



## Redlands Unified School District Agenda

**Mission Statement** *The Redlands Unified School District, as a unifying agent of several unique communities rich in local history, culture, and tradition, is committed to preparing students to become productive participants in a diverse, multi-cultural, democratic society through quality education, high expectations, flexible programs, and innovative partnerships. Our students will be empowered with the knowledge and commitment necessary to confront the challenges of our changing world as they become the leaders of the 21st century.*

### Board of Education

Tuesday, December 9, 2025

6:00 PM

Board Room, 25 West Lugonia Avenue, Redlands, CA

Open/Closed Session: 3:30 p.m., District Office Conference Room

Open Session: 6:00 p.m.

**You can view the meeting by accessing the following site:** [Board Meeting Livestream - Redlands Unified School District](#).

**Please note that while our meetings are livestreamed, public comments will only be accepted in person at the meeting. We encourage you to join us if you'd like to share your thoughts.**

In compliance with the Americans with Disabilities Act, if you need special assistance, disability--related modifications or accommodations, including auxiliary aids or services, in order to participate in the public meetings of the District's Governing Board, contact the District Superintendent in writing at Redlands Unified School District, P.O. Box 3008, Redlands, CA 92373-1508 or by email at

**Consuelo\_Posada@redlands.k12.ca.us**. Notification 72 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accommodation and accessibility to this meeting. Upon request, the District shall also make available this agenda and all other public records associated with this meeting in appropriate alternative formats for persons with disabilities. Public records that are related to an open session agenda item and distributed less than 72 hours prior to a regular meeting are available for public inspection at the Redlands Unified School District Office, 20 West Lugonia, Redlands.

**1) OPEN SESSION**

- a) ROLL CALL
- b) ANNOUNCEMENTS

**2) PUBLIC PARTICIPATION**

- a) COMMUNITY INPUT  
*This is the time that members of the public will be provided an opportunity to directly address the Board about any item described under this Closed Session. The amount of time will be announced by the Board President before the first speaker begins and will not exceed three minutes.*

**3) ADJOURNMENT TO CLOSED SESSION**

**4) CLOSED SESSION**

- a) CONFERENCE WITH LABOR NEGOTIATOR - CONTRACT MANAGEMENT
- b) HEARINGS
- c) PUBLIC EMPLOYEE APPOINTMENT
- d) PUBLIC EMPLOYEE PERFORMANCE EVALUATION
- e) PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE
  - 1. Classified Employees  
Approve resignation agreement.  
Approve employment termination.
- f) CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION
- g) STUDENT MATTERS
  - 1. Compromise & Release Agreements  
Approve compromise & release agreements.
- h) OTHER

**5) ADJOURNMENT TO OPEN SESSION**

**6) REGULAR MEETING - OPEN SESSION**

- a) CALL TO ORDER
- b) ROLL CALL
- c) PLEDGE OF ALLEGIANCE
- d) EMPOWERING POSITIVE MOMENTS - STUDENT HIGHLIGHT
- e) APPROVAL OF AGENDA  
Approve the Board Agenda with flexibility.

## 7) ORGANIZATION OF THE BOARD

- a) ELECTION OF PRESIDENT
  - 1. Elect the President of the Board of Education for a one-year term, to fill the expired term of **Michele Rendler** in accordance with Education Codes 35022 and 335143 [Upon election, the President will take the chair.]
- b) ELECTION OF THE VICE PRESIDENT
  - 1. Elect the Vice President of the Board of Education for a one-year term, to fill the expired term of **Patty Holohan**.
- c) ELECTION OF THE CLERK
  - 1. Elect the Clerk of the Board of Education for a one-year term, to fill the expired term of **Jeannette Wilson**, in accordance with Education Codes 35121 and 35143.
- d) REAFFIRM THE SECRETARY OF THE BOARD
  - 1. Affirm **Juan J. Cabral**, Superintendent of Schools, as Secretary of the Board, in accordance with Education Codes 35025 and 35035.
- e) ELECTION TO THE REGIONAL OCCUPATIONAL PROGRAM (ROP) BOARD
  - 1. Elect one member of the Board of Education as a voting alternate to the Colton, Redlands, Yucaipa- Calimesa Regional Program [CRYROP] Governing Board, to serve for a one-year term as a voting member when a regular representative is unable to attend, to fill the expired

term of **Michele Rendler**.

- f) ELECTION OF REPRESENTATIVE TO COUNTY COMMITTEE ON SCHOOL DISTRICT ORGANIZATION
1. Elect one representative who shall have one vote for each member to be elected to County Committee of School District Organization, for a one--year term, to fill the expired term of **Michele Rendler**, in accordance with Education Codes 4005, 35023, and 72403.
  2. Elect an alternate to attend the meeting [if the elected representative is unable to attend], who shall have one vote for each member to the County Committee on School District Organization to fill the expired term of **Jeannette Wilson**, in accordance with Education Codes 4005, 35023, and 72403.
- g) APPOINT BOARD MEMBERS TO THE FOLLOWING COMMITTEES/COMMISSIONS:
1. Redlands COMPACT
  2. Redlands Educational Partnership Foundation [REP]
  3. Redlands Educational Partnership Foundation [REP] Alternate
  4. City of Redlands Cultural Arts Committee
  5. City of Redlands Parks and Recreation Advisory Committee
  6. CSBA Region XVI Delegate Assembly
- h) DESIGNATE REGULAR BOARD MEETING DATES
1. Designate the second and/or fourth Tuesday of each month, or as otherwise approve by the Board, 6:00 p.m. at the Board Room, 25 West Lugonia, Redlands, as the regular Board meeting dates and location.
- i) APPROVAL OF MINUTES [11.04.25 BOARD MEETING MINUTES.pdf](#) 
- Approve the Board of Education Meeting minutes of November 4, 2025.
- j) ADOPT BOARD OF EDUCATION GOVERNANCE HANDBOOK [Board of Education Handbook 2025-26.pdf](#) 
- Approve the adoption of the Board of Education governance

handbook.

8) **ASSOCIATION REPORTS**

N/A

9) **PUBLIC PARTICIPATION**

a) **PUBLIC HEARING**

1. Public Hearing regarding Instructional Materials Challenge -  
***The Bluest Eye by Toni Morrison***

*In accordance with the District's Complaints Concerning Instructional Materials policy, the Board will conduct a public hearing to consider the appeal and determine whether the presented material is appropriate for students at the elementary, middle, and/or high school levels. Following deliberation, the Board shall vote to designate the appropriate grade-level access. If the material is deemed unsuitable for any level, it will be permanently removed from the corresponding schools and District facilities within five (5) business days of the Board's decision. [The Bluest Eye Committee Rubric.pdf](#)  [2025 Book Challenge Public Hearing Notice.pdf](#) *

2. Public Hearing regarding Instructional Materials Challenge -  
***Push by Sapphire***

*In accordance with the District's Complaints Concerning Instructional Materials policy, the Board will conduct a public hearing to consider the appeal and determine whether the presented material is appropriate for students at the elementary, middle, and/or high school levels. Following deliberation, the Board shall vote to designate the appropriate grade-level access. If the material is deemed unsuitable for any level, it will be permanently removed from the corresponding schools and District facilities within five (5) business days of the Board's decision. [Push Committee Rubric.pdf](#)  [2025 Book Challenge Public Hearing Notice.pdf](#) *

3. Public Hearing regarding Resolution No. 10, 2025-2026 –  
Resolution of the Board of Education of the Redlands Unified School District Approving the Annual and Five-Year Reportable Fees Report for the Fiscal Year 2024-2025, in Compliance with Government Code Sections 66006 and 66001.  
*Redlands Unified School District has received and expended statutory and/or alternative school facilities fees for the construction and/or modernization of the District's school facilities in order to accommodate students from new*

*development. Government Code Sections 66006 and 66001 provide for reporting requirements. The purpose of the report is to review the 2024-2025 received and expended statutory and/or alternative school facilities fees detailing certain required information as well as make certain findings with respect to the five-year time period for use of fees.*

*The District is required to make the report available within one hundred eighty days (180) after the last day of each fiscal year, and at least fifteen (15) days prior to Board consideration of the report. The District made this report entitled, “The Redlands Unified School District School Facility Fees Report for 2024-2025 Fiscal Year, in Compliance with Government Code Sections 66006 and 66001 and 2024-2025 Report of Mitigation Payment Activity for Community Facilities District 2001-1, 2006-1, 2016-1, 2021-4, and 2024-1, pursuant to Government Code Section 50075.1 and 50075.3,” available to the public on or before November 21, 2025. [SchoolFacilityFeesReport2024-25\\_Final.pdf](#) *

**b) COMMUNITY INPUT ON AGENDIZED ITEMS**

*The Board of Education values the perspectives and participation of our community members. Public comment provides an important opportunity for individuals to share their views on district matters.*

*The Board encourages comments, feedback, and input from all voices in the community, including those who may have differing opinions and perspectives. The California Office of the Attorney General asked us to share that, in their view, matters pertaining to specific, identifiable students, or any group of students, should remain private to the extent possible. If you have a complaint about an employee or a student matter, please utilize the appropriate complaint procedure, contact Dr. Rudy Wilson, Assistant Superintendent of Compliance, who can assist you with filing any such complaint. As a reminder, not all speech is free from consequence and since this is the Board’s meeting in public, where minors may be present, we encourage all participants to conduct themselves in a civilized, non-threatening manner.*

*Thank you for your cooperation and for contributing to a civil and student-focused discussion.*

*Members of the public may address the Board on matters within its jurisdiction by submitting a completed Registration Card to the Clerk or designated staff member prior to the start of public comments on agenda items. When called, speakers may proceed to the podium, state their name and trustee area, and speak for the allotted time. The amount of time will be announced by the Board President before the first speaker begins and will not exceed three minutes.*

**10) BOARD COMMITTEE REPORTS**

## 11) SUPERINTENDENT'S REPORT

*The Superintendent and members of the Cabinet are encouraged to report on items of information to the Board, as well as provide information about conferences or meetings which they have attended. Other items, which may be agendaized for a later meeting, may be presented but cannot be commented upon nor discussed at the meeting. [Reference: The Ralph M. Brown Act].*

## 12) PRESENTATION

- a) First Interim Financial Report - Kirtan Shah, Director, Fiscal Services.

## 13) BUSINESS SERVICES CONSENT ITEMS

Approve all Business Services Consent items as listed under 13.a. through 13.r.

- a) Ratify/Approve Agreement with Contribute, LLC dba Facility Adviser, to provide districtwide FIT Inspection software, system build-out, and on-site training services in the amount of \$16,170.00, effective November 4, 2025 through June 30, 2026, funded by Maintenance Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond, Purchasing Director, to sign related documents on behalf of the Board (Appendix Item). {BP 3312 – Role of Business Services} [BA 5058QUOTECONTRACTCOIW9.pdf](#)   
*Facility Adviser will provide Redlands Unified with a software system to manage and complete FIT Inspections (the annual Williams-required “facility condition” inspections). The software lets staff complete inspections digitally, take photos, track repairs, and pull reports. The goal is to stay compliant and improve accuracy districtwide. They will also build the system for all sites, load every building/room, and provide one day of in-person training for the M&O team.*
- b) Ratify/Approve Agreement No. 25/26 -0159 with the San Bernardino County Superintendent of Schools, to provide educational services for children of school age who are in Loma Linda Children’s Hospital on a short-term basis, effective July 1, 2025 through June 30, 2026. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item). {Contracts-BP 3312} [No. 25 26 0159 with the San Bernardino County.pdf](#) 

*The Agreement between the San Bernardino County Superintendent of Schools and the Redlands Unified School District provides educational services for children at Loma Linda Children's Hospital who are expected to stay for less than 14 days. The Superintendent will deliver individual instruction and submit monthly attendance data to the District, which will handle state reporting and transfer generated revenue.*

- c) Award Bid 4-26 for Gas Line Lateral Installation and Connection at Redlands High School to Narrow Path Engineering Inc., the lowest responsible and responsive bidder, in the amount of \$178,507.00, to be funded by Local Construction Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, and Amy Drummond, Purchasing Director, to sign related documents on behalf of the Board. {BP 3312 – Contract Management} {BP 7110 – Facilities Master Plan}
- Bid 4-26 is to provide a new main gas line at Redlands High School. Bid opened on November 5, 2025, at 10:00 a.m.*
- d) Ratify/Approve Change Order No. 1 with Best Contracting Services, for the Service Center Roofing Project, Bid 21-25, in the amount of \$53,900.50, to be funded by Local Construction Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item). {BP 3312 – Contract Management, BP 7110 – Facilities Master Plan} [BestCO1ServiceCtr.pdf](#) 
- A change order is a formal modification to a construction contract that adjusts the scope of work, contract price, or project schedule. This change order modifies the original construction contract to address unforeseen conditions discovered during the course of work at the Service Center. Specifically, it provides for the construction of non-structural wood curbs for seven swamp coolers, as directed by the Redlands Unified School District (RUSD). During inspection, the existing wood curbs were found to be damaged and in need of replacement to properly support the units and maintain effective operation. Best Contracting Services recommends replacing the deteriorated curbs and installing new pan and sleeve assemblies to improve functionality and extend service life.*
- e) Ratify/Approve Change Order No. 1 with MTZ Construction, for the Mentone Elementary School Shade Structure Project, Bid 24-25 in the amount of \$12,072.50, to be funded by Local Construction Funds. Authorize Jason Hill, Deputy

Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item). {BP 3312 – Contract Management, BP 7110 – Facilities Master Plan} [MTZCO1.pdf](#)



*A change order is a formal modification to a construction contract that adjusts the scope of work, contract price, or project schedule. This change order modifies the original construction contract for the Mentone Elementary School Shade Structure Project. It provides for the rerouting of existing water lines around new footing due to unforeseen site conditions. It also includes additional labor needed to excavate the shade structure footings after large boulders were discovered during digging. No additional contract days were added.*

- f) Ratify/Approve Change Orders 1 and 2 with Best Contracting Services, for the Redlands East Valley High School Roofing Project, Bid 21-25, in the amount of \$11,620.70, to be funded by Local Construction Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item). {BP 3312 – Contract Management, BP 7110 – Facilities Master Plan}

[BestCO1and2REV.pdf](#)

*A change order is a formal modification to a construction contract that adjusts the scope of work, contract price, or project schedule. This agenda item includes two change orders for the Redlands East Valley High School Roofing Project. Change Order 1 provides for the installation of new roof drains. During the course of work, damaged drains were identified that could impact proper drainage and long-term roof performance. Best Contracting Services recommends replacing the damaged drains to ensure the system functions as intended and to avoid future issues in the affected areas. RUSD's Maintenance & Operations Department and the District's roofing consultant, Tremco Roofing, conducted a visual inspection and concurred with this recommendation. This change order excludes after-hours and Saturday work. Change Order 2 provides for patching three roof penetrations in the Pool Mechanical Room. These penetrations were discovered during the project and were not part of the original scope of work. Best Contracting Services was required to patch these areas to maintain roof integrity and ensure proper enclosure of the mechanical room. This change order also excludes after-hours and Saturday work.*

- g) Ratify/Approve Change Order No. 3 with Rite-Way Roof Corp, for the Crafton Elementary Roofing Project, Bid 21-25, in the amount of \$9,837.70, to be funded by Local Construction Funds. Authorize Jason Hill, Deputy Superintendent, Business

Services, to sign related documents on behalf of the Board (Appendix Item). {BP 3312 – Contract Management, BP 7110 – Facilities Master Plan} [Rite-Way CO 3.pdf](#) 

*A change order is a formal modification to a construction contract that adjusts the scope of work, contract price, or project schedule. This change order modifies the original construction contract to address unforeseen conditions discovered during the course of work at Crafton Elementary School. Specifically, it provides for the removal and replacement of rotted fascia along walkway roofs, as directed by the Redlands Unified School District (RUSD). During roofing installation, areas of deterioration were identified that could affect the appearance, structural soundness, and proper drainage of the roof edges. Rite-Way Roof Corp. recommends replacing the damaged fascia to ensure proper drainage, and prevent further deterioration. Following a visual inspection, RUSD's Maintenance & Operations Department and the District's roofing consultant, Tremco Roofing, concurred with Rite-Way's assessment and recommendation. This change order excludes any after-hours or Saturday work.*

- h) Ratify/Approve Change Order No. 4 with Elegant Construction, Inc., for Redlands East Valley High School Pool Renovation Project, Bid 4-25, in the amount of \$29,090.71, to be funded by Local Construction Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item). {BP 3312 – Contract Management, BP 7110 – Facilities Master Plan} [ElegantCO4 BID 4.25.pdf](#) 

*A change order is a formal modification to a construction contract that adjusts the scope of work, contract price, or project schedule. This change order, for the Redlands East Valley High School Pool Renovation Project, includes several items recommended by the contractor to address unforeseen site conditions discovered during construction. The scope includes curb demolition to correct the path of travel to the fire road, removal of an unrecorded cylinder obstructing the new retaining wall; replacement of a corroded drain line below the mechanical room floor; and replacement of the main sewer line that split during pressure testing. These modifications are necessary to ensure proper installation and long-term functionality of the pool systems and surrounding infrastructure.*

- i) Ratify/Approve Change Order No. 4 with Rite-Way Roof Corp, for the Crafton Elementary Roofing Project, Bid 21-25, in the amount of \$10,692.88, to be funded by Local Construction Funds. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board

(Appendix Item). {BP 3312 – Contract Management, BP 7110 – Facilities Master Plan} [Rite-WayCO4.pdf](#) 

*A change order is a formal modification to a construction contract that adjusts the scope of work, contract price, or project schedule. This change order modifies the original construction contract for the Crafton Elementary School Roofing Project and provides for the removal and replacement of rotted plywood and fascia on the multipurpose room (MPR), as well as the installation of new Poly Iso insulation and taper on the S1 Room of the MPR. These repairs and additions were recommended by Rite-Way Roof Corp. to ensure proper drainage and prevent future issues in the identified areas. RUSD's Maintenance & Operations Department and the District's roofing consultant, Tremco Roofing, conducted visual inspections and concurred with these recommendations. This change order excludes after-hours and Saturday work.*

- j) Ratify/Approve Amendment No.9 to the Agreement for School Resource Officer (SRO) services with the San Bernardino County Sheriff's Department, reflecting a \$25,616.00 increase. The revised rates apply from October 4, 2025, through June 30, 2026. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item). [CON-SHERIFF-12-16-2025 Redlands USD FY25-26 SRO AGR18-640 A9.pdf](#) 

*Reflecting the updated salary and benefit structure for Deputy Sheriffs, effective October 4, 2025, following the County Board of Supervisors' approval. These revised rates result in an increased cost to the District for SRO services and apply to the contract period from October 4, 2025, through June 30, 2026.*

- k) Accept the San Bernardino County Superintendent of School's Williams Settlement 2024-2025 Annual Report to ensure compliance with the Williams Legislation (Appendix Item). {District's Legal Compliance- BP 9000}. [WILL-RedUSD AnnualReport 24-25- BA.pdf](#) 

*Per Education Code Section 1240(c)(2)(E)(i), the annual report shall be submitted to the Governing Board of each school district, County Board of Education, as well as the County Board of Supervisors at a regularly scheduled meeting held in accordance with public notification requirements. The annual report information has been reported to the County Board of Education as well as the San Bernardino County Board of Supervisors. Redlands Unified School District has met all Williams Settlement requirements for the 2024-25 monitoring year.*

- l) Accept as complete and approve filing a Notice of Completion with the County Hall of Records for Bid 24-25 with MTZ Building Solutions, for the Shade Structure at Mentone Elementary School. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item). {BP 3312 – Contract Management, BP 7110 – Facilities Master Plan} [MTZNOCForm.pdf](#) 

*District staff has verified that all work has been completed in accordance with the bid specifications as of October 30, 2025, for Bid 24-25 MTZ Building Solutions, for the Shade Structure at Mentone Elementary School.*

- m) Accept as complete and approve filing a Notice of Completion with the County Hall of Records for Bid 5-25 with Ortco Inc., for the Playground Installations at Bryn Mawr, Franklin, Lugonia, and Mentone Elementaries. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign related documents on behalf of the Board (Appendix Item). {BP 3312 – Contract Management, BP 7110 – Facilities Master Plan} [NOC Ortco 12.10.25.pdf](#) 

*District staff has verified that all work has been completed in accordance with the bid specifications as of November 19, 2024, for Bid 5-25 with Ortco Inc., for the Playground Installations at Bryn Mawr, Franklin, Lugonia, and Mentone Elementary sites.*

- n) Approval of the settlement for Claim No. 601718 with a District's contribution of \$1,000,000, to be funded by Risk Management Funds. {Claims and Actions Against the District – BP 3320}
- o) Approval of the settlement for Claim No. 631746, in the amount of \$43,000.00, to be funded by Risk Management Funds. {Claims and Actions Against the District – BP 3320}
- p) Approval of the settlement for Claim No. 642609 in the amount of \$60,000.00, to be funded by Risk Management Funds. {Claims and Actions Against the District – BP 3320}
- q) Accept donations. Instruct the secretary to write letters of appreciation on behalf of the Board (Appendix Item). {Commendations and Awards - BP1150} [Donations 12.9.25.pdf](#) 

- r) Approve Payment Transmittal Numbers 26001171 through 26001434 for December 09, 2025, in the amount of \$12,125,016.17. Authorize Jason Hill, Deputy Superintendent, Business Services, to sign on behalf of the Board (Appendix Item). [BoardPaymentReport\\_12.09.25.pdf](#) 

#### 14) BUSINESS SERVICES ACTION ITEMS

- a) Adopt Resolution No. 10, 2025-2026 – Resolution of the Board of Education of the Redlands Unified School District Approving the Annual and Five Year Reportable Fees Report for the Fiscal Year 2024-2025, in Compliance with Government Code Sections 66006 and 66001(Appendix Item). [Reso 10 Annual-5yr Report.pdf](#) 

*Redlands UnifiedSchool District has received and expended statutory and/or alternative school facilities fees for the construction and/or modernization of the District’s school facilities in order to accommodate students from new development. Government Code Sections 66006 and 66001 provide for reporting requirements. The purpose of the report is to review the 2024-2025 received and expended statutory and/or alternative school facilities fees detailing certain required information as well as make certain findings with respect to the five-year time period for use of fees.*

*The District is required to make the report available within one hundred eighty days (180) after the last day of each fiscal year, and at least fifteen (15) day prior to Board consideration of the report. The District made this report entitled, “The Redlands UnifiedSchool District School Facility Fees Report for 2024-2025 Fiscal Year, in Compliance with Government Code Sections 66006 and 66001 and 2024-2025 Report of Mitigation Payment Activity for Community Facilities District 2001-1, 2006-1, 2016-1, 2021-1, and 2024-1, pursuant to Government Code Section 50075.1 and 50075.3,” available to the public on or before November 21, 2025. At this Board meeting, we will hold a public hearing and recommend the Board adopt the resolution considering and accepting findings.*

Adopt Resolution No. 10, 2025-2026 – Resolution of the Board of Education of the Redlands Unified School District Approving the Annual and Five Year Reportable Fees Report for the Fiscal Year 2024-2025.

- b) First Interim Financial Report [H251], Resolution No. 11, 2025–2026, in accordance with Assembly Bill 1200 and Education Code 35035(g) (Appendix Item). [2025-2026 First Interim Report- RUSD.pdf](#) 

*The Education Code requires that the Board of Education certify the financial condition of the District twice during the fiscal year. The First Interim Financial Report must be approved on or before December 15, 2025. This interim report contains changes in the Adopted Budget that have occurred since it was adopted for the 2025-26 school year.*

Approve and certify the First Interim Financial Report [H251], Resolution No. 11, 2025–2026, in accordance with Assembly Bill 1200 and Education Code 35035(g).

- c) Revision of Board Policy BP 3440, Inventories – [Second Reading] (Appendix Item). [Regulation 3440 Inventories - 2025.pdf](#)   
Approve Revision of Board Policy BP 3440, Inventories – [Second Reading].

## **15) EDUCATIONAL SERVICES CONSENT ITEMS**

Approve all Educational Services Consent items as listed under 15.a. through 15.f.

- a) Approve 4 members of the Redlands East Valley High School Band/Orchestra to travel by airplane, to Sacramento, California, to participate in the CASMEC All-State Band or Orchestra pending their success in a highly selective audition process, effective January 14, 2026 through January 18, 2026.  
*Three days of school will be missed.*
- b) Approve 42 members of the Cope Middle School AVID Ambassadors to travel by bus, to Mile High Pines in Angelus Oaks, California, where they will learn leadership skills such as teamwork and communication that will prepare them for their future, effective January 27, 2026 through January 30, 2026.  
*Four days of school will be missed.*
- c) Approve 39 5th Grade students at Franklin Elementary School to travel by bus, to the Pali Institute: Outdoor Education Center in Running Springs, California, where they will participate in hands-on STEAM activities in an outdoor classroom setting, effective March 4, 2026 through March 6, 2026.  
*Three days of instruction will be missed.*

- d) Approve 70 members of the Redlands East Valley High School AVID Class to travel by charter bus, to Northern California where they will tour various college campuses as they prepare for the college application process, effective March 5, 2026 through March 7, 2026.  
*Two days of school will be missed.*
- e) Approve Revision to the end date of the previously approved Agreement with Solution Tree, to provide onsite professional development, effective November 5, 2025 through January 30, 2026, not to exceed a total of \$11,500.00, to be funded by Educator Effectiveness Block Grant Funds. Authorize Patricia Buchmiller, Assistant Superintendent, Educational Services, to sign related documents on behalf of the Board (Appendix Item). {BP 4131: Staff Development} [ST Agreement 25.26.pdf](#)  
  
*Solution Tree will provide onsite professional development for site administrators to disseminate information on the topic of PLC at work.*
- f) Approve Attendance at Out-of-State Professional Meetings (Appendix Item). {BP 4367 – District Travel}  
[Board Approval Out of State December 25.pdf](#) 

## 16) EDUCATIONAL SERVICES ACTION ITEMS

- a) Approve the Stipulated Expulsion regarding student 2025-2026-010, through the remainder of the first semester and all of second semester for the 2025-2026 school year with both semesters suspended.  
*Student 2025-2026-010 was recommended for expulsion in violation of Education Code 48915 (a) A Causing serious physical injury to another person.*  
Approve the Stipulated Expulsion regarding student 2025-2026-010
- b) Approve the Stipulated Expulsion regarding student 2025-2026-011, through the remainder of the first semester and all of second semester for the 2025-2026 school year.  
*Student 2025-2026-011 was recommended for expulsion in violation of Education Code 4800 (c) Possessed, used, sold, or otherwise furnished, or been under the influence of any controlled substance.*  
Approve the Stipulated Expulsion regarding student 2025-

2026-011

- c) Appeal of Instructional Material - Push by: Sapphire  
*Take action to determine the appeal of Instructional Material -  
**Push by: Sapphire.***
- d) Appeal of Instructional Material - The Bluest Eye by: Toni Morrison  
*Take action to determine the appeal of Instructional Material -  
**The Bluest Eye by: Toni Morrison***

## 17) HUMAN RESOURCES CONSENT ITEMS

- a) Certificated Personnel  
Approve all items as listed under Certificated Personnel - BA 12.09.25 Certificated Personnel.pdf [HR Certificated Consent Appendix 12.9.25.pdf](#) 
- b) Classified Personnel  
Approve all items as listed under Classified Personnel - BA 12.09.25 Classified Personnel.pdf [HR Classified Consent Appendix 12.9.25.pdf](#) 
- c) Management Personnel  
Approve all items as listed under Management Personnel - [BA 12.09.25 Management Personnel -.pdf](#) 
- d) Other  
Approve all items as listed under Other - [BA 12.09.25 Other.pdf](#) 

## 18) HUMAN RESOURCES ACTION ITEMS

- a) Certificated - Memorandum of Understanding (MOU) between the Redlands Unified School District and Redlands Teachers Association  
*The District and RTA ("the Parties") desire to offer a one-time, non-precedent setting, incentive for the 2025-2026 school year to encourage early notification of separation from the District. The Parties agree that such early notification enables the District to engage in timely and effective planning for staffing for the subsequent school year, which*

*serves the best interests of the Parties and students.*

Approve Memorandum of Understanding (MOU) between the Redlands Unified School District and Redlands Teachers Association regarding the Early Notification of Separation Incentive Program (ENSIP), effective December 10, 2025, through April 2, 2026. (Appendix Item). {BP 4117.1, 4117.2 - Retirement and Resignation} [RTA MOU - ENSIP 11.17.25.pdf](#)  


b) Certificated - Student Teaching Agreement

Ratify/Approve student teaching agreement between the Redlands Unified School District and Western Governors University, effective November 6, 2025, through November 6, 2028 (Appendix Item). {BP 4122 - Student Teachers} [BA 12.09.25 WGU Student Teaching Agreement.pdf](#) 

c) Classified - Establish position

Approve job description for Instructional Paraprofessional II - Special Education (Upbuilding), at Range 16 of the classified salary schedule, and 10 Month D of the classified work year calendar, effective December 10, 2025 (Appendix Item). {BP 4211 - Recruitment & Selection} [BA 12.09.25 IP II - Upbuilding Job Description.pdf](#) 

d) Classified - Ratify/Approve Amendment to Memorandum of Understanding (MOU) between the Redlands Unified School District and San Bernardino County Superintendent of Schools

*The goal of the CEG Program is to provide identified classified school employees with a pathway to an entry-level classroom teaching position by offsetting the financial burden with grant funding to cover tuition costs, books, test preparation, testing fees, and other supports defined in the grant. This amendment extends the expiration date through and including June 30, 2028, or until funds are no longer available.*

Ratify/Approve Amendment to Memorandum of Understanding (MOU) between the Redlands Unified School District and San Bernardino County Superintendent of Schools regarding the Classified Employee Grant (CEG) Program, effective February 1, 2024. Authorize Mary Anderson, Director of Human Resources Classified, to sign on

behalf of the Board (Appendix Item). {BP 4231 - Staff Development} [BA 12.09.25 CEG Program.pdf](#) 

- e) Management - Establish position and approve job description for Accounting & Payroll Manager

*Management - Establish position and approve job description for Accounting & Payroll Manager, effective December 10, 2025 (Appendix Item). {BP 4311 - Recruitment & Selection} [BA 12.09.25 Accounting Payroll Manager.pdf](#) *

Establish position and approve job description for Accounting & Payroll Manager, effective December 10, 2025 (Appendix Item). {BP 4311 - Recruitment & Selection} [BA 12.09.25 Accounting Payroll Manager.pdf](#) 

- f) Other - Board Member Compensation

*Assembly Bill (AB)1390 was passed on October 11, 2025. AB 1390 revised provisions related to the compensation of members of a city or county boards of education and the governing boards of school districts by increasing the authorized compensation to not exceed a specified amount, based on the Average Daily Attendance (ADA).*

*ADA-based thresholds:*

*Students > 60,000 → up to \$7,500/month*

*Students > 25,000 and ≤ 60,000 → up to \$3,750/month*

***Students > 10,000 and ≤ 25,000 → up to \$2,000/month (Redlands USD)***

*Students > 1,000 and ≤ 10,000 → up to \$1,200/month*

*Students ≤ 1,000 and >150 → up to \$600/month*

*Students ≤ 150 → up to \$300/month*

Approve an increase to the monthly compensation of the Redlands Unified School District Board of Education Members, as authorized under AB 1390. The increase of \$1,489.46 per member, brings the total monthly compensation to \$2,000.00 in alignment with the ADA based thresholds. This increase becomes effective on January 1, 2026.

## 19) PUBLIC PARTICIPATION

*Public comments are permitted upon submission of a completed Registration Card prior to the start of Public Participation. This is not a forum for debate; policy concerns will be referred to the Superintendent. When called, speakers may proceed*

*to the podium, state their name and trustee area, and speak for the allotted time. The amount of time will be announced by the Board President before the first speaker begins and will not exceed three minutes.*

**20) BOARD COMMENTS**

**21) SUPERINTENDENT'S COMMENTS**

**22) CLOSED SESSION**

**23) ADJOURNMENT**