



ETIWANDA SCHOOL DISTRICT

Etiwanda Education Center Board Room
6061 East Avenue, Etiwanda, CA 91739

BOARD OF TRUSTEES: Robert Garcia, Matthew Gordon, Fermín Jaramillo, and Dayna Karsch

BOARD OF TRUSTEES SPECIAL BOARD MEETING

AGENDA

Monday, February 13, 2023, 6:30 p.m.

This board meeting will take place in-person on the date, time and location noted above. Members of the public may view a live stream of the meeting using the link below. Public Comment will only be allowed for in-person participants.

View the meeting livestream: Members of the public can view the live stream of the meeting at: <http://stream.etiwanda.org>. Public comment is not available to live stream viewers.

The agenda and attachments can be found at: <http://meetings.etiwanda.org/A02-13-2023.pdf> or when on the District website, scroll down to the Board Meetings, and select the February 13, 2023, meeting date.

Members of the public may participate in the Public Comment portion of the meeting by attending the meeting in-person and addressing the Board during Public Comment as noted on the agenda.

1. **CALL TO ORDER**

- A. Roll call.
- B. Pledge of allegiance.

2. **PUBLIC COMMENT ON AGENDA ITEMS**

Because this is a special meeting, members of the public may only comment on agenda items. This is the time and place for the general public to address the Board of Trustees on items on the meeting agenda. State law prohibits the Board from acting on any issue not previously included on the agenda. Because there are time limits imposed for public comment, neither the Board nor the Superintendent answer questions or respond to statements made during the public comment. Members of the Board or the Superintendent may choose to take notes and respond briefly after public comment is closed. Individual speakers shall be allowed up to three minutes to address the Board on each agenda item. This time may be shortened based on the number of speakers or issues to be addressed at the Board's discretion. If a member of the public desires to be heard on more than one item appearing on the agenda, he or she will be allowed up to a total of five minutes to address all desired agenda items with a maximum of three minutes per agenda item. For agenda items, in order to ensure that non-English speakers receive the same opportunity to directly address the Board, any member of the public who utilizes a translator shall be provided twice the allotted time to address the Board, unless simultaneous translation equipment is used to allow the Board to hear the translated public testimony simultaneously. Board Policy 9323 limits the total time for public input on each agenda item to a maximum of thirty minutes. This time may be shortened based on the number of speakers or issues to be addressed at the Board's discretion. The Board assumes no responsibility for the speaker's liability for any intentionally false or defamatory comments the speaker may make regarding any person during the opportunity for public comment. Persons who have complaints against employees of the District are encouraged to seek resolution of those complaints by utilization of the Etiwanda School District written complaint procedure rather than orally addressing them at a meeting.

- A. Comments on agenda items.

3. **REVIEW / ADOPT AGENDA**

This is the time to adopt the agenda.

- A. Adopt the agenda as presented or amended.

4. **BUSINESS AND LEGAL PROCEDURES**

- A. Interview prospective board candidates for provisional appointment.
- B. Discussion and action to appoint a candidate to fill a board vacancy pursuant to Education Code sections 5091 and 5092.

4. **BUSINESS AND LEGAL PROCEDURES (continued)**

- C. Discussion and action related to the provisional appointment process, including establishment of special meeting.

5. **ADJOURNMENT**

Submitted by Charlayne Sprague, Superintendent and Secretary to the Board of Trustees. As of February 7, 2023, student enrollment is 13,497 (TK-8) + 266 (CLOUDS) Total: 13,763 (+1 from January 26, 2023)

Public records related to the public session agenda that are distributed to the Governing Board less than 24 hours before a special meeting, may be inspected by the public at the Etiwanda Education Center, 6061 East Avenue, Etiwanda, CA 91739, during regular business hours 7:30 a.m. to 4:00 p.m.

In accordance with section 54953.2 of the *Government Code*, individuals may make a request for disability related modifications or accommodations, including auxiliary aides or services, in order to participate in a public meeting. Such requests must be submitted in writing no later than noon, two business days preceding the date of the meeting. Requests should be submitted to the attention of: Superintendent Charlayne Sprague

Upon request by a student's parent/guardian, or by the student if age 18 or older, the Board Meeting Minutes shall not include the student's or parent/guardian's address, telephone number, date of birth, or email address; or the student's name or other directory information as defined in Education Code 49061. The request to exclude such information shall be made in writing to the secretary or clerk of the Board. (Education Code 49073.2)

Provisional Appointment
Eligible Board Applicants

No.	Name	Time
1	Baron Keith Brown	6:45 P.M.
2	Samantha Cowell	7:05 P.M.
3	Sarah Gonzales	7:25 P.M.
4	Leslie Jenson	7:45 P.M.
5	April McAllaster	8:05 P.M.
6	Bismarck U. Nwadike	8:25 P.M.
7	Ryan Rebick	8:45 P.M.
8	Marvin Smith, M.A.	9:05 P.M.
9	Robert Xavier Torres	9:25 P.M.

Provisional Appointment Process
2023 Board Member Candidate Interview Questions
Board Approved: February 1, 2023

#1	Share a little about yourself and why you want to be a school board member. What skills, strengths, and attributes would you bring as a school board member?
#2	How would you represent the diverse views of the community?
#3	Mr. Long believed that working as a team is essential. Please share and describe what would make you an effective team player and carry on his legacy on the Board of Trustees.
#4	What do you feel is the most important current issue in the Etiwanda School District and/or education in general? Do you have any specific ideas to address the issue?
#5	If there was a change you felt was necessary for the board to consider (curriculum, business, personnel), how would you work with the board to make that change a reality? What would you do if the other board members were not supportive of your idea?
#6	A neighbor stops you in the driveway to question a decision to suspend her nephew. Based on her description of the incident, you have questions regarding the way it was handled. What would you do?
#7	Identify a recent board decision you felt strongly about and describe how you would balance community concerns, student needs, state and federal law, staff considerations, and your personal values, beliefs, and guiding principles to determine how to vote on the issue.

**Application for Consideration of Provisional Appointment
to the Board of Trustees**

Completed application materials must be submitted to:

Etiwanda School District, Attn: Renee Peccorale, Superintendent's Office, 6061 East Avenue, Etiwanda, CA 91739. Application materials must be received by the Superintendent's Office **no later than 4:00 p.m. on Tuesday, January 31, 2023.**

FULL NAME
(First, Middle, Last):

Baron Keith Brown

PERMANENT
RESIDENCE ADDRESS:
(Street Address)
(City, State, Zip-Code)

HOME / CELL
PHONE NUMBER:
EMAIL:

Please indicate below which date(s) you would be available for an interview between 6:30 p.m. and 9:30 p.m. by circling *Yes* or *No*:

Monday, February 13: ☒ *Yes* ☐ *No*

Wednesday, February 15: ☐ *Yes* ☐ *No*

Verification of Education Code Section 35107 requirements:

Please verify by indicating <i>Yes</i> or <i>No</i> to the following:	Yes	No
Are you 18 years of age or older?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Are you a U.S. citizen?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Do you reside within the Etiwanda School District?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Do you reside within Trustee Area 2? (Check Trustee Area map on District website) or click here to view map	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Are you a registered voter?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Are you disqualified by the Constitution or the laws of the state from holding a civil office for any of the following reasons:	Yes	No
Have you ever received a reward for appointment to an office?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Have you ever asked for or received a bribe for the purposes obtaining an office or election?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Have you ever been convicted of embezzlement or falsification of accounts?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Have you ever been convicted of forgery?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Have you ever been convicted of racketeering, extortion or conspiracy?		✓
Have you ever been impeached from office?		✓
Have you ever served as a legislator and been found in contempt of the legislature?		✓
Have you ever been convicted for neglect or violation of official duty?		✓
Have you ever been convicted for illegal participation in public contracts and conveyances?		✓
Have you ever been convicted of perjury?		✓
Have you ever taken an oath of assumption of foreign obligations?		✓

I certify under penalty of perjury that the above information is accurate and truthful. I understand that any false statements of material facts can cause forfeiture on my part to be a member of the Etiwanda School District Board of Trustees.

SIGNATURE:



DATE: 1/19/2023

Continue to *Candidate Application Questions* (page 4) →

RESPONSE FROM **BARON BROWN** TO "CANDIDATES' APPLICATION QUESTIONS" 01/19/23

1. I DO NOT have children who currently attend school in the Etiwanda School District (ESD), but I do have a grandson who is attending an ESD middle school and a granddaughter who will most likely attend an ESD elementary school in a few years.
2. I HAVE NOT participated on any school committees or participated in any school activities recently. However, I'm a recently retired faculty member from nearby Chaffey College in Rancho Cucamonga, and I was both a president and a senator on the Chaffey College Academic Senate, a formally trained career and academic adviser, dept. chair and educational program manager for the Chaffey College Prison Education program. I also served as a faculty advisor and supporter for several demographically identified, student-centered campus organizations (UMOJA, PUENTE, Veterans, Student Government, Justice System-impacted and Former Foster Youth organizations). Thus, having worked on an academic legislative body and two homeowners' associations, I am familiar with both the Brown Act requirements for legislative bodies and Robert's Rules of Order for governance.
3. Re: community or business volunteer activities, I'm a former foster parent and a seasoned public speaker who has presented on behalf of sexually and physically abused women and children, current and former foster youth, and disabled or combat-impacted military veterans.
4. I'd like to be a member of the Board of Trustees for several reasons, but the most compelling inspiration is in my blood; I'm the child of a career educator and I've been a career educator myself. In reviewing the lack of preparedness (both empirically and via reviewed research) for a concerning percentage of students entering college, I can see that we need to attack the issues of "life and career preparedness" MUCH earlier than the last 2 years of high school, which is when most students (and secondary educators) start to identify the "post-high school" possibilities for students. I'm confident that my 25 years of experience at the community college and university level, knowledge of sound pedagogical approaches and my imminent doctorate in educational leadership (Spring 2023) can truly benefit fellow Board members and District educational professionals alike. It simply seems like a GREAT opportunity to make a substantial difference in the lives of our ESD students.
5. In my personal and professional opinion, I believe that the purpose of the public school system is to *provide access to quality education for ALL students in its area of responsibility*, which is much in the spirit of historic educator Horace Mann's vision.
6. The Board of Trustees has several important responsibilities in ensuring that the basic purpose of ESD, as a CA public school district, is met (in reference to question #5). The Board must serve as prudent and responsible stewards of the public educational funds; provide legislative governance for the overall management of ESD; appoint and ensure that ESD has a knowledgeable, ethical, capable and uncompromised superintendent/CEO and campus principals who reflect those same qualities; ensure that hiring and promotional practices are sound, fair and reflective of the demographic diversity of the students and families that it serves; and to substantially limit the risks, conflicts of interests and potential financial losses that ESD may face going forward.
7. The Board has a *legislative* set of responsibilities (budget, oversight, etc.) as opposed to an *operational* set of responsibilities in the discussion of the relationship between the Board and the administration of a specific school. The Board appoints (or approves for hire) competent and capable executives and managers to run the daily campus operations and to develop strategic plans at the campus and district levels, but the Board provides the operational, legal, budgetary and state-mandated legislative oversight of the District.

8. In my opinion as a parent, taxpayer and educator, I believe that the strengths of ESD are: a robust budget; consistent and reliable funding sources; HIGHLY-trained and qualified educational professionals; and supportive, engaged parents. ESD is also greatly benefitted by having a robust and engaged Board of Trustees.
9. As with virtually every K-14 public school district in the nation, the area of the highest need for improvement is the operational and strategic planning to meet the needs of an increasingly diverse student body and constituency. I moved to Rancho Cucamonga from L.A. in 1988, and I have seen REMARKABLE changes in the "visible demography" of the city. With these changes I haven't witnessed significant demographic changes in faculty and staff across the district, nor in campus or District-level leadership. With that said, are ESD's efforts sufficient to meet the needs of ALL of its students across the demography? I believe that it's a work in progress, and that this will be the biggest challenge for ESD for the next 15-20 years, in light of the rapid demographic changes in ESD's area of responsibility. I don't just assert this as a parent, grandparent or potential Board candidate. I am also a Diversity, Equity and Inclusion officer for a SOCAL city, so this is both my "world of work" and the lens through which I view public policy and equitable opportunities for all students.
10. The Board and the Superintendent roles vary GREATLY. In short, as is the case with a publicly-traded corporation like Google, Northrup-Grumman or Microsoft, the Superintendent is the CEO, ultimately responsible for the overall performance, trajectory and direction of the District. The Board, on the other hand, has responsibilities for fiscal planning and budgetary commitments for the District; monitoring of performance indicators and considering recommendations for district-wide improvements, or improvements to underperforming campuses; provide "a voice and ear" for the constituents in the District's area of responsibility.
11. My commitment to public education in ESD has been articulated throughout several of my responses but, in short, I have been a resident of ESD for almost 30 years, having sent approximately 12 children to matriculate in ESD as a biological, foster and adoptive parent; and I have taught many ESD graduates at Chaffey College, Azusa Pacific University, National University and the University of Phoenix's local campuses. I vote in local elections and worship locally. I am committed to the areas that are served by ESD and to the Inland Empire as a whole.
12. In order to improve communications and relationships among the Board and various stakeholders is multifaceted. First, the Board MUST insist on establishing and maintaining transparency in their monthly and strategic operations on behalf of constituents and institutional stakeholders. This can be obtained through pensive efforts via a highly-capable public information officer (PIO) and Office of Public Information. The efforts should be through the encouragement of public comments in face-to-face settings, webcasted and videotaped sessions, explanation of closed session procedures, and an interactive social media presence. Board members should also have obligations to engage with the community via local special events. Additionally, through broader, more diverse professional representation throughout the District's various faculty, staff, management and executive positions, both insights and inroads will be obtained for communities that have been historically marginalized or underserved. These are just two ways to improve communications.

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to the Board of Trustees**

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FULL NAME

(First, Middle, Last):

SAMANTHA C. COWELL

PERMANENT

RESIDENCE ADDRESS:

(Street Address)

(City, State, Zip-Code)

HOME / CELL

PHONE NUMBER:

EMAIL:

Please indicate below which date(s) you would be available for an interview between 6:30 p.m. and 9:30 p.m. by circling Yes or No:

Monday, February 13: ☒ Yes No

Wednesday, February 15: ☒ Yes No

Verification of Education Code Section 35107 requirements:

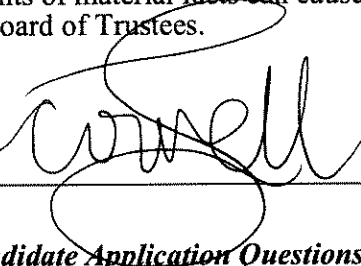
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Have you ever been convicted of racketeering, extortion or conspiracy?		✓
Have you ever been impeached from office?		✓
Have you ever served as a legislator and been found in contempt of the legislature?		✓
Have you ever been convicted for neglect or violation of official duty?		✓
Have you ever been convicted for illegal participation in public contracts and conveyances?		✓
Have you ever been convicted of perjury?		✓
Have you ever taken an oath of assumption of foreign obligations?		✓

I certify under penalty of perjury that the above information is accurate and truthful. I understand that any false statements of material facts can cause forfeiture on my part to be a member of the Etiwanda School District Board of Trustees.

SIGNATURE:



DATE: 01/26/2023

Continue to *Candidate Application Questions* (page 4) →

1. Do you have children who attend school in the Etiwanda School District? If yes, please share ages of student and their schools.

Yes. My 12-year-old daughter, a 6th grader, currently attending Day Creek Intermediate School. My 7-year-old son, a 2nd grader, currently attending Windrow's Elementary School.

2. Have you worked on any school committees or participated in any school activities recently? If yes, please list them.

I am a current member of Windrow's PTA and participated in various PTA school events including Holiday Boutique, Game Week, and AR Lunch Celebrations.

3. Describe any community or business volunteer activities you have joined or organized.

I am a current member of One&ALL church and I have volunteered in their community outreach program over the holidays. I also volunteered at Rancho Cucamonga Seventh Day Adventist church and assisted them with food donations for needy families in Rancho Cucamonga.

4. Why do you wish to be a member of the Board of Trustees?

I wish to be a member of the Board of Trustees so I may utilize my skills and knowledge to serve the community. I worked for local education agencies such as the San Bernardino County Superintendent of Schools and Riverside County of Education for the last 13 years and I have intensive knowledge of school finance. I want to be the voice of the community to ensure that our school district not only to provide a high-

quality education but also creates an effective system that will address and care for all students' well-being.

5. What do you see as the basic purpose of public school system?

In my opinion, the basic purpose of the public education system is to prepare our students on how to achieve life success by understanding our life's purpose, becoming resilient to disappointments and adversities, and how to turn failures into opportunities. The public school system needs to allow our students to understand the past to create a better future free from animosity and hate. The public school system needs to first honor the parents' rights and value their concerns when it comes to their children and propose solutions to help prepare our students to become responsible, law-abiding, respectful, and kind adults. The public education system must be a fierce advocate to allow our children to learn how to sort valid information, be good judges of character, creative yet logical thinkers, and must be able to adapt to changing society. The public education system needs to guide our students on the importance of our freedom - how to protect it and how to respect it. The public school system also needs to expand its horizon on how to approach the education system by analyzing what has gone wrong for the past decades and what can be done differently by looking at best practices around the world. ALL students, regardless of their background, upbringing, culture, status, and perspective, deserve to be a part of a consistent and honest learning environment that will allow them to make choices when they become adults.

6. What is the role of the Board of Trustees in the fulfillment of that purpose?

Our role as the Board of Trustees is to advocate for the rights of our students. We need to be the protector of their well-being and their innocence. Their well-being is our utmost priority because childhood is a short window and we have to take advantage of that window and provide them with all the knowledge and tools they need to survive and

succeed. We need to be the strong foundation that our parents will rely on. They need our support and guidance to create a safe and meaningful environment for their children. We need to support our teachers, principals, and staff to the best of our abilities but we also need to be bold and make necessary decisions if any of them cause any harm to others. It is our responsibility to listen to hard conversations and turn them into opportunities.

7. What should be the relationship between the Board and the administration in the handling of school concerns?

The relationship should be balanced. Both must have a full understanding of duties and expectations. Both must act in the best interest of students, parents, and the community.

8. What do you see as the strengths of the Etiwanda School District?

Etiwanda School District has been noted as one of the best districts in the nation and that is because of the people that lead the district and the community that supports it. Etiwanda School District has a strong community relationship. The District strongly believes in parents involvement which help the school administrators in setting a high standard of education experience for the students.

9. What do you see as the areas most in need of improvement in the Etiwanda School District?

The District needs to enforce the importance of school safety and traffic laws, especially to parents and encourage actual student involvement in the community (i.e. National Earth Day- instead of drawing posters -why not have student plant trees, or collect recycled bottles)

10. How does the Board's role differ from that of the Superintendent?

As Board Members, we answer to the community that we serve while the Superintendent answers primarily to the regulations set forth by the Department of Education. Our role is to assist the Superintendent in making the right decisions for the district by considering all facts, opinions, oppositions, and potential consequences. We work collaboratively in making the right decisions for our students.

11. Briefly describe your commitment to public education in the Etiwanda School District.

My commitments are to provide the school district with my full support, guide them with day-to-day decisions, provide insights on how things can be done efficiently, and represent the district well to help garner more support from the community.

12. What could be done to help improve communications and relationships among the Board, staff, students, parents and community?

We need to be more visible to the community and school. We need to be able to communicate but also receive input from the community without any delays. We have to let the community know that we are here to serve and be an active part of the school district not just during board meetings. We have to encourage open communication and also provide the opportunity for the community to learn and understand what we do and why it is important.



Samantha C. Cowell

B.A. BUSINESS ADMINISTRATION

Dear Board Members,

Kindly accept this letter of introduction to my application for the Board Member for the Etiwanda School District.

I served as the Director of Fiscal Services for Alta Loma School District in 2021. Under the guidance of the Assistant Superintendent of Business Services, my primary role consists of direct supervision of all aspects of the accounting department including: payroll, accounts payable and receivable, purchasing, warehouse, and inventory management. I conducted several internal assessments to evaluate the District's fiscal integrity, work delegations, staff training, audits, and compliance with federal, state, and local guidelines especially in the areas of procurement/contract management. I provided direct supervision and performance evaluations of staff members. I collaborated with the county office of education in generating various reports related to interim, year-end, budget development, and local and federal audits.

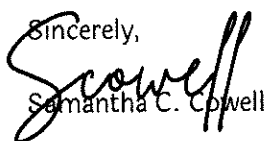
I served as Financial Manager for the Riverside County Office of Education (RCOE) since June of 2016 where I facilitated fiscal oversight and grant management of several heavily funded federal programs such as Head Start, Migrant Head Start, and Migrant Education programs. I have developed a strong relationship with various departments within Business Services such as accounting, purchasing/contracts, facilities, and warehouse, and implemented internal processes to create effective workflow and communication. My duties also included fiscal assessment, budget development, federal reporting, grant writing, research, and most importantly, compliance review throughout Riverside county. I have provided numerous training regarding federal and fiscal regulations, procurement processes, contracts management, budget development, fiscal reporting, and grant application process to other accounting employees. I provided intensive federal fiscal training to several sister-county offices, as well as non-profit organizations in Los Angeles and San Diego counties to assist them with the federal audit. I was part of several committees at the national level that allowed me to collaborate with policymakers in Sacramento and Washington D.C.

I served as a Budget Specialist at the San Bernardino County of Education, where I managed a program funded by the United State Department of Agriculture. My duties included financial reporting, grant process/management, program oversight, processed purchasing/contracts requests and facilitation of various projects within the scope of the grant. I also facilitated numerous stakeholders and public events for other federal programs such as the Center for the Advancement of Smaller Learning Environment and Nutrition and Obesity Prevention Program.

I earned my Bachelor's Degree in Business Administration from California State University San Bernardino in 2013. I utilized what I learned at the university to deliver proper program management, budget development, assessment, leadership, and marketing. I developed a great relationship with school districts, local agencies, and program leaders to help support students, their families, and the community.

I sincerely believe that my professional experiences, along with my strong work ethic and multi-faceted skills, make me an ideal candidate for this position. Thank you very much for allowing me to share a little about myself.

I hope that my application suits your qualifications and I look forward to hearing from you soon for a possible interview.

Sincerely,

Samantha C. Cowell

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FULL NAME

(First, Middle, Last):

Sarah marjorie Gonzales

PERMANENT

RESIDENCE ADDRESS:

(Street Address)

(City, State, Zip-Code)

HOME / CELL

PHONE NUMBER:

EMAIL:

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Have you ever been convicted of forgery?		X

Have you ever been convicted of racketeering, extortion or conspiracy?		X
Have you ever been impeached from office?		X
Have you ever served as a legislator and been found in contempt of the legislature?		X
Have you ever been convicted for neglect or violation of official duty?		X
Have you ever been convicted for illegal participation in public contracts and conveyances?		X
Have you ever been convicted of perjury?		X
Have you ever taken an oath of assumption of foreign obligations?		X

I certify under penalty of perjury that the above information is accurate and truthful. I understand that any false statements of material facts can cause forfeiture on my part to be a member of the Etiwanda School District Board of Trustees.

SIGNATURE: 

DATE: 1/31/23

Continue to *Candidate Application Questions* (page 4) →

Sarah Gonzales Candidate Application Questions

1. Do you have children who attend school in the Etiwanda School District? If yes, please share ages of student and their schools.

I have 4 children that attend school in ESD. I have 3 at Windrows Elementary, 5th, kinder and TK and a 6th grader at EIS.

2. Have you worked on any school committees or participated in any school activities recently? If yes, please list them.

I am on the PTA board at Windrows Elementary and serve as the Parliamentarian. I also help with multiple activities at Windrows as well as run the spirit wear.

3. Describe any community or business volunteer activities you have joined or organized.

I am very involved with Vineyard Little League and have been for many years. I also volunteered at Flipside soccer last fall.

4. Why do you wish to be a member of the Board of Trustees?

I have four children and one nephew plus a number of friends who all attend the Etiwanda School District. The importance of this board and the decisions made here are personal to me. I think I would bring a new and different point of view to this board. I have a Masters in Education so I am familiar with both the classroom and management perspectives and the importance of a strong education system.

5. What do you see as the basic purpose of public school system?

I believe the main purpose of a public education system is academic achievement, provided to all children. This goal can be achieved while also teaching and setting examples to students of working as a unit, by not only accepting but also encouraging free speech and thoughts of others.

6. What is the role of the Board of Trustees in the fulfillment of that purpose?

I believe a main role of the school board is to set goals for the district. These goals should include having a clear vision for the district and building positive relationships with not only school staffs, but connecting also with parents, and students. Our school board should be responsive to the values and priorities of our community.

7. What should be the relationship between the Board and the administration in the handling of school concerns?

The school board of any district should always be available to the school administration through any concerns - academic, emotional, or disciplinary.

8. What do you see as the strengths of the Etiwanda School District?

I believe the main strength of this district is the staff at each school. Every teacher I have had the pleasure of knowing, through teaching my children, has been professional and knowledgeable. They have a love for their students and it comes through by the way they educate.

9. What do you see as the area's most in need of improvement in the Etiwanda School District?

The main area of improvement that concerns me is the inability to be able to contact a board member directly. Email addresses are not known and many times phone calls are not returned.

10. How does the Board's role differ from that of the Superintendent?

School boards are elected by the voters and serve at the pleasure of the community. They are to set goals and establish policies. The Superintendent is responsible for day to day operations of the district. The Superintendent should be a leader and support the board, school administration, and parents.

11. Briefly describe your commitment to public education in the Etiwanda School District.

My commitment to the Etiwanda School District is obvious to anyone who knows me. When some people I know choose to attend private schools during and after the pandemic, I choose to stay with this district that I have loved all my life. I decided to stay and to support the values and ideas of the parents of this district, and to continue as much as I can to make sure this district can be everything it should be and can be.

12. What could be done to help improve communications and relationships among the Board, staff, students, parents and community?

As I stated in question #9, the communication with the community is almost non-existent. It is hard to have written communication without having access to one's email. It is hard to have verbal communication without the ability to have at least a phone conversation. I've seen fellow parents speak at meetings with board members rolling their eyes and/or shaking their heads. This is not the avenue we should be taking to improve the relationship with the parents and the community. The school board should work at being more available to everyone and anyone who has a concern or question about the education system of our community.

**Application for Consideration of Provisional Appointment
to the Board of Trustees**

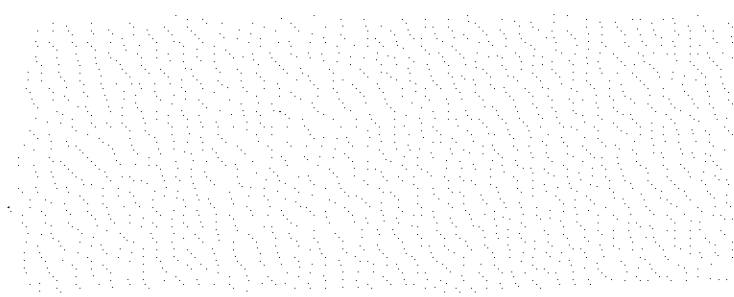
Completed application materials must be submitted to:

Etiwanda School District, Attn: Renee Peccoraro, Superintendent's Office, 6061 East Avenue, Etiwanda, CA 91739. Application materials must be received by the Superintendent's Office **no later than 4:00 p.m. on Tuesday, January 31, 2023.**

FULL NAME
(First, Middle, Last):

Leslie Porciunaga Jensen

PERMANENT
RESIDENCE ADDRESS:
(Street Address)
(City, State, Zip-Code)



HOME / CELL
PHONE NUMBER:
EMAIL:

Please indicate below which date(s) you would be available for an interview between 6:30 p.m. and 9:30 p.m. by circling *Yes* or *No*:

Monday, February 13: Yes No

Wednesday, February 15: Yes No

Verification of Education Code Section 35107 requirements:

Please verify by indicating <i>Yes</i> or <i>No</i> to the following:	Yes	No
Are you 18 years of age or older?	X	
Are you a U.S. citizen?	X	
Do you reside within the Etiwanda School District?	X	
Do you reside within Trustee Area 2? (Check Trustee Area map on District website) or click here to view map	X	
Are you a registered voter?	X	

Are you disqualified by the Constitution or the laws of the state from holding a civil office for any of the following reasons:	Yes	No
Have you ever received a reward for appointment to an office?		X
Have you ever asked for or received a bribe for the purposes obtaining an office or election?		X
Have you ever been convicted of embezzlement or falsification of accounts?		X
Have you ever been convicted of forgery?		X

Have you ever been convicted of racketeering, extortion or conspiracy?		X
Have you ever been impeached from office?		X
Have you ever served as a legislator and been found in contempt of the legislature?		X
Have you ever been convicted for neglect or violation of official duty?		X
Have you ever been convicted for illegal participation in public contracts and conveyances?		X
Have you ever been convicted of perjury?		X
Have you ever taken an oath of assumption of foreign obligations?		X

I certify under penalty of perjury that the above information is accurate and truthful. I understand that any false statements of material facts can cause forfeiture on my part to be a member of the Etiwanda School District Board of Trustees.

SIGNATURE:



DATE: 1/25/23

Continue to *Candidate Application Questions* (page 4) →

1. I am the proud parent of 5 children who have all attended, or are attending schools in the Etiwanda School District. My youngest, Whitney, is 9 years old and attends John L. Golden Elementary School. My son, Jack, is 11 and attends Day Creek Intermediate School. I also have 2 daughters at Los Osos High School (sophomore and senior), and a daughter in college. I sincerely believe that the Etiwanda School District has done an excellent job in preparing my children to be college and career ready. My oldest daughter attends a prestigious university, and my daughter who is a senior has been accepted to several universities as well. I am confident that the foundation that they gained as students in the Etiwanda School District will continue to serve them well throughout their lives, and I feel fortunate that they were able to receive that.
2. I am an ever-present volunteer at my kids' schools. At Golden Elementary, I currently serve as the PTA Secretary. In this position, I work closely with Jeff Sipos, principal, and John McCormack, assistant principal, to coordinate activities at the school. My favorite project that we are working on together this year is placing a flag pole in the yard of Disabled Veteran, Joe Lowrey, who was shot in Afghanistan in 2014, and whose children attend our school. We were saddened to see that he had an American flag hoisted up on the end of a broomstick, with a flashlight tied to the fence to keep it lit, because that was all that his already-burdened wife could manage. We hope to change that very soon! As secretary, I attend all meetings related to PTA, as well as to the school association. I have spent hours counting PBIS points and helping children select their hard-earned prizes. I sell spirit wear before and after school. I have enjoyed helping students select their books during our Scholastic Book Fairs. In addition to PTA this year, I have been relied upon heavily by my daughter's 4th grade teacher for Thanksgiving and Winter parties, and chaperoning field trips. Previously, I had a standing shift every Tuesday to help run centers and read with students. I have always attended the annual LCAP meetings and have appreciated the opportunity to give input and learn about the continuous efforts of the Etiwanda School District. Battle of the Books and the E3 Fun Run are events that my family and I have supported and participated in, and have been great opportunities to meet the school board. Finally, I have attended and participated in many district Board meetings for the past 2.5 years.
3. At Los Osos High School, I was the President of the Cross Country Booster Club for the past 3 years, until this past December when the season ended. I am currently the Vice President of the Track and Field Booster Club at Los Osos High School, which services 120 athletes and their families. For both positions, I work with the coaches and do a large amount of fundraising, and coordinating special events (team meals, banquets, invitationals, senior nights) and school meets. In addition, I am the team mom for my daughter's AYSO team, and have been a team mom for the past 8 years. As such, I coordinate communication between the coaches and the parents, and plan team parties. I have been Cub Scout Committee leader and "Den Mom" for 5 years with our local Boy Scout Troop 76, and have hosted bi-weekly activities for the boys until this past December. I currently serve as a "Girls Camp Director" within my church, and plan and attend a week-long summer camp each year for girls ages 11-18. Furthermore, I am the music chairman in my church, and am in charge of the choir. Through serving locally, I have met, learned from, and worked alongside amazing people, both children and adults, and have truly come to love our Etiwanda Community.
4. I wish to be a member of the Board of Trustees because I am a parent who has entrusted all 5 of my children into the public school system of the Etiwanda School District. I know the positive impact and excellence in education that this district provides, as I have witnessed it in my own home. I believe that this position is vitally important and deserves utmost time and consideration. I have an abundance of experience to offer. I also have ample time to devote to the position. I follow current events and watch trends that affect education in our state and country. I spend time writing emails and calling our local leaders when items that affect our students are being debated. I know the Board is a place where we can exert positive influences for our community. I want to take part in creating the vision for our school district and then help it come to fruition.
5. The basic purpose of the public school system is to prepare children for a world that does not yet exist. With times and technology changing so rapidly, the world will be a completely different place than we can even imagine when these students graduate. The public school system provides a safe environment where children receive an academic education that will prepare them for future learning and success. The public school system teaches children to set high expectations and goals for themselves, and prepares learners for self-sufficiency in adulthood.
6. The Board of Trustees advocates for the students and identifies needs within the district. They are a crucial connection point between the community and the school district. The Board of Trustees sets the tone with the Superintendent to ensure that policies are followed, and that excellence in education is

- being achieved through those policies. The Board ensures that the Superintendent is providing all the needed supplies and support to teachers, principals, and staff. When these conditions are met, the public school system can achieve its purposes in educating and preparing students for the future.
7. The Board does not handle school concerns. If a Board member receives a complaint or concern, the board member should listen closely and then notify the Superintendent and her staff to resolve the issue. The Board member may then follow up to ensure there was a resolution.
 8. The Etiwanda School District has many strengths, all of which are embodied by the fact that we have multiple Blue Ribbon schools, California Distinguished schools, and Gold Ribbon schools within our district. We have received these high honors by hiring excellent teachers who continue to put their hearts into teaching, and communities have been built around these teachers and their reputations. Etiwanda School District places students, teachers and facilities as their highest priority, and it is evident. In 2014, my family was relocating to Southern California because of my husband's job. His company was building a hospital at Loma Linda. With 5 small children, our first concern was to find an area with the best schools. By researching online, I found the Etiwanda School District and knew that this was the area that we needed to raise our family. We were drawn to Rancho Cucamonga all based on the merit and marks of this school district. My children have all excelled in the rich learning environment provided here.
 9. An area in which our district could improve is in parent involvement. We need more parent involvement at every turn. We need more connection with the parents in our area. I believe that the relationships that we can form during the good times will be the relationships that help us get through the difficult times. COVID was a dark time and brought out a lot of ugliness and mistrust. Whether it was right or wrong, many people behaved badly and reacted poorly. However, those people are still our neighbors. And somehow, with patience and kindness, we have all had to come back together again to resume life, which has not always been easy. When parents and the district are working together for the good of the student, our efforts will be rewarded ten-fold and goals will be achieved.
 10. The Board's role is governance and oversight. The Board is not involved in the daily workings of the individual schools. The Board hires a Superintendent that is going to implement the Board Policies and administer regulations for the well-being of every student and teacher, making sure that all education laws are being adhered to, and setting the standard of excellence. The Superintendent works for the pleasure of the Board.
 11. All 5 of my kids have attended public school, mostly in the Etiwanda School District, and I believe in the mission of public schools. I believe in working hard, and am willing to do the heavy lifting and put in the necessary time. I know that there will be a lot to learn, and I am willing to read what needs to be read and interpret what needs to be interpreted. I commit to be courageous, even when public support looks dismal. I will respectfully listen with an open mind and seek to understand those who have differing views.
 12. In order to improve communications and relationships among the Board, staff, students, parents and community, I would propose two suggestions. First, the current system of emailing the board is not user-friendly. It is difficult to find the link. And when typing a message, the sender can only see a small portion of it. If you want to reword part of a message, it is extremely difficult and you basically end up backspacing all the way back to that one spot. It is frustrating. And after that, you never know if it actually sent or not. I have used this system multiple times to email the board, and a majority of the time, I have never known whether or not it was received. Many times I just ended up calling Dr. Judson to discuss an issue, but thankfully through that we became friends. I believe we can easily make improvements to this system. When people feel that they can reach the board and are heard, a connection is made. The board can then "see people" and forge relationships. My next suggestion about how to improve communication is taken from what I've witnessed Jeff Sipos and David Apodaca do. They host "Coffee and Donuts with the Principal" every few months, and invite parents to come out and ask questions. We have had nearly 100 people come out. I think it would make a difference to the public if we could do something similar to this, and if the board could have more of a public presence. Again, if we can establish relationships with the public during the good times, then we will be in a better position when the challenging times come.

Thank you for your time and consideration

**Application for Consideration of Provisional Appointment
to the Board of Trustees**

Completed application materials must be submitted to:

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FULL NAME
(First, Middle, Last):

April Suzanne McAllaster

PERMANENT
RESIDENCE ADDRESS:
(Street Address)
(City, State, Zip-Code)

HOME / CELL
PHONE NUMBER:
EMAIL:

Please indicate below which date(s) you would be available for an interview between 6:30 p.m. and 9:30 p.m. by circling *Yes* or *No*:

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Do you reside within the Etiwanda School District?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Do you reside within Trustee Area 2? (Check Trustee Area map on District website) or click here to view map	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Are you a registered voter?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Are you disqualified by the Constitution or the laws of the state from holding a civil office for any of the following reasons:	Yes	No
Have you ever received a reward for appointment to an office?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Have you ever asked for or received a bribe for the purposes obtaining an office or election?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Have you ever been convicted of embezzlement or falsification of accounts?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Have you ever been convicted of forgery?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Have you ever been convicted of racketeering, extortion or conspiracy?		✓
Have you ever been impeached from office?		✓
Have you ever served as a legislator and been found in contempt of the legislature?		✓
Have you ever been convicted for neglect or violation of official duty?		✓
Have you ever been convicted for illegal participation in public contracts and conveyances?		✓
Have you ever been convicted of perjury?		✓
Have you ever taken an oath of assumption of foreign obligations?		✓

I certify under penalty of perjury that the above information is accurate and truthful. I understand that any false statements of material facts can cause forfeiture on my part to be a member of the Etiwanda School District Board of Trustees.

SIGNATURE: *Oprie McQuest*

DATE: 1/19/2023

Continue to *Candidate Application Questions* (page 4) →

Candidate Application Question Responses

April McAllaster

1/19/2023

- 1. Do you have children who attend school in the Etiwanda School District? If yes, please share ages of students and their schools.**
Yes, an 11-year-old in 6th grade and a 14-year-old in 8th grade. I have a son at RCHS who also attended in the district.
- 2. Have you worked on any school committees or participated in any school activities recently? If yes, list them.**
 - a. Etiwanda School District Measure I - Citizens' Oversight Committee; Vice-Chair – Current
 - b. Rancho Cucamonga Council of PTAs; President – Current
 - c. School Site Council – Windrows – 2017-2019 & 2020-2022
 - d. Windrows PTA; Treasurer, Financial Secretary, Parliamentarian, Volunteer - 2012-2022
 - e. LCAP Representative for Windrows Elementary
- 3. Describe any community or business volunteer activities you have joined or organized?**
 - a. Girl Scouts of Greater Los Angeles – Troop Leader. 2017-Current
 - b. Landscape Maintenance and Parks Oversight Committee – Representative for Landscape Maintenance District 2 - City of Rancho Cucamonga. 2019-Current
 - c. College of Business and Public Management Advisory Board Member – University of La Verne. 2021-Current
 - d. Girl Scout Service Unit and City of Rancho Cucamonga Collaboration on 2023 Earth Day Event – In Progress
 - e. E3 Fun Run Participant (multiple years)
 - f. WalkUnitedLA (United Way of Greater Los Angeles)– Team Captain for largest Corporate Sponsor; SoCalGas
 - g. Los Angeles Brotherhood Crusade (Black United Fund Inc.) – Thanksgiving Event Volunteer
 - h. Ally Member of Employee Resource Group – VIBE (Voices Inspiring Black Employees)
 - i. Member of Employee Resource Group – RISE

(Recognizing the Importance of Strength and Empowerment of Women Leaders)

- j. USO Bob Hope –“Everything But the Turkey” Event
- k. Hope Through Housing Back to School Distribution Event – Rialto
- l. Children’s Fund of San Bernardino County Hygiene and Infant Item Drive
- m. CHOC Walk in the Park – Children’s Hospital of Orange County

4. Why do you wish to be a member of the Board of Trustees?

Giving back to and being an active member of the community in which I live and raise my family is important to me. My husband and I have lived in Rancho Cucamonga for 20 years and 17 of those years have been in Area 2 (Windrows area) where my three children have all attended ESD schools for the duration of their elementary and middle school years. I am a proud Girl Scout Troop Leader and we focus on service to the community and leadership.

The beauty and sustainability of my community is important to me and therefore I volunteered, interviewed for and was appointed to the Landscape Maintenance and Parks Oversight Committee by the Rancho Cucamonga City Council to represent the community of Landscape Maintenance District Area 2. I have volunteered my time over the last 11 years to the various schools my children have attended (Windrows Elem & EIS) via the PTA, volunteering in the classroom, LCAP forums, and School Site Councils. Becoming a member of the Board of Trustees will allow me to bring my commitment to public education and passion and care for the children and staff in our district and community full circle. It would be a tremendous honor to represent and serve my neighbors and community in this capacity. Lastly, I wish to become a member of Board of Trustees to be a collaborative partner and leader who will work to continue the great work of the Board of Trustees in focusing on the best interests of the children, parents, staff, and community of the ESD.

5. What do you see as the basic purpose of public school system?

Every child deserves a quality education regardless of where they live in America. At its core, public education is the vessel for delivering a well-rounded quality education to every child including focusing on language sciences

mathematics, arts, life skills, character building and a safe and fun environment conducive to learning. The role of a teacher and school staff in a child's life is life-impacting and immeasurable.

6. What is the role of the Board of Trustees in the fulfillment of that purpose?

The role of the Board of Trustees is one of service and duty.

Service to the community in which it serves and duty to make sound, fair, and reasonable decisions to protect the interests, values, and priorities of the children, community, and schools.

7. What should be the relationship between the Board and the administration in the handling of school concerns?

Partnership is the word that comes to mind here. When addressing concerns, it's important to hear all concerns thoroughly, have healthy discussions, and respond and take action that is in the best interest of the school, students, and community.

8. What do you see as the strengths of the Etiwanda School District?

Many! The ESD has a lot to be proud of and the reason why so many families, including my own, choose to reside here to ensure our children receive the best of the best in public education. Strengths include the friendly staff and administrators, well-educated and caring teachers and aides, smart and driven students, and involved parents and community members. This commitment to students and children results in very high scores in academic performance. ESD has a reputation for providing quality education!

9. What do you see as the areas most in need of improvement in the Etiwanda School District?

I was sad to learn we have children who are classified as homeless within the ESD. I'm sure the district offers all assistance possible to these students and families, but I would love to learn more so we can help, if possible, to eliminate homelessness amongst our student population.

Also, working with foster youth to improve their access to assistance. Considering 49.1% of the student population are considered Socioeconomically Disadvantaged — ensuring all resources are available for these families is critical. Additional areas in need of improvement include

student absenteeism (although recent numbers largely driven by covid protocols), school cleanliness (students complain about cleanliness of bathrooms) and alternate lunch area options for middle schools on days of rain and high winds (per my children!).

10. How does the Board's role differ from that of the Superintendent?

The Superintendent is responsible for managing the performance of school staff and administrators and accountable for the academic performance of the student body. Board members are elected by the community to partner with the Superintendent to ensure the district is run effectively and in accordance with the values and priorities of the community. Honestly, I see both roles to be similar in a lot of ways. At the heart, they're both accountable to parents, students, and community.

11. Briefly describe your commitment to the public education in the Etiwanda School District.

All of my children have attended the ESD from Kinder through 8th. During that time, I volunteered for the PTA, volunteered in classrooms, volunteered for school site councils, and established great relationships with teachers and administrators. My involvement in PTA at the unit and council level allows me to advocate for the parent-teacher-student partnership and advocate for the children in our district. Ways in which I hope to continue to demonstrate my commitment to public education is continuing to be involved in the PTA association at the council and the district level. Continuing to serve on the Measure I-COC.

Participate as a community member and parent in various forums, surveys, and committees. Take advantage of opportunities the district provides to participate in opportunities for feedback and advocacy, including applying to serve on the Board!

12. What could be done to help improve communications and relationships among the Board, staff, students, parents, and community?

Opportunities for the community, board and administrators to interact together in informal settings such as virtual Coffee Chats. Continue to maintain transparency with the public at the Board level.

APRIL MCALLASTER

MANAGER – CUSTOMER CONTACT
CENTER

CAREER SUMMARY

Extensive background in performance management, project management, compliance and quality of call handling, and process improvement.

The bulk of my career has been in customer service organizations overseeing, supporting, and managing people, job knowledge processes and procedures, customer programs, and technology initiatives to achieve performance targets, budget goals, safety milestones and customer experience goals.

EXPERTISE

Management

Performance Management
Safety (Employee, Customer, Cyber and Facility)
Quality Management
Continuous Improvement
Team Development/Growth
Supervisor On-boarding
Union Environment

Operations

Multi-Location Management
Virtual Work from Home Program
Business Continuity Planning and Execution
Emergency Response to Major Incidents
Strategic Planning
Low-Effort Customer Experience

Communication/Interpersonal Skills

Servant Leadership
Contract Negotiations
Union Shop Committee
Collective Bargaining Agreement
Grievance Response
Project Management (PM, SME, and Project Sponsor)
Represent Company and Org at Conferences (Panelist & Presenter)
Collaboration with California IOUs
Change Ambassador
Frequent participant in Company sponsored Charitable Giving, Community Outreach, and Volunteering

Knowledge and Abilities

Facilities and Security Practices
Budget, Finance
GRC
Multi-talk/Delegate
Risk Mitigation
Outstanding Organizational Skills
Excellent Written and Oral Communication Skills

EXPERIENCE

Customer Contact Center Operations Support and Training Manager

SoCalGas

2022-Present

Customer Contact Center Operations Support and Training Manager manages and provides oversight over training processes and practices for new CCC employees. Manages on-line job knowledge base (Online Help) for the CCC.

Primary SME, reviewer, and approver of processes and practices that will impact CCC front line employees.

Develop strategy and processes to ensure CCC preparedness for SoCalGas initiatives and programs.

Lead a team of Technical Advisors, CCC Safety Advisor, Training Team Lead and Training Specialists.

Customer Contact Center Site Manager

SoCalGas

Virtual (Work From Home Program) Site Manager 2021-2022

Redlands Site Manager 2020-2021

San Dimas Site Manager 2016-2020

Customer Contact Center Site Manager provides leadership, direction and vision to 200+ represented union employees, a team of supervisors, advisors, and an administrative associate.

- Professionally develop, lead, and coach management team via monthly 1x1 touchpoints and documented quarterly performance dialogue conversations.
- Hire and onboard new Supervisors.
- Build supportive and trusting relationship with local union leadership. Attend monthly Shop Committee. Respond to grievances in a professional and timely manner. Aim to resolve union concerns prior to grievance.
- Meet budget goals for the CCC, Average Handle Time, Average Talk Time, various call handling metrics and off board metrics.
- Implement and support CCC objectives to meet organization goals.
- Collaborate with Facilities and Corporate Security to address and resolve facility issues and develop plans to mitigate risk.
- Support Company safety and wellness initiatives.

Customer Contact Center Performance Advisor

SoCalGas

2015-2016

Established new performance coaching program for CCC

- Observed coaching sessions between CCC Supervisors and CSRs, provided immediate feedback to supervisor and coached them through the coaching framework, preparing for coaching and follow-up.
- Regularly communicate with CCC Managers about development opportunities for CCC supervisors.
- Utilized performance management tool, NICE Performance Management (NPM), to analyze performance metrics and identify coaching needs of CCC supervisors and CSRs.
- Reviewed documented coaching feedback in NPM and provide feedback and coaching to CCC Supervisors.
- Facilitated new supervisor training, mentoring, and coaching on performance management.
- Established and facilitated a monthly peer mentor meeting, Coaching Corner.
- Communicated coaching tips to CCC Supervisors across sites.
- Communicated relevant coaching materials to foster continuous learning and sharpen supervisory coaching skills.
- Revised coaching materials and processes to meet performance goals.
- Worked with Training department and Quality Assurance to identify performance trends.
- Developed coaching section of CCC supervisor SharePoint site to house coaching documents and maintain a best practices library.
- Collaborated with CCC Labor Advisor on transition from coaching to labor path.
- Coordinated CCC Supervisor training with Organizational Effectiveness.

Branch Office Supervisor – Area 3

SoCalGas

Area 3 – Los Angeles, El Monte, Pasadena, Monrovia, Covina, Ontario, and Pomona
2013-2015

Supervise Represented employees while overseeing the staffing, security, and banking of seven branch offices.

- Supervise 22 Employees: 10 Full-Time Customer Contact Representatives (CCRs), 10 Part-Time Cashiers & 2 Lead Customer Contact Representatives.
- Remotely supervised Area 3, which includes 7 payment offices: Ontario, Pomona, Covina, El Monte, Monrovia, Pasadena & Daly St.
- Utilized LSS methodology to address week CSAT scores in area offices.
- Provided back-up support to surrounding offices and supervisors as needed.
- Supervisory duties included: Customer comment resolution, employee quarterly reviews, annual appraisals, monthly office visits, drawer audits, office fund audits and monthly business control report reviews.
- Effectively managed several personnel and performance challenges such as banking errors, violations of Company and departmental policies and training of new Cashiers.
- Interviewed and hired qualified candidates to fill Cashier positions.
- Participated in Lead testing and interviewed potential Lead candidates.
- Partnered with Facilities Managers to support branch offices.
- Ensured compliance of Environmental and Safety Compliance Management Plan (ESCMP).
- Monitored budget and investigated inconsistencies.

Customer Service Technology Advisor – Branch Offices

SoCalGas

San Dimas
2012-2013

Created and revised Branch Office Policy and Procedure.
Managed Bank Reconciliation. Managed compliance activities related to SOX and Records Retention.

- Coordinating SCG Branch Operations SOX Compliance; Updated related SOX policies/procedures/flowcharts, established compliance requirements, coordinated testing/review/audit of SOX documents, finalized quarterly SOX questionnaires, represented Branch Operations in SOX Walkthrough with Sempa Auditors
- Lead SCG Branch Operations & APL Records Retention Activities; updated related records retention policies/procedures/retention schedules, established compliance requirements, coordinated the records retention schedule, ownership transfers, onsite cleanup, electronic records cleanup, and director/manager certification, managed the retention schedule, communicated instructions, share drive clean up and individual and onsite disposal logs
- Training Liaison for the Branch Offices; communicated policy & procedure change & coordinated training classes for 47 branch offices
- Managed Bank Reconciliation Activities: daily reconciliation of bank deposits for 47 branch offices, ensure reconciliation issues/errors were properly investigated and resolved in a timely manner, audited bank deposits for bi-annual branch office audits, prepared Quarterly Counterfeit Note report for Manager.
- Prepared Quarterly Temporary Branch Office Closure report for CPUC.
- Prepared and distributed OSHA Safety Report for Branch Offices.

Customer Contact Center Supervisor

SoCalGas

Redlands

2010-2012

Supervised team of represented Customer Service Representatives.

- Supervise a team of approx. 20 Customer Service Representatives (CSR's).
- Supervise call center activities including incoming calls for service requests, meter sets, turn-on and close orders, emergencies, high bills, and customer complaints.
- Maintain high quality service standards by performing quality observations, side by side observations and silent monitor observations.
- Support safety goals by performing numerous safety observations.
- Review and recommend new policy and procedure.
- Help meet call center Level of Service (LOS) goals by monitoring CSRs using various LOS databases. I.e., CMS Canvas.

Quality Assurance Specialist

SoCalGas

San Dimas

2007-2010

Supervised team of represented Customer Service Representatives.

- Supervise a team of approx. 20 Customer Service Representatives (CSR's).
- Supervise call center activities including incoming calls for service requests, meter sets, turn-on and close orders, emergencies, high bills, and customer complaints.
- Maintain high quality service standards by performing quality observations, side by side observations and silent monitor observations.
- Support safety goals by performing numerous safety observations.
- Review and recommend new policy and procedure.
- Help meet call center Level of Service (LOS) goals by monitoring CSRs using various LOS databases. I.e., CMS Canvas.

Customer Service Representative

SoCalGas

San Dimas

2000-2007

Handled various customer calls including, emergency orders, turn-on and close orders, high bill investigations, Residential Marketing inquiries, fumigation orders, payment extensions, billing inquiries, customer complaints and service orders.

Intern

ABC Studios – General Hospital

Los Feliz

1999

- Sorting and delivering fan mail, greeting talent, script delivery, obtain signatures of actors for auction items.
- Maintain high level of confidentiality.

EDUCATION

Master of Business Administration

University of La Verne

2021-Present

Bachelors in Communications – Television/Film

California State University-Fullerton

Project Management Certificate

University of La Verne

Women's Leadership Institute

UCLA Anderson School of Management

Lean Six Sigma Green Belt

SoCalGas

CPR/AED/First Aid

American Red Cross

AWARDS/RECOGNITION

Builder's Award – Virtual Work From Home Processes - 2022

YWCA Phenomenal Woman of the Year 2022 Honoree

Builder's Award – MSAI to CCC Transition Project Management 2021
Honorary Service Award – Parent Teacher Association (PTA) 2021

VOLUNTEERING

Girl Scouts of Greater Los Angeles – Troop Leader
2017-Present
Rancho Cucamonga Council of PTAs – Elected President
2022-Present
Landscape Maintenance and Parks Citizen's Oversight Committee – City of
Rancho Cucamonga
2019-Present
College of Business and Public Management Advisory Board Member –
University of La Verne
2021-Present
Measure I – Independent Citizens' Bond Oversight Committee – Euwanda
School District
2022-Present
Parent Teacher Association – Various Elected Positions
2012-2022
Windrows Elementary School Site Council – Vice Chair
2017-2019 & 2020-2022

**Application for Consideration of Provisional Appointment
to the Board of Trustees**

Completed application materials must be submitted to:

Etiwanda School District, Attn: Renee Peccoralo, Superintendent's Office, 6061 East Avenue,
Etiwanda, CA 91739. Application materials must be received by the Superintendent's Office **no
later than 4:00 p.m. on Tuesday, January 31, 2023.**

FULL NAME
(First, Middle, Last):

BISMARCK U. NWADIKE

PERMANENT
RESIDENCE ADDRESS:
(Street Address)
(City, State, Zip-Code)

HOME / CELL
PHONE NUMBER:

EMAIL:

Please indicate below which date(s) you would be available for an interview between 6:30 p.m.
and 9:30 p.m. by circling Yes or No:

Monday, February 13: ☒ Yes No

Wednesday, February 15: ☒ Yes No

Verification of Education Code Section 35107 requirements:

Please verify by indicating Yes or No to the following:	Yes	No
Are you 18 years of age or older?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Are you a U.S. citizen?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Do you reside within the Etiwanda School District?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Do you reside within Trustee Area 2? (Check Trustee Area map on District website) or click here to view map	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Are you a registered voter?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Are you disqualified by the Constitution or the laws of the state from holding a civil office for any of the following reasons:	Yes	No
Have you ever received a reward for appointment to an office?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Have you ever asked for or received a bribe for the purposes obtaining an office or election?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Have you ever been convicted of embezzlement or falsification of accounts?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Have you ever been convicted of forgery?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Have you ever been convicted of racketeering, extortion or conspiracy?		✓
Have you ever been impeached from office?		✓
Have you ever served as a legislator and been found in contempt of the legislature?		✓
Have you ever been convicted for neglect or violation of official duty?		✓
Have you ever been convicted for illegal participation in public contracts and conveyances?		✓
Have you ever been convicted of perjury?		✓
Have you ever taken an oath of assumption of foreign obligations?		✓

I certify under penalty of perjury that the above information is accurate and truthful. I understand that any false statements of material facts can cause forfeiture on my part to be a member of the Etiwanda School District Board of Trustees.

SIGNATURE: *Bismarck Nwadike*

DATE: January 23, 2023

Continue to *Candidate Application Questions* (page 4) →

Candidate Application Questions

Please use a separate sheet of paper to answer the questions.

1. Do you have children who attend school in the Etiwanda School District?
If yes, please share ages of student and their schools.
2. Have you worked on any school committees or participated in any school activities recently? If yes, please list them.
3. Describe any community or business volunteer activities you have joined or organized.
4. Why do you wish to be a member of the Board of Trustees?
5. What do you see as the basic purpose of public school system?
6. What is the role of the Board of Trustees in the fulfillment of that purpose?
7. What should be the relationship between the Board and the administration in the handling of school concerns?
8. What do you see as the strengths of the Etiwanda School District?
9. What do you see as the areas most in need of improvement in the Etiwanda School District?
10. How does the Board's role differ from that of the Superintendent?
11. Briefly describe your commitment to public education in the Etiwanda School District.
12. What could be done to help improve communications and relationships among the Board, staff, students, parents and community?

Submit *Application* (pages 2-3) and *Candidate Application Question* responses to the Superintendent's Office no later than 4:00 p.m. on Tuesday, January 31, 2023.

You may submit the complete application to the Etiwanda School District Education Center receptionist or email a copy to renee_peccoralo@etiwanda.org

**Etiwanda School District
Attn: Renee Peccoralo, Superintendent's Office
6061 East Avenue
Etiwanda, CA 91739**

Questions? Please contact Renee Peccoralo, Administrative Assistant, at (909) 803-3101.

Candidate Application Questions

Bismarck Nwadike

Please use a separate sheet of paper to answer the questions.

1. Do you have children who attend school in the Etiwanda School District?

If yes, please share ages of student and their schools.

- Yes
- 13 years old- Etiwanda Intermediate School

2. Have you worked on any school committees or participated in any school activities

recently? If yes, please list them.

- Yes

University of Phoenix

- Participated in determining the focus of the University academic instructional program and all related categorical resources.
- Developing and adopting policies, curriculum,
- Overseeing facilities issues.

3. Describe any community or business volunteer activities you have joined or organized.

World Impact Inc.

- Trained volunteers, helping them develop strong commitment to community service.
- Helped prepare food and dish out meals to over 200 people weekly.
- Planned and organized two successful fundraising events

4. Why do you wish to be a member of the Board of Trustees?

- I believe in quality public education for current and future students.
- Also, I have a personal interest in preserving and improving the quality of our school district system.

5. What do you see as the basic purpose of public school system?

- To provide both a basic academic education, to all young people regardless of social class.

6. What is the role of the Board of Trustees in the fulfillment of that purpose?

- The role of the Board of Trustees in the fulfillment of that purpose are to set a direction for the district, provide a structure by establishing policies, ensure accountability and provide community leadership on behalf of the district and public education.

7. What should be the relationship between the Board and the administration in the handling of school concerns?

- The relationship between the Board and the administration should be a symbiotic relationship because a unified leadership team commits to a common purpose, with a clear mission and a shared sense of responsibility in order to achieve the district's vision. With a reciprocal relationship, the Board and the administration will candidly discuss what it must do to keep the school system and community focused on high student achievement. Together, they appraise progress and challenges associated with board/school leadership and governance in reaching annual and long-range goals.

8. What do you see as the strengths of the Etiwanda School District?

The strengths of the Etiwanda School District are first, our teachers and staff and second, our curricular offerings.

I personally moved here because of the school district. As a university faculty, it is apparent that our teachers and staff care about the success of our students. These professionals take their jobs seriously and work hard to bring out the best in our students. Our teachers earn high evaluation ratings as proficient or excellent and most of them hold master's degrees, indicating that they are highly qualified in their craft.

Our district is known for the success of our students. I believe this is due to a couple of different strengths

- Preparing high achievers for academic readiness
- Robust extracurricular activities

On curricular offerings— The curricular offering at the district covers a wide range. From Pre-K programs all the way through High School Dual Credit courses, our district provides many opportunities for all learners. Our students have access to specialists, including newer opportunities for our youngest learners in Social Emotional Learning (health) and Action Based Learning (ABL), along with art, music, PE and library.

9. What do you see as the area's most in need of improvement in the Etiwanda School District?

- Improving our educational programs, retaining quality teachers and maintaining our safety, technological and academic standards will help us maintain the high level of academic excellence our schools provide.

10. How does the Board's role differ from that of the Superintendent?

- The Board's role distinctively differs from that of the Superintendent. In general, boards are elected to set priorities, establish policies and evaluate the outcomes of district operation. Whereas the Superintendents identify needs and policies, develop regulations, provide leadership, and manage the day-to-day operation of the district.

11. Briefly describe your commitment to public education in the Etiwanda School District.

The education of the young requires good teachers, willing students, supportive parents, **committed governing bodies**, that understands that education in a democracy is society's backbone. Hence, I am committed to providing quality leadership to accomplish the Etiwanda School District Mission of "Excellence in Education."

12. What could be done to help improve communications and relationships among the Board, staff, students, parents and community?

- Positive communications benefit all. To help improve communications and relationships among the Board, staff, students, parents and community, personal contact, including conferences, home visits, telephone calls, and Board nights or open houses, seems to be the most effective form of communication and may be among the most familiar.

**Application for Consideration of Provisional Appointment
to the Board of Trustees**

Completed application materials must be submitted to:

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Etiwanda, CA 91739. Application materials must be received by the Superintendent's Office **no
later than 4:00 p.m. on Tuesday, January 31, 2023.**

FULL NAME
(First, Middle, Last):

Ryan Ronald Rebick

PERMANENT
RESIDENCE ADDRESS:
(Street Address)
(City, State, Zip-Code)

HOME / CELL
PHONE NUMBER:
EMAIL:

Please indicate below which date(s) you would be available for an interview between 6:30 p.m.
and 9:30 p.m. by circling *Yes* or *No*:

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Wednesday, February 15: ☒ Yes ☐ No

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Have you ever been convicted of racketeering, extortion or conspiracy?		✓
Have you ever been impeached from office?		✓
Have you ever served as a legislator and been found in contempt of the legislature?		✓
Have you ever been convicted for neglect or violation of official duty?		✓
Have you ever been convicted for illegal participation in public contracts and conveyances?		✓
Have you ever been convicted of perjury?		✓
Have you ever taken an oath of assumption of foreign obligations?		✓

I certify under penalty of perjury that the above information is accurate and truthful. I understand that any false statements of material facts can cause forfeiture on my part to be a member of the Etiwanda School District Board of Trustees.

SIGNATURE:



DATE: 1/30/23

Continue to *Candidate Application Questions* (page 4) →

Candidate Application Questions

1. Yes, my son Zachary Rebick is nine years old and attends Windrows Elementary School.
2. Yes, I acted as a chaperone for Zachary's field trip to the Mary Vagle nature center. My wife and I have participated in the scholastic book fair, classroom help, and purchasing/delivering pizza's to the staff for staff appreciation. I also participated in staff appreciation week at Saint Mary's Montessori where I prepared meals and served them to each and every staff member.
3. I have been coach or assistant coach to all of Zachary's city sports including baseball, football, soccer, and basketball. I have also participated in many different city events with the City of Ontario including Halloween celebrations, Christmas celebrations, reindeer runs, and community outreach events.
4. Education is by far the single most important thing in a child's life. It helps them develop critical thinking and problem solving skills that will be used for a lifetime. It also opens up many doors that otherwise would not be available to someone without an education. Education is very important to me and is pushed very heavily in my household, which is why I want to be a part of the decision-making processes that influence our current and future generations. I want to be able to do something that makes me and my family proud and also do something where the decisions I make show an actual difference in a child's development. I have over seven years of public service experience, so when you combine this with my love for education I was immediately drawn to the School Board Trustee announcement.
5. I believe the basic purpose of the public school system is to give an equal opportunity education to all youth, regardless of race, gender, or socioeconomic status. The public school system is funded and by state and local governments, therefore, the public school system is not vastly different than private school since we are all paying for it some form or another. Also, public schools typically require certain education and certificates for teachers to possess in order to become a public educator. This makes sure that all teachers have the same basic education and can provide a quality education at any school. Public school systems also offer much more diversity and prepare children to eventually be a contributing member of society.
6. The role of the Board of Trustees in the fulfillment of the purpose stated above is to make sure that all these basic principles are continually adhered to and applied equally. They must act as an advocate for children, the district, and their respective schools. They must also set direction, provide structure, and make sure that everyone is held accountable. It is also important that they stay flexible to allow for the ever-changing policies that can sometimes change overnight and without warning.
7. The relationship between the Board and the administration should be one that is not only mutually beneficial, but one that promotes progress as opposed to stagnation. School concerns are something that need to be dealt with head-on and in a timely fashion. There are typically multiple different stakeholders involved in any one particular issue, and most of them will want to have guidance and structure in place as quickly as possible. In order for this to be done, both the Board and the administration need to be able to work together efficiently.
8. The Etiwanda School District has many strengths. The biggest strength I see is the amount of funding we receive. The average resident of the Etiwanda School District typically pay much higher taxes than surrounding cities due to higher incomes. This allows the district to put more emphasis into education. The average member of our community is also deeply involved in their children's education and believe that a strong school district is what makes this area so special.

The combination of higher funding and students that excel in academics allow this district to continually stay on top in regards to ratings and test scores. Another strength that I see is that this district pays its staff higher than normal wages for the area. This ensures that not only does the district retain its staff for much longer, but it also allows the district to be very selective when it comes to hiring.

9. One of the biggest areas in need of improvement, which affects just about every government entity is time. Getting things approved and implemented typically takes much longer than in the private world. Approval processes are much more stringent and usually delay things heavily. Perhaps there is a way we can streamline some of the processes and eliminate some of the downtime so that we can get programs rolled out faster so that everyone can benefit from them. Another issue that I see is that the district does not offer enough after-school activities, both physical and mental, primarily for the K-6th grade students. I know of other neighboring districts that offer more after-school programs than our district does. I would like to see more of these implemented in our district.
10. It is typically the role of the superintendent to identify issues or needs, recommend policy changes, provide guidance, and manage day-to-day operations of the district. The Board of Trustees must evaluate those issues or needs, and recommend or implement district-wide policy changes. These recommendations or policies must be implemented while keeping the district's budget and timeline in mind, as well as the interest of any other stakeholders that may be affected by them. The Superintendent and the Board need to work together to make these transitions as smooth and efficient as possible.
11. My commitment to public education in the Etiwanda School District is to serve our youth to the best of my ability using my previous work experience, education, and life experience and to make sure that each and every child gets a top-tier education. I will set aside any bias and/or politics that try to persuade my decision-making and make sure that the children are my number one priority at all times. I will help the Etiwanda School District to maintain its top quality public education system and will work towards making it the number one school district in the country.
12. I think communication can be improved in many different ways. One way is to make sure that everyone has a chance to meet everyone face to face. Although the pandemic gave us the gift of being able to meet any place and any time, this also takes the human factor out of the equation. We are social creatures by nature and need to be able to see one another to build a strong relationship with them. I think getting everyone together in a public setting on a semi-regular basis would help build and improve these relationships. Another way would be to make sure that everyone gets a chance for input before a final decision is made. A lot of times people feel "left out" or that their vote did not matter in the decision making process. I think it is important to offer a chance for everyone being affected by new policy to have a chance to offer their own input. I feel like the Etiwanda School District does a great job at keeping relationships strong among everyone and I never feel like I am "left in the dark" about anything newly implemented. I feel that our community, albeit very large, does have a small-town feel and is very tight-knit, with our main focus being our children's educations.

Ryan Rebick, P.E.

OBJECTIVE

A challenging and rewarding position where creativity, teamwork, communication skills, public involvement, and relevant work experience can be utilized.

EDUCATION

California State Polytechnic University, Pomona
Bachelor of Science in Mechanical Engineering

June 2012

EXPERIENCE

City of Ontario

1425 S. Bon View Ave., Ontario, CA 91761

April 2020 - Present

Assistant Engineer

- Responsible for Capital Improvement Projects throughout the City
- Procuring of goods and services through the use of Design and Professional Service Agreements
- Working intimately with contractors to provide proposals and designs for various goods and services
- Working with purchasing and admin to route agreements all the way through the approval process
- Working towards adding a temporary office for the Engineering group that will allow for future growth
- Presentation of projects to management to show progress and project-specific details
- Obtaining work permits through City Hall for various construction projects
- Working with Operations to make corrections to various City Standards

Los Angeles Department of Water and Power

111 N. Hope St., Los Angeles, CA 90012

February 2016 - Present

Mechanical Engineering Associate

- Prepare contracts and technical documents (Request For Information, Request For Proposal, Notice Of Compliance, etc.) for various electric vehicle products and construction services
- Evaluate, negotiate, and award contracts for multi-million dollar projects
- Building GIS mapping of various electric vehicle charging stations throughout Los Angeles
- Site inspections at various electric vehicle charging stations to ensure charging capability
- Presents budget and project status to various levels of management on a monthly basis
- Performed chemical analyses of circulating water systems at gas fired power plants
- Factory acceptance testing of products to compare specifications from manufacturer to internal standards
- Overseeing testing and investigations regarding conformance issues of failing products
- Continually interacts with other agencies including Building & Safety, CalOSHA, and Metropolitan Water District

Everett Charles

14570 Meyer Canyon Dr., Fontana, CA 92336

June 2015 - February 2016

Design Engineer

- Responsible for design of new and custom compliant connector products
- Responsible for testing of new products for validation and verification
- Organize meetings with customers to be sure all customer requirements are met

Sunkist

10509 Business Dr. Unit B, Fontana, CA 92337

March 2014 - May 2015

Mechanical Engineer - Consultant

- Working to re-design and enhance performance of current fruit sorting machines
- Work alongside electrical/software engineers to integrate all components together for seamless operation
- Finding alternative components that are cost feasible while still maintaining Sunkist quality

Flowserve

27455 Tierra Alta Way # C, Temecula, CA 92590

June 2011 - February 2014

R&D Engineer - Nuclear Seal Division

- Developed a patented method for reducing electrical resistivity of silicon carbide mechanical seals
- Work closely with manufacturing to discuss cost/benefit analysis for manufacturing methods
- Performing surface traces of carbon and silicon carbide seals to examine wear patterns
- Active member of the internal audit team

PERSONAL ENGINEERING PROJECTS

- Have performed engine swaps on various vehicles
 - Added/swapped turbochargers and complete rewiring of electrical charging systems
 - Added suspension components to improve handling and operator feel
 - Diagnosed electrical charging system issues
- Worked on a pit crew for a motorcycle race team
 - Worked with racers to solve suspension/mechanical problems as they arose under very high stress race conditions
 - Utilized mechanical inclination to come up with creative solutions to racers issues
 - Diagnosed suspension issues based on racer feedback

ACCOMPLISHMENTS

- EIT exam passed (2012), PE exam passed (OCT. 2016)
- Boeing scholarship awarded (2010)
- Dean's list multiple semesters/quarters at Chaffey Community College and Cal Poly Pomona
- Multiple recipient of Downey Department of Fire and Police scholarship (2008-2011)
- Multiple S.M.A.R.T. (Science & Mathematics Access to Retain Talent) grant recipient (2010-2012)
- Member of mechanical engineering and general engineering honor societies (Pi Tau Sigma, Tau Beta Pi)

COMPUTER SKILLS

- CAD Platforms (Inventor, AutoCAD, SolidWorks, Microstation, Pro/E)
- MS Word, Excel, Visual Basic and PowerPoint
- Matlab and Labview
- Finite Element Analysis (Nastran)

**Application for Consideration of Provisional Appointment
to the Board of Trustees**

Completed application materials must be submitted to:

Etiwanda School District, Attn: Renee Peccorale, Superintendent's Office, 6061 East Avenue, Etiwanda, CA 91739. Application materials must be received by the Superintendent's Office **no later than 4:00 p.m. on Tuesday, January 31, 2023.**

FULL NAME

(First, Middle, Last):

Marvin Smith, M.A.

PERMANENT

RESIDENCE ADDRESS:

(Street Address)

(City, State, Zip-Code)

HOME / CELL

PHONE NUMBER:

EMAIL:

Please indicate below which date(s) you would be available for an interview between 6:30 p.m. and 9:30 p.m. by circling Yes or No:

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Verification of Education Code Section 35107 requirements:

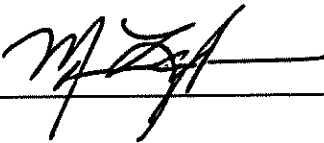
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Have you ever been convicted of racketeering, extortion or conspiracy?		✓
Have you ever been impeached from office?		✓
Have you ever served as a legislator and been found in contempt of the legislature?		✓
Have you ever been convicted for neglect or violation of official duty?		✓
Have you ever been convicted for illegal participation in public contracts and conveyances?		✓
Have you ever been convicted of perjury?		✓
Have you ever taken an oath of assumption of foreign obligations?		✓

I certify under penalty of perjury that the above information is accurate and truthful. I understand that any false statements of material facts can cause forfeiture on my part to be a member of the Etiwanda School District Board of Trustees.

SIGNATURE: _____



DATE: 01/25/23

Continue to *Candidate Application Questions* (page 4) →

Candidate Application Questions

- 1. Do you have children who attend school in the Etiwanda School District?
If yes, please share ages of student and their schools.**

At this time, my wife and I do not have any children that attend any schools in the Etiwanda School District, however, I do have a grandchild in the district now. Our children that were in the district are all adults. Our youngest two children attended the public schools in Rancho Cucamonga. The schools they attended were, Grapeland Elementary, Etiwanda Intermediate School, and Rancho Cucamonga High School.

One of the reasons, my wife and I chose to move to Rancho Cucamonga over 20 years ago, was because of the excellent public schools in the area. My two youngest children attended schools in the district who did well, graduated and now are highly functioning adults. All of my children live locally in the area, and one of my granddaughters who is 13 years old, is currently attending Day Creek Intermediate, and attended Caryn Elementary prior. In addition, one of my sons will have children attending soon that are ages four and three.

- 2. Have you worked on any school committees or participated in any school activities recently? If yes, please list them.**

I had the opportunity this past summer to work with the principal and some administrative staff of Rancho Cucamonga High School to present a scholarship award that I was the committee chair representing the National Football League's Players Association. A female senior student was recognized for her academic and athletic achievement, who was awarded a scholarship to help supplement her effort of going to college. That student was one of 30 females in the country to win the award. It is a passion of my heart that I am active in community and mentoring.

- 3. Describe any community or business volunteer activities you have joined or organized.**

I am actively involved in the community, as it is a passion of mine to see kids, teens, and young adults matriculate positively forward and to see them return to the community giving back. My motto, which was demonstrated to me by community leaders growing up, is lead by example. My personal life mission is adding value to another person's life. Honestly, the list of activities over the past 40 years is lifelong. However, here are a few references. I have actively been involved with local youth sports programs, organized youth enrichment programs and have partnered with JPL/NASA, local universities, College Bound, FDIC Money Smart: Financial Literacy for Teen and NFLPA Goals for Life Mentoring program. I have also facilitated leadership development at multiple levels.

4. Why do you wish to be a member of the Board of Trustees?

Understanding the role of a Board Trustee, looking at the circumstance that brought a need to the district and community, feeling compelled with deep thoughts, I felt my unique background, skill sets, values and beliefs would be a great supplement at this unfortunate time of losing a valued board trustee. Knowing, with my background, I could hit the ground running as a valued replacement, and a new team player who knows the game and understands the role. I believe I could be a great asset to the board, the district, teachers, students, parents and the community. I have experience on boards in the nonprofit environment and in K-12 public education. I have worked with the State Board of Education, Special Education Local Plan Areas (SELPA), Los Angeles USD, Long Beach USD, Pomona USD, and various wraparound agencies in support of students/families and communities.

5. What do you see as the basic purpose of public school system?

In short, the basic purpose of the public school system is to provide ALL students, a high quality free of cost education. The premise or focus is on the ideas of core content knowledge, citizenship, and developing the skills necessary to become successful adults as productive citizens in our society.

6. What is the role of the Board of Trustees in the fulfillment of that purpose?

The primary responsibilities of the Board of Trustees is to help set a direction for the district, by providing a structure by establishing policies, ensure accountability and provide community leadership on behalf of the district.

7. What should be the relationship between the Board and the administration in the handling of school concerns?

The district administration led by the Superintendent is responsible for the day-to-day business of school/district administrative concerns. The Board's relationship is to support the administration in the process of them effectively doing their job. However, the Board holds the administration accountable to the governing policies put in place, but, the ultimate goal is working hand in hand for the best interest of all students.

8. What do you see as the strengths of the Etiwanda School District?

Not having a working inside knowledge of the Etiwanda School District, but as a former parent, now grandparent with a grandchild in the district and a community member, I see and hear the care and concern the district has for students. As shared, one of the main reasons, my wife and I moved into Rancho Cucamonga, was for the good high performing public schools. I wanted to make sure my kids would have a great jumpstart educationally, which has served my family well.

9. What do you see as the areas most in need of improvement in the Etiwanda School District?

As stated above, not having a working inside knowledge of the Etiwanda School District, but as a former parent, now grandparent with a grandchild in the district and being a community member, I would have to say, it is not having effective communication amongst all the key stakeholders collectively. I strongly feel, in doing so, will only strengthen the district and make the students better, whereby, everyone feels good about being on a winning team.

10. How does the Board's role differ from that of the Superintendent?

The Board has the fiduciary oversight and governance of the district, and the Superintendent oversees the day-to-day operations of the district. However, the Board and the Superintendent work together as a "governance team." This team assumes collective responsibility for building unity and creating a positive organizational culture in order to govern effectively.

11. Briefly describe your commitment to public education in the Etiwanda School District.

As a father and grandparent, I have been committed to the mission and vision of the Etiwanda School District, by being involved in my children's and grandchild's education and upbringing within the Etiwanda School District. The public education programs in the Etiwanda School District and Rancho Cucamonga School District are the main steeples of what brought my wife and I into this area.

12. What could be done to help improve communications and relationships among the Board, staff, students, parents and community?

I believe what could help to improve communications and relationships among the Board, staff, students, parents and community is to have a best practice model of creating a system that has all the key stakeholders communicating/meeting on a regular basis to discuss issues and problem-solve together. All parties bring critical elements to the table that another may not, and in doing so, it is the collective good that creates processes and harmony, in knowing all parties are represented.

Submit Application (pages 2-3) and Candidate Application Question responses to the Superintendent's Office no later than 4:00 p.m. on Tuesday, January 31, 2023.

You may submit the complete application to the Etiwanda School District Education Center receptionist or email a copy to renee_peccoralo@etiwanda.org

Etiwanda School District
Attn: Renee Peccoralo, Administrative Assistant
Superintendent's Office at (909) 803-3101
6061 East Avenue
Etiwanda, CA 91739

**Application for Consideration of Provisional Appointment
to the Board of Trustees**

Completed application materials must be submitted to:

Etiwanda School District, Attn: Renee Peccoraro, Superintendent's Office, 6061 East Avenue,
Etiwanda, CA 91739. Application materials must be received by the Superintendent's Office no
later than 4:00 p.m. on Tuesday, January 31, 2023.

FULL NAME
(First, Middle, Last):

Robert Xavier Torres

PERMANENT
RESIDENCE ADDRESS:
(Street Address)
(City, State, Zip-Code)

HOME / CELL
PHONE NUMBER:
EMAIL:

Please indicate below which date(s) you would be available for an interview between 6:30 p.m.
and 9:30 p.m. by circling *Yes* or *No*:

Monday, February 13: ☒ Yes ☐ No

Wednesday, February 15: ☒ Yes ☐ No

Verification of Education Code Section 35107 requirements:

Please verify by indicating <i>Yes</i> or <i>No</i> to the following:	Yes	No
Are you 18 years of age or older?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Are you a U.S. citizen?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Do you reside within the Etiwanda School District?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Do you reside within Trustee Area 2? (Check Trustee Area map on District website) or click here to view map	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Are you a registered voter?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Are you disqualified by the Constitution or the laws of the state from holding a civil office for any of the following reasons:	Yes	No
Have you ever received a reward for appointment to an office?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Have you ever asked for or received a bribe for the purposes obtaining an office or election?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Have you ever been convicted of embezzlement or falsification of accounts?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Have you ever been convicted of forgery?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Have you ever been convicted of racketeering, extortion or conspiracy?		✓
Have you ever been impeached from office?		✓
Have you ever served as a legislator and been found in contempt of the legislature?		✓
Have you ever been convicted for neglect or violation of official duty?		✓
Have you ever been convicted for illegal participation in public contracts and conveyances?		✓
Have you ever been convicted of perjury?		✓
Have you ever taken an oath of assumption of foreign obligations?		✓

I certify under penalty of perjury that the above information is accurate and truthful. I understand that any false statements of material facts can cause forfeiture on my part to be a member of the Etiwanda School District Board of Trustees.

SIGNATURE:



DATE: 01/30/2023

Continue to *Candidate Application Questions* (page 4) →

1. **Q: Do you have children who attend school in the Etiwanda School District? If yes, please share ages of student and their schools.** Currently, I have two of my four children enrolled within the Etiwanda School District. My 9 year old is a current third grader at Windrows Elementary School while my 6 year old just began kindergarten at Windrows Elementary School. I also have a 15 year old that successfully completed middle school at Etiwanda Middle School last year before moving on to Rancho Cucamonga High School this year. Right behind these three is a 2 year old eager to start at Windrows Elementary School as soon as possible.
2. **Q: Have you worked on any school committees or participated in any school activities recently? If yes, please list them.** I have not had the opportunity to serve or participate in any school committees or participate in any school activities within the Etiwanda School District.
3. **Q: Describe any community or business volunteer activities you have joined or organized.** Within the Rancho Cucamonga community, I have volunteered with The Y's Highland Run for multiple years. I have also had the opportunity to participate as a volunteer coach for my children and community with Vineyard Little League and the Local i9 Sports Organization.
4. **Q: Why do you wish to be a member of the Board of Trustees?** I am seeking an appointment to become a member of the Board of Trustees for the Etiwanda School District to represent the parents of our community that currently have children enrolled in our local public schools. The Etiwanda School District has a long history of success, I believe that we will continue down this trajectory through the continued partnerships with schools and families.
5. **Q: What do you see as the basic purpose of public school system?** From the early years of schooling public schools have played a vital role in our democratic society. Public education reduces the inequalities set by society by providing universal access to a free education. Public education also guarantees all children equal access to relevant curriculum, providing them with the knowledge needed to be productive, respectful, and critical thinkers in our global society. The knowledge and interpersonal skills students develop while working alongside classmates of diverse backgrounds also prepares them for citizenship in our global community.
6. **Q: What is the role of the Board of Trustees in the fulfillment of that purpose?** The Board of Trustees, as a collective, creates and promotes district policy, directs the superintendent (evaluation/hire/terminate) and maintains the solvency of the District's budget. The board's role is to ensure that the district is responsive to the values, beliefs, and priorities of the community. the board works with the Superintendent to fulfill its major responsibilities, which include: setting the direction of the district through community engagement, focusing on student achievement, establishing an effective organizational structure for the district (hiring superintendent, setting hiring policies, development and adoption of policies, establish academic expectations, adoption of the budget, provide safe and adequate facilities,, and sets parameters for labor negotiations. The Board also ensures accountability to the public on school performances and provides advocacy on behalf of students. Beliefs, decisions, and actions of school boards directly impact the conditions within schools that enable district efforts to improve achievement to either succeed or fail. The Board has a role in creating the condition necessary for student achievement.
7. **Q: What should the relationship between the Board and the administration in the handling of school concerns?** The Board works collaboratively with the superintendent on a uniform response to school concerns. A protocol shall be developed to ensure that messaging is consistent and appropriate for each concern. The Board is responsible for establishing or

updating board policy due to recent changes to the education code or state law. The superintendent or designee will oversee the handling of school concerns. The superintendent will keep the Board apprised of the handling of such concerns.

8. **Q: What do you see as the strengths of the Etiwanda School District?** The Etiwanda School District has been one of the highest achieving academic elementary school districts in our state for decades. Our teachers provide engaging lessons in all curriculums for all students. The Etiwanda School District also promotes inclusion of all students. All district employees are dedicated to creating a safe environment for every student to achieve. Our district also has an outstanding level of parent involvement and support both on campus and in the home.
9. **Q: What do you see as the areas most in need of improvement in the Etiwanda School District?** The Etiwanda School District is currently in a period of transition. With a new Superintendent and three new board members, this team will need to create a vision for where they see the Etiwanda School District in 5 years. The leadership has a challenge in that the previous team of board members and superintendent were well rooted into the organization and worked side by side for many years. We have the opportunity to grow into the next phase of Etiwanda's success. Being that the Etiwanda School District is one of the lowest funded districts in San Bernardino County, we will need to continue to focus on being fiscally solvent while providing our children with the resources needed to be productive citizens in our global society.
10. **Q: How does the Board's role differ from that of the Superintendent?** As elected leaders, the board's role is to be representative of the constituents in the district while carrying out their duties. The role of the board is also to support the Superintendent and all district administration in their duties. Different from the Board, the Superintendent also focuses on the day to day operations of a school district. The Superintendent is also the bridge between the board and the district staff, communicating the vision and building systems to support the vision. The Superintendent should always act in the interest of students and in accordance with the direction set by the board.
11. **Q: Briefly describe your commitment to public education in the Etiwanda School District.** Etiwanda School District holds a special place in my life. I attended Kindergarten through 5th grade at Lightfoot Elementary, Golden for the one year it was all 6th grade students, and then to Summit Intermediate for my 7th and 8th grade years. I have two children that are currently enrolled at Windrows, one that went through the Etiwanda School District and now attends Rancho Cucamonga High School, and another child that will be attending Etiwanda School District in the near future. I believe that Etiwanda School District is the finest district in our region. I am personally invested in the success of these schools for my children's sake and the sake of their peers and our community. Etiwanda has proven that it can achieve honors that no other district in our area can. The handling of remote learning during the school shutdown in 2020 and the pivot to accommodating for children who thrived under the program was a showcase in how well the district can adapt to accommodate the needs of every student. While other districts struggled with the rollout and adaptation to new technology, Etiwanda took charge and got the students what they needed to mitigate any loss in instructional time. I have been a proud supporter and advocate for the Etiwanda School District since my time in elementary school and I would love to serve the district and the community as a school board member.

12. **Q: What could be done to help improve communications and relationships among the Board, staff, students, parents and community?** Currently the Etiwanda School District has the needed tools for messaging parents quickly. Parents appreciate the technology tools used to reach the home, whether it be a voicemail, email, social media posting or memo home with the child. Through different means of communication, the District can also celebrate the successes and share good news. Providing forums for parents to have an opportunity to have open discussions with their elected area trustee could bridge the understanding of the district vision. Evening town hall meetings with district personnel may also be a way for the community to understand the district vision. Another opportunity to improve communication is to offer parents, staff and students a digital option to provide feedback. The information received can always be disseminated to the appropriate persons. The esdboard email is a good start and can be expanded upon to be advertised as an avenue to have voices heard more broadly. As a current district parent, I do not see that email address circulated very widely and would like that avenue of communication open for anyone who wants to use it.

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