

**e. APPROVAL OF MINUTES**

Board of Education Minutes

Regular Meeting: January 14, 2025

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

Open Session: 6:00 p.m.

I. OPEN SESSION – President Rendler opened the meeting at 4:31 p.m.

a. ROLL CALL – Melissa Ayala-Quintero, Patty Holohan, Candy Olson, Michele Rendler, Jeannette Wilson

b. ANNOUNCEMENTS – None.

STAFF ATTENDING –Juan Cabral, Superintendent

II. PUBLIC PARTICIPATION

a. COMMUNITY INPUT

None.

III. ADJOURNMENT TO CLOSED SESSION

a. The Board adjourned to Closed Session at 4:41 p.m.

IV. CLOSED SESSION

a. CONFERENCE WITH LABOR NEGOTIATOR – CONTRACT MANAGEMENT

No Action was taken.

b. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

No Action was taken.

c. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION

No Action was taken.

d. STUDENT MATTERS

No Action was taken.

e. OTHER

No Action was taken.

V. ADJOURNMENT TO OPEN SESSION

a. The Board adjourned to open session at 5:41 p.m.

VI. REGULAR MEETING – OPEN SESSION

- a. CALL TO ORDER – President Rendler opened the meeting at 6:01 p.m.
- b. PLEDGE OF ALLEGIANCE – Led by Superintendent Cabral.
- c. APPROVAL OF AGENDA

On motion of Patty Holohan, second Candy Olson, and with a vote of 5/0 the Board took action to approve the agenda removing item XIII.G.

- d. ROLL CALL – Melissa Ayala-Quintero, Patty Holohan, Candy Olson, Michele Rendler, Jeannette Wilson.

STAFF IN ATTENDANCE – Juan Cabral, Superintendent; Jason Hill, Deputy Superintendent, Business Services; Rudy Wilson, Assistant Superintendent Compliance; Patti Buchmiller, Assistant Superintendent, Educational Services; Lisa Bruich, Acting Assistant Superintendent, Human Resources.

- e. APPROVAL OF MINUTES

On motion of Melissa Ayala-Quintero, second by Patty Holohan, and with a vote of 5/0, the Board took action to adopt to approve the minutes of the December 17, 2024, Board of Education Regular Meeting.

## VII. STUDENT TRUSTEE REPORT

None.

## VIII. BOARD COMMITTEE REPORTS

- a. Patty Holohan – CRY-ROP did not meet in January will resume in February.
- b. Michele Rendler – Arts Alive and evening of appreciation is coming up in April. Window is open for teachers to nominate and/or students to turn in their artwork to be showcased.

## IX. SUPERINTENDENT’S REPORT

- a. Juan Cabral, Superintendent of Schools:

Title IX Policy Updates:

- Significant progress made on Title IX requirements throughout the school year.
- Several updated policies related to Title IX are on tonight's agenda.

Student Survey:

- Over 8,000 students (grades 6-12) participated in the December Title IX survey.
- Survey results reviewed with parent committee, led by Dr. Wilson.
- Survey data is available to the public on the district website.

- Some questions raised regarding potential vagueness in the survey; further review will be conducted.

Training Videos:

- Age-appropriate Title IX training videos being finalized for student rollout.
- Pilot schools (Judson and Brown, REV, and Beattie Middle Schools) will begin first.
- Board will review the videos before they are rolled out.

Family Workshop:

- Family workshop scheduled for Thursday at 6 p.m. to address Title IX-related questions.
- Dr. Wilson will lead the workshop, and parents are encouraged to attend.
- Board members are also invited to attend.

Active Title IX Cases:

- Currently 176 active Title IX cases under investigation.
- Cases initiated through reports from students, parents, or staff via multiple reporting avenues.
- Immediate investigation and response to each reported concern.
- All 176 cases involve student-on-student harassment: no cases involving staff.

X. PRESENTATION

1. 2023-2024 Redlands Unified School District Audit Report by Eide Bailly, LLP

The audit focuses on three main sections:

1. Financial Statements
2. Federal Compliance
3. State Compliance

All three sections include an evaluation of internal controls. The audit provides reasonable assurance that the financial statements are free from material misstatements, not absolute assurance, as reviewing every transaction is not feasible.

Audit Results:

- The district received an unmodified opinion in all three areas (financial statements, federal compliance, and state compliance).
- An unmodified opinion is the highest, cleanest opinion a district can receive.
- There were some findings, which are detailed in the full audit report.

XI. BUSINESS SERVICES CONSENT ITEMS

On motion of Candy Olson, second by Patty Holohan, and with a vote of 5/0 unanimously carried, the Board took action to:

- a. Approve all Consent Items as detailed in Items XI.b. – XI.j.
- b. Approve the San Bernardino County Superintendent of Schools (SBCSS) staff report to ensure the District's compliance with the Williams Legislation. In accordance with California Education Code Section 1240, SBCSS staff conducted visits to all schools subject to Williams Settlement monitoring during the 2024-25 fiscal year. No insufficiencies or deficiencies were observed (Appendix Item).

- c. Approve Change Order No. 2 with Roadway Engineering & Construction Corp., for Stadium and Parking Lot Improvements at Redlands East Valley High School, Phase 2, Bid 17-24, in the amount of \$28,948.00, to be funded by General Funds, Redevelopment Agency Funds and/or Special Reserve Funds (Appendix Item).
- d. Award Bid 5-25 for Playground Equipment Installation at various sites to the lowest responsible/responsive bidder, Ortco Inc., in the amount of \$469,856.00, to be funded by LCAP Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond, Purchasing Director I, to sign related documents on behalf of the Board.
- e. Award Bid 6-25 for Firewall Services to the lowest responsible/responsive bidder, Digital Scepter, in the amount of \$464,792.29, to be funded by the Informational Services (INFO) Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond, Purchasing Director I, to sign related documents on behalf of the Board.
- f. Approve Exhibit D/Second Quarterly Uniform Complaint Report Summary of the Williams Settlement Legislation for the quarter covering October 02, 2024 through December 31, 2024 (Appendix Item).
- g. Accept as complete and approve filing a Notice of Completion with the County Hall of Records for Bid 14-24 with Wakeco, Inc., for Kitchen HVAC Upgrades at Clement Middle School. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- h. Approve Jeannette Wilson to certify and attest Board actions as Clerk of the Board of Education, authorizing Jeannette as a signing agent for certification of Board Action items on behalf of the Governing Board, while removing Jim O'Neill, former Clerk of the Board, from this role, effective December 17, 2024 (Appendix Item).
- i. Approve Reject Claim Numbers 648969 and 649206 in accordance with Government Code Section 913.
- j. Approve Payment Transmittal Numbers 25001301 through 25001455 for January 14, 2025, in the amount of \$6,483,682.64. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).

## XII. BUSINESS SERVICES ACTION ITEMS

On motion of Patty Holohan, second by Candy Olson, and with a vote of 5/0 unanimously carried, the Board took action to:

- a. Adopt Resolution No. 27, 2024-2025, Resolution of the Board of Education of the Redlands Unified School District, Adopting Guidelines Relative to Citizens' Oversight Committees for General Obligation Bonds Approved Pursuant to Proposition 39 and Related Law (Appendix Item).

On motion of Melissa Ayala-Quintero, second by Patty Holohan, and with a vote of 5/0 unanimously carried, the Board took action to:

- b. Adopt Resolution No. 28, 2024-2025, Resolution of the Board of Education of the Redlands Unified School District, Declaring Intention to Reimburse Expenditures from Proceeds of Issued Debt (Appendix Item).

On motion of Candy Olson, second by Melissa Ayala-Quintero, and with a vote of 5/0, unanimously carried, the Board took action to:

- c. Adopt Resolution No. 29, 2024-2025, Resolution of the Board of Education of Redlands Unified School District, to approve the Zero-Emission School Bus and Infrastructure (ZESBI) project on behalf of California Air Resources Board (CARB) and California Energy Commission (CEC), at no cost to the District. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item).

On motion of Melissa Ayala-Quintero, second by Patty Holohan, and with a vote of 5/0, unanimously carried, the Board took action to:

- d. Accept the 2023-24 Financial Audit Report as presented by Eide Bailly, LLP (Appendix Item).

On motion of Candy Olson, second by Jeannette Wilson, the motion was put to a vote.

Ayes: Candy Olson, Jeannette Wilson

Nays: Melissa Ayala-Quintero, Patty Holohan, Michele Rendler

The motion did not pass (2 in favor, 3 opposed)

- e. Approve Additional Board Meeting Dates (Appendix Item).

The following community members came up to the podium to express their opposition to additional board meeting dates:

Sam Trad  
Trisha Keeling  
Valerie Taber  
Michael Paisner  
Curtis Dison

### XIII. EDUCATIONAL SERVICES CONSENT ITEMS

On motion of Jennette Wilson, second by Patty Holohan, and with a vote of 5/0, unanimously carried, the Board took action to:

- a. Approve Consent Item as detailed in Items XVIII.b. – XVIII.w.
- b. Approve 35 student members of the Cope Middle School AVID Ambassadors to travel by bus, to Mile High Pines in Angelus Oaks, California, where they will learn leadership skills that will prepare them for their future, Elementary visits, and planning parent night activities, effective January 28, 2025 through January 31, 2025.

- c. Approve New Board Policy 6159.1 – Procedural Safeguards and Complaints for Special Education [First Reading] (Appendix Item).
- d. Approve New Board Policy 6164.41 – Children with Disabilities Enrolled by Their Parents in Private School [First Reading] (Appendix Item).
- e. Approve New Administrative Regulation 6164.41 – Children with Disabilities Enrolled by Their Parents in Private School [First Reading] (Appendix Item).
- f. Approve Revision of Board Policy 0430 – Comprehensive Local Plan for Special Education [First Reading] (Appendix Item).
- g. Approve Revision of Administrative Regulation 5121 – Grades/Evaluation of Student Achievement [Second Reading] (Appendix Item).
- h. Approve Revision of Board Policy 5131.2 – Bullying [Second Reading] (Appendix Item).
- i. Approve Revision of Administrative Regulation 5131.2 – Bullying [Second Reading] (Appendix Item).
- j. Approve Revision of Board Policy 5145.7 – Sexual Harassment [First Reading] (Appendix Item).
- k. Approve Revision of Administrative Regulation (AR) 5145.71 – Title IX Sexual Harassment Complaint Procedures [First Reading] (Appendix Item).
- l. Approve Revision of Board Policy 6146.4 – Differential Graduation and Competency Standards for Students with Disabilities [Second Reading] (Appendix Item).
- m. Approve Revisions of Administrative Regulation 6159 – Individualized Education Program [First Reading] (Appendix Item).
- n. Approve Revision of Administrative Regulation 6159.1 – Procedural Safeguards and Complaints for Special Education [First Reading] (Appendix Item).
- o. Approve Revision of Board Policy 6159.3 – Appointment of Surrogate Parent for Special Education Students [First Reading] (Appendix Item).
- p. Approve Revision of Administrative Regulation 6159.3 – Appointment of Surrogate Parent for Special Education Students [First Reading] (Appendix Item).
- q. Approve Revision of Administrative Regulation 6159.4 – Behavioral Interventions for Special Education Students [Second Reading] (Appendix Item).
- r. Approve recommendation of the District Curriculum Committee for the new elective course, AP African American Studies, in the Secondary Course of Study for the 2024-2025 school year (Appendix Item).
- s. Approve recommendation of the District Curriculum Committee for the new

elective course, Constructing Fantasy Realms: Language, Lore, and Landscapes, in the Secondary Course of Study for the 2024-2025 school year (Appendix Item).

- t. Approve recommendation of the District Curriculum Committee for the new elective course, Graphic Production, in the Secondary Course of Study for the 2024-2025 school year (Appendix Item).
- u. Approve recommendation of the District Curriculum Committee for the new elective course, Magical Worlds in Literature, in the Secondary Course of Study for the 2024-2025 school year (Appendix Item).
- v. Approve recommendation of the District Curriculum Committee for the new elective course, Middle School Sports Elective, in the Secondary Course of Study for the 2024-2025 school year (Appendix Item).
- w. Approve recommendation of the District Curriculum Committee for the new elective course, Vocal Fundamentals & Techniques, in the Secondary Course of Study for the 2024-2025 school year (Appendix Item).

#### XIV. EDUCATIONAL SERVICES ACTION ITEMS

On motion of Candy Olson, second by Melissa Ayala-Quintero, and with a vote of 5/0, unanimously carried, the Board took action to:

- a. Approve the Stipulated Expulsion regarding student 2024-2025-008, 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 2024-2025-009, with the expulsion suspended through the remainder of the first semester of the 2024- 2025 school year and all the second semester of the 2024-2025 school year.
- c. Approve the Stipulated Expulsion regarding student 2024-2025-010, through the remainder of the first semester of the 2024-2025 school year and the second semester of the 2024-2025 school year suspended.

#### XV. HUMAN RESOURCES CONSENT ITEMS

On motion of Candy Olson, second by Melissa Ayala-Quintero, and with a vote of 5/0, unanimously carried, the Board took action to:

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



(Appendix Item).

- e. Certificated – Ratify/Accept resignations/separations of certificated contract personnel (Appendix Item).
- f. Classified – Ratify/Approve employment of new classified contract personnel (Appendix Item).
- g. Classified – Ratify/Approve employment of new special education paraprofessional classified contract personnel (Appendix Item).
- h. Classified - Ratify/Approve employment of classified substitute/short-term personnel (Appendix Item).
- i. Classified – Ratify/Approve anniversary/longevity increments of classified contract personnel, effective January 01, 2025 (Appendix Item).
- j. Classified – Ratify/Approve anniversary/longevity increments of special education paraprofessional classified contract personnel, effective January 1, 2025 (Appendix Item).
- k. Classified – Ratify/Approve revised salary placements/assignments of classified contract personnel (Appendix Item).
- l. Classified – Ratify/Approve revised salary placements/assignments of special education paraprofessional classified contract personnel (Appendix Item).
- m. Classified – Ratify/Approve extra assignments of classified contract personnel (Appendix Item).
- n. Classified – Ratify/Approve extra assignments of special education paraprofessional classified contract personnel (Appendix Item).
- o. Classified – Ratify/Accept resignations/separations of classified contract personnel (Appendix Item).
- p. Classified – Ratify/Accept resignations/separations of special education paraprofessional classified contract personnel (Appendix Item).
- q. Classified - Ratify/Accept resignations of classified substitute/short-term personnel (Appendix Item).
- r. Classified – Ratify/Approve Memorandum of Understanding between the Redlands Unified School District and the Redlands Education Support Professionals Association, effective July 1, 2024 (Appendix Item).
- s. Classified – Approve revision to Appendix A-2, in the Fiscal Series of the Collective Bargaining Agreement, effective January 15, 2025 (Appendix Item).
- t. Classified – Approve revision to title from Lead Payroll/Benefits Technician to Lead Payroll/Position Control Technician, and revisions to job description, effective January 15, 2025 (Appendix Item).

- u. Management – Ratify/Approve revised salary placements/assignments of management team personnel (Appendix Item).
- v. Other – Approve Student Attendance Calendar for the 2026-2027 school year [First Reading] (Appendix Item).
- w. Other – Ratify/Approve revisions to Board Policy 4221.16 - Substitute/Short- Term Employees Hourly Rate, effective January 1, 2025 (Appendix Item).
- x. Other – Ratify/Approve employment of temporary athletic team coaches (Appendix Item).
- y. Other – Ratify/Approve employment of volunteer athletic team coaches for the 2024-2025 school year (Appendix Item).
- z. Other – Approve volunteers and fieldtrip chaperones for the 2024-2025 school year (Appendix Item).

#### XVI. HUMAN RESOURCES ACTION ITEMS

On motion of Patty Holohan, second by Melissa Ayala-Quintero, and with a vote of 5/0, unanimously carried, the Board took action to:

- a. Management – Ratify/Approve contract of employment for Patricia Buchmiller, Assistant Superintendent, Educational Services, effective December 18, 2024.

#### XVII. PUBLIC PARTICIPATION

President Rendler - Thanked the over 300 people that submitted comments and let them know that had been reviewed and assured them they would be recorded in the meeting minutes.

The following public members came up to the podium to express their opposition to the Flags and Observances policy:

Patricia Molnar  
Jen Yaghowbian,  
Elisabeth Antos  
Margaret Hogenson  
Germaine Miles  
Corinne Petyon  
Sameer Bhargava  
Isabella Pstross  
Aya Francisco  
Sam Trad  
Trisha Keeling  
Stacy Rodriguez Sarmiento  
Emma Vara  
Juno Bates  
Erika Ruiz  
Nancy Glenn  
Lorraine Enriquez  
Monica Joseph

Roux Whitmore  
Valerie Taber  
Simone St. Pierre Nelson  
Milo Easley  
Margaret Male  
Jennifer Kim  
Byron Whitehead  
Michael Paisner  
Seven Templeton  
Bruce Laycook  
Ruins Rosso  
Dena  
Nicholas Riley  
Tim Ormsby  
Nahiara Modrow  
Danielle Guillen  
Brileigh Guillen  
Chiara Lucas  
Maria Brunner  
Ayumi Endres  
Ingrid Garcia

The following public members came up to the podium to express their support of the Flags and Observances policy:

Dorothy Lohman  
Braxton Foley  
Jesus Cisneros  
Lawrence Hebron  
Curtis Dison  
Ken Hunter  
Daniel Tinajero

#### XVIII. BOARD COMMENTS/REPORTS

Jeannette Wilson

- Redlands Compact, mixer at Casa Loma Room on February 13. It is focused on helping young adults interact with business owners to improve communication and social skills.
- Attended a conference that showcased various research-based programs with successful results. One program from Mississippi was highlighted for its impressive outcomes.

Melissa Ayala-Quintero

- Welcome everyone back for the new semester. Acknowledging that this period marks the fastest part of the school year.
- Addressed concerns regarding the negative perception surrounding the district's test scores. It was emphasized that test scores, whole mandated by the state, do not fully reflect the abilities of the students.
- Called for respect for the hard work that teachers, staff, and students put into it.

Patty Holohan

- Welcomed everyone back and hoped everyone had a pleasant break with their family and loved ones.
- Extended congratulations to Patti Buchmiller, Assistant Superintendent of Educational Services and welcomed her in the role.
- Expressed gratitude to all the speakers, particularly the students.
- Praised students for their courage in speaking in front of adults, acknowledging how nervous it can be.
- Extended a special message to seniors, reminding them to enjoy their second semester as it will pass quickly.

Candy Olson

- Reported that she missed the first REP meeting as it was scheduled right after she was sworn in and had prior work commitments.
- Expressed interest in improving reading literacy scores across the district. While the district is doing well, there's a desire to achieve greater success. Exploring financially affordable programs, including potential pilot programs, to present options for tangible improvements moving forward.
- Express her interest in addressing bullying issues by thinking creatively and exploring new strategies. While current policies and procedures are in place and being managed well by Dr. Wilson and the Superintendent, additional ideas are being considered to ensure all students feel safe.

Michele Rendler

- Welcomed everyone back and expressed appreciation for the attendance.
- Acknowledged the students and commended their contributions.
- Expressed excitement about returning to classrooms and observing activities at school sites.

#### XIX. SUPERINTENDENT'S COMMENTS

- Expressed gratitude for the opportunity to speak personally and thanked everyone for their support during a difficult time with the passing of both parents, mother on October 14 and father on November 26, which led to time away from work.
- Extended thanks to the deputy superintendent for support, the executive cabinet for their contributions, and the Board for their understanding.
- Apologized for missing the first meeting of the new board members due to his father's funeral and thanked everyone who sent condolences.
- Wished everyone a Happy New Year and noted that the year will go quickly for seniors, with only two months left.
- Announced that the first Superintendent's Award for 2025 is scheduled for January 28, and encouraged participation.
- Reminded about the Title IX workshop scheduled for Thursday from 6:00 p.m. to 7:30 p.m. in the boardroom, highlighting the importance of the work being done.
- Expressed appreciation for the community's support in passing Measure D, which will provide significant help for facilities at all school sites.

- Mentioned the formation of a new Superintendent's Advisory Committee to guide decisions on district expenditures.
- Warned of possible strong winds later that evening, though not as severe as the previous week, and confirmed the district is monitoring power outages in Redlands and Highland.
- Stated that if any school site loses power, it will likely result in school closures, and updates will be sent to the community with instructions.
- Thanked everyone for their patience with the new meeting process, which includes roll call votes and name calls by the clerk.
- Welcomed the new Executive Board member, Patti, and noted the hard work ahead.

## XX. DISCUSSION ITEMS

### a. Discussion on Flags and Observances

Jeannette Wilson:

- Urged action on addressing ideological concerns in the classroom, citing community members' votes and feedback.
- Parents concerned about their children being influenced by teachers' personal beliefs.

Candy Olson:

- Supported addressing concerns about teachers promoting political/ideological beliefs.
- Emphasized importance of well-funded education and impact of declining enrollment.
- Stressed representing the whole community, including parents opposed to ideological teaching.
- Clarified goal is not to shame beliefs but ensure respect for all.
- Cited example of pro-life or Christian flags potentially offending different belief systems.
- Reaffirmed that controversial topics can be discussed fairly with both sides presented.
- Noted existing policy on handling sensitive issues and union leader input in the process.

Melissa Ayala-Quintero:

- Noted the public learned about the policy before the board did.
- Stressed the importance of allowing union representatives to address issues directly.
- Called for respectful dialogue and understanding societal growth.
- Emphasized teaching historical facts (e.g., Holocaust, moon landing).
- Advocated for clear policy guidelines to reduce confusion.
- Opposed the idea of teachers indoctrinating students, emphasizing professional training.
- Suggested expanding social media posts for community understanding and respect for differing views.

Patty Holohan:

- Attended despite illness to advocate for important future votes.
- Emphasized the need to advocate for students, staff, and parents.
- Highlighted personal experience with symbolic flags creating a sense of belonging.
- Stressed commitment to ensuring everyone has a voice and is treated with respect.
- Reaffirmed her support for love and acceptance, regardless of differences.

Michele Rendler:

- Acknowledged personal emotional weight of the issue and the importance of prioritizing student well-being.
- Confirmed no vote today, only discussion.
- Suggested surveying high school and middle school students, as well as community members.
- Inquired if a survey could be sent out.

Juan Cabral

- Confirmed that sending a survey is possible.

Discussion on Flag Policy:

- Policy does not currently cover college or sports team flags.
- Some staff display personal flags in classrooms, such as sports team logos.
- Concerns raised about flags like the Nazi flag being a hate symbol.
- Discussion about how flags could influence students and if they make certain students uncomfortable.
- Debate about whether staff can display flags, such as pride flags, in classrooms.
- Teachers may display personal items like family pictures in their workspace, which could include flags.
- Importance of maintaining neutrality to respect all beliefs.
- Concern about how much influence teachers should have on students' views.

Committee vs. Survey:

- Discussion about creating a committee to review the flag policy.
- Proposal to send out a survey to gather input from the community.
- Committee members should represent diverse groups but concerns about size and bias in the committee were raised.
- Some board members expressed a preference for the survey over a committee.
- Final consensus: Move forward with a survey to gather input, which could inform further decisions.

## XXI. ITEMS FOR FUTURE AGENDA

Discussion of a 5% salary increase for the board members, as allowed by the law, to bring their compensation in line with other districts.

## XXII. CLOSED SESSION

None.

## XXIII. ADJOURNEMENT

There being no further business, the meeting was adjourned at 9:30 p.m.

Adopted:

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Jeannette Wilson, Clerk

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Date