resources

- f. APPROVAL OF MINUTES

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried, with Student Trustee Ford voting Aye, the Board took action to adopt to approve the minutes of the September 9, 2024, Board of Education Regular Meeting.

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

During closed session, the Board unanimously took action to appoint Kyle Laughlin to the position of Assistant Principal, Redlands East Valley High School, effective September 30, 2024, at Step 5 of the Management Team Salary Schedule.

During closed session, the Board unanimously took action to appoint Jennie Dyerly to the position of Principal, Moore Middle School, effective September 30, 2024, at Step 5 of the Management Team Salary Schedule.

During closed session, the Board unanimously took action to appoint Jason Hill to the position of Deputy Superintendent, Business Services, effective September 25, 2024, at Step TBD of the Management Team Salary Schedule.

VII. PUBLIC PARTICIPATION

- a. COMMUNITY INPUT

1. Love Aflolabi

- Shared that she is a senior at Redlands East Valley High School and stressed the importance of mental health services in education.
- Noted RUSD's efforts in addressing mental health needs with the Redlands Coordinated Support Services (RCSS), Virtual wellness center and Expanded social-emotional learning programs.
- Urged continuation of proactive mental health services.

2. Beatrix Williams

- Shared that she is a senior at Redlands High School and member of RHS's Mental Health Advocate Club.
- Acknowledged RUSD's progress in mental health initiatives, including social emotional learning and virtual wellness center.

- Recommended implementing a timelier approach to address youth mental health needs, such as an intervention timeline.
- Raised concern about lack of set timeline for high-risk students to meet with case counselors.
- Noted suicide as third leading cause of death for youths aged 14-18 in 2021 (CDC data).
- Recommended expanding and clarifying roles of school counselors and psychologists.
- Proposed better communication about available mental health resources to students and urged implementation of a mental health screener in the RUSD district.

3. Brileigh Guillen

- Shared that she is a senior at Redlands High School and she founded Mental Health Advocate Club. She further noted that she helped coordinate VIVE Festival of Wellness and was selected to work with Stanford's Center for Youth Mental Health and Well Being.
- Shared that students feel disconnected from staff when seeking help, struggle to access school support services and have difficulty discussing mental health with adults.
- Raised concerns regarding the silent nature of mental health struggles, lack of proactive identification of struggling students and reliance on student initiative or visible signs for support.
- Urged the board to work with students to implement a mental health screener and emphasized the need for a proactive approach to mental health support in schools.

4. Nahiam Modra

- Shared that she is a senior at Redlands High School, and Vice President of Mental Health Advocate Club.
- Identified gaps in mental health resources for students with unseen needs and proposed implementation of a universal mental health screener who would identify students who may benefit from additional support and would be part of a multi-tier intervention system.
- Emphasized importance of identifying and providing access to resources for students with unseen needs.
- Urged the creation of a mental health screener for RUSD.

VIII. STUDENT TRUSTEE REPORT

a. Student Trustee Ella Ford reported on the following:

Redlands eAcademy:

- Game night rescheduled to September 26th, 4-5:30 PM
- Middle school and high school esports teams preparing for new season

- Fall Festival planned for October 24th, 5-6:30 PM

Redlands High School:

- Varsity football team won against Grand Terrace on September 19th
- Upcoming homecoming game combined with smudge pot game
- Band preparing for annual Preview of the Champions fundraising event

Citrus Valley High School:

- Students returned to campus after Line Fire incident
- Held homecoming football game and event
- Upperclassmen attending presentations from local colleges
- Theater class holding Chipotle fundraiser on Saturday
- Black and Gold Brigade performing at Redlands High School preview

Redlands East Valley:

- Homecoming week underway, theme: "California Dreamin"
- Homecoming football game against Sonora on Friday
- Theater class preparing to present "Little Women"

District-wide:

- Partnership College Week in progress, providing information for graduating seniors

IX. BOARD COMMITTEE REPORTS

- a. Redlands COMPACT – Mrs. Rendler shared that CVHS is proud to report that Sarah Keller is back as their advisor. 60 students have signed up to part of this amazing club. RHS has over 40 members and Melanie Mitchell is still the advisor and they are still searching for an advisor for REV.

The Fall Mixer is on Oct. 10, 2024 at the U of R (Valencia Room) and the dinner Mixer will be February 13, 2025 at the U of R (Casa Loma Room). They are looking for adults willing to share business and career advise with the students, and the Multiply Your Generosity proposals are due November 1st.

- b. Redlands Educational Partnership – Mrs. Rendler reported that the Teacher and Principal Grants application window is open September 23-October 13 and 50 teacher applications and two principal applications have already been submitted.

Mrs. Rendler reminded everyone to sign up for the Turkey Trot on Thanksgiving morning.

- c. CRY-ROP – Melissa Dix from CRY-ROP shared that they were just notified by the state that they are receiving the Golden State Pathways Grant. Noting that is a four year grant for over 1.25 million dollars for the four districts, to support healthcare pathways. In

RUSD, the grant will support the heart academy as well as another after school certified nurse assistant program to be held at REV.

X. BOARD COMMENTS

a. Melissa Ayala-Quintero

- Thanked the mental health advocates for coming back and speaking to the Board.
- Shared appreciation for the students and hopes that as a district, we can rise to the level the students expect and can get together and help on the screening.

b. Michele Rendler

- Shared appreciation for being a part of another Superintendents Awards, noting that there are incredible educators and amazing students.
- Attended the RHS Varsity football game, and congratulated the school on another win.
- Noted that the Assistance League of Redlands clothed about 150 students in the district during Operation School Bell at Kohl's and thanked the counselors, principals and Mr. Cabral for being there to support the families and their students.
- Attended the first Counseling Advisory Council meeting at Mentone and shared that she loved hearing how Counselors Pam and Jen are helping the students. The SEL lessons and the community partnerships they have built will lead to a lifetime of success for the students at Mentone.
- Noted appreciation for all the counselors throughout the district helping with the well-being of all RUSD students.
- Thanked the students for coming out to speak tonight.

c. Patty Holohan

- Welcomed Kyle and wished him well at REV.
- Congratulated Jenny for her new position at Moore Middle School.
- Apologized for missing the Superintendent Awards and CV Homecoming
- Shared information about Arrowhead Regional Medical Center's Foundation Office receiving over a million dollars for an Adolescent Behavioral Center.
- Expressed support for students promoting mental health awareness.
- Reminded everyone about the Believe Walk on Sunday, October 6th and thanked those who registered for the walk and dedicated themselves to fighting the cause.
- Mentioned encountering Heart Academy students at Newport Beach while out of town.

d. Alex Vara

- Acknowledged various staff members dedication and expressed gratitude to the staff for supporting a student population of approximately 20,000 students.

e. Ella Ford

- Discussed persistent bullying in RUSD schools despite prevention efforts noting that bullying resolution sometimes prioritizes the bully's feelings over the victim's.
- Suggested that staff consider both the bully and the victim perspectives in the resolution process and suggested that it might be helpful to provide bullies with an outlet to discuss feelings and modify harmful behaviors.
- Expressed confidence in schools' ability to resume normal activities after current fire emergencies.
- Expressed eagerness to work with the new slate of Student Trustees.

XI. SUPERINTENDENT'S REPORT

a. Juan Cabral, Superintendent of Schools:

- Expressed gratitude to students who spoke at the podium and to the student trustees.
- Emphasized the importance of student voice and taking action based on student feedback.
- Committed to setting up a meeting with mental health advocates to discuss district-wide screening.
- Reaffirmed commitment to addressing bullying seriously and consistently across all programs.
- Thanked families and students for their understanding during the recent week-long school closure.
- Expressed appreciation for first responders, firefighters, and law enforcement officials and discussed the J13 application to the state requesting a waiver for makeup days. Further noting that possible options for makeup days if required, including using part of spring break.
- Invited community participation in various campus events and activities.

XII. SUPERINTENDENT'S RECOMMENDATIONS

XIII. BUSINESS SERVICES CONSENT ITEMS

On motion of Patty Holohan, second by Michele Rendler, and unanimously carried, with Student Trustee Ford voting Aye, the Board took action to:

- a. Approve all Consent Items as detailed in Items XIII.b. – XIII.j.
- b. Accept as complete and approve filing a Notice of Completion with the County Hall of Records for Bid 6-23 with Wakeco, Inc., for HVAC Upgrades at the District Office. Authorize Jason Hill, Assistant Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- c. Approve Change Order No. 2 with Allison Mechanical, Inc., for Redlands East Valley High School Gymnasium HVAC Upgrades, Bid 3-24, in the amount of \$14,882.84, to be funded by Covid Funds. (Appendix Item).
- d. Approve Change Order No. 1 with Dalke & Sons Construction, Inc., for Citrus Valley High School Gymnasium HVAC Upgrades, Bid 7-24, in the amount of \$62,632.87, to be funded by Covid and/or General Funds (Appendix Item).
- e. Approve Change Order No. 1 with Dalke & Sons Construction, Inc., for Redlands High School Terrier Gymnasium HVAC Upgrades, Bid 13-24, in the amount of \$32,197.54, to be funded by Covid and/or General Funds (Appendix Item).
- f. Approve Change Order No. 1 with Roadway Engineering & Construction Corp., for Stadium and Parking Lot Improvements at Redlands East Valley High School, Phase 2, Bid 17-24, in the amount of \$101,514.59, to be funded by General Funds, Redevelopment Agency Funds and/or Special Reserve Funds (Appendix Item).
- g. Approve Change Order No. 1 with Wakeco, Inc., for Redlands High School Girls Gymnasium HVAC Upgrades, Bid 20-24, in the amount of \$17,512.83, to be funded by Covid and/or General Funds (Appendix Item).
- h. Approve Change Order No. 2 with Wakeco, Inc., for Kitchen HVAC Upgrades at Clement Middle School, Bid 14-24, in the amount of \$93,840.53, to be funded by Covid and/or Redevelopment Agency Funds (Appendix Item).
- i. Approve the 2024-2025 Redlands Unified School District Impacted Schools List (Appendix Item).
- j. Approve Payment Transmittal Numbers 25000469 through 25000542 for September 24, 2024, in the amount of \$6,510,834.77. Authorize Jason Hill, Assistant Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).

XIV. BUSINESS SERVICES ACTION ITEMS

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

- a. Approve the Request for Allowance of Attendance due to Emergency Conditions (Affidavit, Form J-13A) with the California Department of Education for school closures caused by a declared State of Emergency (Appendix Item).

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

1. Adopt Resolution No. 13, 2024-25, Resolution for approving the district's application for the AB841/CALSHAPE (California Energy Commission) Grant in the amount of \$4,040,730.00. If granted, the entire amount must be used in accordance with the AB841 grant's terms and conditions (Appendix Item).

XV. EDUCATIONAL SERVICES CONSENT ITEMS

On motion of Melissa Ayala-Quintero, second by Alex Vara, Student Trustee Ford voting Aye, unanimously carried, the Board took action to:

- a. Approve Consent Item as detailed in Item XV.b.
- b. Approve Revision of Administrative Regulation and Board Policy 1312.1 – Complaints Concerning District Employees [First Reading] (Appendix Item).

XVI. EDUCATIONAL SERVICES ACTION ITEMS

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

- a. Adopt Resolution No. 12, 2024-2025, National Red Ribbon Campaign, supporting Red Ribbon Week, October 23 – October 31, 2024 (Appendix Item).

XVII. HUMAN RESOURCES CONSENT ITEMS

On motion of Patty Holohan, second by Melissa Ayala-Quintero, (Michele Rendler abstained on item XVII.y.), Student Trustee Ford voting aye, and unanimously carried, the Board took action to:

- a. Approve all Consent Items as detailed in Items XVII.b. - XVII.z.
- b. Certificated – Ratify/Approve employment of new certificated contract personnel (Appendix Item).
- c. Certificated – Ratify/Approve employment of hourly Home Hospital certificated personnel (Appendix Item).
- d. Certificated – Ratify/Approve employment of hourly/daily certificated personnel (Appendix Item).
- e. Certificated – Ratify/Approve revised salary placements/assignments of certificated contract personnel (Appendix Item).

- f. Certificated – Ratify/Approve extra assignments of certificated contract personnel (Appendix Item).
- g. Certificated – Ratify/Approve requests for leaves of absence from certificated contracted personnel (Appendix Item).
- h. Certificated – Ratify/Accept resignations/separations of certificated contract personnel (Appendix Item).
- i. Certificated – Ratify/Approve release of temporary certificated contract personnel (Appendix Item).
- j. Certificated – Ratify/Accept resignations/separations from certificated hourly/daily personnel (Appendix Item).
- k. Classified – Ratify/Approve employment of new classified contract personnel (Appendix Item).
- l. Classified – Ratify/Approve employment of new special education paraprofessional classified contract personnel (Appendix Item).
- m. Classified - Ratify/Approve employment of substitute/short-term classified personnel (Appendix Item).
- n. Classified – Ratify/Approve revised salary placements/assignments of classified contract personnel (Appendix Item).
- o. Classified – Ratify/Approve revised salary placements/assignments of special education paraprofessional classified contract personnel (Appendix Item).
- p. Classified – Ratify/Approve extra assignments of classified contract personnel (Appendix Item).
- q. Classified – Ratify/Approve extra assignments of special education paraprofessional classified contract personnel (Appendix Item).
- r. Classified – Ratify/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 of classified substitute/short-term personnel (Appendix Item).
- u. Classified – Ratify/Approve Memorandum of Understanding between the Redlands Unified School District and the Redlands Education Support Professionals Association, effective September 17, 2024, through June 30, 2026 (Appendix Item).
- v. Management – Ratify/Approve revised salary placements/assignments of management team personnel (Appendix Item).
- w. Other – Approve revisions to Board Policy 4221.16 - Substitute/Short-Term Employees Hourly Rate, effective September 25, 2024 (Appendix Item).

- x. Other – Approve revisions to Exhibit 4121.1 - Temporary/Substitute Personnel Compensation, effective September 25, 2024 (Appendix Item).
- y. Other – Approve volunteers and fieldtrip chaperones for the 2024-2025 school year (Appendix Item).
- z. Other – Ratify/Approve confirmation of completion of Mandated Reporting for Child Abuse & Neglect training by all employees in compliance with AB 1432 for the 2024-2025 school year (Appendix Item).

XVIII. HUMAN RESOURCES ACTION ITEMS

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

- a. Management – Establish position and approve job description for Deputy Superintendent, Business Services, effective September 25, 2024 (Appendix Item).

XIX. DISCUSSION ITEMS.

- a. None.

XX. CLOSED SESSION

- a. None.

XXI. ADJOURNMENT

- a. There being no further business, the meeting was adjourned at 6:49 p.m.

Adopted:

Jim O'Neill, Clerk

Date