

**d. APPROVAL OF MINUTES**

Board of Education Minutes  
Regular Meeting: October 10, 2023  
Open/Closed Session: 4:30 p.m.  
Open Session: 6:00 p.m.

- I. OPEN SESSION –President Ayala-Quintero opened the meeting at 4:30 p.m.
  - a. ROLL CALL – Melissa Ayala-Quintero, Patty Holohan, Jim O’Neill, Michele Rendler, Alex Vara
  - b. Announcements – None.

Staff Attending:

Juan Cabral, Superintendent  
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 4:37 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 Erick Torres to the position of Safety Manager, effective October 16, 2023, at Step 1 of the Management Team Salary Schedule.**

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

**Appoint Erick Torres to the position of Safety Manager, effective October 16, 2023, at Step 1 of the Management Team Salary Schedule.**

V. ADJOURNMENT TO OPEN SESSION

- a. The Board adjourned to open session at 5:22 p.m.

VI. REGULAR MEETING – OPEN SESSION

- a. CALL TO ORDER –President Ayala-Quintero opened the meeting at 6:00 p.m.
- b. PLEDGE OF ALLEGIANCE – Led by Board Clerk Patty Holohan
- c. ROLL CALL – Melissa Ayala-Quintero, Patty Holohan, Jim O’Neill, Michele Rendler, Alex Vara

Staff Attending:

Juan Cabral, Superintendent

Jason Hill, Assistant Superintendent, Business Services

Ken Wagner, Assistant Superintendent, Educational Services

Sabine Robertson-Phillips, Assistant Superintendent, Human Resources

- d. APPROVAL OF MINUTES

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

1. Approve the minutes of the September 5, 2023, Special Board of Education Meeting and the minutes of the September 12, 2023, Board of Education Regular Meeting.

VII. PUBLIC PARTICIPATION

- a. COMMUNITY INPUT

1. Trisha Keeling

- Shared that she is a proud parent of two children that attend RUSD.
- Expressed concerns regarding intimidating hate groups and banning library books.
- Discussed the foundation of free speech.
- Shared that LGBTQ kids deserve a safe space without fear of retaliation and that adopting a policy on banning flags will send a negative message.

2. Ella Keeling

- Spoke against adopting a flag policy and noted that the Pride Flag should not be banned.
- Pride flags make students feel included and provides a safe space in school.

- Noted how children would be affected by the Flag Policy.
3. Milo Easley
    - Noted that she is transgender and 16 years old.
    - Shared concerns about being hated for something that she cannot control.
    - Urged the Board to continue to support queer youth.
  4. Patricia Molnar
    - Shared that she is a teacher at RHS and the proud advisor of RHS's GSA Club.
    - Proudly flies the gay flags in her classroom and provides a safe space.
    - Noted that children should not be terrorized.
    - Encouraged the Board to continue to support the diversity of the kids.
  5. Em Arntz
    - Shared that she is a doctoral student at Loma Linda University focusing on kids and adults that are queer and trans kids.
    - Shared that LGBTQ positive school environments lower the suicide rates.
  6. Sara Russ
    - Shared that she lives in Redlands and has two children that attend the District.
    - Noted that LGBTQ symbols are crucial to fostering a safe environment for students in educational settings and save lives.
  7. Paula Brannon
    - Noted that her son attends school in Redlands and that she had concerns for her son when he disclosed that he was bi-sexual.
    - Shared that teachers, counselors and administrators have demonstrated care and compassion for her son and have signs that affirm that he is safe and accepted.
    - Expressed that the flag symbolizes the willingness of the bearer to provide a safe space.
  8. Felipe Albertao
    - Shared that he is a Redlands resident and has a child in the District.
    - Shared that he is there to speak in favor of the Pride Flag as it represents everyone.
  9. Paul Blatchley
    - Noted that he lives in Trustee Area 5 and is at the meeting to speak as a concerned high school parent.
    - Spoke about the quarterly William's complaint forms and that no one is complaining. He further shared that the information on complaints is buried.

- Shared issues that would qualify for William's complaints.
  - Encouraged people to complain more.
10. Kathy Sadanala
- Noted that she has 3 kids in different schools at RUSD and two of them are transgender with supportive families.
  - Shared that children need a safe space and the gay flag symbolizes safe places.
  - Urged the Board to keep the flags in the classroom and make them bigger.
11. Kate Heinze
- Shared that she is a current REV high school student and that getting rid of flags is absurd as it is a first amendment right.
  - Noted that the Pride flag shows safety.
12. Traci Lowenthal
- Thanked the school Board for the commitment to diversity and inclusion.
  - Shared that removal of the flag sends a message that it is ok to oppress and discriminate and the exclusion of the flag hurts everyone.
13. Jen Yaghoubian
- Shared that she is the proud elementary counselor at Mentone.
  - Noted that the Kindness Club is working towards Equity and Inclusion.
  - Having the Pride Flag in the classroom shows that it is a safe place to support Equity and Inclusion.
  - Encouraged the Board to continue to work towards Equity and Inclusion.
14. Miguel Rivera
- Noted that he is an LGBTQ community member who helps to educate LGBTQ youth on civil communities.
  - Spoke against the ban of LGBTQ flags as school are supposed to be an institution of excellence in representing the diversity of the student body.
  - Expressed that the flag symbolizes acceptance.
15. Hannah Capps
- Shared that she is a health professional who works in Redlands and concerned citizen who is queer.
  - Expressed concerns regarding banning flags.
  - Shared data on sexual orientation harassment.
16. Michael Paisner
- Spoke against adopting a flag policy and the intolerance of other people's beliefs.

- Noted that the Pride flag is only a threat if you are insecure in who you are and inquire about the story of the Pride flag.
  - Feels that a restrictive Flag Policy is aimed at targeting the LGBTQ community.
17. Eddie DeLaTore
- Noted that there were safety concerns in the past and is pleased that there is a police presence.
  - Shared support for the Pride flag.
18. Jon Swanson
- Shared that he is proud of everything he is hearing from the community.
  - Noted that he is Redlands resident and his children attended RUSD.
  - Shared that he supports the Pride flag.
19. Dominique Swanson
- Shared that she has had two children go through RUSD and that she cares about the schools and children.
  - Encouraged the Board not to ban the Pride flag as it sets a tone of compassion and kindness.
20. Jennifer Maravillas
- Shared that there has been a beautiful display of love tonight.
  - Noted that she lives in the community and has a child in the District.
  - Requests that the Board continue to honor diversity and inclusion as the Pride flag represents acceptance and safety.
21. Erin Hudson
- Noted that she is an educator in the Redlands school district and has three children that attend RUSD.
  - Shared she has a Pride flag in the classroom among other instructional materials but all students in her class know it is a safe space where everyone is loved and belongs.
  - Expressed that all students deserved to feel safe.
22. Val Zavis
- Shared that she is not afraid of a rainbow and reads a Bible verse.
  - Urged the Board to display only the American Flag as other Districts have done without issue.
  - Noted that a flag that promotes sexual preference has no place in a classroom.
  - Feels that teachers need to focus more on teaching and less on providing safe spaces.

23. Christine Collinsworth
  - Shared thoughts on public schools and personal beliefs.
  - Supports flying the American flag as it is the most inclusive flag of all.
  - Shared that the gay flag does not include her children.
  - The American flag stands for safety.
24. Candy Olson
  - Noted that the American flag is inclusive and represents all of the students.
  - Shared that the notion that the Pride flag is not a sexual flag is an attempt to gaslight the Board.
  - Urged the Board to stick to academics and no other sexual ideology.
  - Noted which flags should be allowed in the classrooms.
25. Dale Broome
  - Urged the Board to only let the California and American flag be flown in the classroom and on school grounds.
  - Shared Government Regulation on special interest groups flying flags.
  - Noted that the City decided not to fly the Pride flag over the City Building.
  - Urged the Board not to let the teachers push their agenda on students.
26. Lawrence Hebron
  - Shared that he lives in Area 3 and spoke about his father being an American aviator.
  - Urged the Board to remain neutral to be fair.
27. Candy Olson
  - Inquired about the Salinas Family Counseling consent item with regard to cost to the District.
  - Noted concerns about Salinas streamlining and enhancing transformations as she has never heard of traditional counseling doing that. She further inquired if it was looked into.
  - Inquired who approved the agreement and noted her jaw hit the floor when she read the public online posts which she provided copies of to the Board.
  - Encouraged the Board to cancel the agreement and parents to opt out of all counseling services provided by the District.
28. Jeanette Wilson
  - Noted that she also has concerns about the counseling center on the agenda.
  - Shared questions she had on the agreement.

- Noted that the parent should make the decision if a child needs counseling.
  - Shared that the Pride flag is not all inclusive but the American flag is.
29. Geri Hilbig
- Expressed that we all need equality and are all children of God.
  - Shared support for flying the American flag.
30. Daniel Tinajero
- Noted that he has four children attending the District and doesn't feel it is beneficial for the schools to have the Pride flag displayed as the American flag is the only flag that should be displayed.
  - Shared that he doesn't want his children to be pushed by an agenda about sex.
31. Megan
- Shared support for not passing the flag policy.
  - Noted what the Pride flag stands for and that it stands as a safe space for acceptance.
32. Valerie Taber
- Shared that she lives in Trustee Area 5 and she appreciates the Boards efforts to engage the community in more transparent discussion when deciding policies.
  - Urged the Board to continue to make choices that support transparency and inclusivity.
  - Requested that the Board continue to support students by allowing the Pride flag to be flown.
33. Maria Montes
- Shared that the American flag represents her and her family.
  - Noted that everyone has personal opinions and wondered if teachers are teaching about the flag.
  - Shared that she has family in the military and the American flag represents everyone.

#### VIII. STUDENT TRUSTEE REPORT

1. None.

#### IX. ASSOCIATION REPORTS

- a. Redlands Teachers Association – Mrs. Abt shared that RTA has begun visiting sites and talking with certificated staff. New teachers have mentors at the school sites and through the District Induction Program. Several Special Education teachers attended the CTA's

Special Education Conference in Anaheim. Arroyo Verde held a family night where RTA handed out stickers and fruit rolls in collaboration with PTA.

- b. Redlands Education Support Professionals Association – Mrs. Huerta-Brewster shared that RESPA leadership is visiting sites and is helping RTA with the Fall Festivals at Elementary Sites throughout the District. Mrs. Huerta-Brewster expressed gratitude for the opportunity to speak and extended heartfelt thanks to the dedicated members for their unwavering hard work.
- c. Redlands Administrative Personnel Association – Dr. Acosta shared the following highlights:
  - Elementary sites are getting excited for Fall Festivals and Red Ribbon Week.
  - Secondary sites are starting PSAT and SAT’s.
  - This week is National School Lunch Week.
  - Next week is Digital Citizenship Spirit Week.

#### X. BOARD MEMBER COMMITTEE REPORTS

- a. Colton Redlands Yucaipa-Calimesa Regional Occupational Program [CRY-ROP] – Mrs. Ayala-Quintero shared that the meeting is tomorrow.
- b. Redlands COMPACT – Mrs. Rendler shared that the meeting is next week. Reminded staff that the mixer will be held at the Burrage Mansion on October 12 from 5:30-6:30.
- c. Redlands Educational Partnership Foundation [REP] – Mrs. Rendler shared the meeting is tomorrow night.
- d. City of Redlands Cultural Arts Commission – No report.
- e. City of Redlands Parks and Recreation Advisory Commission – Mrs. Rendler noted that the meeting is Thursday.
- f. CSBA Region XVI Delegate Assembly – No report.

#### XI. SUPERINTENDENT’S REPORT

- a. Superintendent Cabral noted the following:
  - 1. Shared that the District won the CSBA Golden Bell for the CSTEM Program. Congratulations to the student and staff.

#### XII. SUPERINTENDENT’S RECOMMENDATIONS

#### XIII. BUSINESS SERVICES CONSENT ITEMS

On motion of Michele Rendler, second by Jim O’Neill, and unanimously carried, [Item XIII.j. pulled], the Board took action to:

- a. Approve all Consent Items as detailed in Items XIII.b. – XIII.r.

- b. Approve Agreement with Galaxy Speech, LLC., to provide Speech and Language Pathologists, effective October 11, 2023 through December 15, 2023, to be funded by Special Education Funds (Appendix Item).
- c. Approve Agreement with Individualized Educational Psychology, Inc., to provide a Psychoeducational Independent Educational Evaluation (IEE) as requested by families, effective from October 11, 2023 through June 30, 2024, not to exceed \$5,500.00, as per the attached rate sheet, funded by Special Education Administrator Funds (Appendix Item).
- d. Approve Amendment No. 1 with Scoot Education to extend the period of the original Agreement, effective November 1, 2023 through December 15, 2023, to be funded by Elementary and Secondary School Emergency Relief Funds (Appendix Item).
- e. Approve Modification of Amendment of Bid 23-23 for Special Education Transportation Services, awarded on August 8, 2023, to remove the vendor Visser Bus Services, Inc., who was not a participant in this bid. Student Transportation of America, Starks Enterprises Transportation Services and Everdriven remain the lowest and most responsible approved bidders. Authorize Jason Hill, Assistant Superintendent, Business Services, and Amy Drummond, Purchasing Director I to sign related documents on behalf of the Board.
- f. Ratify/Approve Agreement with Every Special Child, LLC. Staffing Agency, to provide Para Professional support for classroom and student needs, effective September 26, 2023 through December 15, 2023, to be billed at the included rate sheet, to be funded by Special Education Funds, SDC 1:1Paras (Appendix Item).
- g. Ratify/Approve Agreement with Mindfulness in Motion to consult and assist with therapy support implemented District-wide, effective September 26, 2023, through June 30, 2024, at a cost not to exceed \$25,000, to be funded by Local Control Accountability Plan Funds (Appendix Item).
- h. Ratify/Approve Agreement with Redlands Unified School District and Rampart Security Solutions, to provide camera maintenance on a monthly basis, at a cost not to exceed \$37,680.00, effective July 1, 2023 through June 30, 2024, to be funded by School Safety Funds (Appendix Item).
- i. Ratify/Approve Agreement between Redlands Unified and Dr. Robin Morris to conduct a psychoeducational Independent Educational Evaluation, effective July 1, 2023 through June 30, 2024, to be funded by Special Education Administrative Funds (Appendix Item).

**ITEM PULLED**

- j. Ratify/Approve Memorandum of Understanding with Salinas Family Counseling, to provide mental health services to students, effective July 1, 2023 through June 30, 2024, at no cost to the District (Appendix Item).
- k. Approve Change Order No. 2 with Wakeco, Inc., for HVAC Upgrades at the District Office, Bid 6-23, in the amount of \$8,091.71 to be funded by Covid and/or Redevelopment Agency Funds (Appendix Item).
- l. Approve Exhibit D/Quarterly Uniform Complaint Report Summary of the Williams Settlement Legislation for the quarter covering July through September 2023 (Appendix Item).

- m. Approve Reject Claim number 627785 in accordance with Government Code Section 913.
- n. Approve Alyssa Cummings, as an authorized signing Agent for purchase orders without a monetary limitation, effective October 10, 2023 (Appendix Item).
- o. Award Bid 1-24, for Transportation Center Electric Vehicle (EV) Bus Charging Stations, to the lowest responsible/responsive bidder, Lifetime Industries Inc., DBA Parkwest Construction Company, in the amount of \$251,000.00, to be funded by Transportation Funds. Authorize Jason Hill, Assistant Superintendent, Business Services, and Amy Drummond, Purchasing Director I, to sign related documents on behalf of the Board.
- p. Award Bid 3-24 for Redlands East Valley High School Gym HVAC to the lowest responsible/responsive bidder Allison Mechanical, Inc. in the amount of \$599,500.00, to be funded by Covid funds. Authorize Jason Hill, Assistant Superintendent, Business Services, and Amy Drummond, Purchasing Director I to sign related documents on behalf of the Board.
- q. Approve Payment Transmittal Numbers 24000364 through 24000462 for October 10, 2023, in the amount of \$4,068,280.91. Authorize Jason Hill, Assistant Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- r. Ratify/Approve Attendance at Professional Meetings (Appendix Item).

#### XIV. BUSINESS SERVICES ACTION ITEMS

None.

#### XV. EDUCATIONAL SERVICES CONSENT ITEMS

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

- a. Approve Consent Item as detailed in Item XV.b.
- b. Approve Revised Board Policy 6164.52 - Least Restrictive Environment [First and Second Reading] (Appendix Item).

#### XVI. EDUCATIONAL SERVICES ACTION ITEMS

None.

#### XVII. HUMAN RESOURCES CONSENT ITEMS

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

- a. Approve all Consent Items as detailed in Items XVII.b. – XVII.aa.

- b. Certificated - Ratify/Approve new certificated bargaining unit personnel (Appendix Item).
- c. Certificated - Ratify/Approve hourly Adult Education certificated personnel (Appendix Item).
- d. Certificated - Ratify/Approve employment of hourly/daily certificated personnel (Appendix Item).
- e. Certificated - Ratify/Approve revised salary placements/assignments for certificated bargaining unit personnel (Appendix Item).
- f. Certificated - Ratify/Approve extra assignments for certificated personnel (Appendix Item).
- g. Certificated - Ratify/Accept resignations/separations from certificated bargaining unit personnel (Appendix Item).
- h. Certificated – Ratify/Accept resignations/separations from certificated hourly/daily 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 Instructional Paraprofessional - Special Education personnel, effective October 1, 2023 (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/Accept resignations/separations from classified contract personnel (Appendix Item).
- q. Classified - Ratify/Accept resignations of classified substitute/short-term personnel (Appendix Item).
- r. Management - Ratify/Approve revised salary placement/assignments for certificated management personnel (Appendix Item).
- s. Management - Accept resignations/separations for certificated management 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 temporary athletic team coaches/extended day/Redlands East Valley High School (Appendix Item).
- v. Other - Ratify/Approve employment of temporary athletic team coaches/extended day/Redlands High School (Appendix Item).
- w. Other - Ratify/Approve employment of volunteer athletic team coaches (Appendix Item).
- x. Other - Approve volunteers and overnight chaperones for the 2023-2024 school year (Appendix Item).
- y. Other - Ratify/Approve Field Experience Affiliation and Supervision Agreement between the Redlands Unified School District and Saybrook University, effective September 25, 2023. Authorize Lisa Bruich, Director III, Human Resources, to sign on behalf of the Board (Appendix Item).
- z. Other - Ratify/Approve Student Teaching Agreement between the Redlands Unified School District and Claremont Graduate University, effective August 1, 2023. Authorize Lisa Bruich, Director III, Human Resources, to sign on behalf of the Board (Appendix Item).
- aa. Other - Ratify/Approve Student Teaching Agreement between the Redlands Unified School District and the University of Redlands, effective July 1, 2023. Authorize Lisa Bruich, Director III, Human Resources, to sign on behalf of the Board (Appendix Item).

#### XVIII. HUMAN RESOURCES ACTION ITEMS

None.

**President Ayala-Quintero reported the following from Closed Session:**

**In regard to the Public Employee Appointment part of the Agenda, she reported the following:**

**During Closed Session, the Board took action to approve the Superintendent's recommendation to appoint Erick Torres to the position of Safety Manager, effective October 16, 2023, at Step 1 of the Management Team Salary Schedule, with the following vote: Ayala-Quintero, Holohan, O'Neill, Rendler, Vara voting Aye.**

#### XIX. DISCUSSION ITEMS

Superintendent Cabral explained that the Flag Policy is an item put before the Board as a requested Agenda Item for the Board to have an opportunity to discuss what the request is. Mr. Cabral further explained that the request is to modify the District's current practice which is to follow the Education Code, Government Code and Civil Code which states that Redlands Unified must fly the American Flag at all Redlands Unified School sites prominently at the front of all sites and in the classroom and take a patriotic moment every day which the District is already doing.

The Board had discussion on the Flag Policy and did not request that further action be taken to change the current practice.

## XX. PUBLIC PARTICIPATION

### a. COMMUNITY INPUT

#### 1. Candy Olson

- Discussed the 2:1:2 Program Feedback noting that parents have not been surveyed.
- Shared that students are being turned away and there is a long waiting list.

The following comments were emailed prior to the October 10, 2023 meeting, and was distributed to the Board of Education and is summarized as follows:

#### 1. Melanie Knypstra

- Urged the Board to reject the motion to ban all flags except the American flag and the California flag
- Thanked the Board for their service.

#### 2. Anne Lilje

- Protesting those who want to harm the LGBT+ youth of Redlands, California.
- Noted that she is a resident of this city and will fight for the right of the citizens to live their lives as they choose.

#### 3. Mrs. Lorie Ann Doll

- Feels that school sites should have welcoming signs and symbols that represent the wide array of students in the District.
- Shared that the few loud "parents" and proud boys who have no stake in our schools are barking and growling loud enough to make our board question if this should even be a policy.
- Hopes a policy is placed on the agenda that protects LGBTQ+ students and will not allow for symbols of love and unity to be removed.

#### 4. Tracy Wise

- Noted that the Redlands Area Democratic Club is formally a political organization, who view themselves as a community group deeply committed to the well-being of the residents of Redlands, Loma Linda and Highland.
- Noted that the US flag is an inclusive symbol.
- Thanked the Board for supporting your diverse student body by providing them with access to the full education

#### 5. Diana H

- Feels VERY strongly about this District continuing to protect ALL kids.
  - Requested that Redlands not be consumed by hate.
6. Wendy Ingram
- Works as a Clinical Therapist, and is a resident of Redlands.
  - Noted that she support display of the Pride flag and does not stand alone.
7. Sara Callori
- Noted that she the parent of a kindergartener who has recently started school.
  - Shared that she wholeheartedly support the freedom for schools in the District to continue to show acceptance of all students, in this case by displaying symbols of support for the LGBTQ+ community.
8. Janice Boyle
- Expressed concern that any flags other than the U.S. flag and the California state flag would be displayed in classrooms and on campus.
  - Encouraged the Board to vote responsibly.
9. Carey Tilden
- Noted that she has a child in 5<sup>th</sup> Grade and is dismayed that the item is up for discussion.
  - Feels that the current flag policy is perfectly fine and no changes need to be made
10. Elizabeth Meade
- Shared that she has daughters that are in 3rd and 6th grade.
  - Thanked the Board for the service to the community.
  - Urged the Board to reject a policy banning or limiting flags other than the US and CA state flags from schools
11. Lee Sakowicz
- Shared that she is a 20+ year resident of Redlands, and the parent of 2 children who attended RUSD schools.
  - Expressed that it is imperative that RUSD continues to protect LGBTQ students from discrimination and harassment.
  - Asked that the Board does not add any discussion of pride flag removal to the 10/10 agenda.
12. Janet Kownacki
- Voiced support of RUSD students, teachers, staffers, and administrators in their study and display of flags.

## 13. Brenda Ji

- Wanted to inform all teachers, staff, families, and students in the Redlands Unified School District of an initiative aimed to provide FREE, VIRTUAL tutoring services to students who are unable to attend school due to continuous hospitalization, illness, and/or frequent health appointments.

## 14. Becca Spence Dobias

- Noted that she is a parent of two RUSD students.
- Shared that the Flag Policy is about dehumanizing and villainizing members of the community in order to promote violence against them.
- Encouraged the Board to do the right thing.

## 15. Casey Hamilton

- Noted that she live in trustee District 5, and her son attends Kindergarten at Franklin Elementary.
- Was dismayed to see the flag banning discussion on the agenda for this week.
- Noted that banning flags does not change people. If this policy is instituted, the LGBTQ+ population will still exist within the student body, faculty, and parent communities at RUSD

## 16. Jack Steil

- Noted that he is writing to express unwavering support to have a diverse selection of flags continue to fly in all RUSD classrooms – including the flags of other states and countries.
- Shared that school is where children go to learn and should be a safe place for them to do so. Do not let hate win.

## 17. Jer Dobias

- Shared that he is writing as a concerned member of the community and as a father of RUSD students to express my strong opposition to the proposed homophobic flag policy currently being considered by the school board.
- Noted that the display of pride flags within schools is not about promoting one sexual orientation over another but rather showing support for LGBTQ+ students and staff and acknowledging their unique struggles and experiences. The flag plays a vital role in fostering a more inclusive and empathetic educational environment.
- Urged the school board to listen to the voices of the LGBTQ+ students and their families

## 18. Joanne Curry

- Asked the Board to abide by said priorities and not to the demands of a marginal political organization.

## 19. Stephanie MacLean

- Noted that she is a Redlands resident of 10 years and is writing in support of LGBTQ+ students and staff and their right and ability to display pride flags of their choosing at school.
- Encouraged the Board to not entertain any prohibition of pride flags or other visible acts of support for the LGBTQ+ community.

## 20. Xavi Alonso

- Shared that he is a 15 year resident and parent of 2 in RUSD's Elementary system living in District 5. I stand in alliance with the LGBTQ+ and BIPOC community as a straight-white male.
- Noted that maintaining the Pride flag in public schools is symbolic in backing the teachers mission to the students. It allows kids to focus on learning and not on what someone looks like.
- Asked the Board to not allow a very small handful of misinformed adults to control public education for all.

## 21. Josephine Swanson

- Noted that she is a resident of Redlands and a future educator, I feel strongly that students should feel comfortable and safe at their schools in this District.
- Urged the Board to not to let the loud voices of a few hateful people drown out the majority of people who support the pride flag being allowed in schools.
- Encouraged the Board to please make the right choice and allow the pride flag to be flown in RUSD schools.

## 22. David Trudeau

- Noted that the District has a duty to protect the children in their charge. LGBTQ+ kids are incredibly vulnerable, now more than ever as organized hate groups seek to root them out of society.

## 23. Erika Ruiz

- Noted that the letter was sent on behalf of the Inland Empire Prism Collective who is a community organization made up of LGBTQ young adults and youth across San Bernardino and Riverside counties.
- Shared that they are writing because RUSD may be considering implementing a policy that would restrict displaying the LGBTQ Pride Flag within RUSD schools and District buildings.
- Urged the Redlands Unified School District board members to halt any potential flag banning policies from being enacted at the school District level.

## 24. Megan McClain

- Shared that the District has done a good job of supporting these rapid and broad cultural changes, and hopes they can continue to reflect the

student community that is evolving, rather than catering to a smaller crowd fed by fear and outside influences that do not share or respect a student's experience today.

- Recommends the District narrow meeting attendance to family and community members who have students in the RUSD, so that the focus can be on what the children of this District need and deserve.

25. Eric Beckett

- Shared support for the Pride flag.

26. Andonia Carter

- Requested that the Board not allow Redlands Unified to get into this ignorant and hate filled debate over students being able to be supported by their peers, their teachers, their schools, their school District, etc by not allowing the pride flag or other LGBTIQQ support to be visible.
- Requested the focus be on providing safe environments where ALL students can thrive and excel.

27. Margaret Alldredge

- Noted that she is a Redlands resident of 8 years and has one school age child and another child on the way.
- Noted that school is where students should be spending their time focusing on education, learning, and personal growth. School is not the place for students to be distracted by and fight for recognition of who they are, nor struggle with the concept of existing in an unsupportive community.
- Requested that the Board take into consideration the compassionate views of all concerned Redlands citizens and do your best to not be threatened by the aggression of minority groups and non-residents.

28. J. Ana Beckett

- Supports the display of the Pride flag in Redlands schools.
- Noted that Public symbols like the pride flag signal safety for all children, for my own and their friends.

29. Germaine M Miles

- Shared support for LGBTQIA+ students and educators and urges the Board to NOT consider any type of flag ban or flag policy that will not allow the Pride flag to be flown.

30. Renee Regalado Kern

- Felt compelled to email my input regarding the advocacy for the LGBTQ+ community (students and staff) in the District.
- Noted that when LGBTQ+ teens/children are not supported by their, communities and/or families, they are at higher risk for depression, substance abuse and suicide (Family Acceptance Project). Promoting

inclusiveness and acceptance are vital to the lives of the LGBTQ+ community.

- Urged the Board to continue to support and advocate for the rights, safe space, and well-being of the LGBTQ+ school community.

### 31. Jaylene Tuazon

- Noted that she is the president of the Wildcat Pride Association here at REV and has a couple of things that she would like to address, regarding the upcoming decision of banning pride flags in the RUSD District.
- Shared that as a student and advocate for the LGBTQIA+ community at REV, the free expression of pride flags is not an important pressing issue on campus, and rarely do they see people waving the pride flag around as a big statement.
- Noted that they will not stand for their identities to be discriminated upon because they identify as a minority group.

### 32. Arrissia Owen

- Shared that she is parent of a middle schooler in this District and is writing today for three reasons: the flag issue on the agenda, disability rights and family engagement.
- Expressed that she feels the real goal is to defund public education by creating instability within it.
- Noted that teachers are not only allies, but they can also be advocates, too, helping students get protection when indicators of abuse are present. Trust is key. Taking away these flags would diminish that trust and cause students to disengage from the learning environment.
- Inquired about a rumor that the FACE program is getting cut, which is pretty mind blowing considering the most recent LCAP report.
- Requested the Board vote against removing flags.

### 33. Jennifer Kim

- Noted that she is a Redlands community member, as well as, parent of 3 children in the RUSD.
- Encouraged the Board to remain an inclusive and welcoming place for all students and to continue to allow the support and advocacy for the queer students and faculty by supporting things such as the allowance of Pride flags being flown.

## XXI. SUPERINTENDENT'S COMMENTS

1. Thanked everyone who participated in tonight's meeting.

## XXII. BOARD COMMENTS/REPORTS

- a. Michele Rendler:
  1. Thanked the team at Lugonia for inviting her to the Resource Fair.
  2. Shared that she saw an assembly at Franklin and hopes to go to more.
  3. Noted that tomorrow night is the Resource Fair at Clock Auditorium District Wide.
  
- b. Alex Vara:
  1. Attended Citrus Valley Band Competition and they did an amazing job.
  2. Praised the band teacher Mr. Meiner for the hard work noting that it is not an easy job.
  3. Shared that the minutes in the 2:1:2 Program are not taken away from the student recess but rather added to M-F schedule so teachers are able to collaborate and team-build.
  
- c. Jim O'Neill:
  1. Noted that the Resource Fair was well attended.
  2. Shared that Elephants and Piggies was a great show and thanked Elena Villa and Kim Anaya.
  3. Met with High School Principals and they are working on Student Trustee vacancies and hopes to have them in place starting in November.
  
- d. Patty Holohan:
  1. Thanked those that participated in the Believe Walk. The District had great representation.
  2. Attended football games.
  3. Thanked to Mr. Guggisberg for all that he has done for the District. Noting that he will truly be missed.
  
- e. Melissa Ayala-Quintero:
  1. Noted that her daughter knocked her head into a car and asked for a new place for the teachers to park their cars.
  2. Thanked everyone for attending the meeting tonight.

- a. None.

XXIV. ADJOURNMENT

- a. There being no further business, the meeting was adjourned at 7:54 p.m.

Adopted:

\_\_\_\_\_  
Patty Holohan, Clerk

\_\_\_\_\_  
Date