

Board of Education Minutes  
Regular Meeting: December 17, 2024  
Open/Closed Session: 4:30 p.m.  
Open Session: 6:00 p.m.

I. OPEN SESSION – Vice President Michele Rendler opened the meeting at 4:52 p.m.

- a. ROLL CALL – Melissa Ayala-Quintero, Patty Holohan, Candy Olson, Michele Rendler, Jeannette Wilson
- b. ANNOUNCEMENTS – None.

Staff Attending:

Lisa Bruich, Acting Assistant Superintendent, Human Resources  
Jason Hill, Deputy Superintendent, Business Services  
Rudy Wilson, Assistant Superintendent, Compliance

II. PUBLIC PARTICIPATION

- a. COMMUNITY INPUT

None.

III. ADJOURNMENT TO CLOSED SESSION

The Board adjourned to Closed Session at 4:53 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 Patricia (Patti) Buchmiller to the position of Assistant Superintendent, Educational Services, effective December 18, 2024, at Step 1 of the Cabinet Management Salary Schedule.

On motion of Melissa Ayala-Quintero, second by Patty Holohan, and unanimously carried, the Board took action to appoint Patricia (Patti) Buchmiller to the position of Assistant Superintendent, Educational Services, effective December 18, 2024, at Step 1 of the Cabinet Management Salary Schedule.

- 2. Classified Management

During Closed Session, the Board took action to approve the Superintendent's recommendation to appoint Maria Josephine (Josie) Perez to the position of Supervisor, Child Nutrition Services Culinary & Innovation, effective December 18, 2024, at Step 4 of the Management Team Salary Schedule.

On motion of Melissa Ayala-Quintero, second by Patty Holohan, and unanimously carried, the Board to action to appoint Maria Josephine (Josie) Perez to the position of Supervisor, Child Nutrition Services Culinary & Innovation, effective December 18, 2024, at Step 4 of the Management Team Salary Schedule.

c. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

No Action was taken.

d. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION

No Action was taken.

e. STUDENT MATTERS

No Action was taken.

f. OTHER

No Action was taken.

V. ADJOURNMENT TO OPEN SESSION

The Board adjourned to open session at 5:37 p.m.

VI. REGULAR MEETING - OPEN SESSION

a. CALL TO ORDER

Vice President Michele Rendler opened the meeting at 6:04 p.m.

- Congratulated Jim O'Neill and Alex Vara for their service during the past eight years.
- Congratulated Melissa Ayala-Quintero on her re-election.
- Welcomed two new board members Jeannette Wilson, Trustee Area 4 and Candy Olson, Trustee Area 5.
- Announced Superintendent Cabral's absence as he was attending his father's funeral, sent condolences to him and his family.
- Announce that Deputy Superintendent, Business Services Jason Hill will be sitting in Superintendent Cabral's place.

b. PLEDGE OF ALLEGIANCE

Led by Student Trustee Aleena Jose

c. ROLL CALL

Melissa Ayala-Quintero, Jasmine Gurrola (Student Trustee), Patty Holohan, Aleena Jose (Student Trustee), Candy Olson, Michele Rendler, Jeannette Wilson.

Staff Attending:

Lisa Bruich, Acting Assistant Superintendent, Human Resources

Jason Hill, Deputy Superintendent, Business Services  
Rudy Wilson, Assistant Superintendent, Compliance

Absent: Superintendent Juan Cabral

d. APPROVAL OF AGENDA

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

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

In Closed Session, during the Special Board Meeting of December 3, 2024, the Board unanimously took action to appoint Kelli Cooper to the position of Coordinator I, Special Services, effective December 4, 2024, at Step 5 of the Management Team Salary Schedule.

Kelli Cooper was present and welcomed by the Board.

In Closed Session, during the Special Board Meeting of December 3, 2024, the Board unanimously took action to appoint Tricia Mimaki to the position of School Occupational Therapist, effective December 5, 2024, at Step 5 of the Management Team Salary Schedule.

Tricia Mimaki was not present but welcomed by the Board.

During Closed Session, the Board unanimously took action to approve the Superintendent's recommendation to appoint Patricia (Patti) Buchmiller to the position of Assistant Superintendent, Educational Services, effective December 18, 2024, at Step 1 of the Cabinet Management Salary Schedule.

Patti Buchmiller was present and greeted and welcomed by the Board.

During Closed Session, the Board unanimously took action to approve the Superintendent's recommendation to appoint Maria Josephine (Josie) Perez to the position of Supervisor, Child Nutrition Services Culinary & Innovation, effective December 18, 2024, at Step 4 of the Management Team Salary Schedule.

Josie Perez was not present but was welcomed by the Board.

VII. ORGANIZATION OF THE BOARD

a. OATH OF OFFICE

Jason Hill, Deputy Superintendent, Business Services swore in elected members to the Board of Education. In the following order:

1. Melissa Ayala-Quintero, elected member of the Board of Education (2024-2028).
2. Candy Olson, elected member of the Board of Education (2024-2028).

3. Jeannette Wilson, elected member of the Board of Education (2024-2028).

b. ELECTION OF PRESIDENT

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

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and unanimously carried the Board elected **Michele Rendler**, as President, Board of Education for a one-year term.

c. ELECTION OF VICE PRESIDENT

1. Elect the Vice President of the Board of Education for a one-year term, to fill the expired term of Michele Rendler.

On motion of Melissa Ayala-Quintero, second by Patty Holohan and carried with Melissa Ayala-Quintero, Patty Holohan, and Michele Rendler voting aye and Candy Olson and Jeannette Wilson voting nay, the Board elected **Patty Holohan**, as Vice President, Board of Education for a one-year term.

d. ELECTION OF THE CLERK

1. Elect the Clerk of the Board of Education for a one-year term, to fill the expired term of Jim O'Neill, in accordance with Education Codes 35121 and 35143.

On motion of Candy Olson, second by Jeannette Wilson and carried with Melissa Ayala-Quintero, Michele Rendler, Candy Olson, and Jeannette Wilson voting aye and Patty Holohan voting nay, the Board elected **Jeannette Wilson**, as Clerk, Board of Education for a one-year term.

e. 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 Melissa Ayala-Quintero, second by Patty Holohan and carried unanimously, the Board reaffirmed **Juan J. Cabral**, Superintendent of Schools, as Secretary of the Board, in accordance with Education Codes 35025 and 35035.

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

1. Elect one member of the Board of Education, as representative to Colton, Redlands,

Yucaipa-Calimesa Regional Occupational Program [CRY-ROP] Governing Board for a two-year term, to fill the expired term of Melissa Ayala-Quintero.

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

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

On motion of Patty Holohan, second by Michele Rendler and carried unanimously, the Board elected Patty Holohan, as representative to Colton, Redlands, Yucaipa-Calimesa Regional Occupational Program [CRY-ROP] Governing Board for 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 Michele Rendler, second by Jeannette Wilson and carried unanimously, the Board elected Michele Rendler as a voting alternate to the Colton, Redlands, Yucaipa-Calimesa Regional Occupational Program [CRY-ROP] Governing Board, to serve for a one-year term.

g. 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 of 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 Michele Rendler, second by Melissa Ayala-Quintero and carried unanimously, the Board elected Michele Rendler to the County Committee of School District Organization, for a one-year term.

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 code 4005, 35023, and 72403.

On motion of Jeannette Wilson, second by Candy Olson and carried unanimously, the Board elected Jeannette Wilson as an alternate representative to the County Committee on School District Organization.

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

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

1. Redlands COMPACT – Jeannette Wilson
2. Redlands Educational Partnership Foundation [REP] – Candy Olson
3. Redlands Educational Partnership Foundation [REP] Alternate – Jeannette Wilson
4. City of Redlands Cultural Arts Committee – Melissa Ayala-Quintero
5. City of Redlands Parks and Recreation Advisory Committee – Patty Holohan
6. CSBA Region XVI Delegate Assembly [Currently Jim O’Neill] – Patty Holohan

i. DESIGNATE REGULAR BOARD MEETING DATES

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

1. Designate the second and/or 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.

j. APPROVAL OF MINUTES

On motion of Melissa Ayala-Quintero, second by Patty Holohan, and carried with Melissa Ayala-Quintero, Patty Holohan, and Michele Rendler, voting aye and Candy Olson and Jeannette Wilson voting abstained the Board took action to:

Approve the minutes of the November 12, 2024, Board of Education Regular Meeting and the minutes of the December 3, 2024, Special Board Meeting.

VIII. PUBLIC PARTICIPATION

a. COMMUNITY INPUT

1. Olga Romero

- Welcomed Candy Olson and Jeanette Wilson to the board, expressing excitement for having parent representation.
- She shared that she met Candy Olson three years ago when she began attending board meetings to advocate for students with disabilities and the lack of inclusivity in the district.
- Olga described her experience of speaking at board meetings month after month without receiving outreach from any board member. Candy Olson, however, approached her one day to understand her dissatisfaction, wanting to know more about her child and how improvements could benefit children with disabilities. Olga appreciated that, even though there was little Candy could do at the time, her outreach was significant.
- Since then, Candy has continued to stay in touch, checking in on Olga’s child and the progress of services for special education. Olga shared that many parents may not be aware

of this compassionate, caring side of Candy, but she has found Candy to be fair and dedicated.

- Thanked Mr. Cabral for his efforts in implementing changes for special education students, such as more inclusive programs and easier IEP processes. She noted that parents no longer need attorneys or advocates to navigate these processes.
- Thanked the board and looked forward to working with them.

b. PUBLIC HEARING

President Rendler opened the Public Hearing at 6:31 p.m. No one wished to comment, and the Hearing was closed at 6:31 p.m.

1. Public Hearing regarding Resolution No. 23, 2024-2025 – 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 2023-2024, in Compliance with Government Code Sections 66006 and 6600.

President Rendler opened the Public Hearing at 6:32 p.m. No one wished to comment, and the Hearing was closed at 6:32 p.m.

2. Public Hearing regarding the Redlands Unified School District Dedicating portions of Real Property to the State of California through the Department of Transportation, for the State Highway purposes.

IX. STUDENT TRUSTEE REPORT

Student Trustee Aleena Jose reported the following:

eAcademy

- Last Thursday, eAcademy's Drama and Choir Clubs successfully put on performances, including the Drama Club's *Puppet Extravaganza*.
- Middle School ASB elections recently took place, and students are now awaiting the results for Middle School ASB president.
- eAcademy's Winter Break will begin after Wednesday.

Orangewood High School (OHS)

- Preparations are underway to welcome new students after Winter Break.
- OHS students have been staying active in the STEM field, hosting the Redlands Robot Rumble on December 7th, which was a success. The engineering team is preparing for the Rube Goldberg competition.
- School spirit is strong at OHS, with their first-ever participation in Mug of War, where they won!
- Students have also been participating in fun holiday activities, including a fake snowball fight and candy cane fishing to celebrate the season.

Redlands East Valley High School (REV)

- This week, REV students are excited for their rivalry games against RHS on Thursday, which include:
  - Girls Varsity Water Polo at 4:00 p.m.
  - Girls and Boys Varsity Soccer at 5:30 p.m.
  - Girls and Boys Varsity Basketball at 5:30 p.m.
- REV is hosting an ongoing Christmas toy drive. Donations can be dropped off in English classrooms until the end of the week.

Student Trustee Jasmine Gurrola reported the following:

Citrus Valley High School (CVHS)

- Fall sports are wrapping up, with the Boys Varsity Wrestling team placing 3rd at the Tom Bravo Tournament. Winter sports, such as the Track team, are starting soon.
- The CV Winter Extravaganza took place last Wednesday and Thursday, with performances from the CV Performing Arts students, including Band, Choir, Theatre, and Piano. The community applauded the students' expressive performances.
- CV's Mug-O-War event was well-received, with students eagerly lining up for hot chocolate before school. The Blackhawks also showed strong participation in Winter Spirit Week, especially on Pajama Day.
- Final exams are ongoing this week across all high schools, and students are wrapping up the semester. The speaker encouraged support for RUSD high school students as they finish their exams and head into Winter Break.

- President Rendler dismissed the Student Trustees to study for their finals.

## X. ASSOCIATION REPORTS

### 1. Redlands Teachers Association/CTA/NEA - Mr. Stephen Caperton

- Welcomed newly elected and returning board members.
- Shared the Redlands Teachers Association's pride in its history of working collaboratively with the board and district administration to further the shared goal of creating safe, effective schools that provide the best education in the state.
- Encouraged the new board members to see the great work that teachers and students do every day in Redlands USD. In addition to high-quality academic instruction, the district offers:
  - Excellent athletic programs
  - State and nationally ranked academic programs, such as speech and debate and mock trial
  - Cutting-edge STEAM labs
  - Amazing theatrical productions
- Emphasized that Redlands USD offers more than just an education; it provides a safe environment where students can learn, grow, and become the leaders of tomorrow.
- Described the first semester of the 2024-2025 school year as both the longest and shortest of his 22-year career.
- Concluded by thanking everyone and wishing them a happy holiday season.



2. Redlands Education Support Professionals Association/CTA/NEA - Mrs. Liz Brewster-Huerta

- Reported that last month, the Redlands Education Support Professionals Association (RESPA) distributed over 700 gift cards, each valued at \$25 for Stater Bros, to its members as a gesture of support for those who serve in the schools. The distribution was part of their ongoing commitment to supporting staff members who contribute to the district's success.
- RESPA also collaborated with the FACE Department on a toy drive to assist students and families in need, further demonstrating their dedication to the community.
- Encouraged the board to participate in the toy distribution at Citrus Valley High School on Friday at 2:00 PM, and invited board members to wear Christmas attire for the event.
- Proudly shared that RESPA's membership has grown to 85%, which reflects the leadership's deep care for its members. She emphasized that as RESPA shows care and commitment, they ask the district and board to do the same in supporting their employees.
- Expressed concerns about the undervaluation of paraprofessionals in the district, noting that while numerous positions with competitive starting salaries are available, paraprofessionals continue to be underpaid. Highlighting the difficult nature of their work, especially in assisting vulnerable students who often exhibit aggressive behaviors. Despite these challenges, paraprofessionals remain dedicated to their roles and show up every day. She urged that paraprofessionals deserve better pay and that it is time for the district to act, not just speak about these issues.
- Pointed out that campus monitors play a vital role in maintaining the safety and well-being of students and staff, yet they are often placed in the lowest pay range on the salary schedule. She called for a review and adjustment of their compensation to reflect their significant responsibilities.

3. Redlands Administrative Personnel Association

No report was given.

XI. BOARD COMMITTEE REPORTS

- a. CRY ROP - Melissa Ayala-Quintero meeting is not till Friday, will report at next board meeting.
- b. Redlands Educational Partnership - Michele Rendler – Important dates February 13, 2025, Dinner Mixer at U of R, Casa Loma. January 21, 2025 (CVHS) and February 21, 2025 (RHS), mock interviews. Invited community members to join the mixer and network with students to teach them about their career.

XII. BOARD COMMENTS/REPORTS

Candy Olson –

- Expressed deep gratitude to her family for their sacrifice and to the community for their overwhelming support during the recent election.
- Acknowledged the community's clear message regarding the direction they want the district to take, stating that it is an honor to represent the values of local families.
- Emphasized the importance of creating truly inclusive classrooms and campus environments.

- Highlighted the need for all families, regardless of political, ethnic, cultural, or religious backgrounds, feel safe and welcome within the district. Any divisive ideologies that undermine unity should be a thing of the past.
- Addressed concerns regarding staff promoting personal or political beliefs, noting that such actions can alienate a significant portion of students and families.
- Stressed that the district serves all families, and the priority should always be to maintain a dignified and respectful environment for everyone.
- Outlined her intention to work on various policies aimed at fostering a respectful and inclusive school environment. The first policy they proposed will be to be discussed at the next agenda: Ceremonies, Observances, and Flag Displays.
- Expressed a commitment to working collaboratively with unions to ensure that policies are developed cohesively and in the best interest of students.
- Expressed her desire to adopt policies that prioritize family values, children's safety, and age-appropriate educational content. Emphasizing the importance of protecting children from harmful material by adhering to standard societal guidelines.
- Reiterated that the primary focus of the district should be the academic achievement of students. Expressed her intention to work toward improving student scores and educational outcomes.
- Conveyed her excitement and hope for the positive changes and redirection within the district.

Jeannette Wilson –

- Expressed her deep gratitude to her family, friends, and supporters for their encouragement and trust. Reassured the community that she would work diligently to uphold the district's current successes and focus on improvements.
- Shared that she will be advocating for improved reading scores as a priority, as the current level of students reading at grade level is a concern.
- Emphasized that ensuring that parents are consistently notified about their child's education and are given opportunities for involvement is a priority for her.
- Acknowledged the great work done by the new Assistant Superintendent of Compliance, Rudy Wilson, and expressed a desire to continue supporting safety efforts.
- Encouraged collaboration with community groups in Highland and asked for suggestions on how the board can better engage with local organizations to strengthen the relationship.

Patty Holohan –

- Wished everyone a wonderful holiday with family and loved ones.
- Emphasized on taking time to rest and spend it with family and loved ones.
- Thanked RUSD staff, students, and partners with RTA and RESPA, for their hard work during the first semester.
- Acknowledged the challenges faced during the fires and the time off, thanked the staff at the district for giving their best.
- Wished everyone a safe holiday.

Melissa Ayala-Quintero –

- Wished good luck to teachers and students who are still completing finals.
- Additional good luck was offered to parents awaiting updates on grades.

- Expressed hopes for a productive and successful year in 2025, with a focus on returning from the holidays refreshed and ready for new challenges.
- Extended a sincere thank you to RTA and RESPA for including board members in the Christmas parade, highlighting the positive experience of being on the float and expressing appreciation for the opportunity. Will be present for toy drive distribution on Friday.

Michele Rendler –

- Highlighted that Redlands Unified was honored with its sixth CSBA Golden Bell Award for the K-12 Computer Science Pathway. Congratulations were extended to all C-STEM teachers and students for their hard work and dedication.
- Gave special recognition to the outstanding teachers and support staff within the district, with a call for others to visit schools to witness the incredible things happening within the classrooms.
- Attended two Inspire Choir performances, the first performance at RHS, featuring middle and high school special education students, which was enjoyed by the board member's family. The second performance was at Smiley, showcasing Tessa Shin Lee's special education class.
- Thanks were extended to Cindy Van Horn for her contributions in creating such meaningful experiences for students, particularly in special education.
- Expressed honor and privilege in being appointed as the president of the board for the upcoming year. Looks forward to collaborating with fellow board members to continue focusing on providing students with the best possible education in safe, innovative, and supportive learning environments.
- Wished for a wonderful holiday and expressed excitement for returning in 2025.

### XIII. SUPERINTENDENT'S REPORT

Jason Hill –

- Expressed condolences on behalf of the entire district to Superintendent Cabral for the loss of his mother and father within the past month. The board shared their support during this difficult time.
- Welcomed new board members Candy and Jeannette and congratulated Melissa for being re-elected. Appreciation was extended for the hard work they put into reaching this point, and the importance of collaboration in tackling upcoming challenges was emphasized.
- Thanked the Director of Fiscal Services, Kirtan Shah, for preparing the budget presentation, noting that it would be the first budget presentation in four years that he had not been responsible for. Acknowledgment was made for the hard work of the entire team in preparing the presentation.
- Addressed the issue of school closures due to the fires, explaining that while school closures impact the district's budget due to the loss of ADA, a J-13 waiver was successfully filed with the state. This waiver allows the district to avoid making up the missed days, ensuring that no part of spring break will be lost.
- Expressed excitement about the addition of new staff:
  - Patti, who has joined as the Assistant Superintendent of Educational Services. The board expressed anticipation for her work to fill critical gaps within the district.
  - Josie, who has joined Child Nutrition Services (CNS). Acknowledged concerns regarding student preferences for food and emphasized that Josie's role will be

crucial in improving the quality and appeal of school meals. Moving forward, the district will seek feedback from students and families to enhance the meal offerings.

- Kelli and Tricia were also welcomed to the management team, with appreciation for their roles and contributions.
- Expressed appreciation for all district staff and excitement about the progress being made in various areas. Emphasized his commitment to working together to address the challenges and opportunities ahead.

#### XIV. PRESENTATION

First Interim Financial Report - Kirtan Shah, Director, Fiscal Services.

- Overview of the Interim Report  
Kirtan Shah presented the first interim financial report and disclosed that it is required to be presented to the Board for approval by December 15. Although the report is past the deadline, no penalties have been imposed. The report identifies changes to the projected budget since the unaudited actuals were presented in September 2024, as well as revisions based on the state budget adopted in June 2024. It also reflects actual restricted and unrestricted expenditures through October 31, 2024.
- Enrollment and Attendance Trends  
The historical data on enrollment and average daily attendance (ADA) over the past five years was presented. Enrollment has been declining, and this trend continues with a projected enrollment of 19,340 in the 2024-2025 school year, with an attendance rate of 93.6%. However, following final CBEDS certification, the actual enrollment has dropped to 19,181, a decrease of 159 students.
- Impact on LCFF Revenue  
The Local Control Funding Formula (LCFF) revenue, which is the district's main funding source, was at \$262.1 million in the previous year. With the decrease in enrollment and attendance, LCFF funding is projected to decrease by \$5.8 million for the 2024-2025 year.
- General Fund Overview  
The report provided a breakdown of the general fund:
  - 2023-2024 Actuals: \$108 million starting balance, \$363 million in revenues, \$361 million in expenditures, resulting in a surplus of \$2.4 million and an ending balance of \$101.1 million.
  - 2024-2025 Adopted Budget: Starting balance of \$96 million, projected revenues of \$330 million, expenditures of \$359 million, resulting in a \$29 million deficit and an ending balance of \$67.3 million.
  - First Interim Report: Projected revenues of \$336 million, expenditures of \$368 million, resulting in a \$31.8 million deficit and an ending balance of \$79.3 million.
- Fund Balance Breakdown  
The fund balance of \$79.3 million includes:
  - Unrestricted Funds: \$50,000 in revolving cash, \$2.2 million in non-spendable funds (stores inventory and prepaid expenses).
  - Committed Funds: \$23.6 million for various purposes including the Rev Stadium Phase 2, textbook adoption, and pension costs.

- Legally Restricted Funds: \$39.6 million in federal and state grants earmarked for specific purposes.
  - Reserve for Economic Uncertainty: \$11 million.
- Multi-Year Assumptions  
Projected assumptions for 2025-2026 and 2026-2027 include:
  - A 2.93% COLA for LCFF in 2025-2026, though the county office suggests it may be below 2%.
  - PERS for classified employees is expected to remain at 27.4%, and STRS for certificated employees at 19.1%.
  - Other assumptions include step and column, 5-8% increase in utilities, and 10-15% increases in property liability insurance.
- Multi-Year Financial Outlook  
The district is projected to experience deficits each year, with the ending fund balance decreasing from \$79.3 million in 2025-2026 to \$62 million in 2026-2027. This is mainly due to the projected decline in enrollment.
- Financial Certification  
Kirtan Shah informed the Board that the district is recommending a Positive Certification, meaning the district can meet its financial obligations for the current year and the next two fiscal years.
- Next Steps
  - January 2025: Governor's initial budget for 2025-2026 will be released.
  - March 2025: Second Interim Report to be presented for approval.
  - May 2025: Governor's revised budget for 2025-2026.
  - June 2025: Adoption of the 2025-2026 budget.

#### Questions and Discussion

- Patty Holohan – Thanked Kirtan
- Jeannette Wilson – asked for clarification on PERS and STRS. Kirtan Shah explained:
  - PERS (Public Employees' Retirement System) is for classified employees. The contribution rate is based on the employee's salary and is set by the PERS board, with adjustments based on market performance.
  - STRS (State Teachers' Retirement System) is for certificated instructional employees, with a contribution rate of 19.1%, also determined by market performance.
- No further questions were raised at this time.

#### XV. SUPERINTENDENT'S RECOMMENDATIONS

#### XVI. 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 XVI.b. – XVI.q.

- b. Approve Agreement with the Air Force to establish and maintain an Air Force Junior Reserve Officer Training Corps (AFJROTC) and Space Force program with Redlands Unified School District, funded partially by the Secretary of the Air Force (SECAF). Authorize Jason Hill, Deputy Superintendent, Business Services (Appendix Item).
- c. 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 \$32,530.45, effective December 14, 2024 through December 13, 2025, to be funded by Local Control and Accountability Plan (LCAP) Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- d. Approve Agreement with Riverside Assessments, LLC., DBA., Riverside Insights to provide Special Services staff with Woodcock-Johnson series of assessments, at a cost not to exceed \$14,595.00, with completion no later than June 30, 2025. Funded by Medi-Cal (MEDI) funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- e. Approve the Annual renewal of services with Super Co-Op Joint Powers Authority (JPA) to provide USDA Food, effective July 1, 2025 through June 30, 2026, at a cost not to exceed \$15,000.00, to be funded by Child Nutrition Services Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- f. Agreement to recruit eligible work-study students through the literacy tutors through Cal State San Bernardino's Work Study Program. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- g. Ratify/Approve Agreement with Orrick, Herrington and Sutcliffe, LLP (Orrick), to provide legal services in connection with Community Facilities District No. 2024-1, effective February 15, 2024 through July 25, 2025, not to exceed \$68,000, funded by Community Facility District Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- h. Ratify/Approve Agreement with the San Bernardino County Superintendent of Schools to administer and coordinate the activities of the Community School and Independent Study programs, effective July 1, 2024 through June 30, 2025. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- i. Ratify/Approve Amendment No. 1 with Scoot Education, to approve the updated payrate sheet, effective July 1, 2024 through June 20, 2025, funded by Special Services Funds and General Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- j. Approve Amendment No. 1 with Ironwood Consulting & Inspections Inc., for DSA Inspection Services for the Clement Middle School Kitchen HVAC Upgrades Project, for an increase of \$3,800.00, to be funded by General Funds and to extend the agreement to March 31, 2025. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).

- k. Approve Amendment No. 2 with SGH Architects, Inc., for Architectural and Engineering Services for the Redlands East Valley High School Pool Renovations Project, Phase 1, for an increase of \$242,500.00, to be funded by General Funds and to extend the agreement to June 30, 2026. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- l. Approve the establishment of a Sub-Fund within Fund 35, (35-9758), effective December 17, 2024. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- m. Accept as complete and approve filing a Notice of Completion with the County Hall of Records for Bid 3-24 with Allison Mechanical, Inc., for Redlands East Valley High School Gym HVAC Upgrades. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- n. Accept as complete and approve filing a Notice of Completion with the County Hall of Records for Bid 7-24 with Dalke & Sons Construction, Inc., for Citrus Valley High School Gymnasium HVAC Upgrades. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- o. Award Bid 7-25 for Basic Maintenance of Internal Connections to the lowest responsible/responsive bidder, Converge 1, in the amount of \$49,526.90, to be funded by Informational (INFO) Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond, Purchasing Director, to sign related documents on behalf of the Board.
- p. Approve Reject Claim Number 645029 in accordance with Government Code Section 913.
- q. Approve Payment Transmittal Numbers 25000991 through 25001300 for December 17, 2024, in the amount of \$9,548,421.10. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).

## XVII. BUSINESS SERVICES ACTION ITEMS

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

- a. Adopt Resolution No. 23, 2024-2025 – 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 2023-2024, in Compliance with Government Code Sections 66006 and 66001 (Appendix Item).

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

- b. Adopt Resolution No. 24, 2024-2025, Resolution of the Board of Education of the Redlands Unified School District Dedicating portions of Real Property to the State of California through the Department of Transportation, for State Highway purposes (Appendix Item).

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

- c. Adopt Resolution No., 26 for 2024-2025, Acknowledgement of Due Diligence and Authorization to Commit Funds indicating there will be projected reserves available in the General Fund as of December 17, 2024 (Appendix Item).

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

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

#### XVIII. EDUCATIONAL SERVICES CONSENT ITEMS

On motion of Melissa Ayala-Quintero, second by Patty Holohan, and unanimously carried, [**Pulling Item XVII.i.**] the Board took action to approve Consent Items XVIII.b. – XVIII.h.

- a. Approve Consent Items as detailed in Items XVIII.b. – XVIII.h.
- b. Ratify/Approve 95 members of the Citrus Valley High School Marching Band to travel by bus, to Irvine, California, to participate in the State Regional Finals and to perform at Disneyland, effective November 16, 2024 through November 17, 2024.
- c. Approve 10 members of the Redlands East Valley High School Boys' Varsity Wrestling Team to travel by van, to Mira Costa High School in Manhattan Beach, California, to participate in the CIF playoffs, effective February 13, 2025 through February 15, 2025.
- d. Approve 2 members of the Redlands East Valley High School Boys' and Girls' Varsity Wrestling Teams to travel by van, to Bakersfield, California, to participate in the State Wrestling Tournament, effective February 26, 2025 through March 1, 2025.
- e. Approve 103 5th Grade students at Franklin Elementary School to travel by bus, to the Pali Institute: Outdoor Education Center in Running Springs, California, where they will participate in hands-on STEAM activities in an outdoor classroom setting, effective March 5, 2025 through March 7, 2025.
- f. Ratify/Approve the revised Redlands Adult School Schedule of Classes for the 2024-2025 school year, effective August 2024 through June 2025 (Appendix Item).
- g. Approve Revisions of Administrative Regulation 5121 – Grades/Evaluation of Student Achievement, Administrative Regulation and Board Policy 5131.2 – Bullying, Board Policy 6146.4 – Differential Graduation and Competency Standards for Students with Disabilities, Administrative Regulation 6159.4 – Behavioral Interventions for Special Education Students [First Reading] (Appendix Item).
- h. Approve Revision of Administrative Regulation Regulation 5145.7 Sex Discrimination and Sex-Based Harassment and Administrative Regulation 5145.71 Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures [Second Reading] (Appendix Item).

#### **Item XVIII.i. Pulled**

- i. Approve recommendation of the District Curriculum Committee for the following new courses



in the Secondary Course of Study for the 2024-2025 school year: AP African American Studies; Constructing Fantasy Realms, Language, Lore, and Landscapes; Graphic Production; Magical Worlds in Literature; Middle School Sports Elective; Vocal Fundamentals and Techniques.

#### XIX. EDUCATIONAL SERVICES ACTION ITEMS

On motion of Patty Holohan, second by Melissa Ayala-Quintero, [items XIX.a. through XIX.d.] and unanimously carried, the Board took action to:

- a. Approve the Stipulated Expulsion regarding student 2024-2025-004, through the remainder of the first semester of the 2024-2025 school year and all the second semester of the 2024-2025 school year.
- b. Approve the Stipulated Expulsion regarding student 2024-2025-005, through the remainder of the first semester of the 2024-2025 school year with the second semester of the 2024-2025 school year suspended.
- c. Approve the Stipulated Expulsion regarding student 2024-2025-006, through the remainder of the first semester of the 2024-2025 school year with the second semester of the 2024-2025 school year suspended.
- d. Approve the Panel Expulsion regarding student 2024-2025-007, through the remainder of the first semester of the 2024-2025 school year and all the second semester of the 2024-2025 school year.

#### XX. HUMAN RESOURCES CONSENT ITEMS

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

- a. Approve all Consent Items as detailed in Items XX.b. - XX.ah.
- b. Certificated – Ratify/Approve employment of new certificated contract 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/Accept resignations/separations of certificated contract personnel (Appendix Item).
- g. Certificated – Ratify/Accept resignations/separations of hourly/daily certificated 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 substitute/short-term personnel (Appendix Item).
  - k. Classified – Ratify/Approve anniversary/longevity increments of classified contract personnel, effective December 1, 2024 (Appendix Item).
  - l. Classified – Ratify/Approve anniversary/longevity increments of special education paraprofessional classified contract personnel, effective December 1, 2024 (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 special education paraprofessional classified contract personnel retention stipend in accordance with the Memorandum of Understanding (MOU) between Redlands Unified School District (RUSD) and the Redlands Education Support Professionals Association/CTA/NEA (RESPA), effective August 7, 2024, through June 5, 2025 (Appendix Item).
  - r. Classified – Ratify/Approve requests for leaves of absence from classified contract personnel (Appendix Item).
  - s. Classified – Ratify/Accept resignations/separations of classified contract personnel (Appendix Item).
  - t. Classified – Ratify/Accept resignations/separations of special education paraprofessional classified contract personnel (Appendix Item).
  - u. Classified - Ratify/Accept resignations of classified substitute/short-term personnel (Appendix Item).
  - v. Classified – Approve revisions to job description for Special Education Behavior Assistant, effective December 18, 2024 (Appendix Item).
  - w. Classified – Approve revision to Appendix A-2, in the Child Nutrition Services Series of the Collective Bargaining Agreement, effective December 18, 2024 (Appendix Item).
  - x. Management – Ratify/Accept resignations/separations of management team personnel (Appendix Item).
  - y. Other – Approve revisions to Board Policy 4221.16 - Substitute/Short-Term Employees Hourly Rate, effective January 1, 2025 (Appendix Item).

- z. Other – Ratify/Approve employment of temporary athletic team coaches/extended day/Beattie Middle School (Appendix Item).
- aa. Other – Ratify/Approve employment of temporary athletic team coaches/extended day/Citrus Valley High 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/Redlands East Valley High School (Appendix Item).
- af. Other – Ratify/Approve employment of temporary athletic team coaches/extended day/Redlands High School (Appendix Item).
- ag. Other – Ratify/Approve employment of volunteer athletic team coaches (Appendix Item).
- ah. Other – Approve volunteers and fieldtrip chaperones for the 2024-2025 school year (Appendix Item).

## XXI. HUMAN RESOURCES ACTION ITEMS

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

- a. Certificated – Ratify/Approve the Collective Bargaining Agreement Addendum between the Redlands Unified School District and the Redlands Teachers Association/CTA/NEA, effective July 1, 2022, through June 30, 2025 (Appendix Item). [A copy of the Agreement Addendum is available for review at the District Office, Business Services Division.]

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

- b. Classified – Ratify/Approve the Collective Bargaining Agreement Addendum between the Redlands Unified School District and the Redlands Education Support Professionals Association/CTA/NEA, effective July 1, 2022, through June 30, 2025 (Appendix Item). [A copy of the Agreement Addendum is available for review at the District Office, Business Services Division.]

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

- c. Classified – Establish position and approve job description for Child Nutrition Services Catering Lead, at range 23 of the classified salary schedule, and 12 Month of the classified work year calendar, effective December 18, 2024 (Appendix Item).

XXII. DISCUSSION ITEMS

None.

XXIII. CLOSED SESSION

None.

XXIV. ADJOURNMENT

There being no further business, the meeting was adjourned at 7:07 p.m.

Adopted:

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Jeannette Wilson, Clerk

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Date