



BOARD OF TRUSTEES: Cathline Fort, Matthew Gordon, Dr. Fermín Jaramillo, Dayna Karsch, and April McAllaster

BOARD OF TRUSTEES

Minutes

Monday, April 20, 2026, 6:30 p.m.

1. **Call to Order**

A. President Gordon called the meeting to order at 6:30 p.m. All members were present. President Gordon announced that all open sessions of the board meeting are audio-recorded and may capture the sounds of participants. President Gordon asked those participating in the meeting to join in the Pledge of Allegiance.

2. **Recognition**

A. Amanda Hannah, Assistant Principal at Windrows Elementary, and Patricia Johnson, Assistant Principal at Heritage Intermediate, and Science Fair Coordinators, presented information on the 2025-26 San Bernardino, Inyo, and Mono Counties Science and Engineering Fair (SIMSEF) regional participants and recognized students for their achievements.

B. Nicholas Zajicek, Principal of David W. Long Elementary School and District Spelling Bee Coordinator, presented an overview of the 2025-26 Etiwanda School District and the San Bernardino County Spelling Bees. He introduced and recognized Etiwanda School District Spelling Bee champions and acknowledged those advancing to the national competition.

C. Spotlight on Service: Parent Teacher Associations and Organizations: Superintendent Sprague recognized and thanked community partners for their support of our students and staff. Parent organizations provide valuable support through fundraising and event coordination, building a strong sense of community and partnership across the District. The president of each site's parent organization was recognized.

3. **Public Comment on Agenda Items**

Pursuant to Board Policy 9324, Board Minutes and Recordings: "The minutes shall reflect the names of those individuals who comment during the meeting's public comment period as well as the topics they address."

A. Comments on agenda items:

- Candra Loftis commended the Board's selection of Laura Rowland as superintendent as significant and impactful.
- Mary Hinojos shared strong support for the Board's selection of the new superintendent, sharing long-standing familiarity and positive experiences with her leadership.
- Kim Porter shared her support for the Board's selection of Laura Rowland as Superintendent, citing her student-centered leadership.
- Kellie Beitler expressed gratitude to the Board for the superintendent selection process and commended the appointment of Laura Rowland.
- Des Alvarez commented on the March 12, 2026, meeting minutes regarding her statements related to a former Inland Personnel Council (IPC) advisory committee member and past allegations, and request to reconsider the District's continued involvement with the IPC. She also stated the minutes did not reflect her statements regarding bathroom access for preschool, TK, and Kindergarten, compliance with applicable access requirements, and safety concerns related to campus facilities.

4. **Review / Adopt Agenda and Minutes**

A. The Board of Trustees adopted the agenda as amended on a motion by Member Karsch, seconded by Member McAllaster, and carried by a unanimous vote with all members present voting yes. Amendments included consolidating Closed Session Item 12. E: Conference with Labor Negotiators and Item 5. A: Public Employee Appointment: Title Superintendent, to occur in both closed sessions, and reversing the order of Items 13. A: Consideration and approval of the contract of employment for Superintendent, and 13. B: Report from Closed Session.

B. The Board of Trustees adopted the minutes of the regular meeting held on March 12, 2026, as presented on a motion by Member Jaramillo, seconded by Member McAllaster, and carried by a unanimous vote with all members present voting yes.

4. Review / Adopt Agenda and Minutes (continued)

- C. The Board of Trustees approved the amendment to the minutes of the regular meeting held on December 15, 2025, to add the record of action for agenda item 10. L., Approval of County Form No. 1, which reflects the deletion of the previous president and clerk as the individuals authorized to certify or attest to governing board actions. On a motion by Member Fort, seconded by Member Karsch, and carried by a unanimous vote with all members present voting yes.
- D. The Board of Trustees adopted the minutes of the special meeting held on April 9, 2026, as presented on a motion by Member McAllaster, seconded by Member Jaramillo, and carried by a unanimous vote with all members present voting yes.
- E. The Board of Trustees adopted the minutes of the special meeting held on April 10, 2026, as presented on a motion by Member Fort, seconded by Member McAllaster, and carried by a unanimous vote with all members present voting yes.

5. Closed Session

The Board of Trustees adjourned to Closed Session at 7:13 p.m.

- A. Public Employee Appointment (Government Code 54957)
Title: Superintendent

Conference with Labor Negotiators (Government Code 54957.6):
District-designated representative: Matthew Gordon, President of the Board of Trustees
Unrepresented employee: Superintendent

6. Reconvene to Open Session

The Board of Trustees reconvened into Open Session at 8:20 p.m.

- A. No action was taken in open session.
- The Board of Trustees announced the appointment of Laura Rowland as Superintendent of the Etiwanda School District, effective July 1, 2026. The Board noted the selection followed a statewide search process with stakeholder input and reflects alignment with the District's priorities.
 - Laura Rowland expressed appreciation to the Board of Trustees for the opportunity to serve the Etiwanda School District, sharing gratitude for their trust and confidence. She reflected on her 28 years of service within the District and acknowledged the dedication of district employees, staff in attendance, and her Personnel Dept. team. She also recognized her family for their ongoing support.

7. Business and Legal

- A. After discussion, the Board of Trustees awarded the Perdew Elementary School HVAC Replacement – Bid/Project # 018-037 as follows: general construction to Dalke and Sons in the amount of \$1,809,480.00; HVAC to ACH Mechanical in the amount of \$1,556,000.00; and the electrical to Performance Electric in the amount of \$371,217.00 for a total amount of \$3,736,697.00. The action was taken on a motion by Member Karsch, seconded by Member Fort, and carried by a unanimous vote with all members present voting yes.

8. Personnel

- A. After discussion, the Board of Trustees took action to approve the tentative Collective Bargaining Agreement with the Etiwanda Teachers Association for the 2025-26 school year for unit members in the employment of the district on the date of Board ratification, which includes the following articles:
- Article 11 – Class Size and Support
 - Article 16 – Employee Benefits
 - Article 17 – Salaries
- Motioned by Member Jaramillo, seconded by Member McAllaster, and carried by a unanimous vote with all members present voting yes.
- B. After discussion, the Board of Trustees took action to approve the 1.3% salary increase for the 2025-26 school year, retroactive to July 1, 2025, for annual scheduled hours, and an increase in the 2026-27 fringe benefit allocation for eligible employees to \$22,000, for eligible unrepresented employees, non-contract certificated and classified management, classified employees, non-represented certificated employees, administrators, directors, principals, assistant principals, coordinators, and specialists, who are in the employment of the district at the time of Board approval and the related AB1200, on a motion by Member Fort, seconded by Member Karsch and carried by a unanimous vote with all members present voting yes.

8. Personnel (continued)

- C. After discussion, the Board of Trustees took action to approve a one-time off salary schedule payment equivalent to 1.2% of the base annual salary for the 2025-26 school year after the aforementioned 1.3% on salary-schedule increase has been applied, for eligible unrepresented employees, non-contract certificated and classified management, classified employees, non-represented certificated employees, administrators, directors, principals, assistant principals, coordinators, and specialists, who are in the employment of the district at the time of Board approval and the related AB1200, on a motion by Member McAllaster, seconded by Member Jaramillo, and carried by a unanimous vote with all members present voting yes.
- D. After discussion, the Board of Trustees took action to approve a 1.3% salary increase for the remainder of the 2025-26 school year for temporary short-term and substitute classified employees (excluding Office Assistants and Tutors), effective May 11, 2026, on a motion by Member Karsch, seconded by Member Fort, and carried by a unanimous vote with all members present voting yes.
- E. After discussion, the Board of Trustees took action to adopt the classified, classified management, short-term classified, certificated, school nurse, lead school nurse, certificated speech language pathologist, and certificated management salary schedules effective July 1, 2025, on a motion by Member McAllaster, seconded by Member Jaramillo, and carried by a unanimous vote with all members present voting yes.
- F. After discussion, the Board of Trustees took action to approve the Memorandum of Understanding between the Etiwanda School District and the Etiwanda Teachers Association relating to class size maximums for grades 1-8, on a motion by Member Fort, seconded by Member McAllaster, and carried by a unanimous vote with all members present voting yes.

9. Consent Calendar

The Board of Trustees approved the Consent Calendar as presented on a motion by Member Fort, seconded by Member Jaramillo, and carried by a unanimous vote with all members present voting yes.

- A. Approval of the personnel report, which includes appointment, employment, contract renewal, assignment, committee on assignment, transfer, promotion, demotion, resignation, retirement, leave, out-of-class pay, termination, non-reelect, suspension, release of service, release of administrative assignment, and/or any other action affecting employment status.
- B. The Governing Board, acting as the legislative body for Community Facilities District (CFD) numbers 4, 5, 6, 7, 8, 9, 10, Rancho Etiwanda, Silver Ridge, Coyote Canyon, Henderson Creek, Victoria Gardens & Day Creek Square, ratifies the CFD expenditures for the period March 1 - 31, 2026, per the CFD Payment Log.
- C. Ratification of the Accounts Payable Warrant Register Reports. These are various routine warrants that have been requested to pay for purchase orders and various expenditures. The Board is requested to ratify batches dated March 1 - 31, 2026.
- D. Ratification of the Budget Financial Reports for the period March 1 - 31, 2026.
- E. Approval of the declaration that miscellaneous items of district property are less than \$2,500 in value per item, are obsolete and unusable, and will be sold as surplus property, donated to eligible nonprofit organizations or disposed.
- F. Acknowledgement by the Governing Board of the Etiwanda School District of the receipt of letters of fingerprint certification from outside contractors verifying clearance of their employees.
- G. Approval of the following donations:

Donated by:	Donation of:	Donated to:
SFRC, Inc. (Mountain Mike's)	Cash	Caryn ES
Reading For Education	Cash	Caryn ES
Kroger	Cash	Caryn ES
Box Top For Education	Cash	Caryn ES
Mary Arellano	Cash	Day Creek IS
John Golden Elementary PTA	Cash	John Golden ES
Reading For Education	Cash	Grapeland ES
Summit Intermediate PTSA	Cash	Summit IS

9. **Consent Calendar (continued)**

H. Approval/Ratification for Contracted Services between Etiwanda School District and the following outside Contractors:

	Consultant/ Contractor/Presenter	Contract Number	Type of Service	Location of Service
1	KDM Education Services, LLC	CC042026A-01	Summer Camp	Child Care
2	Alan T. Ledesma-Lopez	CC042026R-02	Summer Camp	Child Care
3	M.H. Flex Training	CC042026A-03	Summer Camp	Child Care
4	Kicks To Learn	CC042026R-04	Summer Camp	Child Care
5	USEL Engineering League	EH042026R-01	Hands on STEM experience	East Heritage ES
6	Tint City	GOL042026R-01	Tinting library reading room windows	John Golden ES
7	One on One Learning, Corp	INSTR042026R-01	Title 1	Sacred Heart
8	Corwin Learning	INSTR042026A-02	Professional development	Etiwanda School District
9	Reynolds Consulting Group, Inc.	MS042026A-01	Consulting services	Etiwanda School District
10	Heather Hilliard Bonds	SOL042026R-01	Art Assembly	Solorio ES
11	Super Taquizas	TV042026R-01	End of year meeting	Terra Vista ES
12	San Bernardino County Superintendent of Schools	NR042026A-01 Agreement No. 26.27.0104	Courier services	Etiwanda School District
13	All City Management Services, Inc.	RC042026R-02	Crossing guard services	Etiwanda School District
14	Bijan Sharifi-Tabesh	PER042026A-01	Student support	Perdew ES
15	Rise Education Solutions, LLC	PER042026A-02	Professional development	Perdew ES
16	Joyful Reading Co.	IMC042026A-01	Reading subscription	Etiwanda School District

I. Approval/Ratification of Proposal and Field Contract services under \$75,000 between Etiwanda School District and the following Contractors:

	Consultant/ Contractor	Contract Number	Type of Service	Location of Service
1	Fence Craft of Upland, Inc.	DQ042026R-02	Install hand rail	Heritage IS

J. Approval of Amendments/Addendums/Change Orders/Extensions:

	Vendor / Project	Amendment/Addendum Change Order Number/ Extension	Original Contract Date or Dollar Amount	New Contract Date or Dollar Amount
1	KC Services	RC042026A-01 Amendment #1	\$ 19,622.00	\$ 23,428.00

K. Approval of Child Nutrition van wrap.

L. Approval of Chaffey Federal Credit Union School/District Membership Application to make additions and deletions to signatories as follows on school accounts, all accounts require two signatures for withdrawal purposes.

Account	Additions/Existing	Deletions
John L. Golden Elementary Student Fund Account – 2135106	Tania Lautenslager – Principal Jessica Lara – Assistant Principal Stephanie Ratkovic – Clerk	John McCormack – Principal

M. Approval of submission of the Williams Settlement Legislation Quarterly Uniform Complaint Report Summary to the County Office of Education for the period January 1 – March 31, 2026, pursuant to complaints filed as outlined in District Board Policy 1312.31.

N. Approval of the revised 2026-27 student calendar.

9. Consent Calendar (continued)

- O. Approval of Addendum to add ProCare Therapy consultant Dakota Trujillo for the period of March 16, 2026, through June 26, 2026. Agreement terms and rates will remain the same.
- P. Approval of the amended job descriptions:
 - Administrative Assistant II – Instruction
- Q. Approval of the Employee Recognition budget and schedule for May 1, 2026 event.
- R. Approval of Employment Agreement for Extra Help Retired Annuitant Chief of School Safety.
- S. Approval of a monthly bonus of \$100 for afternoon Child Care Assistants (CCA) to attract and retain employees for the 2026-27 school year.
- T. Approval of revised Etiwanda School District Cal Card Procedures increasing Fiscal Analyst limit.

10. Public Comment on Non-Agenda Items

Pursuant to Board Policy 9324, Board Minutes and Recordings: "The minutes shall reflect the names of those individuals who comment during the meeting's public comment period as well as the topics they address."

- A. Comments on non-agenda items.
 - Imeh D. Edu commented regarding the District's Positive Behavioral Interventions and Supports (PBIS) program, misuse of authority in a student discipline incident, contradicted by video evidence, and questioned adult accountability measures. She shared safety concerns regarding misconduct on a bus route and urged consideration of additional bus supervision. She questioned the implementation of the District's sports program, citing concerns about coaching practices, communication restrictions, and alignment with stated program goals.
 - Des Alvarez commented on an employee's conduct and professionalism, citing an interaction at the district office, issues related to a public records request, and the employee's use of personal social media. She also commented on school office staff qualifications, communication practices, including a failure to relay a student pickup message, and school direction to message teachers during instructional time. She also referenced another district's decision not to renew its contract with IPC and urged the Board to reconsider continued participation.

11. Board / Staff Comments or Suggested Items for Discussion at Upcoming Meetings

- Member Jaramillo reported attending several District and community events, including the West End SELPA Annual Art and Writing Showcase, Caryn Elementary's Pirates! The Musical, and a science and engineering event at UCLA. He highlighted the quality of student performances and displays, commended student participation, and encouraged students and families to take advantage of opportunities such as the spelling bee and science and engineering programs.
- Member Gordon reported attending Heritage Elementary School's Open House, noting it was well organized and well attended, and expressed appreciation for the recognition of students and staff for their accomplishments. He also shared enthusiasm for the District's participation in the National Spelling Bee and the upcoming E3 Golf Tournament in May, and addressed comments regarding District sports programs, noting that staff with competitive sports program experience leads the District's sports programs and encouraged qualified community members to volunteer as coaches.

12. Closed Session

The Board of Trustees adjourned to Closed Session at 8:39 p.m.

- A. Liability Claim (Government Code 54956.95)
Claimant: PL2526-08 K.P.
- B. Conference with Real Property Negotiator (Government Code 54956.8)
Property: Approximately 1,000 acres of real property located north of Banyan Street, east of Milliken Avenue, and west of Day Creek Channel in the City of Rancho Cucamonga, located within the Etiwanda Heights neighborhood.
- C. Student Discipline Hearings: (EC 48914) Consider recommendation regarding pupil expulsion/admission/readmission. Education Code sections 35146 and 48912 require closed sessions in these cases in order to prevent the disclosure of confidential student record information.
Pupil Case Number: 2025-26-01
- D. Public Employee Appointment (Government Code 54957)
Title: Assistant Superintendent of Personnel Services (1)
Title: Assistant Principal (2)

12. Closed Session (continued)

- E. Conference with Labor Negotiators (Government Code 54957.6):
District-designated representative: Matthew Gordon, President of the Board of Trustees
Unrepresented employee: Superintendent
- F. Public Employee Performance Evaluation: Superintendent
(Government Code 54957)

13. Reconvene to Open Session

The Board of Trustees reconvened into Open Session at 10:29 p.m.

President Gordon announced the extension of the meeting to 11:00 p.m., following a motion by Jaramillo, a second by Fort, and unanimous approval by all members present.

The Board of Trustees returned to Closed Session at 10:29 p.m.

The Board of Trustees reconvened into Open Session at 11:00 p.m.

- Item 12. A. In Closed Session, the Board of Trustees took action to deny the Claim PL2526-08 for minor K.P. against the Etiwanda School District on a motion by Member Jaramillo, seconded by Member Karsch, and carried by a unanimous vote with all members present voting yes.
- Item 12. B. No action taken.
- Item 12. C. In Open Session, the Board of Trustees approved the recommendation of the Principal's meeting committee to expel student #17039035 and adopted the findings of fact and recommendation, on a motion by Member Fort, seconded by Member Jaramillo, and carried by a unanimous vote, with all members present voting yes.
- Item 12. D. In Closed Session, the Board of Trustees took action to appoint Damita Walton to Assistant Superintendent of Personnel Services effective July 1, 2026, on a motion by Member Jaramillo, seconded by Member McAllaster, and carried by a unanimous vote, with all members present voting yes.
- In Closed Session, the Board of Trustees took action to appoint Cassie Izaquirre as Asst. Principal of Caryn Elementary School and Ruben Montero as Asst. Principal of Summit Intermediate School, effective for the 2026-2027 school year, on a motion by Member McAllaster, seconded by Member Karsch, and carried by a unanimous vote with all members present voting yes.
- Item 12. E. President Gordon, in Open Session, read out the following:
Pursuant to Government Code section 54953, subdivision (c)(3), the Board provides this oral summary of the salary and fringe benefits as set forth in the proposed Superintendent Employment Agreement between Etiwanda School District and Laura Rowland.
- Contract term effective July 1, 2026, through June 30, 2030.
 - Annual salary of \$ 285,000.00 effective July 1, 2026.
 - Annual salary increases of the same percentage salary increase as is provided to other District management, unless the Board takes a specific action within sixty (60) days of the management increase to set the Superintendent's salary at a different amount.
 - Annual salary increases, including a salary increase of \$3,000.00 annually if the prior year's evaluation is satisfactory or better.
 - Paid medical benefits on the same terms as other management employees.
 - Paid health and welfare benefits in retirement, including District-paid retiree health and welfare benefits to age 65, to the extent such benefits are available to other retired management employees pursuant to Board policy.
 - On retirement at age 60 years or older after completion of four years of service as Superintendent, the District will provide an IRS qualified retirement annuity in an amount equivalent to 70% of her salary for her final year of District employment.
 - During the term of the agreement or any renewal or extension of the agreement, Ms. Rowland will be provided a term life insurance policy with a face value of \$300,000.00, at an annual cost not to exceed \$2,000.
 - 30 days of annual vacation with pay up to a cap of 45 days, exclusive of holidays. She can cash out up to 15 days annually.
 - 12 days of annual sick leave.

13. Reconvene to Open Session (continued)

- The District shall provide mileage reimbursement for business mileage incurred outside San Bernardino County, in accordance with Board policy.
- The District shall pay for necessary expenses associated with professional growth activities approved by the Board. The District shall pay the Superintendent's membership dues for membership in ACSA, AASA, and one local service organization approved by the Board.

The Board of Trustees then took action in Open Session to approve the contract of employment for Laura Rowland as Superintendent, on a motion by Member Karsch, seconded by Member McAllaster, and carried by unanimous vote, with all members present voting yes.

Item 12. F. No action taken.

14. Adjournment

The meeting was adjourned at 11:05 p.m. on a motion by Member Karsch, seconded by Member Fort, and carried by a unanimous vote with all members present voting yes.

Board approved date: May 7, 2026