



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

BOARD OF TRUSTEES

Minutes

Wednesday, April 30, 2025, 6:30 p.m.

1. **Call to Order**

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

2. **Educational Recognition**

A. Recognition of the 2024-25 Rancho Cucamonga Council PTA Reflections award winners moving on to the California State PTA level presented by Jeannie Tavalazzi, Assistant Superintendent of Instruction/Pupil Services.

B. Damita Walton, Director of Personnel, and Josh Lautenslager, Administrator of Personnel Services, shared "Spotlight on School Office Staff" to honor and recognize school office clerical staff in the Etiwanda School District.

President Jaramillo noted that Member McAllaster arrived at 6:32 p.m.

3. **Public Comment on Agenda Items**

Pursuant to Board Policy 9324, 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.

➤ Des Alvarez commented on the proposed 1% salary increase for teachers/staff, suggestion for a 6% salary increase, inflated salaries for certain employees, financial management and inconsistent fiscal reporting, demands on teachers and classroom conditions, one-on-one aides and classroom support, local district salary increases. She also commented on meeting minute transparency regarding her prior comments on police interviews of students without parent notification, Knott's Berry Farm trip cancelation, public relations contract and communication plan, salary of communication staff, allegations of nepotism, favoritism, and conflict of interest, salary increases for specific employees, inflated salaries for specific employees, customer service training, and attendance enforcement practices.

➤ Antoinette Jensen commented on discouragement of staff attendance at the board meeting, transparency in certificated bargaining agreement regarding longevity, and retroactive compensation. She also commented on Spaceworx privacy booths, including their purpose, safety, accountability and absence of training information, and use of CDC grant funding.

➤ Zenay Burton commented on student wellness initiatives, including her involvement with the PTA and the District Wellness Committee, implementation of district wellness activities, development of the "We Win Wellness Kit," and desire to expand wellness support. She presented a wellness kit to district leadership.

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

A. The Board of Trustees adopted the agenda as presented on a motion by Member Gordon, seconded by Member Fort, and carried by a unanimous vote with all members present voting yes.

B. The Board of Trustees adopted the minutes of the regular meeting held on April 10, 2025, as presented on a motion by Member McAllaster, seconded by Member Karsch, and carried by a unanimous vote with all members present voting yes.

5. **Personnel**

Laura Rowland, Assistant Superintendent of Personnel Services, presented information on the Collective Bargaining Agreement with the Etiwanda Teachers Association for the 2024-25 school year and the related items.

➤ President Jaramillo referenced AB 1200, affirming the district's fiscal solvency and reporting that the county has reviewed and approved the district's three-year budget plan with a positive certification.

A. After discussion, the Board of Trustees took action to approve the tentative Collective Bargaining Agreement with the Etiwanda Teachers Association for the 2024-25 school year for unit members in the employment of the district on the date of Board Ratification which includes the following articles: Article 9 – Work Hours & Responsibilities, Article 16 – Employee Benefits, Article 17 – Salaries, on a motion by

5. Personnel (continued)

- Member Fort, 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 a 1% salary increase for the 2024-25 school year, retroactive to July 1, 2024, and an increase in the 2025-2026 fringe benefit allocation for eligible employees to \$20,520, 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 Gordon, seconded by Member Karsch, and carried by a unanimous vote with all members present voting yes.
- C. After discussion, the Board of Trustees took action to approve a 1% salary increase for the 2025-26 school year for temporary short-term and substitute classified employees (excluding Office Assistants and Tutors), effective May 12, 2025, on a motion by Member Karsch, seconded by Member Gordon, and carried by a unanimous vote with all members present voting yes.
- D. 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, 2024, on a motion by Member Fort, seconded by Member McAllaster, and carried by a unanimous vote with all members present voting yes.

6. Instruction

- A. The Etiwanda Excellence in Education (E3) Foundation, presented by Kathy Molnar, E3 President, Carol Alexander, Vice President, and Joanne Jenkins, Treasurer, donated a \$34,000.00 check to the Etiwanda School District. \$30,000.00 in support of “*Really Great Reading*” at the elementary level and \$4,000.00 to the intermural sports program at the intermediate level.
- B. Jeannie Tavolazzi, Assistant Superintendent of Instruction/Pupil Services, presented an update on the Triennial Wellness Program Review and the 2024-25 Wellness Program Goals, and presented the draft 2025-26 Wellness Program Goals.
- The Board of Trustees discussed strategies to enhance family engagement and increase awareness of healthy school meals through various school-based activities.
- After discussion, the Board of Trustees took action on the 2025-26 Wellness Program Goals on a motion by Member Gordon, seconded by Member McAllaster, and carried by a unanimous vote with all members present voting yes.
- C. Justin Kooyman, Director of Instruction, presented an update on the Local Control & Accountability Plan (LCAP) and reviewed the draft 2025-2026 LCAP Goals/Actions.
- The Board of Trustees sought clarification on infrastructure stability, foster student check-in process, and use of equity multiplier funds.

7. Business and Legal

- A. After discussion, the Board of Trustees took action to award the Campus Repainting Project at West Heritage Elementary Bid/Project #24/25-074 to US National Corp in the total amount of \$104,880.00 on a motion by Member Karsch, seconded by Member Fort, and carried by a unanimous vote with all members present voting yes.
- B. Michael Higgins, Director of Operations and Facilities, presented the Rubber Play Surfacing Replacement Project at Windrows, East Heritage, Etiwanda Colony, Perdue, DW Long, & CP Lightfoot Elementary Schools Bid/Project #24/25-078.
- The Board of Trustees discussed the maintenance of pour-in-place resurfacing and the one contractor for the bid.
- After discussion, the Board of Trustees took action to award Rubber Play Surfacing Replacement Project at Windrows, East Heritage, Etiwanda Colony, Perdue, DW Long, & CP Lightfoot Elementary Schools Bid/Project #24/25-078: to SpectraTurf in the total amount of \$650,520.00 on a motion by Member Gordon, seconded by Member McAllaster, and carried by a unanimous vote with all members present voting yes.

8. Superintendent

- A. Superintendent Sprague invited the Board of Trustees to attend the upcoming championship soccer games. She also introduced two instructional materials currently being piloted and available for public review: Visual and Performing Arts (VAPA) lessons and the literacy screener *Multitudes*. In addition, she provided updates on recent school site visits, district communications, and upcoming events.

9. Consent Calendar

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

9. Consent Calendar(continued)

- 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. 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.
- C. 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.
- D. Approval of Resolution No. 2425-33, authorizing the filing of application(s) for State Allocation Board-Administered Programs.
- E. Approval of the following donations:

Donated by:	Donation of:	Donated to:
John L. Golden PTA	Cash	John L. Golden ES
DonorsChoose	Non-Cash	Etiwanda Colony ES

- F. 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	University of California, Riverside	AR043025A-01	Practicum training experience	Etiwanda School District
2	Bio-Acoustical Corporation	AS043025A-01	Hearing screening	Etiwanda School District
3	Kicks To Learn	CC043025R-01	Summer Camp	Child Care
4	Bittiebitez Mini Donuts, Inc.	CC043025R-02	Summer Camp	Child Care
5	Epics Special Education Staffing	CR043025A-01	Special education temporary staffing	Etiwanda School District
6	Mobile Ed Productions, Inc.	GOL043025R-01	Assemblies	John L. Golden ES
7	The Law Offices of Margaret A. Chidester & Assoc.	MS043025A-01	Legal services	Etiwanda School District
8	Navigate360	NR043025A-01	PBIS rewards	Etiwanda School District
9	San Bernardino County Superintendent of Schools	NR043025A-02 Agreement No. 25/26-0007	Direct certification agreement	Etiwanda School District
10	Fontana Soccer Referee Academy	NR043025R-03	Intermural games referees	Etiwanda School District
11	A-Z Bus Sales	RC043025A-01	Bus purchase	Etiwanda School District
12	Bridgeway Forklift	SA043025R-01	Forklift training	Operations
13	California Math Festival	WH043025R-01	Math festival	West Heritage ES
14	Solution Tree	SIS043025R-01	Professional Development	Summit IS

- G. 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	Acclaimed Electrical	ML043025R-02	Install light fixtures	Windrows ES
2	Dugmore & Duncan, Inc.	ML043025R-03	Install key card lock	Terra Vista ES
3	Rite-Way Roof Corp.	ML043025A-05	Remove/replace roof	DW Long ES

9. Consent Calendar(continued)

H. Approval of Amendments/Change Orders/Extension:

	Vendor / Project	Amendment/ Change Order Number/Extension	Original Contract Date or Dollar Amount	New Contract Date or Dollar Amount
1	Construction Electric, Inc. - EIS Interim Housing Project Bid#23/24-063	ML043025A-01 CCO #1.19	\$1,560,000.00	\$1,477,451.91
2	John R. Byerly, Inc.	ML043025A-04 Amendment #1	\$6,725.00	\$7,321.00

I. Consideration to accept the following agreements/contracts between Etiwanda School District and the following contractors using piggyback bid documentation, bid extension, State of California Multiple Award Schedule (CMAS), and/or NASPO Master Agreement:

	Vendor	Contract Number	Piggyback BID/CMAS/NASPO	Location of Service
1	Signal Hill Auto Enterprise DBA: Supply Solutions	RC043025A-03	CMAS Number 4-23-10-1040 Term dates 10/23/2023 through 5/31/2028 Non-Information Technology Commodities	Etiwanda School District
2	A-Z Bus Sales	RC043025A-02	Clovis Unified School District Bid No. 2963 School Bus Vehicles 2/14/24 with extension through February 28, 2029	Etiwanda School District

J. Approval to destroy inactive special education confidential files for the 2020-2021 school year. The records have been scanned and will be retained in electronic format. The copies of these Class 1 (permanent) records have been retained for the legal period of time as per Article 2, Section 16023, of Article 5, California Administrative Code.

Class	Record Title	Required Hard Copy Retention	Dates Covered	If Imaged Hard Copy Retention- Media Retention
2 & 3	Inactive Special Education Confidential Files	4 years	July 2020 through June 2021	4 years - permanent

K. Approval of the amended job descriptions:

Custodian Grounds III	Health Services Technician
Expanded Learning Program Supervisor	Maintenance Worker III

L. Approval of revisions and/or deletions to the following Board Policies (BP), Administrative Regulations (AR), and/or Exhibits (EX):

AR 5145.7	Sexual Harassment
BP 5145.7	Sexual Harassment
AR 5145.71	Title IX Sexual Harassment Complaint Procedures – Students
EX 5145.71	Title IX Sexual Harassment Complaint Procedures – Students

10. Public Comment on Non-Agenda Items

Pursuant to Board Policy 9324, 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.

- Antoinette Jenson commented on limited preschool teacher participation in IEP meetings, equity between preschool teacher and special education teacher responsibilities and salary, use of preschool assessment team members in IEPs, student placements without staff input, lack of union support, and fear of retaliation.
- Whitney Neilson commented on unaddressed email to superintendent that describes a hostile work environment at Terra Vista Elementary, intimidation by school administration, negative school site culture, and request to investigate. She also commented on reimbursement for stolen items, and lack of written communication from administration and superintendent.
- Des Alvarez commented on transparency in the public review of the Digital Literacy lesson on gender stereotyping, limited parent access to review Digital Literacy lessons, anti-parent culture within the district, and support for teacher request forms across all schools.

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

- Member Gordon shared how deeply he was moved by the PTA Reflections award winner's poem, which conveyed vulnerability, courage, and the experience of living with a disability. He expressed appreciation for the Superintendent's dedication and tireless service to the district. He also noted the transparency of the curriculum process, mentioning that he recently viewed instructional materials displayed in the lobby of his child's elementary school, and pleased to see that the materials are on display at all schools and the district office lobby. Lastly, he confirmed with Superintendent Sprague that parents may share specific qualities they believe would best support their child when teacher assignments are being considered.
- Member Fort praised the African American Parent & Educator Advisory Committee (AAPEAC) meeting for its intentional approach to engaging and supporting families. She highlighted the collaborative discussions around assessment data and the valuable exchange of ideas among parents and staff, calling it a meaningful learning opportunity for families.
- President Jaramillo shared his appreciation for recent student performances at Day Creek Intermediate School, noting the strong family and community turnout as a great example of family engagement. He also announced he will be absent from the May 29, 2025, board meeting due to attending the National Spelling Bee in Washington, D.C., to support our student from Caryn Elementary School, who will be competing on the national stage.

12. Closed Session

The Board of Trustees adjourned to Closed Session at 8:59 p.m.

- A. Conference with labor negotiator (Government Code 54957.6) for the 2024-2025 school year.
District Negotiator: Laura Rowland, Assistant Superintendent of Personnel Services
Bargaining Unit: Etiwanda Teachers Association
- B. Public Employee Discipline/Dismissal/Release/Non-reelect.
(Government Code 54957)
- C. Conference with legal counsel - Settlement Agreement
(Government Code 54956.9(d)(1). NB
Case Number 06-2024/2025
- D. Public Employee Appointment. (Government Code 54957)
Title: (1) Assistant Principal
- E. Public Employee Performance Evaluation: Superintendent (Government Code 54957)

13. Reconvene to Open Session

The Board of Trustees reconvened into Open Session at 10:28 p.m.

- Item 12. A. No action taken.
- Item 12. B. No action taken.
- Item 12. C. In Closed Session, the Board of Trustees took action to approve the settlement agreement on case No. 06-2024/2025 on a motion by Member McAllaster, seconded by Member Fort, and carried by a unanimous vote with all members present voting yes.
- Item 12. D. In Closed Session, the Board of Trustees appointed Kathryn Thompson as Assistant Principal for Summit Intermediate School on a motion by Member Gordon, seconded by Member Karsch, and carried by a unanimous vote with all members present voting yes.
- Item 12. E. No action taken.

14. Adjournment

In May, we celebrate our employees' years of service and recognize Day of the Teacher, Day of the School Nurse, and Classified School Employees Week. As we conclude tonight's meeting, the Board extends its appreciation to all Etiwanda employees for their dedication and hard work in making this district a truly special place for students to learn and grow. Their commitment to excellence is at the heart of our continued success, and the Board is deeply grateful for their contributions.

The meeting was adjourned at 10:30 p.m. on a motion by Member Gordon, seconded by Member Karsch, and carried by a unanimous vote with all members present voting yes.

Board approved date: May 29, 2025