

Board of Education Minutes  
Regular Meeting: May 24, 2016  
Redlands East Valley High School  
31000 E. Colton Ave., Redlands  
Open/Closed Session: 5:30 p.m.  
Open Session: 7:00 p.m.

I. OPEN SESSION –President Holohan opened the meeting at 5:28 p.m.

- a. ROLL CALL – Patty Holohan, Ron McPeck, Donna West, Richard Haller, Neal Waner

Staff Attending:

Lori D. Rhodes, Superintendent of Schools  
Bernie Cavanagh, Assistant Superintendent, Business Services  
Miki Inbody, Assistant Superintendent, Educational Services  
Sabine Robertson-Phillips, Assistant Superintendent, Human Resources

II. PUBLIC PARTICIPATION

- a. COMMUNITY INPUT

1. None.

The Board adjourned to Closed Session at 5:50 p.m.

III. CLOSED SESSION

- a. CONFERENCE WITH LABOR NEGOTIATOR – CONTRACT MANAGEMENT:

1. Designated Representative[s]:

Lori Rhodes  
Superintendent of Schools  
Sabine Robertson-Phillips  
Assistant Superintendent, Human Resources

2. Employee Organizations:

Redlands Education Support Professionals Association [RESPA]  
Redlands Teachers Association [RTA]

*No Action* was taken.

b. PUBLIC EMPLOYEE APPOINTMENT

1. Classified Management

*No Action* was taken.

c. PUBLIC EMPLOYEE PERFORMANCE EVALUATION

1. Superintendent of Schools – Process and Timeline

*No Action* was taken.

d. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

**During Closed Session, the Board took action to approve the Superintendent's recommendation to adopt Resolution #29, 2015-16 to place certificated employee 2015-16-06 on compulsory unpaid leave of absence pursuant to Education Code section 44940, effective May 25, 2016, and direct the Superintendent or her designee to send notice.**

**On motion of Neal Waner, second by Donna West, and unanimously carried (Ayes: McPeck, West, Haller, Waner, Holohan), the Board took action to:**

**Adopt Resolution #29, 2015-16 to place certificated employee 2015-16-06 on compulsory unpaid leave of absence pursuant to Education Code section 44940, effective May 25, 2016, and direct the Superintendent or her designee to send notice.**

e. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION

1. One Case

*No Action* was taken.

f. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION

*No Action* was taken.

g. STUDENT MATTERS/DISCIPLINE (Pursuant to Education Code 35146, 48912, 48918)

*No Action* was taken.

IV. ADJOURNMENT TO OPEN SESSION

a. The Board adjourned to Open Session at 6:55 p.m.

V. REGULAR MEETING – OPEN SESSION – President Holohan opened the meeting at 7:05 p.m.

a. PLEDGE OF ALLEGIANCE – Led by Board Member Waner.

- b. ROLL CALL – Patty Holohan, Ron McPeck, Donna West, Richard Haller, Neal Waner

Staff Attending:

Lori D. Rhodes, Superintendent of Schools  
Bernie Cavanagh, Assistant Superintendent, Business Services  
Miki Inbody, Assistant Superintendent, Educational Services  
Sabine Robertson-Phillips, Assistant Superintendent, Human Resources

- c. APPROVAL OF MINUTES

On motion of Richard Haller, second by Donna West, and unanimously carried, the Board took action to:

- 1. Approve the minutes of the May 10, 2016, Board of Education Regular meeting.

VI. PUBLIC PARTICIPATION

- a. PRESENTATION

- 1. Spring Sports Update – Pat Hafley, District Athletic Director

Mr. Hafley shared the individual and team athletic accomplishments for the spring 2016 sport season, as follows:

Mr. Hafley noted that Orangewood High School reached the soccer playoffs. Citrus Valley High School completed their first year of competition in the Citrus Belt League, with spring teams making it to the playoffs in track, softball and swimming. For the third year in a row, a female Redlands athlete came home with the Ken Hubbs Award as the top female high school athlete in San Bernardino County. Redlands High School brought home five spring titles to run their 2014-2015 total to ten CBL titles. Redlands East Valley High School won the CBL Girls Swimming title and increased their total for the year to five CBL championships.

Mr. Hafley introduced and awarded plaques to the following 2016 Outstanding Spring Student Athletes: Participating in soccer – Candy Valle, Orangewood High School junior; participating in swimming – John Moyles, Redlands East Valley High School senior; participating in golf – Mitchel McComber, Citrus Valley High School senior; participating in baseball – Austin Williams, Redlands High School senior.

Lastly, Mr. Hafley announced that after the three grading periods, there were 3,182 student athletes participating in athletics District wide. Of these, 3,105, or 97.6 percent, of the students maintained their academic eligibility by meeting the requirements set forth in the Redlands Unified Board Policy and CIF Southern Section guidelines.

2. AVID Overview Presentation – Julie Swan, Director, School Improvement and Professional Development

Mrs. Swan expressed her thanks and appreciation to the Board for their ongoing support of the AVID Programs in the District. Mrs. Swan shared that the AVID programs at Clement and Moore Middle Schools are expanding and Beattie and Cope Middle Schools will be adding AVID programs next year. Mrs. Swan introduced the teachers who oversee the programs at the high schools, noting they would be sharing information from each of their sites.

Ms. Kim Lott shared that Orangewood is continuing to set the standard for AVID in the Continuation High School setting, noting that there were seven AVID students graduating. Ms. Lott introduced the AVID graduates from Orangewood.

Mrs. Bailey noted her appreciation to the Board and District for their continual support of the AVID programs in the District.

Mrs. Bailey shared one hundred percent of the REV AVID Seniors were accepted into one or more four-year colleges with eighty-five percent taking at least one AP class, with an eighty-two percent of earning a “C” or better, ninety-four percent are enrolled in their third year of AVID, seventy-nine percent are first generation college bound, attendance rate is ninety-five percent and the AVID elective population will grow from twelve percent this year to sixteen percent next year. Mrs. Bailey introduced the REV AVID graduates.

Mrs. Jamie Ochoa shared that of the twenty-four Redlands High School AVID graduates, nineteen will attend a four year college, and five seniors will attend a junior college and then transfer to a four year college. Mrs. Ochoa introduced the RHS AVID graduates.

Mr. Okorodudu shared that at Citrus Valley High School, thirty-eight of the thirty-nine seniors were accepted to a four year college, noting one senior has enlisted in the Marine Corps. Mr. Okorodudu introduced the CVHS AVID graduates.

President Holohan adjourned for a brief recess at 8:05 p.m.

President Holohan reconvened the meeting at 8:07 p.m.

President Holohan made the following statement:

*“Student safety is a priority in our school district and for the members of the Board of Education. We have worked with our administrative team to set policies, protocols, and training in place that can keep our school environments safe and secure for our students and employees.*

*That is why we were saddened and concerned about the arrest of Redlands High School teacher Kevin Kirkland. His alleged sexual relationship with a teenage student at one of our high schools is unacceptable. We continue to take all formal and informal reports of alleged employee misconduct very seriously. Our leadership team has been working*

*closely with the Redlands Police Department to get to the bottom of this unfortunate situation.*

*The public should know three important things as this situation continues to move forward:*

- 1. When we first learned of Kirkland's alleged misconduct, he was immediately placed on administrative leave and removed from any further contact with our schools and our students. Our safe schools plan was activated and we started a personnel action to review the allegations. Part of that process was to notify Redlands Police Department who launched their criminal investigation that led to these charges.*
- 2. Our job now is to help the police do their job moving forward. The Redlands PD is still conducting an ongoing investigation into this incident and the school district is cooperating fully in that investigation.*
- 3. The public may want to hear more comments from the school district on this case. Please understand that we are legally obligated to respect the rights of all the students and employees involved. We are limited in what we can say publicly without jeopardizing their privacy rights or due process. I encourage everyone in our community to let this investigation move forward and refrain from speculation until all the facts are in.*

*We have a lot to be proud of in the Redlands Unified School District. As we bring 2015-16 to a close, I hope this incident doesn't in any way diminish the celebration of success going on in all of our schools during the final weeks of the school year. Thank you for your understanding and continuing support for Redlands USD."*

b. COMMUNITY INPUT

1. Jeff Kenison – 614 Alvarado, Redlands
  - Shared he was going to graduate.
  - Expressed his thanks and appreciation to all the staff at Redlands High School for their support.
  - Expressed his thanks to the Board of Education for their support.
  - Thanked his family for their support.
2. Kimberly Bills – 216 Ryan St., Redlands
  - Speaking on behalf of the Speech Language Pathologists [SLP] of the District.
  - Shared duties and qualifications of the SLP's in the District.
  - Noted there is a shortage of SLP's, and that retention of the few SLP's in the District is of concern.
3. Tom Slick – 551 Fairway Drive, Redlands
  - Shared what services counselors provide daily.

c. PUBLIC HEARING

1. Public Hearing regarding Local Control and Accountability Plan (LCAP).

President Holohan opened the Public Hearing at 8:25 p.m. No one wished to comment, and the Public Hearing was closed at 8:26 p.m.

2. Public Hearing on Redlands Unified School District's 2016-17 Balances in Excess of Minimum Reserve Requirements (Appendix Item).

President Holohan opened the Public Hearing at 8:27 p.m. No one wished to comment, and the Public Hearing was closed at 8:28 p.m.

3. Public Hearing on Redlands Unified School District's 2016-17 Annual Budget.

President Holohan opened the Public Hearing at 8:29 p.m. No one wished to comment, and the Public Hearing was closed at 8:30 p.m.

## VII. STUDENT REPRESENTATIVE'S REPORT

- a. None.

## VIII. SUPERINTENDENT'S REPORT

- a. Lori Rhodes, Superintendent of Schools:

1. Areas of Focus 2015-2016 Final Report:  
Presented the Board with the Final Areas of Focus Report for the District for the 2015-2016 school year, noting the report is the culmination of the goals that were set out a year ago. Mrs. Rhodes is very proud of the work the staff has done to continue to work on improving District educational programs. Mrs. Rhodes highlighted various programs that the District has been able to put into place over the past year.
2. California Voting Rights Act Information:  
Shared more information regarding the District initiating the process to move from an at-large Board member elections District to a by-trustee elections District. Mrs. Rhodes introduced Todd Robbins from Atkinson, Andelson, Loya, Ruud and Romo.

Mr. Robbins provided an overview of Resolution that the Board would be voting on later in the meeting, which, if adopted, will initiate the process for the District to move to a by-trustee area District, noting that this Resolution does not commit the District to moving to a by-trustee area, it gives staff direction to begin the regulatory process. Over the next several months the District will begin the process of sharing with the public various map scenarios in order for the public to provide input regarding the area maps. At the end of the regulatory process, the District will go before the San Bernardino County Committee on School District Organization and request they approve the process the District has used to move to a by-trustee area.

## IX. LEGISLATIVE UPDATE

- a. None.

## X. SUPERINTENDENT'S RECOMMENDATIONS

## XI. BUSINESS SERVICES CONSENT ITEMS

On motion of Ron McPeck, second by Richard Haller, and unanimously carried, the Board took action to:

- a. Approve all Consent Items as detailed in Items XI.b. – XI.o.
- b. Ratify/Approve agreement with Suicide Awareness Voices of Education (SAVE) as keynote speaker at the “Let’s Talk About It” presentation, at a cost not to exceed \$7,200, to be funded by Instructional Administration Funds (Appendix Item).
- c. Approve Consultant Agreement with BGA Exterior Design and Landscape to visit each site in the district and identify all species of trees, effective May 25, 2016 to June 30, 2016, at a cost not to exceed \$6,500.00, to be funded by Maintenance and Operations Funds (Appendix Item).
- d. Ratify/Approve Agreement with Communication Resources, to provide communications and community relations advising, assistance, and training on projects, in the amount of \$200 per hour, effective May 1, 2016 through December 31, 2016, not to exceed \$30,000 funded by District Services Legal Funds (Appendix Item).
- e. Approve Agreement with Furlow Communications, to provide communications consulting services and support, in the amount of \$500 per month, effective July 1, 2016 through June 30, 2017, funded by District General Funds (Appendix Item).
- f. Approve agreement with the City of Redlands Police Department to provide services utilizing non-aggressive contraband detecting canines, effective August 10, 2016 through June 30, 2017, at a total cost not to exceed \$5,760.00, to be funded by Safety funds (Appendix Item).
- g. Approve Amendment No. 3 to Agreement for Student Meal Services with Bear Valley Unified School District - School Food Authority (SFA) to provide lunches delivered to Fallsvale Elementary School for \$2.25 for breakfast and \$3.50 for lunch and \$.40 for extra milk or juice, effective July 1, 2016 (Appendix Item).
- h. Approve Amendment No. 3 to Agreement for Student Meal Services with the San Bernardino County Superintendent of Schools Barbara Phelps County High School, to provide breakfast and lunch meals at a rate of \$1.25 for students and \$3.00 for adults for breakfast and \$2.75 for students and \$3.50 for adults for lunch, effective July 1, 2016 (Appendix Item).
- i. Approve Amendment No. 3 to Agreement for Student Meal Services with Valley Star Behavioral Health for our Child Nutrition Services Department to provide lunches to

Valley Star High School, for a fee of \$3.75 for lunch and \$.50 for extra milk and juices, effective July 1, 2016 (Appendix Item).

- j. Approve the California Interscholastic Federation [CIF] Southern Section 2016-2017 Designation of CIF Representatives to League. Authorize Lori Rhodes, Superintendent of Schools, to sign on behalf of the Board (Appendix Item).
- k. Award Bid No. 11-16, Roofing, to the lowest responsible/responsive bidders: Bell Roof Company for an amount of \$153,695.00 for Arroyo Verde Elementary School, and Roy O. Huffman Roof Company for \$199,316.00 for Mariposa Elementary School. Work to be funded by Routine Restricted Maintenance Funds. Authorize Bernard A. Cavanagh, Assistant Superintendent, Business Services, and Carol Oedekerker, Purchasing Manager to sign related documents on behalf of the Board.
- l. Reject all bids for Bid No. 9-16, Plan No. 1, Phase 2, HVAC Labor and Equipment/Prop 39 HVAC upgrades at Mariposa Elementary School.
- m. Accept donations. Instruct secretary to write letters of appreciation on behalf of the Board (Appendix Item).
- n. Approve Payment Batches 3469 through 3608A for May 24, 2016, in the amount of \$2,112,668.34. Authorize Bernard A. Cavanagh, Assistant Superintendent, Business Services, to sign on behalf of the Board (Appendix Item).
- o. Ratify/Approve Attendance at Professional Meetings (Appendix Item).

## XII. BUSINESS SERVICES ACTION ITEMS

On motion of Richard Haller, second by Neal Waner, and unanimously carried, the Board took action to:

- a. Adopt Resolution No. 28, 2015-2016, Resolution Initiating Process of Establishing Trustee Areas And Elections By Trustee Areas (Appendix Item).

## XIII. EDUCATIONAL SERVICES CONSENT ITEMS

On motion of Donna West, second by Neal Waner, and unanimously carried, the Board took action to:

- a. Approve Consent Items as detailed in Items XIII.b. – XIII.g.
- b. Approve the WASC (Western Association of Schools and Colleges) Midterm Progress Report for Citrus Valley High School (Appendix Item).
- c. Approve submission of the 2016-17 Carl D. Perkins Career and Technical Education (CTE) Grant Application for Citrus Valley High School, Redlands High School and Redlands East Valley High School (Appendix Item).
- d. Approve New Board Policy 6152 - Class Assignment [First Reading] (Appendix Item).



- e. Approve New Board Policy 6152.1 – Placement in Mathematics Courses [First Reading] (Appendix Item).
- f. Approve 12 members of the Eighth Grade Yearbook from Moore Middle School to travel, by car, to Palm Springs, CA to participate in Camp Yearbook, effective July 11, 2016 through July 13, 2016.
- g. Approve 15 members of the Girls Varsity Volleyball Team from Redlands East Valley High School to travel, by car, to Las Vegas, NV to participate in the Durango Fall Classic Volleyball Tournament, effective September 15, 2016 through September 17, 2016.

#### XIV. EDUCATIONAL SERVICES ACTION ITEMS

- a. None.

#### XV. HUMAN RESOURCES CONSENT ITEMS

On motion of Ron McPeck, second by Richard Haller, and unanimously carried [Holohan abstaining on Item XV.h.], the Board took action to:

- a. Approve all Consent Items as detailed in Items XV.b. – XV.u. – (Assignments are tentative and informational and subject to change by the Superintendent).
- b. Certificated - Ratify/Approve employment of hourly/daily substitute certificated personnel (Appendix Item).
- c. Certificated - Ratify/Approve certificated home/hospital hourly teachers (Appendix Item).
- d. Certificated - Ratify/Approve extra assignments for certificated personnel (Appendix Item).
- e. Certificated - Ratify/Approve revised salary placements/assignments for certificated employees (Appendix Item).
- f. Certificated - Ratify/Accept resignations/separations from certificated employees (Appendix Item).
- g. Certificated - Accept resignations/separations from certificated personnel (Appendix Item).
- h. Classified - Ratify/Approve employment of classified substitute/short-term personnel (Appendix Item).
- i. Classified - Ratify/Approve new classified contract employees (Appendix Item).
- j. Classified - Ratify/Approve extra assignments of classified contract personnel (Appendix Item).

- k. Classified - Ratify/Approve revised salary placements/assignments for classified contract personnel (Appendix Item).
- l. Classified - Ratify/Approve resignation of classified substitute/short-term personnel (Appendix Item).
- m. Classified - Accept resignations/separations from classified contract personnel (Appendix Item).
- n. Management - Approve title of management position from Coordinator, Maintenance, Operations and Transportation to Maintenance, Operations and Transportation Director, and revised job description, effective May 25, 2016 (Appendix Item).
- o. Management - Approve extra assignment stipends for management personnel (Appendix Item).
- p. Management - Approve revision to Management Team Salary Schedule 2015-16, effective May 25, 2016 (Appendix Item).
- q. Management - Approve separations from management personnel (Appendix Item).
- r. Other - Approve Student Teacher Agreement between the Redlands Unified School District and Biola University, effective July 1, 2016. Authorize Cynthia Quezada, Director, Human Resources, to sign on behalf of the Board (Appendix Item).
- s. Other - Ratify/Approve employment of temporary athletic team coaches/extended day/Redlands High School (Appendix Item).
- t. Other - Ratify/Approve volunteer coaches for the 2015-2016 school year (Appendix Item).
- u. Other - Approve volunteers and overnight chaperones for the 2015-2016 school year (Appendix Item).

#### XVI. HUMAN RESOURCES ACTION ITEMS

- a. None

President Holohan reported the following:

**In regard to the Public Employee Discipline/Dismissal/Release part of the Agenda, I would like to report the following:**

**In Closed Session, the Board unanimously took action to adopt Resolution #29, 2015-16 to place certificated employee 2015-16-06 on compulsory unpaid leave of absence pursuant to Education Code section 44940, effective May 25, 2016, and direct the Superintendent or her designee to send notice, with the following vote: Waner, Holohan, McPeck, West and Haller voting Aye.**

## XVII. BOARD COMMENTS/REPORTS

- a. Ron McPeck:
  1. Expressed his appreciation for the AVID presentation, commending the staff for all their hard work.
  2. Thanked Mr. Hafley for the Outstanding Athlete presentation, commending the students for their hard work on and off the field.
- b. Neal Waner:
  1. Expressed his thanks to REV staff for hosting the meeting.
  2. Thanked the AVID staff for the presentation, noting AVID is a very important program. Also commended the students for their hard work.
  3. Thanked Mr. Hafley for the Outstanding Athlete presentation.
  4. Thanked Mrs. Rhodes for the update on the Areas of Focus.
  5. Invited other Board members to Noon Rotary where Mrs. Rhodes would be presenting.
- c. Donna West:
  1. Thanked Mr. Hafley for the Outstanding Athlete presentation, noting Mr. Hafley does an outstanding job showcasing the athletes.
  2. Noted she was very proud of all the AVID students.
  3. Attended the All District Band concert, noting Ms. Glass is doing a great job.
  4. Attended the REP Foundation Evening of Appreciation.
  5. Attended the mother/son dance at Judson & Brown, was a fun event.
  6. Attended the Clement Vocal Group concert, noting Mr. Gann does an outstanding job with his students – very impressed.
  7. Noted she just returned from Sacramento where she attended CSBA's Delegate Assembly meeting where information was shared regarding the LCAP – very informative and worthwhile.
- d. Richard Haller:
  1. Thanked REV staff for hosting the meeting – was enjoyable to have it there.
  2. Thanked Mr. Hafley for the Outstanding Athlete presentation, noting he is always impressed with the caliber of athletes that are in the District.

3. Thanked the AVID staff for the presentation, noting the AVID program gets great results and the students are well rounded.
  4. Attended the Highland Community luncheon.
  5. Shared he is looking forward to graduations.
- e. Patty Holohan:
1. Thanked REV staff for hosting the meeting.
  2. Thanked Mr. Hafley for the Outstanding Athlete presentation.
  3. Thanked Mrs. Swan and staff for the AVID presentation.
  4. Expressed her appreciation for the donations to the various sites.
  5. Participated in judging for REV Art program, it's a wonderful program and all artists did a great job.
  6. Attended the RTA retirement dinner, noting her best wishes to all the retirees.
  7. Attended the PTA brunch - which was enjoyable as always.
  8. Attended the Highland Community lunch, noting her appreciation for all the hard work staff does in dealing with the various cities that the District is a part of.

XVIII. CLOSED SESSION

- a. None.

XIX. ADJOURNMENT

- a. There being no further business, the meeting was adjourned at 9:01 p.m.

Adopted:

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Donna West, Clerk

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Date