

**j. APPROVAL OF MINUTES**

Board of Education Minutes

Regular Meeting: November 12, 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, Jim O’Neill, Michele Rendler, Alex Vara

b. ANNOUNCEMENTS – None.

STAFF ATTENDING –Juan Cabral, Superintendent; Jason Hill, Deputy Superintendent, Business Services; Rudy Wilson, Assistant Superintendent, Compliance; Lisa Bruich, Acting 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. CLASSIFIED MANAGEMENT - Tabled to the next meeting.

c. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

1. No Action was taken.

d. CONFERENCE WITH REAL PROPERTY NEGOTIATOR

1. No Action was taken.

e. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION

1. No Action was taken.

- f. STUDENT MATTERS
  - 1. No Action was taken.

- g. OTHER

- 1. No Action was taken.

- V. ADJOURNMENT TO OPEN SESSION

- a. The Board adjourned to open session at 5:48 p.m.

- VI. REGULAR MEETING – OPEN SESSION

- a. CALL TO ORDER – President Vara opened the meeting at 6:04 p.m. The National Anthem was performed by Archer Anaya, TK, student at Judson-Brown Elementary.

- b. PLEDGE OF ALLEGIANCE – Led by Archer Anaya and President Vara.

- c. APPROVAL OF AGENDA

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

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

- STAFF ATTENDING – Juan Cabral, Superintendent; Jason Hill, Deputy Superintendent, Business Services; Rudy Wilson, Assistant Superintendent, Compliance; Lisa Bruich, Acting Assistant Superintendent, Human Resources.

- e. APPROVAL OF MINUTES

- On motion of Jim O’Neill, second by Melissa Ayala-Quintero, and unanimously carried, with Student Trustee Morse voting Aye, the Board took action to adopt to approve the minutes of the October 22, 2024, Board of Education Regular Meeting.

- President Vara introduced William Boyd, who on behalf of Senator Ochoa Bogh, presented Mr. O’Neill with a Proclamation plaque. Superintendent Cabral presented Mr. O’Neill a recognition plaque on behalf of Assemblyman Ramos. Lastly, Superintendent Cabral presented Mr. O’Neill a clock on behalf of the Board of Education.

- VII. PUBLIC PARTICIPATION

- a. COMMUNITY INPUT

1. The following emails were received prior to the November 12, 2024, meeting, and were distributed to the Board of Education and are attached to the published minutes of the meeting:
  - Christopher Lugo
  - Frakt
  - Amy Wood
  - Antonio Salas
  - Nate Lauchlan
  - Lowliferocket Jr.
  
2. Valerie Taber
  - Concerns were raised regarding district communication protocols, specifically noting a perceived lack of transparency surrounding Measure "D". The importance of proactive community engagement during election cycles was stressed further noting that the district has a fundamental responsibility to provide comprehensive information to stakeholders.
  - A supportive message was conveyed to transgender and queer youth, affirming their inherent rights and assuring them of community support.
  - Commentary was offered regarding the enduring nature of LGBTQ+ identity. Specific concerns were noted about potential policy changes affecting pride flag displays and student disclosure practices.
  - Appreciation was expressed for Board President Alex Vara and current representative Jim O'Neill, recognizing their dedicated service and contributions to the educational community.
  
3. Michael Paisener
  - Gratitude was extended to board members, specifically recognizing Ms. Holohan and Ms. Ayala-Quintero for their dedicated service and ongoing commitment to the board's mission.
  - Expressed hope for Mr. Vara's continued community involvement although his electoral race outcome remains undetermined.
  - Expressed appreciation for Mr. O'Neill's representation and noteworthy efforts.
  
4. Becca Spence Dobias
  - RUSD parent and volunteer and a local Girl scout leader, enrolled in teacher credential program.
  - Expressed gratitude for board their service.
  - Emphasized the significant responsibilities of the Board, highlighting the importance of maintaining a focus on student's best interests and demonstrating courage in decision-making. Thanked the Board for their service and their time.
  
5. Girl Scout Troop 636
  - Encouraged more funding resources for school libraries and librarians.
  - Requested multi-lingual books at different reading levels.
  - Requested more funding for school librarians to host events to encourage reading.

b. PUBLIC HEARING

None.

VIII. STUDENT TRUSTEE REPORT

a. Student Trustees Aubrey Schan and Ethan Morse reported the following:

Redlands eAcademy:

- The Thursday eAcademy is organizing a Family Dodgeball Night, scheduled for 4-6pm.
- The annual Performing Arts Night is set to take place at the Blackstone Theater on December 12th at 6:00 p.m.

Citrus Valley High School:

- The CV Yearbook Team has begun capturing photographs of school clubs and actively participating Blackhawks.
- Three students were selected to participate in the Southern California Regional Honor Choir. Congratulations to Ryan Moreno, Thomas Vasquez, and Edwin Valle.
- An "I Applied" Day is planned for Wednesday, November 20th, to commemorate seniors who have submitted college applications.

Redlands High School:

- The RHS speech and debate program will host their annual showcase on November 20th at 6:00 p.m. in the Grace Mullen Auditorium. RHS students have free entry, with general admission priced at \$5.
- The RHS Music Program will present their annual Christmas concert on December 4th in the Clock Auditorium.

Redlands East Valley High School:

- Five students from REV performed in the Southern California Regional Honor Choir at the University of Redlands: Cristian Armenta, Nina Brown, Aiden Gonzalez, Hayden Reyes, and Jackson Sweeney.
- Seniors have completed painting their designated parking spaces.
- The Blackstone Players will present their fall production of "Little Women" from December 6th to 8th.
- Instrumental Music Concerts are scheduled for December 9th and 10th.
- The Redlands East Valley Marching Band will compete in the Division 2A prelims at Walnut High School at 6:45 p.m., with finals on November 23rd in Long Beach.
- Upcoming competitions include Cross-Country Southern Section Prelims and Varsity Wrestling at the Shadow Hills Tournament.
- Varsity Cheer and Song will compete in the USA Southern Section Regional at Summit High School.

Other:

- The RUSD biannual Genesis dance for REV, RHS, and CV will be held on February 21st from 7:00 p.m. to 11:00 p.m. at the Yucaipa Performing Arts Center.

#### IX. ASSOCIATION REPORTS

1. Redlands Teachers Association/CTA/NEA – No comments.
2. Redlands Education Support Professionals Association/CA/NEA – No comments.
3. Redlands Administrative Personnel Action – No comments.

#### X. BOARD COMMITTEE REPORTS

- Redlands Educational Partnership Foundation - Michele Rendler - Congratulated all the Principals and teachers receiving grants from REP.
- City of Redlands Parks and Recreation Advisory Committee - Jim O'Neill – Will attend the parks and recs meeting on Thursday and email the reports.

#### XI. BOARD COMMENTS

##### a. Patty Holahan

- Asked the public if they had seen the vote for Moore yellow cards to win furniture for the library. Wants to make sure everyone votes.
- Thanked those who attended the State of the District, it was great to see the ROTC students at work. Encouraged everyone to fill out the survey and provide input.
- Attended football games at REV and CV. CV was victorious.
- Thanked Alex and Jim for serving over the past 8 years and encouraged them to continue to support the District.
- Wished everyone a wonderful and blessed Thanksgiving.

##### b. Jim O'Neill

- Thanked everyone for the unexpected recognition.
- Asked to read an email that he would like to send to all staff tomorrow.
- Thanked Mr. Cabral for what he brought to the State of the District event. Acknowledged staff for their hard work and hopes the State of the District will become a tradition.
- Thanked the Student Trustees and shared how proud he is of taking part of bringing them on board.
- Read email in which Mr. O'Neill, expressed gratitude for the opportunity to serve over the past eight years. He highlighted the dedication and passion of administrators, teachers, classified staff, parents, students, and fellow trustees in creating a supportive and thriving educational environment. Special thanks were given to Superintendent Cabral for his leadership and to the teachers and support staff for their professionalism and dedication. The Trustee also acknowledged the vital role of parents and caregivers in supporting their children's education. They expressed confidence in the continued success of the District and encouraged the community to stay informed through the District's communication channels. The Trustee looks forward to remaining an engaged community member.

## c. Michele Rendler

- Thanked Carli Norris for taking the time to walk the OHS campus and discuss upgrades to make the school better including the addition of a gym.
- Attended Fall Festivals at e-Academy and Lugonia Elementary and had a wonderful time at both events. Thanked Dr. Sara Burton and Jeff Im for the invitation.
- Shared that the State of The District was a well-attended event in which important information was shared.
- Expressed that she misses football games and further expressed sadness that none of the district's teams are in the playoffs.
- Noted that she is looking forward to another wonderful Superintendent Awards Night at CVHS next Tuesday.
- Thanked Jim O'Neill and Alex Vara for their time on the school board and their contributions and dedication. A special thank you to Jim O'Neill for bringing the Student Trustees on board because she appreciates it.
- Thanked Michael Paisener and Becca and reassured them that students are at the center of her decisions.
- Wished everyone a happy Thanksgiving.

## d. Ethan Morse

- Thanked Jim O'Neill for creating the Student Trustee positions and giving them the platform and making them feel included.
- Thanked Alex Vara for welcoming all the student trustees and for everything they have learned from him.

## e. Melissa Ayala-Quintero

- Noted that it has been a challenging month and she is looking forward to spending time with family and friends.
- Expressed sincere gratitude for Alex Vara, for the support and advise over the past four years. Highlighting the mutual respects and recognizing their differences.
- Thanked Alex Vara's wife, Yadira, and acknowledged their beautiful family and shared that Emma is the "best Vara".
- Noted that she would like Mr. O'Neill to stay but realizes it's time for him to retire. Appreciated his support and company.
- Noted that the real motivation behind the Board is students and staff, further sharing that safety and a welcoming inclusive environment is the Board's goal. Acknowledged that the world is an imperfect place, as well as the education system, but love is behind it all and will continue to be during her tenure on the board.

## f. Aubrey Schan

- Expressed gratitude to Jim and Alex.

## g. Alex Vara

- Asked his family to stand and thanked them all for being there. Daughter Emma was absent because she was at band practice at Citrus Valley High School.
- Expressed how honored he has been serving as a Redlands School Board member and proudly shared that the board is being left better than when he started. Feels comfortable knowing that they have innovated ways of meeting needs of students.

## XII. SUPERINTENDENT’S REPORT

### a. Juan Cabral, Superintendent of Schools:

- Thanked everyone that attended the State of the District.
- Noted that on Friday he will be attending the play at Citrus Valley for Lord of the Flies.
- Thanked Archer for his performance and said it was a nice way to thank all Veterans for their service, including families, friends and students.
- Thanked the outgoing board members. Acknowledging that it was an honor to work with them and he will miss him. Additionally, he thanked them for hiring him and expressed how much he looks forward to doing great things in years to come.
- Thanked Alex Vara for hiring him and for all the good he has done for the community. Presented him with a plaque with a gavel and invited his family to take a picture with him.

## XIII. PRESENTATION

1. Jamie Cortz, Director, Innovation Technology and Accountability, presented the 2024 CAASPP Summary.

The district's assessment results were analyzed across multiple subject areas. In English Language Arts (ELA), there was a slight decrease of 0.19 points, with the district's overall performance at 50.38%, comparing favorably to county and state averages. Mathematics showed a modest improvement of 0.23 points, reaching 37.14%, which also outperformed county and state benchmarks.

The presentation highlighted several elementary and secondary school achievements. In ELA, notable performances came from schools like J&B, Kimberly, Mentone, Mariposa, and McKinley, with percentage points ranging from 7.7% to 27.22% for specific grade levels. Math celebrations recognized schools such as J&B, Kimberly, Mentone, Mariposa, HG Victoria, and Arroyo, with achievement percentages between 6.51% and 32.41%.

Secondary schools demonstrated achievement in both ELA and Math, with schools like eAcademy, REV, OHS, Clement Moore, CVHS, and RHS showing notable performance percentages ranging from 3.30% to 11.11%.

The California Science Test (CAST) showed an increase of 1.57 points, reaching 32.96%, which again compared favorably to county and state levels. The English Language Proficiency Assessments for California (ELPAC) Summative test also improved by 0.39 points, rising to 18.74%.

2. Jennifer Moore, Redlands Educational Partnership Foundation.

Thanked the school board and Superintendent Cabral for allowing them to present. Introduced Mallory Medge, Linda McCloud, Jack Barton from Mathnasium of Redlands. The Redlands Educational Partnership (REP) aims to prioritize education in the community, enhance student learning opportunities, and better prepare students to become contributing members of society. They focus on generating community support, enhancing student education through enrichment programs, and fostering a creative and respectful atmosphere for teachers. REP also encourages supportive relationships between the community and private sector with schools.

Announced grants for principals and teacher programs, REP has donated over \$106,000.00 dollars to RUSD programs. Budgeted funds were not exhausted. The grant for principal programs has t goal is to touch all students at the district. Principals were called up: Cram – Michael Laba, Moore MS – Jennie Dyerly, Redlands HS – Wes Cullen, Judgson & Brown – Todd Rossi, eAcademy – Jeff Im, Victoria – Blanca Patel, Orangewood HS – Carly Norris, Arroyo Verde – Michelle Linnertz, Mentone – Mollee O’Day, McKinley – Jennifer Sherman, Beattie – Kimberly Lium, Kingsbury – Renee Kanoti.

Principals came up and took a group photo with the representatives from REP.

XIV. SUPERINTENDENT’S RECOMMENDATIONS

XV. BUSINESS SERVICES CONSENT ITEMS

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

- a. Approve all Consent Items as detailed in Items XV.b. – XV.i.
- b. Approve Agreement with John R. Byerly, Inc., for Geotechnical Investigation Services for the Warehouse Conversion Project (Packinghouse), at a cost not to exceed \$10,040.00, to be funded by Special Reserve Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- c. Ratify/Approve Agreement with American Bike Patrol Services, Inc. to collaborate with Redlands Unified School District in providing training and materials, effective November 1, 2024, at a cost not to exceed \$7,000.00, to be funded by Safety Funds. Authorize Jason

Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).

- d. Ratify/Approve Agreement with CharacterStrong, to provide full-day training sessions for up to 75 participants, effective October 15, 2024 through June 30, 2025, at a cost not to exceed \$5,000.00, to be funded by Medi-Cal (MEDI) Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- e. Ratify/Approve Agreement No. 24/25-0669 with the San Bernardino County Superintendent of Schools, to provide educational services for school age children who are in Loma Linda Children's Hospital and expected to stay for less than 14 days, effective July 1, 2024 through June 30, 2027. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).
- f. Ratify/Approve the use of Therapyshoppe.com in the absence of a formal bid, to purchase items to assist transitional kindergarten students in the Universal Prekindergarten (UPK) program, to be funded by Universal TK Implementation (UPKP). Authorize Juan Cabral, Superintendent, Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond, Purchasing Director I, to sign related documents on behalf of the Board.
- g. Approve Reject Claim Numbers 642609 and 644595 in accordance with Government Code Section 913.
- h. Approve Payment Transmittal Numbers 25000800 through 25000990 for November 12, 2024, in the amount of \$5,560,536.21. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).

Approve Attendance at Professional Meetings (Appendix Item).

## XVI. BUSINESS SERVICES ACTION ITEMS

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

- a. Adopt Ordinance No. 1 (2024-1), of the Redlands Unified School District, Levying Special Taxes Within the Redlands Unified School District (Appendix Item).

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

- b. Adopt Resolution No. 21, 2024-25, Resolution of the Board of Education of the Redlands Unified School District Declaring it's Intent to Dedicate Real Property to the State of California, through the Department of Transportation, for State highway purposes. Call for public hearing on December 17, 2024, at 6 p.m., in the Board Room, located at 25 W. Lugonia Avenue, Redlands, California (Appendix Item).

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

- c. Adopt Resolution No. 22, 2024-25, Resolution of the Board of Education of Redlands Unified School District, deeming it necessary for Redlands Unified School District to exceed the 10% amount of an original contract. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board. (Appendix Item).

On motion of Michele Rendler, second by Jim O'Neill, with Student Trustee Morse voting aye, and unanimously carried, the Board took action to:

- d. Approve 2024-2025 Board of Education Meeting dates (Appendix Item).

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

Jim O'Neill clarified that the December 17 date replaces the originally scheduled meeting of December 10, 2024.

- e. Designate Tuesday, December 17, 2024, 6:00 p.m., as Redlands Unified School District's Board of Education Organizational Meeting per Education Code Sections 5017, 35143 and 72000(c)(2)(A) (Appendix Item).

## XVII. EDUCATIONAL SERVICES CONSENT ITEMS

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

- a. Approve Consent Item as detailed in Items XVII.b. – XVII.h.
- b. 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 [First Reading] (Appendix Item).
- c. Ratify/Approve 100 members of the Redlands High School Marching Band to travel by charter bus, to San Clemente, California, to compete in an adjudicated marching band competition, effective November 9, 2024 through November 10, 2024.
- d. Approve 35 members of the Redlands High School AVID Junior Class to travel by bus, to Northern California, where they will tour several California State Colleges and Universities and learn about their campuses and programs, effective November 20, 2024 through November 22, 2024.
- e. Approve 20 members of the Redlands East Valley High School Boys' & Girls' Varsity Cross Country Team to travel by van, to Fresno, California, to compete in the CIF State Meet, effective November 29, 2024 through November 30, 2024.
- f. Approve 131 5th graders from Crafton Elementary School to travel by bus, to Emerald Cove Outdoor Science Institute in Running Springs, California, where they will participate

in activities designed to reinforce their knowledge of science and nature, effective February 26, 2025 through February 28, 2025.

- g. Approve 62 5th graders from Highland Grove Elementary School to travel by charter bus and boat, to Catalina Island, where they will attend Catalina Island Marine Institute Science Camp for a hands-on experience to study marine animal and plant life and participate in activities such as snorkeling, hiking, and squid dissecting, effective April 9, 2025 through April 11, 2025.

Approve submittal of the following revised School Plan for Student Achievement for year span 2024 through 2025 [A copy is available for review at the District Office, Educational Services Division, and at the secretary's desk at the Board meeting.]: Mission Elementary School (Appendix Item).

#### XVIII. EDUCATIONAL SERVICES ACTION ITEMS

- a. None.

#### XIX. HUMAN RESOURCES CONSENT ITEMS

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

- a. Approve all Consent Items as detailed in Items XIX.b. - XIX.ae.
- 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 hourly/daily certificated personnel (Appendix Item).
- g. Certificated – Approve revisions to job description for Lead School Nurse, effective November 13, 2024 (Appendix Item).
- h. Certificated – Approve revisions to job description for School Nurse, effective November 13, 2024 (Appendix Item).

- i. Classified – Ratify/Approve employment of new classified contract personnel (Appendix Item).
- j. Classified – Ratify/Approve employment of new special education paraprofessional classified contract personnel (Appendix Item).
- k. Classified – Ratify/Approve employment of classified substitute/short-term personnel (Appendix Item).
- l. Classified – Ratify/Approve anniversary/longevity increments of classified contract personnel, effective November 1, 2024 (Appendix Item).
- m. Classified – Ratify/Approve anniversary/longevity increments of special education paraprofessional classified contract personnel, effective November 1, 2024 (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/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 Health Care Technician I, effective November 13, 2024 (Appendix Item).
- w. Classified – Approve revisions to job description for Health Care Technician II, effective November 13, 2024 (Appendix Item).
- x. Classified – Approve revisions to job description for Licensed Vocational Nurse (LVN), effective November 13, 2024 (Appendix Item).
- y. Management – Approve revisions to the management team salary for the 2024- 2025 school year, effective November 13, 2024 (Appendix Item).

- z. Management – Ratify/Approve revised salary placements/assignments of management team personnel (Appendix Item).
- aa. Other – Ratify/Approve employment of temporary athletic team coaches/extended day/Redlands East Valley High School (Appendix Item).
- ab. Other – Ratify/Approve employment of temporary athletic team coaches/extended day/Redlands High School (Appendix Item).
- ac. Other – Ratify/Approve employment of temporary athletic team coaches/extended day/Citrus Valley High School (Appendix Item).
- ad. Other – Ratify/Approve employment of volunteer athletic team coaches (Appendix Item).
- ae. Other – Approve volunteers and fieldtrip chaperones for the 2024-2025 school year (Appendix Item).

XX. HUMAN RESOURCES ACTION ITEMS

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

- a. Management – Establish position and approve job description for Supervisor Child Nutrition Services Culinary and Innovation, effective November 13, 2024 (Appendix Item).

XXI. DISCUSSION ITEMS.

- a. None.

XXII. CLOSED SESSION

- a. None.

XXIII. ADJOURNMENT

- a. There being no further business, the meeting was adjourned at 7:38 p.m.

Adopted:

---

Jim O’Neill, Clerk

---

Date

**From:** Christopher Lugo <bryanlugo916@gmail.com>  
**Sent:** Sunday, November 3, 2024 8:07 AM  
**To:** rUSD\_board\_members <rUSD\_board\_members@redlands.k12.ca.us>  
**Subject:** [EXTERNAL]Information Requested

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

To the School District Board,

I am writing to express my concern regarding the conduct of a candidate named Candy Olson running for the school board. In reviewing recent video footage, it appears that this individual has displayed behavior that may not align with the values and responsibilities expected of someone in such a significant role within our educational community. <https://www.tiktok.com/t/ZP8L1XRUC/>

Given the influence school board members have on our students, staff, and community, I strongly encourage the board to review this footage in detail. It is essential that those in leadership positions uphold standards of professionalism, integrity, and respect. I believe it would be in the best interest of the district to carefully consider whether this candidate's actions are representative of the commitment we seek in our board members.

Thank you for your attention to this important matter.

Sincerely,  
Christopher B. Lugo,

## **Carianne Mackamul-Covey**

---

**From:** frakt <apairofgrins@gmail.com>  
**Sent:** Wednesday, October 30, 2024 2:35 PM  
**To:** meetinginput  
**Subject:** [EXTERNAL]Please

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Please know that the currently the Area 5 trustee candidate Candice Olson and her husband are all over social media destroying a memorial and on multiple occasions. They are seen cussing, using profane gestures and what look to be racial slurs. These people should not be trustees of anyone's children as they and yes I mean they, as they are a married couple and are both partaking in the criminal activity, should NOT be overseeing children or advocates for children. They are showing their character and it's despicable. Good luck and i hope she is unable to continue as a candidate.

## **Carianne Mackamul-Covey**

---

**From:** Amy Wood <amyawood7414@icloud.com>  
**Sent:** Wednesday, October 30, 2024 4:16 PM  
**To:** meetinginput  
**Subject:** [EXTERNAL]Candy Olson

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

To whom it may concern,

I just wanted to reach out and express my opinion of this satanic lady running for school board, there are videos of her circulating social media with her husband destroying memorials on the side of the highways and flipping people off. This is very sad and inhumane, someone like this couldn't have the best interest for children because her acts are a hate crime and she should never be allowed to run for school district and should be charged for her crimes.

Thanks for your time,  
Amy Wood  
Sent from my iPhone

[EXTERNAL]School board candidate

From Antonio Salas <antonio.salascruz@gmail.com>

Date Sat 11/2/2024 11:23 AM

To meetinginput <meetinginput@redlands.k12.ca.us>

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

This is one of your candidates husband destroying a memorial. It's on Reddit.



From the InlandEmpire community on Reddit: Redlands School board candidate and her husband caught repeatedly destroying roadside memorial  
reddit.com

[EXTERNAL]Candy Olson

---

From Nate Lauchlan <nlauchlan98@gmail.com>

Date Sat 11/2/2024 2:58 PM

To meetinginput <meetinginput@redlands.k12.ca.us>

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Candy Olson and her husband are despicable individuals and should not be accepted onto the school board. Video proof of her and her husband destroying roadside memorials:

<https://www.reddit.com/r/MildlyBadDrivers/s/x1bQjqijfa>

---

**[EXTERNAL]Re: Candy Olson should be Dropped as Candidate.**

---

**From** LowLifeRoket JR <herdener99@gmail.com>

**Date** Tue 11/5/2024 1:39 PM

**To** meetinginput <meetinginput@redlands.k12.ca.us>

 1 attachment (2 MB)

45ad8bb45d22ff7ba3c908980a76d37c.mp4;

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Video of Candy's Disgusting actions

On Tue, Nov 5, 2024, 1:38 PM LowLifeRoket JR <[herdener99@gmail.com](mailto:herdener99@gmail.com)> wrote:

Is Seems as if Candy is doubling down on being a Horrible person she has since gone back to the site of the memorial and put up printed signs saying it's a Satanic Shrine and that no one died there. For one how would she know if or how or when someone passed there. And still that kind of behavior is unsettling and definitely doesn't belong in an capacity having Power they can abuse.

On Sun, Nov 3, 2024, 9:03 PM LowLifeRoket JR <[herdener99@gmail.com](mailto:herdener99@gmail.com)> wrote:

Candy Olson and Her Husband are currently going viral for consistently destroying a highway memorial. Videos Attached. Personally I wouldn't want someone who disrespects a Memorial to in any way, shape, or form have a Connection to the process of Teaching Children. Even if she Personal does nothing in the aspect doesn't mean she cant effect the students and faculty somehow. For the betterment of your schools I implore you to take this warning from a Stanger and watch the videos and come to your own decision. And ask yourselves if you even want to take the chance that you may have to work with this kind of person.

**[EXTERNAL]Candy Olson should be Dropped as Candidate.**

---

**From** LowLifeRoket JR <herdener99@gmail.com>

**Date** Sun 11/3/2024 9:04 PM

**To** meetinginput <meetinginput@redlands.k12.ca.us>

 2 attachments (23 MB)

7ae9f9ad141ff513e1862bd8cb1e22ce.mp4; b17aee61362191e041e17d86e35184db.mp4;

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Candy Olson and Her Husband are currently going viral for consistently destroying a highway memorial. Videos Attached. Personally I wouldn't want someone who disrespects a Memorial to in any way, shape, or form have a Connection to the process of Teaching Children. Even if she Personal does nothing in the aspect doesn't mean she cant effect the students and faculty somehow. For the betterment of your schools I implore you to take this warning from a Stanger and watch the videos and come to your own decision. And ask yourselves if you even want to take the chance that you may have to work with this kind of person.

Board of Education Minutes  
SPECIAL MEETING: December 3, 2024  
Open Session: 2:30 p.m., District Office Conference Room  
20 West Lugonia Avenue, Redlands, CA

- I. OPEN SESSION – President Alex Vara opened the meeting at 2:32 p.m.
  - a. PLEDGE OF ALLEGIANCE – Led by Board President Alex Vara
  - b. ROLL CALL –Melissa Ayala-Quintero, Patty Holohan, Jim O’Neill, Michele Rendler, Alex Vara
  
- II. PUBLIC PARTICIPATION
  - a. COMMUNITY INPUT  
  
None.
  
- III. ADJOURNMENT TO CLOSED SESSION – The Board adjourned to Closed Session at 3:31 p.m.

- a. PUBLIC EMPLOYEE APPOINTMENT

1. Certificated Management

During Closed Session, the Board took action to approve the Superintendent’s recommendation 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.

On motion of Melissa Ayala-Quintero, second by Michele Rendler, and unanimously carried, the Board 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.

2. Classified Management

During Closed Session, the Board took action to approve the Superintendent’s recommendation to appoint Tricia Mimaki to the position of School Occupational Therapist, effective December 5, 2024, at Step 5 of the Management Team Salary Schedule.

On motion of Patty Holohan, second by Alex Vara, and unanimously carried, the Board 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.

b. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

1. Certificated

During Closed Session, the Board took action to approve the Superintendent's recommendation to terminate the Temporary Employment Contract of Certificated Employee 2024-25-03, effective December 3, 2024, pursuant to Education Code section 44954, and direct the Superintendent or designee to send out appropriate legal notices.

On motion of Jim O'Neill and second by Patty Holohan, the motion was unanimously carried, to terminate the Temporary Employment Contract of Certificated employee 2024-25-03, effective December 3, 2024, pursuant to Education Code section 44954, and direct the Superintendent or designee to send out appropriate legal notices.

During Closed Session, the Board took action to approve the Superintendent's recommendation to terminate the Temporary Employment Contract of Certificated Employee 2024-25-04, effective December 3, 2024, pursuant to Education Code section 44954, and direct the Superintendent or designee to send out appropriate legal notices.

On motion of Patty Holohan and second by Jim O'Neill, the motion was unanimously carried to terminate the Temporary Employment Contract of Classified Employee 2024-25-04, effective December 3, 2024, pursuant to Education Code section 44954, and direct the Superintendent or designee to send out appropriate legal notices.

2. Classified

During Closed Session, the Board took action to approve the Superintendent's recommendation to terminate the Employment of Classified Employee 2024-25-02, effective December 3, 2024, pursuant to Education Code section 45113, and direct the Superintendent or designee to send out appropriate legal notices.

On motion of Patty Holohan and second by Jim O'Neill, the motion was unanimously carried to terminate the Employment of Classified Employee 2024-25-02, effective December 3, 2024, pursuant to Education Code section 45113, and direct the Superintendent or designee to send out appropriate legal notices.

IV. ADJOURNMENT TO OPEN SESSION – The Board adjourned to Open Session at 3:55 p.m.

In closed session, the Board 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.

In closed session, the Board 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.

In closed session, the Board unanimously took action to terminate the employment of Certificated Temporary Employee 2024-25-03, effective December 3, 2024, pursuant to Education Code section 44954, and directed the Superintendent or designee to send out appropriate legal notices.

In closed session, the Board unanimously took action to terminate the employment of Certificated Temporary Employee 2024-25-04, effective December 3, 2024, pursuant to Education Code section 44954, and directed the Superintendent or designee to send out appropriate legal notices.

In closed session, the Board unanimously took action to terminate the employment of Classified Employee 2024-25-02, effective December 3, 2024, pursuant to Education Code section 45113, and directed the Superintendent or designee to send out appropriate legal notices.

V. BUSINESS SERVICES CONSENT ITEMS

On motion of Patty Holohan and second by Melissa Ayala-Quintero, the motion was unanimously carried, to approve Consent Item V.a.

- a. Approve Attendance at Professional Meetings (Appendix Item).

VI. ADJOURNMENT

- a. There being no further business, the meeting was adjourned at 4:08 p.m.

Adopted:

---

Jim O'Neill, Clerk

---

Date