

Ontario-Montclair School District
Regular Meeting of the Board of Trustees

AGENDA

Thursday, November 7, 2024

Central Language Academy
415 East G Street
Ontario, California 91764

Closed Session: 5:30 P.M.
Open Session: 6:00 P.M.

Board of Trustees:

Sonia Alvarado
Kristen Brake
Sarah S. Galvez
Flora Martinez
Elvia M. Rivas



Mission Statement

The Ontario-Montclair School District (OMSD) is committed to providing a world-class education to all students in safe, respectful, culturally responsive, and welcoming environments that value and empower students, staff, and families to be successful in a dynamic global society by cultivating college, career, and community partnerships.

Misión

El Distrito Escolar de Ontario-Montclair (OMSD) se compromete a brindar a nuestros estudiantes una educación de clase mundial en un ambiente escolar seguro, respetuoso, de competencia cultural y acogedor que valoren y empoderen a los estudiantes, al personal y las familias para que tengan éxito en una sociedad global dinámica y cultiven alianzas con las universidades, en su profesión y con la comunidad.

"Our Community, Our Children, Our Commitment, Our Future"



Ontario-Montclair School District

Board of Trustees

Elvia M. Rivas - President
Sonia Alvarado - Vice President
Kristen Brake - Clerk
Sarah S. Galvez - Member
Flora Martinez - Member

Board Secretary

Superintendent
Dr. James Q. Hammond

Cabinet

Robert F. Gallagher, Assistant Superintendent, Learning & Teaching
Phil Hillman, Chief Business Official, Business Services
Dr. Alana Hughes-Hunter, Assistant Superintendent, SELPA & Equity
Dr. Hector Macias, Deputy Superintendent, Human Resources
Irma Sanchez, Executive Assistant to the Superintendent



ONTARIO-MONTCLAIR SCHOOL DISTRICT

BOARD MEETING NOTICE

We are pleased you can be with us at this meeting, and we hope you will return. Your visit assures us of continuing community and parent interest in our schools and our students.

This agenda and its extensive background materials are available to all schools and departments in the school district, as well as representatives of the teachers' and classified organizations. A limited number of copies of the agenda will be available at the board meeting and the agenda can be accessed on the District's web page at www.omsd.net, Board of Trustees link.

Members of the Board of Trustees of this district are locally elected officials, who serve a four-year term of office and are responsible for the educational programs of the community from grades kindergarten through eight. Board members are required to conduct programs of the schools in accordance with the State of California Constitution, the State Education Code and other laws enacted by the State Legislature relating to schools, and policies and procedures, which this Board adopts.

The Board is a policy-making body, elected by Trustee Areas¹. Administration of the District is delegated to a professional administrative staff headed by the Superintendent.

Each member of the Board has an opportunity to review the agenda and its extensive background materials for at least three days preceding the meeting. Before the board meeting, board members typically follow up with administration for clarification on any items in question. This procedure enables the Board to act on agenda items more effectively.

WHAT TO DO IF YOU WISH TO ADDRESS THE BOARD OF TRUSTEES

The Board President, or designee, will invite persons to speak concerning any items on the agenda or other District matters not on the agenda. This is not meant to be a debating period. Complaints and problems related to District policy will be referred to the Superintendent.

1. Comments from Visitors

**Yellow
speaker slip
to be turned
in before
Recognitions/
Presentations**

Any person who desires to be heard by the Board may complete a yellow speaker form (available on the board materials table located at entrance to the meeting, available at the podium, or available from the Executive Assistant to the Superintendent).

To be acknowledged correctly and/or identified in the minutes, it is helpful that the speaker states and/or spells their name before addressing the Board. The Board President will call for comments from the floor for any person wishing to speak to any item **not** on the agenda. The president will call for comments regarding items **on** the agenda at the time the item is being heard. A person addressing the Board on an agenda item shall confine their remarks exclusively to that agenda item.

The audience will not be permitted to participate in the legislative deliberations of the Board about the agenda item.

Per Brown Act requirements, the Board may respond briefly to public comments but cannot take board action on anything not on the agenda.

¹Candidates for the District's Board of Education will need to reside within a specific geographic area of the District called a "Trustee Area" and candidates will be elected only by the voters of that Trustee Area.

ONTARIO-MONTCLAIR SCHOOL DISTRICT BOARD MEETING NOTICE

2. Accessibility, Special Accommodation

Individuals requiring special accommodations or modifications, including, but not limited to, any disabilities, including an American Sign Language interpreter, auxiliary aids and services, accessible seating, or documentation in accessible formats, should contact the superintendent's office, at (909) 418-6445, as soon as possible, and if at all possible, **at least two days before** the meeting date.

All individual comments shall **be limited to five minutes**, unless this time limit is waived by action of the Board. The maximum time the Board will hear comments on the same subject shall be **20 minutes**, unless such time limit is waived by action of the Board. In order to ensure non-English speakers receive the same opportunity to directly address the Board, any member of the public who utilizes a translator shall be provided at least 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. (Government Code 54954.3)

The Board encourages proponents on the same subject to determine in advance their principal speakers and the speakers will be afforded first consideration in expending the 20-minute total allocation to the same subject. The Board also encourages all speakers whenever possible, (a) to be direct and concise, (b) to avoid repetition of statements made earlier by fellow proponents on the same subject, and, (c) to place views in writing for the Board and/or Superintendent. If questions are to be submitted to the Board and/or Superintendent, such questions should be in writing. The Superintendent, if requested by the Board, shall provide written responses to such questions in a reasonable timeline.

If the same concerns from the same person(s) have been addressed at previous Board Meetings, with no updated information provided, the Board may lessen amount of time allowed for comments.

Speakers are encouraged to make their remarks in a courteous manner that is respectful of all members of the education community and of the District's goal of supporting student achievement.

Conduct that willfully interrupts the meeting, so as to render the orderly conduct of the meeting unfeasible, may result in the Board ordering the removal of the individual willfully interrupting the meeting.

The Board will not act on a complaint presented by a speaker at the same meeting during the public comment. A copy of the District's formal complaint procedures and complaint forms will be made available upon request and is available on the District's website.

NOTICE: The public is provided an opportunity for comments before the board adjourns to closed session. State law authorizes closed sessions for discussion and action on matters of District business, including individual employee and student matters, negotiations, litigation, and other matters specified by law. Closed session is not open to the public. Action taken in closed session is reported in the open session that follows, unless otherwise required by law. Please contact the Superintendent's Office at 909-418-6445, if you have any questions.

The District hereby certifies that a public accessible copy of the agenda was posted at the Briggs Education Center, located at 950 West "D" Street, Ontario, California 91762, not less than 72 hours prior to a regular meeting, or at least 24 hours prior to a special meeting.

Public records related to the public session agenda and distributed to the Board of Trustees no less than 72 hours before a regular meeting, may be inspected by the public at the Briggs Education Center, 950 West D Street, Ontario, CA 91762, during the regular business hours of 8:00 to 4:30 p.m.

Additionally, Per Board Bylaw 9324, the District may tape, film, or broadcast any open Board Meeting. If available, a duplicate of the recording of this meeting may be found on our District website. Please contact the Superintendent's Office at (909) 418-6445, if questions.

DISTRITO ESCOLAR DE ONTARIO-MONTCLAIR

AVISO DE LA MESA DIRECTIVA

Nos complace que pueda acompañarnos en esta junta, y esperamos que regrese con frecuencia. Su visita nos asegura el interés persistente de la comunidad y de los padres en nuestras escuelas y nuestros estudiantes.

Esta orden del día y sus materiales de contexto extensivos están al alcance de todas las escuelas y departamentos en el distrito escolar, así como también para representantes de maestros, directores, y organizaciones clasificadas. Una cantidad limitada de copias del orden del día estará disponible en la junta de la mesa directiva y el índice del orden del día puede encontrarlo en las páginas del distrito del Internet en www.omsd.net, que es la dirección de la Mesa Directiva.

Los miembros de la mesa directiva de este distrito son oficiales elegidos y locales, quienes ocupan este puesto por cuatro años y son responsables por los programas educativos de la comunidad desde kindergarten hasta octavo grado. Los miembros de la mesa directiva tienen que conducir programas de las escuelas conforme a la Constitución del Estado de California, el Código de educación del estado y otras leyes instituidas por la Legislatura del estado relacionadas a las escuelas, y normas y procedimientos que adopte esta Mesa directiva.

La Mesa Directiva es una entidad local que utiliza el método de "Área de Fideicomisarios"¹. La administración del distrito es delegada a empleados profesionales administrativos dirigidos por el superintendente del distrito.

Cada uno de los miembros de la mesa directiva tiene oportunidad de repasar el orden del día y sus materiales de contexto extensivos por lo menos con tres días de anticipación de la junta. Antes de la junta de la mesa directiva, los miembros de la misma típicamente dan seguimiento con la administración en caso de que necesiten aclaración en cualquiera de los artículos en cuestión.

QUÉ HACER SI DESEA DIRIGIRSE A LA MESA DIRECTIVA

El presidente de la mesa directiva, o su designado, invitará personas para que hablen con respecto a cualquier artículo indicado en el orden del día o de otros asuntos del distrito que no estén en el orden del día. Esto no significa que este sea un período de debate. Quejas y problemas relacionados a las normas del distrito serán referidas al superintendente.

1. Comentarios de los visitantes

**La hoja amarilla
para dirigirse a la
mesa directiva
debe ser
entregada antes
de los
Reconocimientos/
Presentaciones**

Cualquier persona que desee ser escuchada por la mesa directiva puede completar un formulario amarillo (estará en la mesa de materiales de la mesa directiva localizada a la entrada de la junta, en el estrado, o con la asistente ejecutiva del superintendente.)

Para ser reconocido correctamente o ser identificado, o ambos en el acta, es necesario que el interlocutor diga y deletree su nombre antes de dirigirse a la mesa directiva.

El presidente preguntará si hay comentarios de la audiencia o de cualquier persona que desee hablar sobre cualquier asunto que **no** esté en el orden del día. El presidente preguntará si hay comentarios con respecto a los asuntos que **están** en el orden del día cuando este está siendo escuchado. La persona que se dirige a la mesa directiva sobre un asunto en el orden del día deberá limitar sus comentarios exclusivamente a ese asunto del orden del día.

La audiencia no tiene permitido participar en las deliberaciones legislativas de la mesa directiva sobre el asunto en el orden del día.

Conforme a los requisitos de la Ley Brown, la mesa directiva puede responder brevemente a los comentarios del público y en la junta no se puede tomar ninguna medida en ningún asunto que no esté en el orden del día.

¹Significa que los miembros de la mesa directiva deben tendrán que residir dentro de un área geográfica específica del Distrito llamada "Área de Fideicomisarios" y los candidatos serán elegidos sólo por los votantes de esa Área fideicomisaria.

DISTRITO ESCOLAR DE ONTARIO-MONTCLAIR

AVISO DE LA MESA DIRECTIVA

2. Accesibilidad, Acomodación especial

Los individuos que requieren acomodaciones o modificaciones especiales, incluyendo, pero no limitadas a, cualquier incapacidad, incluyendo intérprete de lenguaje Americano por señas, aparatos auxiliares y servicios, asiento accesible, o documentación en modelo accesible debe comunicarse con la oficina del superintendente, al (909) 418-6445, o su designado tan pronto sea posible, y si es posible, **por lo menos dos días antes** de la fecha de la junta. **Si necesita traducción en cualquier asunto del Orden del día puede comunicarse con los respectivos departamentos o con la oficina del Superintendente.**

Todos los comentarios individuales deberán **ser limitados a cinco minutos**, a menos que este límite de tiempo sea revocado por acción de la mesa directiva. El tiempo máximo que la directiva escuchará comentarios sobre el mismo asunto será de **20 minutos**, a menos que dicho límite de tiempo sea revocado por acción de la mesa directiva. La mesa directiva sugiere que los proponentes sobre el mismo asunto determinen por anticipado a sus interlocutores principales y a estos se les considerará primero para que expongan en 20 minutos el mismo asunto. Para garantizar que las personas que no hablan inglés tengan la misma oportunidad de dirigirse directamente a la Mesa Directiva, cualquier miembro del público que utilice un traductor deberá ser proporcionado por lo menos doble el tiempo asignado para dirigirse a la Mesa Directiva, a menos que se use el equipo de traducción simultánea para permitir que la Mesa Directiva pueda escuchar el testimonio público traducido simultáneamente (Código de Gobierno 54954.3). La directiva también sugiere a todos los interlocutores, siempre que sea posible, (a) que sean directos y breves, (b) eviten repetición de las declaraciones hechas anteriormente por sus compañeros partidarios sobre el mismo asunto, y (c) redactar por escrito sus puntos de vista para la directiva o superintendente. Si desean hacer preguntas a la directiva o superintendente, dichas preguntas deben ser por escrito. El superintendente, si se lo pide la mesa directiva, deberá dar respuesta a dichas preguntas dentro de plazo de tiempo razonable.

Si el mismo asunto de la misma persona(s) ha sido planteado en juntas anteriores de la directiva, sin que hayan dado información al día, la directiva puede disminuir el tiempo permitido para comentarios.

Se recomienda que los interlocutores hagan sus comentarios de una manera corté que sea respetuosa a todos los miembros de la comunidad educativa y de la meta del distrito de apoyar el progreso de los estudiantes.

La conducta que intencionalmente interrumpe la junta, para que esta no se pueda llevar a cabo de manera ordenada, puede tener como consecuencia que la mesa directiva ordene la expulsión del individuo que a propósito interrumpe la junta.

La directiva no tomará ninguna medida sobre una queja presentada por un interlocutor en la misma junta durante el período de comentarios del público. Una copia de los procedimientos formales para presentar quejas y los formularios se les darán cuando los pidan.

AVISO: Al público se le da la oportunidad de hacer comentarios antes de que la directiva se retire para deliberar en sesión cerrada. La ley estatal autoriza sesiones cerradas para deliberar, tomar medidas sobre asuntos del distrito, incluyendo empleados individuales y asuntos de estudiantes, negociaciones, litigación y otros asuntos especificados por la ley. La sesión cerrada no está abierta al público. Las medidas tomadas en sesión cerrada son divulgadas en la sesión abierta que sigue, a menos que sea requerido por la ley. Por favor comuníquese con la oficina del superintendente al 909-418-6445, si tiene preguntas.

El distrito por este medio declara que una copia accesible al público del orden del día fue anunciada en el Centro de educación Briggs, localizado en el 950 West "D" Street, Ontario, California 91762, no menos de 72 horas antes de una junta regular, o por lo menos con 24 horas antes de una junta especial.

Registros públicos relacionados al orden del día de la sesión publica y que fueron distribuidos a la Mesa directiva menos de 72 horas antes de una junta regular pueden ser inspeccionados por el público en el Centro de Educación Briggs, 950 West D Street, Ontario, CA 91762, durante horas hábiles de 8:00 a 4:30 p.m.

Según el Estatuto 9324 de la Meza Directiva, el Distrito puede grabar, filmar o transmitir cualquier reunión abierta de la Mesa Directiva. Se puede encontrar un duplicado de esta grabación de la reunión en nuestro sitio web del Distrito. Por favor, comuníquese con la Oficina del Superintendente al (909) 418-6445, si tiene preguntas.

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

REGULAR MEETING OF THE BOARD OF TRUSTEES

Thursday, November 7, 2024

Meeting Location: Central Language Academy • 415 East G Street, Ontario, California 91764

A G E N D A

For assistance with clarification or language translation of a specific Board Meeting agenda item, you may contact the Superintendent's Office at (909) 418-6445.

As a courtesy, please silence your cell phones and other electronic devices while the meeting is in session.

Accessibility-Special Accommodation

Individuals requiring special accommodations or modifications, including, but not limited to, any disabilities, including an American Sign Language interpreter, auxiliary aids and services, accessible seating, or documentation in accessible formats, should **contact the Superintendent's Office, at (909) 418-6445**, as soon as possible, but **at least two days before** the meeting date.

Per Board Bylaw 9324, the District may tape, film, or broadcast any open Board Meeting. A copy of the recording of this meeting may be found on our District website. Please contact the Superintendent's Office at (909) 418-6445, if you have any questions.

A. PUBLIC MEETING – 5:30 PM
CALL TO ORDER

COMMENTS FROM THE PUBLIC

CLOSED SESSION

BOARD OF TRUSTEES

____ **Mrs. Alvarado**
____ **Mrs. Brake**
____ **Ms. Galvez**
____ **Mrs. Martinez**
____ **Ms. Rivas**

Moved _____ **Seconded** _____ **Vote** _____

SA: _____ **KB:** _____ **SG:** _____ **FM:** _____ **ER:** _____

The following are the items for discussion and consideration at the Closed Session of the Meeting for the Board of Trustees:

1. Personnel Actions

- a. Public Employee Discipline/Dismissal/Release: Pursuant to Government Code Section 54957
- One (1) Case

2. Conference with Legal Counsel

- a. Anticipated Litigation: *Pursuant to Government Code Section 54956.9(d)(2):*
- One (1) Case

3. Negotiations/Public Employee Evaluations

- a. Conference with Labor Negotiator: *Pursuant to Government Code Section 54957.6*
Agency Negotiator: Hector Macias, Deputy Superintendent, Human Resources
Employee Organizations: OMTA and CSEA Chapter # 108

ADJOURNMENT OF CLOSED SESSION

B. RECONVENE TO OPEN SESSION – 6:00 PM

C. PLEDGE OF ALLEGIANCE TO THE FLAG

D. ADOPTION OF AGENDA

Moved _____ Seconded _____ Vote _____
SA: _____ KB: _____ SG: _____ FM: _____ ER: _____

E. RECOGNITIONS/PRESENTATIONS

1. California Community Schools Partnership Program as Presented by Robert F. Gallagher, Assistant Superintendent, Learning & Teaching: **Presentation**
(Ref. E 1.1-2)

F. PUBLIC COMMENTS BY ATTENDEES (BB 9323.b 5): THIS IS INCLUSIVE OF OMTA, CSEA, PARENT GROUPS, INDIVIDUAL STAFF, STUDENTS, FAMILIES, BUSINESS PARTNERS, PUBLIC AGENCIES, NON-PROFIT GROUPS, AND OTHER MEMBERS OF THE PUBLIC.

The Board values and encourages members of the public to make public comments during its meetings. All individual comments shall be limited to five (5) minutes with a maximum time of 20 minutes per topic of discussion, unless the time limits are waived by action of the Board.

In order to ensure non-English speakers, receive the same opportunity to address the Board, any member of the public who utilizes a translator, shall be provided at least 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.

Please remember that comments on items not listed on the agenda cannot be responded to during the meeting, but Board Members carefully listen to those comments and those comments often become part of the discussion of future Board meetings.

Speakers are encouraged to make their remarks in a courteous manner that is respectful of all members of the education community and of the District's goal of supporting student achievement.

1. Comments or questions from visitors on **District matters not on the agenda or agenda matters** items will be heard at this time.

G. CONSENT CALENDAR

(Warrant Register and contracts are included in the agenda and are provided under separate cover.)

Moved _____ Seconded _____ Vote _____
SA: _____ KB: _____ SG: _____ FM: _____ ER: _____

a. Superintendent's Office

- a1. Thursday, October 3, 2024 Regular Meeting Minutes of the Board of Trustees:
Approval (Ref. a 1.1-5)

b. Business Service

- b1. Acceptance of Warrant Registers AP 2425-1107: **Approval** (*Additional Supporting Information Available Under Separate Cover*)

Business Service (Continued)

b2. Purchase Orders 452859 – 453491: **Approval** (*Additional Supporting Information Available Under Separate Cover*)

b3. Purchasing and Contracts Report (PCR) 2425-05: **Approval** (Ref. b 3.1-7)

b4. Acceptance of Gifts/Donations Report: GDR2425-04: **Approval** (Ref. b 4.1-3)

b5. Rejection of Liability Claim 2023-24-011: **Approval** (Ref. b 5.1)

b6. Adoption of Resolution 2024-25-54, Authorization to Participate in the Zero Emission School Bus and Infrastructure (ZESBI) Incentive Project: **Approval**
(Ref b 6.1-2)

b7. Budget Adjustments – September 2024: **Approval** (Ref. b 7.1-4)

c. Human Resources

c1. Certificated Personnel Recommendations Report #CERT2425-1107: **Approval**
(Ref. c 1.1-4)

c2. Classified Personnel Recommendations Report #CLA2425-1107: **Approval**
(Ref. c 2.1-6)

c3. 2025 – 2026 Ontario-Montclair School District School Year Calendar: **Approval**
(Ref. c 3.1-2)

c4. Adoption of Resolution 2024-25-55, Recognizing December 2, 2024 as California Day of the Special Educator: **Approval** (Ref. c 4.1-2)

c5. Revised Job Description for Director of Information Services: **Approval**
(Ref. c 5.1-6)

c6. Provisional Internship Permit for Alyssa Roman: **Approval** (Ref. c 6.1-2)

c7. Provisional Internship Permit for Danwa Chen: **Approval** (Ref. c 7.1-2)

c8. Provisional Internship Permit for Jingjing Mai: **Approval** (Ref. c 8.1-2)

d. Learning & Teaching

d1. Ontario-Montclair School District School Sponsored Overnight Field Trip List FT2425-03: **Approval** (Ref. d 1.1-2)

d2. Ontario-Montclair School District – Sponsored Travel/Conference/Business for Non-District Employees TCB2425-03: **Approval** (Ref. d 2.1-3)

e. SELPA: NONE

H. DISCUSSION/ACTION/PUBLIC HEARING

Superintendent's Office

- H1. First Reading, Waive Second Reading, and Adoption of Resolution 2024-25-56,
Adopting a Conflict of Interest Code: **Approval** (Ref. H 1.1-13)

Moved _____ Seconded _____ Vote _____
SA: _____ KB: _____ SG: _____ FM: _____ ER: _____

Human Resources

- H2. Adoption of Resolution 2024-25-57, Allowing Legal Provisions Authorizing Staff
to Teach Local Assignments for the 2024 – 2025 School Year: **Approval**
(Ref. H 2.1-3)

Moved _____ Seconded _____ Vote _____
SA: _____ KB: _____ SG: _____ FM: _____ ER: _____

Human Resources

- H3. Memorandum of Understanding between Ontario-Montclair School District and
the Ontario-Montclair Teachers Association regarding a One-Time Incentive for
Early Notifications of Retirement/Resignation: **Approval** (Ref. H 3.1-16)

Moved _____ Seconded _____ Vote _____
SA: _____ KB: _____ SG: _____ FM: _____ ER: _____

Human Resources

- H4. Memorandum of Understanding between Ontario-Montclair School District and
the California School Employees Association and its Chapter #108 regarding a
One-Time Incentive for Early Notifications of Retirement/Resignation: **Approval**
(Ref. H 4.1-16)

Moved _____ Seconded _____ Vote _____
SA: _____ KB: _____ SG: _____ FM: _____ ER: _____

Human Resources

- H5 One-Time Incentive for Early Notifications of Retirement/Resignation for
Management and Confidential Employees: **Approval** (Ref. H 5.1-2)

Moved _____ Seconded _____ Vote _____
SA: _____ KB: _____ SG: _____ FM: _____ ER: _____

Human Resources

- H6. Memorandum of Understanding between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association regarding Collaborative Classroom Models: **Approval** (Ref. H 6.1-16)

Moved _____ Seconded _____ Vote _____
SA: _____ KB: _____ SG: _____ FM: _____ ER: _____

Business Services

- H7. Memorandum of Understanding between the Ontario-Montclair School District and the Ontario-Montclair Professional Therapist Association for Occupational Therapist and Physical Therapist Compensation Based on Caseload: **Approval** (Ref. H 7.1-15)

Moved _____ Seconded _____ Vote _____
SA: _____ KB: _____ SG: _____ FM: _____ ER: _____

Superintendent's Office

- H8. First Reading of Board Policies (BPs), Administrative Regulations (ARs), Board Bylaws (BBs), and Exhibits (Es) as Listed: **Approval** (*Additional Supporting Information Available Under Separate Cover*) (Ref. H 8.1-3)

Superintendent's Office

BP 0410: Nondiscrimination in District Programs and Activities
BP & AR 0450: Comprehensive Safety Plan
BP & AR 0460: Local Control and Accountability Plan
BP 0470: COVID-19 Mitigation Plan (**DELETE**)
BP 0500: Accountability
BP & AR 0510: School Accountability Report Card
BP 0520: Intervention in Underperforming Schools
AR 1220: Citizen Advisory Committees
AR & Exhibit (1 & 2) 1312.4: Williams Uniform Complaint Procedures
BP 1431: Waivers

Business Services

AR 3350: Travel Expenses
BP & AR 3516: Emergencies and Disaster Preparedness Plan
AR & Exhibit 1 3517: Facilities Inspection
BP & AR 3550: Food Service/Child Nutrition Program
BP & AR 3551: Food Service Operations/Cafeteria Fund
BP & AR 3553: Free And Reduced-Price Meals

Human Resources

BP & Exhibit 1 4040: Employee Use of Technology
BP 4112.9; BP 4212.9, BP 4312.9: Employee Notifications
Exhibit (1) 4112.9; 4212.9; 4312.9: Employee Notifications
BP 4218.1: Dismissal/Suspension/Disciplinary Action (Merit System)
BP & AR 4119.11; 4219.11; 4319.11: Sex Discrimination and Sex-Based Harassment
AR 4119.12; 4219.12; 4319.12 : Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures
E(1) 4119.12; 4219.12; 4319.12: Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures
BP & AR 4127; 4227; 4327: Temporary Athletic Team Coaches
BP & AR 4157; 4257; 4357: Employee Safety

Human Resources (Continued)

AR 4157.1; 4257.1: Work Related Injuries
AR 4161.1; 4261.1; 4361.1: Personal Illness/Injury Leaves
BP & AR 5126: Awards for Achievement
BP 5141.21: Administering Medication and Monitoring Health Conditions
BP & AR 5144.1: Suspension and Expulsion/Due Process
AR 5144.2: Suspension and Expulsion/Due Process (Student with Disabilities)
BP & AR 5145.3: Nondiscrimination/Harassment
BP & AR 5145.7: Sex Discrimination and Sex-Based Harassments
AR & Exhibit (1) 5145.71: Title IX Discrimination and Sex-Based Harassment Complaint Procedures
BP 5146: Married/Pregnant/Parenting Students
BP 5147: Dropout Prevention

Learning & Teaching

BP & AR 6112: School Day
BP 6142.92: Mathematics Instruction

Moved _____ Seconded _____ Vote _____
SA: _____ KB: _____ SG: _____ FM: _____ ER: _____

I. CALL OUT OF CLOSED SESSION ACTIONS

J. COMMENTS AND RECOMMENDATIONS BY BOARD OF TRUSTEES

K. COMMENTS AND REPORT BY SUPERINTENDENT

L. INFORMATION/ANNOUNCEMENTS

L1. Holiday Closures: All school will be Closed November 25 – 29, 2024 and District offices are closed November 27 – 29, 2024 in observance of the Thanksgiving Holiday.

L2. Future Agenda Items
(Request for Board consideration must be submitted in writing and meet the criteria as indicated in Board Bylaw 9322)

L3. Next Regular Board Meeting:
November 21, 2024 at 6:00 PM (Open Session) *
Central Language Academy - 415 East G Street, Ontario, CA 91764
Time and location may change. *Please refer to the posted Agenda or visit our District website, 72-hours prior to the Board Meeting.

M. ADJOURNMENT

Moved _____ Seconded _____ Vote _____
SA: _____ KB: _____ SG: _____ FM: _____ ER: _____

Time: _____

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The District hereby certifies that a public accessible copy of this agenda was posted at the Briggs Education Center, located at 950 West D Street, Ontario, California 91762, not less than 72 hours prior to this meeting. Public records related to the public session agenda that are distributed to the Board of Trustees less than 72 hours before a regular meeting, may be inspected by the public by contacting Irma Sanchez at (909) 418-6445 to make arrangements to view these records.

Recognitions/Presentations

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **California Community Schools Partnership Program (CCSPP)**

REQUESTED ACTION

Receive the presentation on the California Community Schools Partnership Program (CCSPP) as presented by Robert F. Gallagher, Assistant Superintendent, Learning & Teaching.

BACKGROUND INFORMATION

In 2021, the California legislature passed the California Community Schools Partnership Act and expanded the program in 2022 by adding funds and extending the program through 2031. The goal was to prioritize schools whose unduplicated count exceeds 80 percent of the overall enrolled student body.

The California Department of Education (CDE) is responsible for implementing the California Community Schools Partnership Program (CCSPP) and drafted the California Community Schools Framework, a school transformational approach rooted in equity with the purpose of creating positive outcomes for students impacted by educational disparities. A Community School is a “whole-child” improvement strategy where districts and schools work closely with teachers, students, families and partners to align community resources to improve student outcomes and address learning barriers. These partnerships provide an integrated focus on academics, behavioral and social-emotional health, social services, youth and community development and community engagement.

On April 11, 2022, Ontario-Montclair School District (OMSD) applied for the CDE CCSPP Cohort 1 Implementation Grant including all 33 OMSD schools in the application, and was awarded on behalf of 28 OMSD schools meeting the unduplicated count requirement in the amount of \$40,137,500 for a 5-year cycle for school years 2022 – 2027. Interest holder input was included in the grant application from teachers, staff, families and community voice through results on the OMSD Community Survey, OMSD Local Control and Accountability Plan (LCAP) ThoughtExchange Survey, California School Staff Survey (CSSS), OMSD Staff Professional Development Needs Survey, and the Positive Behavior Intervention and Support (PBIS) Self-Assessment Survey (SAS).

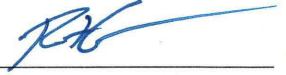
On February 8, 2024, OMSD applied for the CDE CCSPP Cohort 3 Implementation Grant including the five remaining non-granted schools in the application, and was awarded on behalf of one additional school meeting the unduplicated count requirement, OMSD Online Academy, in the amount of \$1,187,500 for a 5-year cycle for school years 2024 – 2029. During the application process, OMSD Online Academy established a Community School Council in conjunction with their existing School Site Council, where they jointly developed their Community School Implementation Plan. Interest holder input was included from students, teachers, staff, families, and community voice through a comprehensive Needs and Assets Assessment process.

California Community Schools Partnership Program (CCSPP)

November 7, 2024

Ontario-Montclair School District is proud to implement the CCSPP grant, which integrates a system of supports enabling healthy development of students and funding the position of an Outreach Consultant and a School/Family Outreach Assistant to undertake this important work at each site.

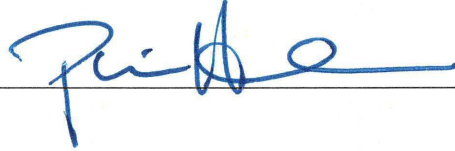
Prepared by: Robert F. Gallagher, Assistant Superintendent, Learning & Teaching



FINANCIAL IMPLICATIONS

None for this presentation.

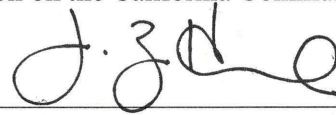
Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board accept the presentation on the California Community Schools Partnership Program (CCSPP).

Approved by: James Q. Hammond, Superintendent



Consent Calendar

(a) Superintendent's Office

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: Minutes of the October 3, 2024, Regular Meeting of the Board of Trustees

REQUESTED ACTION

Approve the Minutes of the October 3, 2024, Regular Meeting of the Board of Trustees.

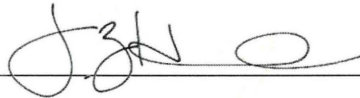
BACKGROUND INFORMATION

The Board of Trustees recognizes that maintaining accurate minutes of Board meetings provides a record of Board actions for use by District staff and the public. Accurate minutes also help foster public trust that Board actions are occurring in public in accordance with law.

Board Bylaw 9122 states that the Board of Trustees shall appoint the Superintendent to serve as Secretary to the Board. The Secretary to the Board shall be responsible for maintaining an accurate and complete record of all Board proceedings.

As Secretary to the Board of Trustees, the Superintendent presents the minutes of the Regular Meeting of the Board of Trustees held on October 3, 2024.

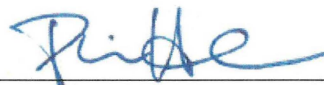
Prepared by: James Q. Hammond, Superintendent



FINANCIAL IMPLICATIONS

None.

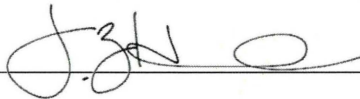
Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Minutes of the Regular Meeting of the Board of Trustees held on October 3, 2024.

Approved by: James Q. Hammond, Superintendent



ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

REGULAR BOARD OF TRUSTEES MEETING

Thursday, October 3, 2024
MINUTES

A. CALL TO ORDER

A regular meeting of the Ontario-Montclair School District Board of Trustees was called to order at 5:15 PM by President Elvia M. Rivas.

ROLL CALL

Trustees Present: Elvia M. Rivas, President; Sonia Alvarado, Vice President; Kristen “Kris” Brake, Clerk; and Trustee Flora Martinez. Trustee Sarah S. Galvez was absent.

Administrators Present: Dr. James Q. Hammond, Superintendent; Phil Hillman, Chief Business Official (Business Services); Dr. Alana Hughes-Hunter, Assistant Superintendent (SELPA & Equity); Dr. Hector Macias, Deputy Superintendent (Human Resources) and Irma Sanchez, Executive Assistant to the Superintendent. Robert F. Gallagher, Assistant Superintendent (Learning & Teaching) was absent.

COMMENTS ON CLOSED SESSION ITEMS

No comments made.

ADJOURNED TO CLOSED SESSION

On a motion by Trustee Brake, seconded by Trustee Alvarado, the Board entered into Closed Session at 5:15 PM by unanimous vote of 4-0-0 by the Board of Trustees. Trustee Galvez was absent.

B. RECONVENE TO OPEN SESSION

The Board reconvened to Open Session at 6:12 PM.

C. PLEDGE OF ALLEGIANCE TO THE FLAG

Pledge of Allegiance was led by Andrew Keo, Videographer, Communications Office.

D. ADOPTION OF AGENDA

Upon a motion by Trustee Martinez and seconded by Trustee Alvarado, the Board of Trustees **APPROVED, Adoption of Agenda**, by unanimous vote of 4-0-0 by the Board of Trustees. Trustee Galvez was absent.

E. RECOGNITIONS/PRESENTATIONS: None.

F. PUBLIC COMMENTS BY ATTENDEES (BB 9323.b 5) THIS IS INCLUSIVE OF OMTA, CSEA, PARENT GROUPS, INDIVIDUAL STAFF, STUDENTS, FAMILIES, BUSINESS PARTNERS, PUBLIC AGENCIES, NON-PROFIT GROUPS, AND OTHER MEMBERS OF THE PUBLIC: None.

G. CONSENT/INFORMATION CALENDAR

On a motion by Trustee Brake, seconded by Trustee Martinez, the Board of Trustees **APPROVED, Consent/Information**, with the exception of Agenda item a2 Adoption of Resolution 2023-24-53, Board Remuneration for Trustee Flora Martinez, by unanimous vote of 4-0-0 by the Board of Trustees. Trustee Galvez was absent

a. Superintendent's Office

APPROVED, Agenda Item a1, Thursday, September 12, 2024, Regular Meeting Minutes of the Board of Trustees;

PULLED for separate motion, Agenda Item a2, Adoption of Resolution 2024-25-53, Remuneration for Trustee Flora Martinez;

b. Business Services

APPROVED, Agenda Item b1, Acceptance of Warrant Registers AP 2425-1003 (*Additional Supporting Information was Available Under Separate Cover*);

APPROVED, Agenda Item b2, Purchase Orders 452353 – 452858 (*Additional Supporting Information was Available Under Separate Cover*);

APPROVED, Agenda Item b3, Purchasing and Contracts Report (PCR) 2425-04;

APPROVED, Agenda Item b4, Acceptance of Gifts/Donations Report – GDR2425-03;

APPROVED, Agenda Item b5, Budget Adjustments – July 2024 to August 2024;

c. Human Resources:

APPROVED, Agenda Item c1, Certificated Personnel Recommendations Report #CERT2425-1003;

APPROVED, Agenda Item c2, Classified Personnel Recommendations Report #CLA2425-1003;

APPROVED, Agenda Item c3, Adoption of Resolution 2024-25-18, Recognizing Employees of the Ontario-Montclair School District Reaching Milestone Years of Service in the District with 25 Years of Service and Above;

APPROVED, Agenda Item c4, Adoption of Resolution 2024-25-19, Recognizing November 4-8, 2024 as School Psychology Awareness Week;

d. Learning & Teaching:

APPROVED, Agenda Item d1, Ontario-Montclair School District School Sponsored Overnight Field Trip List FT2425-02;

APPROVED, Agenda Item d2, Adoption of Resolutions 2024-25-20 through 2024-25-51, Recognition of Berlyn Elementary School, Bon View Elementary School, Central Language Academy, Corona Elementary, Del Norte Elementary, Euclid Elementary, Kingsley Elementary, Lincoln Elementary, Mariposa Elementary, Mission Elementary, Monte Vista Elementary, Moreno Elementary, Ramona Elementary, Richard E. Haynes Elementary, Sultana Elementary, Vineyard STEM, Vista Grande Elementary and Ray Wiltsey Middle School as Positive Behavior Intervention

and Support (PBIS) Platinum Schools; Arroyo Elementary School, Buena Vista Elementary School, Edison Elementary School, El Camino Elementary School, Elderberry Elementary School, Hawthorne Elementary School, Lehigh Elementary School, Montera Elementary School, OMSD Online Academy, De Anza Middle School, Oaks Middle School, Serrano Middle School, Vernon Middle School, and Vina Danks Middle School as Positive Behavior Intervention and Support (PBIS) Gold Schools in the Ontario-Montclair School District as Recognized by the California PBIS Coalition;

APPROVED, Agenda Item d3, Ontario-Montclair School District – Sponsored Travel/Conference/Business for Non-District Employees TCB2425-02;

APPROVED, Agenda Item d4, Adoption of Resolution 2024-25-52, Recognizing November 2024 as National Homeless Youth Awareness Month;

e. **SELPA:** None

Upon a motion by Trustee Brake and second by Trustee Alvarado, the Board of Trustees **APPROVED, Agenda Item a2,** Adoption of Resolution 2024-25-53, Remuneration for Trustee Flora Martinez, by a vote of 3-0-1, by the Board of Trustees. Trustee Martinez abstained from voting and Trustee Galvez was absent.

H. DISCUSSION/ACTION/PUBLIC HEARING: None

I. CALL OUT OF CLOSED SESSION ACTIONS

Deputy Superintendent Dr. Hector Macias, reported no call out from Closed Session.

BOARD OF TRUSTEES COMMENTS AND RECOMMENDATIONS

Trustee Alvarado shared that she recently reassured a concerned parent about the safety of her son's school, stressing the existing safety protocols and procedures each school has set in place. Trustee Alvarado also highlighted the importance for parents to discuss safety with their children, avoid social media posts during incidents, and let school sites coordinate with law enforcement to ensure the safety of students/staff remains the top priority. Trustee Alvarado also congratulated Angelica Rivera from Corona Elementary School for being named San Bernardino Countywide Teacher of the Year and recognized and thanked School Administrators during the School Administrator Week. Trustee Alvarado concluded her comments by encouraging families and staff to participate in the upcoming school and District-wide harvest festivals.

Trustee Martinez thanked the audience for their attendance and wished everyone a safe Halloween. Trustee Martinez expressed her gratitude to all educators and highlighted the importance of promoting parent involvement. Trustee Martinez shared there is a wide variety of committees for family participation and emphasized the need for schools to disseminate this information and for teachers to communicate it to families. Trustee Martinez announced that the next CAC meeting will be held at Linda Vista MPR on October 24, 2024, and encouraged everyone to become involved.

Trustee Brake thanked the audience for attending the Board Meeting and gave a shout-out to Amazon for their generous donation of \$25,000 and over 20 pallets of school supplies during their ribbon-cutting ceremony. Trustee Brake highlighted that OMSD was the sole school district recipient in the area to have received the large donation.

Trustee Rivas thanked the Ontario Police Officers and OMSD Campus Safety Officers for their dedication to community safety. Trustee Rivas announced the 3rd Annual OMSD Multi-Cultural Fall Festival will be held on October 16, 2024, from 4:00 pm to 7:00 pm at Ray Wiltsey Middle School, inviting everyone to enjoy the diverse projects, costumes, performances, and food vendors. Trustee Rivas also highlighted that 74 OMSD students achieved perfect scores on the CAASPP exam and looked forward to congratulating each scholar at the upcoming Board of Trustees recognition ceremony. Trustee Rivas concluded her comments by sharing about her excitement about attending her 39th high school reunion, looking forward to reconnecting with her two favorite high school teachers.

SUPERINTENDENT'S COMMENTS

Superintendent Dr. James Q. Hammond highlighted the Multi-Cultural Fall Festival and the Board of Trustees Student Perfect CAASPP Score Recognition as exemplary events demonstrating effective collaboration between Certificated and Classified Support Staff for the benefit of students. He emphasized the Board of Trustees' commitment to parental engagement and praised these events as wonderful opportunities for staff and teachers to support families. Dr. Hammond proudly shared 74 students achieved perfect CAASPP scores this year, marking a continuous increase each year. He further explains the growth not only reflects the students' hard work and dedication, but also showcases the staff's commitment to nurturing student success.

INFORMATION/ANNOUNCEMENTS

L1. Future Agenda Items

(Request for Board consideration must be submitted in writing and meet the criteria as indicated in Board Bylaw 9322);

L2. Next Regular Board Meeting:

November 7, 2024 at 6:00 PM (Open Session) *

Central Language Academy - 415 East G Street, Ontario, CA 91764

Time and location may change.

*Please refer to the posted Agenda or visit our District website,

72-hours prior to the Board Meeting

M. ADJOURNMENT

On a motion from Trustee Alvarado and a second by Trustee Brake, the Board Meeting adjourned at 6:34 PM, by unanimous vote of 4-0-0 by the Board of Trustees. Trustee Galvez was absent.

ONTARIO-MONTCLAIR SCHOOL DISTRICT BOARD OF TRUSTEES

Kristen "Kris" Brake, Board Clerk

James Q. Hammond, Ed.D, Superintendent/Board Secretary

BOARD APPROVED:

Minutes respectfully submitted by: Irma Sanchez, Executive Assistant to the Superintendent.

Consent Calendar

(b) Business Services

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees
FROM: James Q. Hammond, Superintendent
SUBJECT: **Purchasing and Contracts Report (PCR 2425-05)**

REQUESTED ACTION

Approve the contracts listed in the Purchasing and Contracts Report (PCR 2425-05).

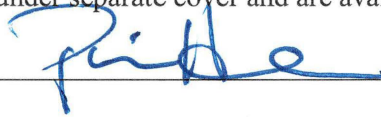
BACKGROUND INFORMATION

In accordance with Government Code 53060 and Education Codes 35160 and 17604, contracts must be approved by the Board of Trustees.

District staff routinely review existing contracts and bring those that need renewing to the Board for consideration.

The proposed contracts are included in the agenda under separate cover and are available for review.

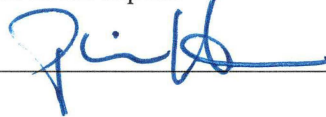
Prepared by: Phil Hillman, Chief Business Official



FINANCIAL IMPLICATIONS

The fiscal impact and funding source(s) are delineated in the report.

Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the contracts listed in the Purchasing and Contracts Report (PCR 2425-05).

Approved by: James Q. Hammond, Superintendent



Purchasing and Contracts Report (PCR 2425-05)

November 7, 2024

The following contracts are included in the November 7, 2024 agenda and are available under separate cover:

1. Notice of Completion for PO 341750 with **EXTENDA COMMUNICATIONS** for recable of admin building at Vernon Middle School. At final cost of \$43,022.94. [Originator: Purchasing/Fund: General]
2. Notice of Completion for Contract C-212-358 with **EXTENDA NETWORKS, INC.**, for E-Rate Category 2: Network Fiber Backbone Replacement. At a final cost of \$1,052,008.37. [Originator: Purchasing/Fund: Erate/General]
3. Change Order No. 1 (deductive) and Notice of Completion for Contract C-234-188, Project AG45 with **ROADWAY ENGINEERING & CONSTRUCTION CORP.**, for the Lincoln Elementary School Relocatable Classroom and Playground Replacement Project. At a final cost of \$1,503,860.95. [Originator: Purchasing/Fund: General]
4. Change Order No. 1 (additive) for Contract C-234-365, Project AG68 with **CONVERGEONE, INC.**, for the purchase of E-Rate Category 2: Network Core Switch Replacement. At a revised cost not to exceed of \$652,020.52. [Originator: Purchasing/Fund: Erate/General]
5. Change Order No. 1 (additive) and Notice of Completion for Contract C-234-430, Project AG68 with **R. JENSEN CO., INC.**, for Montera Elementary School Relocatable Classroom Project. At a final cost of \$652,020.52. [Originator: Purchasing/Fund: General]
6. Notice of Completion for CUPCAA Contract C-234-432, Project AG86 with **MOORE UNITED CONSTRUCTION, INC.**, for Briggs Backup Generator Project. At a final cost of \$135,888. [Originator: Purchasing/Fund: General]
7. Change Order No. 1 (deductive) and Notice of Completion for Contract C-234-444, Project AG39 with **WAKECO INC.**, for the Buena Vista Arts-integrated School Relocatable Classroom, Playground & Shade Structure Project. At a final cost of \$819,988.40. [Originator: Purchasing/Fund: General]
8. Change Order No. 1 (additive) and Notice of Completion for Contract C-234-446, Project E007 with **EBS GENERAL ENGINEERING, INC.**, for the Kingsley Elementary School Playground Replacement and New Shade Structure Project. At a final cost of \$573,899.91. [Originator: Purchasing/Fund: General]
9. Change Order No. 1 (no cost) and Notice of Completion for Contract for C-234-454, Project AG96 with **VASQUEZ CONSTRUCTION GENERAL ENGINEERING CONTRACTOR** for Playfield Renovations for Haynes Elementary School Project. At a final cost of \$105,000. [Originator: Purchasing/Fund: General]
10. Change Order No. 1 (deductive) and Notice of Completion for Contract for C-234-455, Project AG97 with **VASQUEZ CONSTRUCTION GENERAL ENGINEERING CONTRACTOR** for Playfield Renovations for Monte Vista Elementary School Project. At a final cost of \$104,040. [Originator: Purchasing/Fund: General]
11. Change Order No. 1 (deductive) and Notice of Completion for Contract C-234-471, Project AH07 with **EMPIRE EAGLE CONSTRUCTION** for Playfield Renovations for Lincoln Elementary School Project. At a final cost of \$181,409.68. [Originator: Purchasing/Fund: General]
12. Contract C-245-188 with **MULTICARD** for software and equipment service agreement. Service will include phone support, troubleshooting and facilitation of reinstallation of software, and preventive maintenance. Effective July 9, 2024 through July 8, 2025. Total cost not to exceed \$1,500. [Originator: Human Resources/Fund: General]

(Ref. b 3.2)

Purchasing and Contracts Report (PCR 2425-05)

November 7, 2024

13. Contract C-245-217 with **SPEECH IMPROVEMENT CENTER** to provide specialized assessments and/or services in the area of speech and language to students in special education programs per their Individualized Education Program (IEP) plan or per the recommendation of designated staff. Effective July 1, 2024 through June 30, 2025. Total cost not to exceed rates on rate sheet. [Originator: OMSD SELPA/Fund: SELPA]
14. Contract C-245-265 with **CAMPUS KAIZEN** for subscription to K-12 case management software supporting Title IX, student transfers, discipline, campus safety tracking, incident reporting, and campus safety officer reports. Effective November 1, 2024 through June 30, 2025. Total cost not to exceed \$21,500. [Originator: Child Welfare, Attendance & Records/Fund: General]
15. Award of Bid and Contract C-245-327 with **GLOBAL VENDING GROUP, INC.**, for Bookworm Vending Machines District Wide. Effective November 8, 2024 through June 30, 2025. Total cost not to exceed \$170,000. [Originator: Purchasing/Fund: General]
16. Contract C-245-328 with **PACIFIC OAKS EDUCATION CORPORATION** to provide intern services for students enrolled in the College Intern Program. Effective October 3, 2024 through June 30, 2027. At no cost to the District. [Originator: Human Resources]
17. Contract C-245-332 with **CALIFORNIA DEPARTMENT OF EDUCATION** to accept funding for State Grant – California Community Schools Partnership Program: Implementation Grant, Cohort 3. Effective July 1, 2024 through June 30, 2029. Grant in the amount of \$1,187,500. [Originator: Fiscal Services/Fund: General]
18. Contract C-245-333 for Memorandum of Understanding with **A LOT OF GOOD INC.**, for partnership to facilitate the implementation of a voucher program for merchandise in support of OMSD students and families as part of the Community Partner Project. Effective December 1, 2024 through December 30, 2025. At no cost to the District. [Originator: Learning & Teaching]
19. Contract C-245-334 with **ALBERTSONS COMPANIES, INC., dba ALBERTSONS, VONS AND PAVILIONS PHARMACIES** to provide flu vaccines to OMSD Staff. Effective November 5, 2024. Total cost depends on the number of individuals vaccinated. [Originator: Learning & Teaching/Fund: General]
20. Contract C-245-335 with **MINDWORKS INNOVATIONS, INC., dba LOVE AND LOGIC** to provide practical tools and techniques, including materials and resources, to support OMSD parents, teachers, and staff in fostering respectful, healthy relationships with their students. OMSD agrees to serve as an Independent Facilitator under this agreement. Effective December 1, 2024 through December 30, 2025. Total cost not to exceed \$5,000. [Originator: Learning & Teaching/Fund: General]
21. Contract C-245-336 with **RANCHO SANTIAGO COMMUNITY COLLEGE on behalf of the Santa Ana College Occupational Therapy Assistant Program** to provide students in the Occupational Therapy Assistant Program clinical experience to enhance their capabilities as practitioners. Effective September 24, 2024 through June 30, 2029. At no cost to the District. [Originator: Human Resources]
22. Contract C-245-337 with **FINISHED RESULTS PROFESSIONAL TIMING** to provide students' running times and instantaneous results for each race at the Elementary Track and Field event. Effective only on April 26, 2025. Total cost not to exceed \$2,800. [Originator: Learning & Teaching/Fund: ELOP]
23. Contract C-245-338 with **FINISHED RESULTS PROFESSIONAL TIMING** to provide students' running times and instantaneous results for each race at the Middle School Track and Field event. Effective only on April 11, 2025. Total cost not to exceed \$2,800. [Originator: Learning & Teaching/Fund: ELOP]

Purchasing and Contracts Report (PCR 2425-05)

November 7, 2024

24. Contract C-245-339 with **INTERNATIONAL INSTITUTE FOR RESTORATIVE PRACTICES** to provide restorative practices for District educators and teams including materials and trainings. Effective October 8, 2024 through June 30, 2025. Total cost not to exceed \$24,000. [Originator: Learning & Teaching Fund: General]
25. Contract C-245-340 with **INTERMEX INC.**, to provide transportation services for field trips, athletic events, and other school sponsored activities. Effective November 8, 2024 through June 30, 2026. Total cost not to exceed \$150,000. [Originator: Transportation/Fund: General]
26. Contract C-245-341 with **STATE OF CALIFORNIA, DEPARTMENT OF HEALTH CARE SERVICES (DHCS)** for a two-party agreement to disclose and use DHCS data. Effective November 1, 2024 through November 30, 2027. At no cost to the District. [Originator: Learning & Teaching]
27. Contract C-245-343 with **LA SIERRA UNIVERSITY** to provide students educational clinical experience in the areas of teaching and/or administration and/or pupil services (special education, counseling and school psychology). Effective November 1, 2024 through November 1, 2027. At no cost to the District. [Originator: Human Resources]
28. Contract C-245-344 with **CALIFORNIA DEPARTMENT OF EDUCATION** to accept funding for Federal Grant – Education for Homeless Children and Youth. Effective July 1, 2024 through June 30, 2025. Grant in the amount of \$104,059.60. [Originator: Fiscal Services/Fund: General]
29. Contract C-245-346 with **KAGAN PROFESSIONAL DEVELOPMENT** to provide professional development on cooperative learning for teachers and administrators. Effective only on March 1, 2025. Total cost not to exceed \$15,000. [Originator: Learning & Teaching/Fund: General]
30. Contract number C-245-347 with the **STATE OF CALIFORNIA THROUGH THE COMMISSION ON TEACHER CREDENTIALING** to accept the Teacher Residency Grant (GN: 2021TRC406) in support of a collaborative partnership with one or more commission-approved teacher preparation programs. Effective January 19, 2024 through June 30, 2026. Grant in the amount of \$250,000. [Originator: Learning & Teaching/Fund: General]
31. Contract C-245-348 with **AVID CENTER** to provide professional development to teachers on Path to Schoolwide. Effective May 1, 2025 through May 30, 2025. Total cost not to exceed \$12,500. [Originator: Learning & Teaching/Fund: General Restricted]
32. Contract C-245-349 with **OBJECTIVE ARTS, LLC** for web-based software automating the management of behavioral health assessments and analytics. Effective December 1, 2024 through November 30, 2027. Total cost not to exceed \$15,500 per year. [Originator: Learning & Teaching/Fund: General Restricted]
33. Contract C-245-350 with **CALIFORNIA DEPARTMENT OF EDUCATION** to accept funding for Federal Grant (#S196A210005): Education for Homeless Children and Youth (EHCY) Program. Effective July 1, 2024 through June 30, 2025. Grant in the amount of \$104,060. [Originator: Learning & Teaching/Fund: Restricted General]
34. Contract C-245-352 for Memorandum of Understanding with **SAN BERNARDINO COUNTY SUPERINTENDENTS OF SCHOOLS** outlining the distribution of Grant Program funds to the District and defining roles and responsibilities of both parties with the Grant Program supporting and enhancing existing school-based mental health and wellness services. Effective October 1, 2024 through June 30, 2026. Grant in the amount of \$596,580.41. [Originator: Learning & Teaching/Fund: General]

Purchasing and Contracts Report (PCR 2425-05)

November 7, 2024

35. Contract C-245-353 with **ARMSTRONG & BROOKS CONSULTING ENGINEERS, INC.**, to provide Civil Engineering Services for Storm Water Pollution Prevention and Erosion Control District-wide. Effective November 8, 2024 through June 30, 2029. Total cost not to exceed \$20,000 annually. [Originator: Facilities Planning & Operations/Fund: General]
36. Contract C-245-354 with **MARIN COUNTY SUPERINTENDENT OF SCHOOLS and the MARIN COUNTY OFFICE OF EDUCATION** acting on behalf of the **CALIFORNIA COLLABORATIVE FOR EDUCATIONAL EXCELLENCE** for the implementation of the Community Engagement Initiative 2.0 and participate and facilitate Peer Leading and Learning Exchange meetings. Effective August 20, 2024 through June 30, 2025. District will be reimbursed an amount not to exceed \$60,000. [Originator: OMSD SELPA/Fund: General]
37. Contract C-245-365 with **AZUSA PACIFIC UNIVERSITY** to provide university students educational clinical practice experience in the areas of Physical Therapy. Effective October 8, 2024 through October 8, 2027. At no cost to the District. [Originator: Human Resources]
38. Contract C-245-366 with **GIRL SCOUTS OF THE USA** for informational exhibit/stand for Lincoln Elementary School's Fall Festival and other District school events. Effective October 9, 2024 through June 30, 2025. At no cost to the District. [Originator: Business Services]
39. Contract C-245-367 with **CLASSTIME** for licenses and professional development in the areas of Math and ELA for staff at Montera Elementary School. Effective November 7, 2024 through June 30, 2025. Total cost not to exceed \$11,480. [Originator: Business Services/Fund: General/Title I]
40. Contract C-245-368 with **LEWIS FAMILY PLAYHOUSE** for Moreno Elementary School students to attend a theater production in support of the Visual and Performing Arts curriculum. Effective November 7, 2024 through June 30, 2025. Total cost not to exceed \$800. [Originator: Business Services/Fund: General Restricted]
41. Contract C-245-369 with **COLONIAL CHESTERFIELD AT RILEY'S FARM** to provide a field trip for Moreno Elementary School students to experience a recreation of the life of California's prospecting 49ers in support of the social studies curriculum. Effective only on January 29, 2025. Total cost not to exceed \$1,518. [Originator: Business Services/Fund: General]
42. Contract C-245-370 with **FRONTIER COMMUNICATIONS OF AMERICA, INC.**, for fiber internet at the De Anza E-sports classroom. Effective September 26, 2024 through September 25, 2025. Total cost not to exceed \$120. [Originator: Information Services/Fund: General]
43. Contract C-245-371 with **CITY OF ONTARIO ENGINEERING DEPARTMENT** for 2024 street maintenance slurry seal, cape seal, and CDBG pavement rehabilitation project at Richard Haynes Elementary School. Effective November 7, 2024 through December 31, 2024. At no cost to the District. [Originator: Business Services]
44. Contract C-245-372 with **SCHOOL YARD RAP** for student assembly at Mariposa Elementary School in celebration of Heritage Month. Effective October 1, 2024 through June 30, 2025. Total cost not to exceed \$1,500. [Originator: Business Services/Fund: General]
45. Contract C-245-373 with **GONZALEZ PARTY & EVENT RENTALS, INC., dba 909 JUMPERS AND PARTY RENTALS** for the rental of inflatable games as an incentive for Euclid Elementary School students with increased test scores. Inflatables will also be provided for Richard Haynes Elementary School's Fall festival. Effective October 1, 2024 through June 30, 2025. Total cost not to exceed \$2,000. [Originator: Business Services/Fund: Donations]

Purchasing and Contracts Report (PCR 2425-05)

November 7, 2024

46. Contract C-245-374 with **SUCCESS FOR ALL FOUNDATION, INC.**, for El Camino Elementary School staff licenses supplemental professional development in support of reading. Effective July 1, 2024 through June 30, 2025. Total cost not to exceed \$8,600. [Originator: Business Services/Fund: Title I]
47. Contract C-245-375 with **WORLDSTRIDES CELEBRATIONS** for coordinating Vineyard STEM Magnet School's Class Adventure field trip to Knott's Berry Farm as an incentive for student achievement. Effective November 7, 2024 through June 30, 2025. Total cost not to exceed \$3,000. [Originator: Business Services/Fund: General]
48. Contract C-245-376 with **REVENUE CYCLE MANAGEMENT SERVICES** for agreement as the third party administrator for medical billing and District training. Effective November 21, 2024 through November 21, 2025. Total cost depends on gross amount. [Originator: Learning & Teaching/Fund: General]
49. Contract C-245-377 with **BAXTER** for agreement to repair hardware and software for the District vision and hearing equipment. Effective December 18, 2024 through December 17, 2029. Total cost not to exceed \$2,300. [Originator: Learning & Teaching/Fund: General]
50. Contract C-245-378 with **TERRY GOEDEL** for student assemblies at Central Language Academy showcasing Native American dances. Effective October 22, 2024 through June 30, 2025. Total cost not to exceed \$2,000. [Originator: Business Services/Fund: Donations]
51. Contract C-245-379 with **HISTORY BROUGHT TO LIFE** for student assembly at Buena Vista Arts-integrated School featuring an engaging, immersive experience that brings California's rich history and diverse cultures to life. Effective October 1, 2024 through June 30, 2025. Total cost not to exceed \$825. [Originator: Business Services/Fund: General Restricted]
52. Contract C-245-380 with **DISCOVERY CUBE ORANGE COUNTY** to provide World of Motion field trip for Edison Academy students. The educational activities are aligned with and support the science curriculum. Effective on February 5, 2024. Total cost not to exceed \$1,287. [Originator: Business Services/Fund: Donations]
53. Contract C-245-381 with **PACKBACK INC.**, for a data privacy agreement to disclose and use data as part of this software for the AVID program. Effective November 7, 2024 through June 30, 2025. At no cost to the District. [Originator: Learning & Teaching]
54. Contract C-245-382 for Memorandum of Understanding with **MONTEREY COUNTY OFFICE OF EDUCATION** outlining the participation in a Community of Practice on Computer Science integration through Deeper Learning. MOU supports travel, substitute teachers, and resources to help teams implement these strategies. Effective September 23, 2024 through June 30, 2025. Stipend in the amount of \$5,000. [Originator: Learning & Teaching/Fund: General]
55. Contract C-245-383 with **ENVOY STUDIOS, INC.**, for technical support on helpdesk management software. Effective September 16, 2024 through September 14, 2025. Total cost not to exceed \$13,975. [Originator: Information Services/Fund: General]
56. Contract C-245-389 with **SAN BERNARDINO COUNTY BOARD OF SUPERVISORS** for funding to procure book vending machines for District elementary schools. Effective November 19, 2024 through November 18, 2025. District to receive an amount not to exceed \$58,000. [Originator: Business Services/Fund: General]

Purchasing and Contracts Report (PCR 2425-05)

November 7, 2024

57. Correction to Contract C-245-288, correct contract number to C-245-228 for **ABBY M. ROZENBERG, M.S. CCC-SLP** to provide specialized assessments and/or services in the area of speech and language to students in special education programs per their Individualized Education Program (IEP) plan or per the recommendation of designated staff. Effective July 1, 2024 through June 30, 2025. Total cost not to exceed \$30,000. [Originator: OMSD SELPA/Fund: SELPA]
58. Amendment M1 Contract C-245-093 with **THE CITY OF ONTARIO RECREATION & COMMUNITY SERVICES** to hold sports events for OMSD students in support of physical fitness. The District will hold events at the City of Ontario facility - Ontario Soccer Park. The amendment is to add additional dates for soccer practice and add lighting. Effective July 1, 2024 through June 30, 2025. No change to costs. [Originator: Learning & Teaching/Fund: ELOP]
59. Amendment M1 Contract C-245-155 with **D3 WORLDWIDE ENTERPRISES** to assist in assigning referees for flag football and basketball games during the 2024 – 2025 sports season. The amendment is to increase in additional games and increase to cost. Effective August 1, 2024 through June 30, 2025. Total cost of amendment not to exceed \$16,000 for a revised total cost not to exceed \$57,000. [Originator: Learning & Teaching/Fund: ELOP]
60. Amendment M1 to Contract C-245-259 with **AMERICAN AIRLINES, INC.**, to open a Universal Air Travel Plan (“UATP”) account for purchase of air transportation and related services. Amendment to payment terms. Effective July 1, 2024 until termination. Term to remain in effect until either party terminates. All other properties of agreement remain unchanged. [Originator: Fiscal Services/General Fund]
61. Amendment M1 to Contract C-245-303 with **BYD COACH & BUS LLC dba RIDE COACH & BUS** to purchase 6 Type D school buses. Amendment is to cost. Total cost of amendment not to exceed \$53,644.11 for a total cost not to exceed \$1,587,424.39. [Originator: Transportation/Fund: General]
62. Amendment M2 to Contract C-234-312 with **RMA GROUP** for special testing and inspection and related services for various projects at various sites. Effective September 1, 2023 through June 30, 2028. Amendment is to increase cost. New total cost not to exceed \$500,000 annually. All other properties of the agreement remain unchanged [Originator: Facilities Planning & Operations/Fund: Capital Outlay/General Restricted]
63. Amendment M5 to Contract C-234-351 with **BMX FREESTYLERS DREAM TEAM** to provide incentive BMX assembly for students. Amendment is to services and cost. Additional assembly will be provided at Richard Haynes Elementary School. Amendment cost is \$1,900 for a new total cost not to exceed \$10,600. All other properties of agreement remain unchanged. [Originator: Business Services/Fund: General/CCSPP/Donations/ESSR]
64. Authorize use of CMAS Contract 4-24-02-1007 on an as needed basis, for the purchase of paper and paper supplies from **KELLY SPICERS INC.**, with the same advantages, terms and conditions per Public Contract Code 20118. Effective July 1, 2024 through June 30, 2025. Total cost not to exceed \$250,000. [Originator: Purchasing/Fund: General]
65. Settlement Agreement - **SA2425-02**, OMSD, in collaboration with the parents, prepared the settlement agreement to fund \$6,000 for an Independent Educational Evaluation (IEE) in the area of psychoeducation, and \$6,500 in attorney's fees.

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees
FROM: James Q. Hammond, Superintendent
SUBJECT: Acceptance of Gifts/Donations (GDR 2425-04)

REQUESTED ACTION

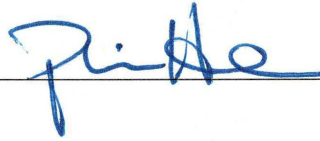
Approve the acceptance of gifts/donations to benefit and provide additional resources for District schools and/or programs.

BACKGROUND INFORMATION

In accordance with Board Policy/Administrative Regulation 3290, donations valued at \$200 or more made to the District by individuals and organizations are presented to the Board of Trustees for approval. Subject to the Board's acceptance, the Board President shall send a letter of appreciation to the group and/or individual.

The gifts listed in Exhibit A will benefit and provide additional resources for District schools and/or programs.

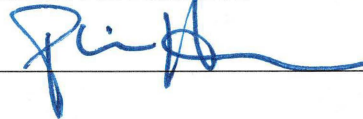
Prepared by: Phil Hillman, Chief Business Official



FINANCIAL IMPLICATIONS

All monetary/items donated become District property and at the Superintendent or designee's discretion, may be used at a particular site. The fiscal impact is identified in Exhibit A.

Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the acceptance of these gifts/donations.

Approved by: James Q. Hammond, Superintendent

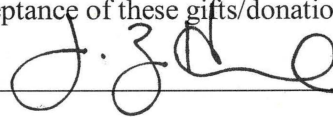


Exhibit A

ACCEPTANCE OF GIFTS/DONATIONS

Submitted to the Board of Trustees for Approval on November 7, 2024

Name of Donor	School/Department	Designated Use	Monetary/Items Donated
Winco Foods	Berlyn Elementary School	Fall Extravaganza	5 - \$100 Winco Gift Card <i>*Correction. Not a new donation.</i>
Big Al's Ontario	Lincoln Elementary School	Fall Festival Giveaway	8 - \$25 Game Player Card
Fitness Results Gym	Lincoln Elementary School	Fall Festival Giveaway	2 – T-Shirts 2 – Water Bottles 1 – Dance Session 1 – Group Training Estimated Value - \$250
Hope Reigns Foundation	Lincoln Elementary School	Fall Festival Giveaway	1 – Certificate for 4 Lower Level Tickets 1 – Autographed Player Card Estimated Value - \$ 200
Francis Wells	Curriculum & Instruction	Food for EdCamp Teacher Training	130 – Breakfast Burritos Estimated Value - \$600
Empire Strykers	Curriculum & Instructions	Prize Giveaways for EdCamp Teacher Training	2 – Season Passes Estimated Value - \$700
Raising Cane's	Curriculum & Instruction	Prize Giveaways for EdCamp Teacher Training	4 – Gift Baskets Estimated Value - \$200
McDonald's	Curriculum & Instruction	Prize Giveaways for EdCamp Teacher Training	10 - \$25 Gift Cards
Ontario Reign	Curriculum & Instruction	Prize Giveaways for EdCamp Teacher Training	1 - \$200 Gift Certificate
Fit4Mom Chino	Curriculum & Instruction	Prize Giveaways for EdCamp Teacher Training	1 – Summer Teacher Pass Basket Estimated Value - \$200
Gus Macuil	Curriculum & Instruction	Prize Giveaways for EdCamp Teacher Training	1 – The Marker People Bag 1 – Set of Dry Erase Markers and Erasers Estimated Value - \$200
iPearl	Curriculum & Instruction	Prize Giveaways for EdCamp Teacher Training	75 – Laptop Hard Shell Covers Estimated Value - \$1,500

*For non-monetary items estimated values are provided by the donors.

(Ref. b 4.2)

Name of Donor	School/Department	Designated Use	Monetary/Items Donated
Handel's Homemade Ice Cream	Curriculum & Instruction	Food for EdCamp Teacher Training	140 – Single Scoop of Ice Cream Estimated Value - \$700
Moreno AVID Academy PTO	Moreno Elementary School	Field Trips	\$3,316
Legacy Supply Chain	Business Services	General	40 – Glue Sticks 51 – Erasers 32 – Notebooks 23 – Boxes of Crayons 12 – Boxes of Washable Markers 3 – Bags of Markers 3 – Pairs of Scissors 4 – Compass/Protractor Sets 10 – Boxes of Highlighters 1 – Bag of Highlighters 1 – Set of Water Colors 10 – Boxes of Pens 1 – Bag of Pens 2 – Packs of Filler Paper 56 – Composition Books 17 – Boxes of Pencils 6 – Lunch Boxes 3 – 3 Ring Binders 7 – Pencil Bags 6 – Boxes of Colored Pencils 1 – Bag of Colored Pencils 2 – Art Cases Estimated Value - \$265
City National Bank	Lehigh Elementary School	Scholastic Books	\$12,500 Grant (\$2,500/Year for 5 Years)
The Blackbaud Giving Fund	Monte Vista Elementary School	Field Trips	\$250

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: Rejection of Liability Claim 2023-24-011

REQUESTED ACTION

Approve Rejection of Liability Claim 2023-24-011.

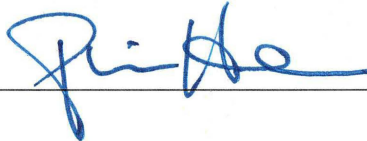
BACKGROUND INFORMATION

In accordance with Board Policy 3320, the Board of Trustees desires to ensure that the District's operations are conducted in a manner that minimizes risk, protects District resources, and promotes the health and safety of students, staff, and the public. Any and all claims for money or damages against the District shall be presented to and acted upon in accordance with law, board policy, and administrative regulation as well as the District's Joint Powers Authority (JPA) agreement or insurance coverage.

Based upon District staff investigation of the reported incidents, it is recommended the following claim be rejected:

- Claim 2023-24-011

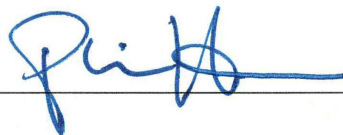
Prepared by: Phil Hillman, Chief Business Official



FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board approve rejection of Liability Claim 2023-24-011.

Approved by: James Q. Hammond, Superintendent



ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Adoption of Resolution 2024-25-54, Authorization to Participate in the Zero Emission School Bus and Infrastructure (ZESBI) Incentive Project**

REQUESTED ACTION

Approve the Adoption of Resolution 2024-25-54, Authorization to Participate in the Zero Emission School Bus and Infrastructure (ZESBI) Incentive Project.

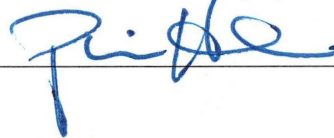
BACKGROUND INFORMATION

In an effort to reduce its carbon footprint, the District will purchase six (6) additional zero-emission school buses to replace six older buses from its fleet. Southern California Edison will install additional infrastructure to support Transportation's Phase 2 project. As a result, the District applied for and was preliminarily approved for ZESBI funding which includes school bus vehicle incentives through the California Air Resources Board (CARB) and charging infrastructure through the California Emission Commission (CEC).

ZESBI funding would offset the cost of Transportation's Phase 2 project by an estimated \$2,370,000. Funding would cover a portion of the cost of six (6) Type C school buses and installation of six (6) Electric Vehicle (EV) charging stations.

Adoption of Resolution 2024-25-54 allows the District to receive Phase 2 project funding.

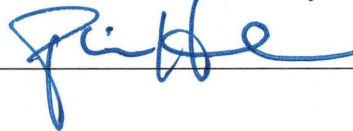
Prepared by: Phil Hillman, Chief Business Official



FINANCIAL IMPLICATIONS

The District will be responsible for paying the balance of each bus not covered by this funding source.

Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Adoption of Resolution 2024-25-54, Authorization to Participate in the Zero Emission School Bus and Infrastructure (ZESBI) Incentive Project.

Approved by: James Q. Hammond, Superintendent



EXHIBIT A

**ONTARIO-MONTCLAIR SCHOOL DISTRICT
RESOLUTION 2024-25-54**

**AUTHORIZING PARTICIPATION IN THE
ZERO EMISSION SCHOOL BUS AND INFRASTRUCTURE (ZESBI) INCENTIVE PROJECT**

WHEREAS, on November 7, 2024, the Board of Trustees of the Ontario-Montclair School District (“District”) met in regular session; and

WHEREAS, Proposition 98 provides funding for K-12 education and community colleges; and

WHEREAS, Senate Bill 114 allocates Proposition 98 funds to the California Air Resources Board (CARB) and the California Energy Commission (CEC) to fund grants to local educational agencies for zero- emission school buses and supporting infrastructure; and

WHEREAS, with these funds CARB and CEC created the ZESBI incentive project; and

WHEREAS, CALSTART has been selected to administer ZESBI on behalf of CARB and CEC; and

WHEREAS, CALSTART requires the submission of information, on standardized forms (application forms), to determine eligibility and to prioritize projects; and

WHEREAS, if selected to receive funding, in order to participate in ZESBI, the grantee is required to enter into a grant agreement with CALSTART wherein the fulfillment of terms and conditions is required in order to receive the funding.

NOW THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Ontario-Montclair School District authorizes the submission of applications for ZESBI; and

BE IT FURTHER RESOLVED, that if selected for funding, the Board of Trustees or Designee, is authorized to enter into a binding grant agreement on behalf of the District and to act, as needed, to ensure the terms are satisfied.

APPROVED AND ADOPTED this ____ day of _____ by the Board of Trustees of the Ontario-Montclair School District by the following vote:

AYES: _____ NOES: _____ ABSENT: _____ ABSTAIN: _____



Elvia M. Rivas, Board President

Sonia Alvarado, Board Vice President

Kristen “Kris” Brake, Board Clerk

Sarah S. Galvez, Board Member

Flora Martinez, Board Member

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: Budget Adjustments – September 2024

REQUESTED ACTION

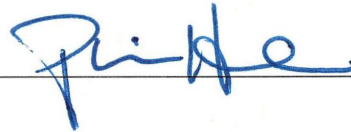
Approve Budget Adjustments for September 2024.

BACKGROUND INFORMATION

Education Code sections 42600-42602 authorize the Board to approve necessary budget adjustments that increases, decreases, or adjusts the District's budgeted revenues, expenditures and fund balances.

Throughout the fiscal year, adjustments to the District's budget are necessary to reflect any changes in the revenue and expenditure assumptions. Examples of common adjustments range from changes in State revenue assumptions, to changes in expenditure estimates due to collective bargaining agreements, to updated actuarial information. All District fund types are subject to budget adjustments, and as needed are presented as Exhibit 'A' for approval/ratification.

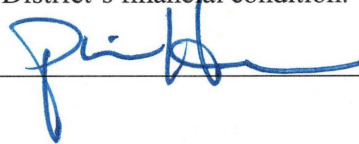
Prepared by: Phil Hillman, Chief Business Official



FINANCIAL IMPLICATIONS

Preparing and presenting budget adjustments have no direct financial impact; rather, any budget increases, decreases, and adjustments presented here reflect the impact that other Board actions such as approving contracts, grants, and changes in personnel have on the District's financial condition.

Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve Budget Adjustments for September 2024.

Approved by: James Q. Hammond, Superintendent



Exhibit A

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

Budget Adjustments

The following budget transfers, increases, and decreases to the existing Board-approved budget are presented for approval:

Fund: **General Fund (Unrestricted)**

Period Covered: **September 1, 2024 – September 30, 2024**

	<u>Increases</u>	<u>Decreases</u>	<u>Net Change</u>
<u>Revenues</u>			
LCFF	-	-	-
Federal Revenue	-	-	-
Other State Revenue	-	-	-
Other Local Revenue	69,623	-	69,623
Other Sources and Transfers In	-	-	-
Subtotals – Revenues	69,623	-	69,623
<u>Expenditures</u>			
Certificated Salaries	147,254	-	147,254
Classified Salaries	6,900	-	6,900
Employee Benefits	46,165	-	46,165
Books and Supplies	7,223,447	-	7,223,447
Other Operating Expenditures	30,671	-	30,671
Capital Outlay	-	-	-
Other Uses and Transfers Out	(285,814)	-	(285,814)
Subtotals – Expenditures	7,168,623	-	7,168,623
Net Increase/(Decrease) to Fund Balance			(7,099,000)

General description of above budget transfers, increases and decreases:

Budgeted increase to Books and Supplies represents prior year school site carryover. In addition, routine budgeted revenues and expenditure adjustments made between major object categories.

Exhibit A

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 7, 2024

Budget Adjustments

The following budget transfers, increases, and decreases to the existing Board-approved budget are presented for approval:

Fund: **General Fund (Restricted)**

Period Covered: **September 1, 2024 – September 30, 2024**

	<u>Increases</u>	<u>Decreases</u>	<u>Net Change</u>
<u>Revenues</u>			
LCFF	-	-	-
Federal Revenue	4,244,930	-	4,244,930
Other State Revenue	-	-	-
Other Local Revenue	125	-	125
Other Sources and Transfers In	-	-	-
Subtotals – Revenues	4,245,055	-	4,245,055
<u>Expenditures</u>			
Certificated Salaries	3,629,720	392	3,629,328
Classified Salaries	43,942	-	43,942
Employee Benefits	852,661	111	852,550
Books and Supplies	1,915,666	256,373	1,659,293
Other Operating Expenditures	4,951,523	5,471,471	(519,948)
Capital Outlay	3,210,794	4,259,718	(1,048,924)
Other Uses and Transfers Out	285,814	-	285,814
Subtotals – Expenditures	14,890,120	9,988,065	4,902,055
Net Increase/(Decrease) to Fund Balance			(657,000)

General description of above budget transfers, increases and decreases:

Increase to budgeted revenue and expenses includes prior year carryover for restricted accounts, such as, Title I and ESSER. Routine budgeted revenue and expenditure adjustments made between major object categories.

Exhibit A

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

Budget Adjustments

The following budget transfers, increases, and decreases to the existing Board-approved budget are presented for approval:

Fund: **Self-Insurance**

Period Covered: **September 1, 2024 – September 30, 2024**

	<u>Increases</u>	<u>Decreases</u>	<u>Net Change</u>
<u>Revenues</u>			
LCFF	-	-	-
Federal Revenue	-	-	-
Other State Revenue	-	-	-
Other Local Revenue	52,834	-	52,834
Other Sources and Transfers In	-	-	-
Subtotals – Revenues	52,834	-	52,834
<u>Expenditures</u>			
Certificated Salaries	-	-	-
Classified Salaries	-	-	-
Employee Benefits	-	-	-
Books and Supplies	-	-	-
Other Operating Expenditures	-	-	-
Capital Outlay	-	-	-
Other Uses and Transfers Out	-	-	-
Subtotals – Expenditures	-	-	-
Net Increase/(Decrease) to Fund Balance			52,834

General description of above budget transfers, increases and decreases:

Budgeted Other Local Revenue represents the increase in claims revenue.

Consent Calendar

(c) Human Resources

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees
FROM: James Q. Hammond, Superintendent
SUBJECT: Certificated Personnel Recommendations Report #CERT2425-1107

REQUESTED ACTION

Approve Certificated Personnel Recommendations.

EMPLOYMENT

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
Bridget Bushong	Speech Language Pathologist/Briggs-SPED	09/09/2024
Danwa Chen	Teacher-Dual Language/Central	11/01/2024
Cindy Gonzalez	SPED Teacher/De Anza	11/01/2024
Kaory Jaimez	SPED Teacher/Vina Danks	10/01/2024
Jingjing (Rena) Mai	Teacher-Dual Language/Mariposa	11/01/2024
Bianca Navarro	SPED Teacher/Vina Danks	10/24/2024
KC Pina	Teacher/Edison	10/21/2024
Alyssa Roman	Teacher-Pre-K Collaborative/Mariposa	09/26/2024
Courtney Wong	Teacher-Collaborative/Kingsley	10/01/2024
Naomi Yi	Teacher-Collaborative/Haynes	09/25/2024

ASSIGNMENT, CLASSIFICATION, SCHEDULE CHANGE, TITLE CHANGE

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
Danielle Centeno	TOA-Instructional Coach/Sultana to TOA-Early Childhood Development Support/Preschool	10/21/2024
Elizabeth Leslie	SPED Teacher/Vina Danks to Teacher on Assignment/Briggs-SPED	10/17/2024

REHIRES

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
None.		

Certificated Personnel Recommendations Report #CERT2425-1107
November 7, 2024

CERTIFICATED SUBSTITUTES

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
None.		

REQUESTS FOR LEAVE OF ABSENCE

<u>NAME</u>	<u>LEAVE REQUEST</u>	<u>EFFECTIVE</u>
Danielle Alvarado	Teacher/Mission Medical Leave	10/21/2024-12/13/2024
Elizabeth Armijo	SPED Teacher/De Anza Extended Medical Leave	09/22/2024-11/04/2024
Marisela Banuelos	Teacher/De Anza Extended Medical Leave	09/20/2024-09/27/2024
Stephanie Davis	Psychologist/Briggs-SPED Medical Leave	11/04/2024-11/22/2024
Ivonne DeAnda	Teacher/Ramona Medical Leave	09/26/2024-11/08/2024
Lisa Eckersley	Teacher/Oaks Extended Medical Leave	10/01/2024-10/30/2024
Diana Friend	Teacher/Mariposa Extended Medical Leave	09/20/2024-10/08/2024
Lorena Gonzalez	Teacher on Assignment/Sultana Medical Leave	10/03/2024-10/13/2024
Brittany Gueorguiev	Teacher/Kingsley Extended Medical Leave	10/01/2024-12/23/2024
Amanda Kiss	Teacher/Edison FMLA Leave	10/07/2024-12/02/2024
Vicki Lee	Teacher/Montera Extended Medical Leave	10/25/2024-11/22/2024
Tristin Martinez	Teacher/Hawthorne Medical Leave	09/23/2024-11/21/2024

Certificated Personnel Recommendations Report #CERT2425-1107
November 7, 2024

REQUESTS FOR LEAVE OF ABSENCE (continued)

<u>NAME</u>	<u>LEAVE REQUEST</u>	<u>EFFECTIVE</u>
Haley Ordinola	Teacher/Buena Vista Medical Leave	10/28/2024-12/09/2024
Catalina Owens	Teacher/Vista Grande Medical Leave	09/25/2024-10/21/2024
Deven Phillips	Teacher/Vineyard Medical Leave	10/23/2024-11/08/2024
Ivonne Porras	Teacher/Kingsley Medical Leave	09/19/2024-11/03/2024
Mary Elizabeth Quan	Teacher/Sultana Extended Medical Leave	09/25/2024-10/25/2024
Megan Rodriguez	Teacher-Intervention/Sultana Medical Leave	09/24/2024-10/03/2024
Eric Solis	Teacher on Assignment-SPED/Lincoln Medical Leave	10/21/2024-01/21/2025
Denise Vasquez	Teacher/Mariposa Medical Leave	12/02/2024-12/13/2024
Ana Wells	SPED Teacher/El Camino Medical Leave	09/19/2024-10/14/2024
Diana Wenceslao	Teacher/Haynes Extended Medical Leave	10/07/2024-11/03/2024
Diana Wenceslao	Teacher/Haynes FMLA Leave	11/04/2024-02/18/2025
Jesabel Williams	Teacher/Online Academy Extended Medical Leave	10/01/2024-11/22/2024

REVISED APPROVED LEAVE OF ABSENCE

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>APPROVED DATES</u>	<u>REVISED DATES</u>
Sarita Dyson	Teacher/Vina Danks Medical Leave	08/01/2024-11/14/2024	08/01/2024-10/07/2024

Certificated Personnel Recommendations Report #CERT2425-1107
November 7, 2024

REVISED APPROVED LEAVE OF ABSENCE (continued)

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>APPROVED DATES</u>	<u>REVISED DATES</u>
Malinda Hurley	Teacher/Oaks Medical Leave	08/30/2024-10/11/2024	08/30/2024-09/29/2024

VARIABLE TERM WAIVER

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
None.		

RETIREMENT, RESIGNATION, RELEASE AND TERMINATION

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
None.		

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

Reviewed by: Phil Hillman, Chief Business Official

Approved by: James Q. Hammond, Superintendent

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Classified Personnel Recommendations Report #CLA2425-1107**

REQUESTED ACTION

Approve Classified Personnel Recommendations.

EMPLOYMENT

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
Arianna Alvarado	Special Needs Program Asst./Berlyn	10/01/2024
Vivian Anderson	Proctor/Mariposa	10/28/2024
Aileen Aquino	Intervention Specialist/Health & Wellness	11/12/2024
Thomas Bravo	IA-Learning Needs/Central	10/01/2024
Christian Buenrostro	PE Asst./Briggs-L&T	08/20/2024
Eileen Carrillo	Instructional Asst./Moreno	10/22/2024
Caleb Castaneda	Student Mentor & Campus Asst./Serrano 4 hours	10/01/2024
Vanessa Coss	Proctor/Elderberry	10/22/2024
Maribel De La Cruz	Office Asst./Lincoln 2 hours	09/23/2024
Shadrach Earby	PE Asst./Briggs-L&T	10/22/2024
Sheyla Eriza	Student Records Asst./Oaks	10/21/2024
Brenda Gonzalez	Food Service Asst. I/Central	10/08/2024
Anthony Guerra	PE Asst./Briggs-L&T	10/28/2024
Columba Hernandez	Proctor/Howard	09/24/2024
Jessica Hernandez	Proctor/Haynes	09/23/2024
Cassandra Lemus	Proctor/Wiltsey	10/28/2024
Alondra Lopez	PE Asst./Briggs-L&T	10/28/2024
Alejandra Luna	PE Asst./Briggs-L&T	10/21/2024
Araseli Martinez	Food Service Asst. II/Euclid	10/03/2024
Tabitha Medina	IA-Learning Needs/Howard	10/14/2024
Yareli Garcia Medina	Bus Driver/Transportation	10/09/2024
Lisa Moreno	Senior Translator-Spanish/Briggs-SPED	09/09/2024
Noah Northey	PE Asst./Briggs-L&T	10/24/2024
Raymond Northey	PE Asst./Briggs-L&T	10/21/2024
Karina Palma-Trujillo	Student Mentor & Campus Asst./Montera	10/14/2024
Laura Pineda	Early Childhood Education Asst./Lehigh	10/21/2024
Bryan Quintanilla	PE Asst./Briggs-L&T	10/28/2024
Mariana Rolon	Proctor/Howard	10/08/2024
Noemy Salas	IA-Learning Needs/Briggs-SPED	10/21/2024
Melissa Sifuentes	School Office Asst. I/El Camino	10/21/2024
Maria Sosa	Food Service Asst. II/Oaks	09/30/2024

Classified Personnel Recommendations Report #CLA2425-1107

November 7, 2024

EMPLOYMENT (continued)

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
Elizabeth Thorpe	Food Service Asst. I/Vineyard	10/22/2024
Lorena Treto	Proctor/Vista Grande	10/28/2024
Esteban Villegas	Student Mentor & Campus Asst./Euclid	10/28/2024
Roberto Villanueva	Bus Driver/Transportation	09/24/2024
Henry Wong	Specia Needs Program Asst./Berlyn	10/28/2024

ASSIGNMENT, CLASSIFICATION, SCHEDULE CHANGE, TITLE CHANGE

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
Rita Alanis	Bus Driver/Transportation 6 hours to 7 hours	10/01/2024
Patricia Torres Angulo	Bus Driver/Transportation 6.25 hours to 7 hours	10/28/2024
Melissa Arellano	Instructional Asst./Corona to IA-Learning Needs/Corona	10/04/2024
Alicia Arenas	Proctor/Moreno to Instructional Asst./El Camino	11/04/2024
Dolores Campos	Bus Driver/Transportation 6.25 hours to 7 hours	10/21/2024
Jose Arista Carvajal	Custodian/Vernon to Arroyo 2 hours and Serrano 4 hours	09/30/2024
Renee De La Garza	Bus Driver/Transportation 7.25 hours to 7.75 hours	09/25/2024
Carla Frausto	Special Needs Program Asst./Moreno to IA-Orthopedic Needs Asst./Moreno	10/21/2024
Adriana Huerta	Proctor/Monte Vista to IA-Learning Needs/Monte Vista	10/03/2024
Samantha Macias	Proctor/Sultana to Instructional Asst./Sultana	10/09/2024
Celeste Morales	Special Needs Program Asst./Monte Vista to Oaks	10/08/2024
Wendy Ovalle	School Family Outreach Asst./Del Norte to Senior Translator/Briggs-SPED	11/04/2024
Antoinette Real	Food Service Asst. I/Central to Lead Food Service Asst. I/Central	10/14/2024
Selena Saldivar Sandoval	Food Service Asst. II/Wiltsey 3 hours to 4 hours	10/08/2024
Andres Valencia	Special Needs Program Asst./Vernon to IA-Learning Needs/Vernon	10/21/2024

CLASSIFIED SUBSTITUTES

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
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None.

REHIRE

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
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None.

Classified Personnel Recommendations Report #CLA2425-1107

November 7, 2024

SHORT TERM ASSIGNMENT CLASSIFIED PERMANENT EMPLOYEES AND SUBSTITUTES

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
Gina Bustos	IA-Learning Needs/Wiltsey	09/16/2024-11/15/2024
Aydin Macias	Student Mentor & Campus Asst./Howard	09/30/2024-11/30/2024

REQUESTS FOR LEAVE OF ABSENCE

<u>NAME</u>	<u>LEAVE REQUEST</u>	<u>EFFECTIVE</u>
Maricela Acevedo	Fiscal Services Technician/Food & Nutrition Services Medical Leave	09/26/2024-12/02/2024
Erika Aguirre	Food Service Asst. III/Food & Nutrition Services Medical Leave	09/19/2024-10/20/2024
Andrea Cabrera	Food Service Asst. I/Haynes Extended Medical Leave	10/14/2024-10/20/2024
Dolores Campos	Bus Driver/Transportation Intermittent Leave	10/08/2024-06/30/2025
Brenda Carmona	Special Needs Program Asst./Corona Medical Leave	10/05/2024-12/16/2024
Jessica Cooper	Custodian/Briggs-Operations Extended Medical Leave	09/24/2024-11/08/2024
Mary Ann Espinoza	School Office Asst. I/Moreno Medical Leave	10/16/2024-11/24/2024
Maria Esqueda	IA-Behavior Intervention/El Camino Medical Leave	10/21/2024-12/01/2024
Hilda Fiallos	Special Needs Program Asst./Lincoln Unpaid Leave	10/14/2024-11/15/2024
Autumm Flowers	Custodian/Lincoln Extended Medical Leave	09/27/2024-10/29/2024
Miriam Gomez	School Office Asst. I/Haynes Medical Leave	08/07/2024-09/26/2024
Daniel Gonzales	IA-Learning Needs/Haynes Extended Medical Leave	10/30/2024-02/08/2025
Johnna Gonzales	Car Driver/Briggs-Health & Wellness Extended Medical Leave	11/01/2024-12/08/2024

Classified Personnel Recommendations Report #CLA2425-1107

November 7, 2024

REQUESTS FOR LEAVE OF ABSENCE (continued)

<u>NAME</u>	<u>LEAVE REQUEST</u>	<u>EFFECTIVE</u>
Maria Gutierrez	Special Needs Program Asst./Lincoln Extended Medical Leave	09/22/2024-09/30/2024
Leesette Handavak	LVN/Vineyard FMLA Leave	12/02/2024-12/20/2024
Vanessa Herrera	IA-Learning Needs/Corona Extended Medical Leave	09/28/2024-11/01/2024
Ericka Nicole Lopez	Special Needs Program Asst./Lincoln Medical Leave	09/09/2024-11/01/2024
Katherine Lopez	Clinical Therapist I/Counseling Center-Health & Wellness Medical Leave	10/08/2024-11/23/2024
Juanita Marez	Food Service Asst. III/Food & Nutrition Medical Leave	10/14/2024-11/03/2024
Angelica McConnell	IA-Behavior Intervention/El Camino Extended Leave	09/30/2024-10/10/2024
Angelica McConnell	IA-Behavior Intervention/El Camino FMLA Leave	10/11/2024-10/22/2024
Yessenia Miranda	Special Needs Program Asst./Lincoln Medical Leave	10/14/2024-01/05/2025
Daniel Montecino	Custodian/Haynes Extended Medical Leave	07/01/2024-11/01/2024
Monique Orozco	Proctor/Monte Vista Unpaid Leave	10/09/2024-10/19/2024
Monique Orozco	Proctor/Monte Vista Medical Leave	10/20/2024-10/27/2024
Carina Pimentel	Student Family Outreach Asst./Monte Vista FMLA Leave	10/15/2024-12/23/2024
Michele Poirier	Executive Asst./Briggs-IS Extended Medical Leave	10/04/2024-11/02/2024
Alma Quezada	Food Service Asst. I/Kingsley Medical Leave	09/30/2024-10/18/2024
Maria Sanchez Ramirez	Bus Driver/Transportation FMLA Leave	10/16/2024-11/13/2024

Classified Personnel Recommendations Report #CLA2425-1107

November 7, 2024

REQUESTS FOR LEAVE OF ABSENCE (continued)

<u>NAME</u>	<u>LEAVE REQUEST</u>	<u>EFFECTIVE</u>
Julieta Robles	IA-Learning Needs/Ramona Extended Medical Leave	09/19/2024-12/20/2024
Rosalie Robles	IA-Learning Needs/Euclid Medical Leave	10/02/2024-11/24/2024
Ana Rodriguez	Food Service Asst./Arroyo Extended Medical Leave	09/18/2024-09/30/2024
Ana Romero	Food Service Asst. I/Euclid Medical Leave	08/14/2024-11/06/2024
Gilbert Ruiz	Lead Locksmith/Briggs-Operations Medical Leave	09/25/2024-10/11/2024
Martha Ruiz-Pena	Proctor/Sultana Medical Leave	10/25/2024-12/06/2024
Rebecca Ruiz	Food Service Asst. II/Vina Danks Medical Leave	08/14/2024-11/06/2024
Sagrario Saldana	Senior Translator-Spanish/Briggs-SPED Medical Leave	09/12/2024-10/18/2024
Bettina Schaum-Post	Custodian/Howard Extended Medical Leave	07/01/2024-10/02/2024
Brenda Suzuki	PE Asst./Briggs-L&T Extended Medical Leave	09/13/2024-09/27/2024
Diana Villa	Instructional Asst./Haynes Unpaid Leave	09/30/2024-11/30/2024

REVISED APPROVED LEAVE OF ABSENCE

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>APPROVED DATES</u>	<u>REVISED DATES</u>
Stephannie Garza	Program & Operations Manager/ Food & Nutrition Services Extended Medical Leave	08/25/2024-10/26/2024	8/25/2024-9/30/2024

Classified Personnel Recommendations Report #CLA2425-1107

November 7, 2024

RETIREMENT, RESIGNATION, PROBATIONARY RELEASE, LAYOFF AND TERMINATION

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
Natalie Alfaro	Instructional Asst./Arroyo	10/18/2024
Bilal Ameer	Director/Briggs-IS	12/30/2024
Monica Barnhill	Fiscal Services Technician/Briggs-Fiscal Services	12/30/2024
Daniel Barrera	Utility Maintenance Worker/Briggs-Operations	10/31/2024
Veronica Bermudez	Behavior Intervention Asst./El Camino	09/26/2024
Bethany Borden	IA-Learning Needs/Briggs-SPED	10/11/2024
Caleb Castaneda	Student Mentor & Campus Asst./Serrano 8 hours	09/25/2024
Jennifer Escamilla	Certified Occupational Therapist Asst./Briggs-SPED	10/11/2024
Cindy Gonzalez	IA-Learning Needs/Mariposa	10/31/2024
Aura Herrera-Lopez	Clinical Supervisor/Linda Vista	10/25/2024
Juliet Robles	Instructional Asst./Ramona	12/31/2024
Julianna Solevilla	Proctor/Arroyo	10/08/2024

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

Reviewed by: Phil Hillman, Chief Business Official

Approved by: James Q. Hammond, Superintendent

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees
FROM: James Q. Hammond, Superintendent
SUBJECT: 2025 – 2026 Ontario-Montclair School District School Year Calendar

REQUESTED ACTION

Approve the 2025 – 2026 Ontario-Montclair School District School Year Calendar.

BACKGROUND INFORMATION

The Ontario-Montclair School District Calendar Committee, comprised of representatives from the Ontario-Montclair Teachers Association (OMTA), California School Employees Association (CSEA) and its Chapter #108, Learning & Teaching, Principal/Assistant Principal, and Human Resources, is tasked with developing the calendar for each school year. The committee, with staff and community input, had previously agreed to, as much as possible, align the Ontario-Montclair School District school year calendar with the calendar for Chaffey Joint Union High School District, since the two districts share families.

The District's Calendar Committee met to establish the 2025 – 2026 District calendar. After discussion and review, the committee submitted the attached 2025 – 2026 OMSD School Year calendar (Exhibit A) for approval.

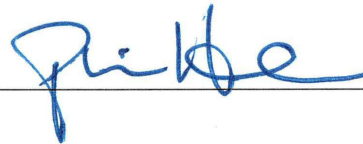
Prepared by: Hector Macias, Deputy Superintendent, Human Resources



FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the 2025 – 2026 Ontario-Montclair School District School Year Calendar.

Approved by: James Q. Hammond, Superintendent



**ONTARIO-MONTCLAIR SCHOOL DISTRICT
2025-2026 District Calendar**

Exhibit A

July 2025						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
Student Days 0 To Date: 0						

August 2025						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
Student Days 18 To Date: 18						

July 2025

July 4 Independence Day

August 2025

Aug. 1, 4, 5 Teacher Preparation Days

Aug 6 First Day for Students

September 2025

Sept 1 Labor Day

Sept. 29 & 30 Middle School Parent Conference

October 2025

Oct. 1-3 Middle School Parent Conference

Oct 6 Non-School Day

Oct 31 Elem. School Min. Day - Report Card

November 2025

Nov 10 Floating Holiday

Nov 11 Veterans Day

Nov 17-21 Elementary School Parent Conference

Nov 24-28 Thanksgiving Break

December 2025

Dec 12 Middle School Min. Day - Report Card

Dec 22-31 Winter Break

January 2026

Jan 1- Jan 2 Winter Break

Jan 19 Martin Luther King Jr. Day

February 2026

Feb 9 Lincoln's Birthday

Feb 16 Presidents' Day

March 2026

Mar 2-6 Middle School Parent Conference

Mar 13 Elem. School Min Day - Report Card

March 23-27 Elementary School Parent Conference

Mar 30 & 31 Spring Break

April 2026

April 1 - 3 Spring Break

May 2026

May 1 Middle School Min. Day - Report Card

May 21 Last Day for Students

May 22 Teacher Preparation Day

May 25 Memorial Day

June 2026

June 19 Juneteenth

September 2025						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
Student Days 21 To Date: 39						

October 2025						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
Student Days 22 To Date: 61						

November 2025						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
Student Days 13 To Date: 74						

December 2025						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
Student Days 15 To Date: 89						

January 2026						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
Student Days 19 To Date: 108						

February 2026						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
Student Days 18 To Date: 126						

March 2026						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
Student Days 20 To Date: 146						

April 2026						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
Student Days 19 To Date: 165						

May 2026						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
Student Days 15 To Date: 180						

June 2026						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
Student Days 0 To Date: 180						

Elementary Schools	1st Trimester : 61 days	10/31/2025
	2nd Trimester: 65 days	02/27/2026
	3rd Trimester: 54 days	05/21/2026
Middle Schools	1st Progress Report	09/19/2025
	2nd Progress Report	10/31/2025
	1st Semester: 89 days	12/19/2025
	1st Progress Report	02/20/2026
	2nd Progress Report	04/17/2026
	2nd Semester: 91 days	05/21/2026

Board approved on:

(Ref. c 3.2)

	First/Last Day for Students
	All Schools Closed/Non-School Days
	District Closed
	Teacher Preparation Days
	Elem. School Minimum Day - Report Card
	Middle School Minimum Day - Report Card

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Adoption of Resolution 2024-25-55, Recognizing December 2, 2024 as California Day of the Special Educator**

REQUESTED ACTION

Approve the Adoption of Resolution 2024-25-55, Recognizing December 2, 2024 as California Day of the Special Educator.

BACKGROUND INFORMATION

The California Association of Resource Specialists has designated December 2, 2024, as California Day of the Special Educator. Special education staff members have positively influenced the lives of children and youth with special needs. These amazing colleagues are dedicated to serving students and families and ensure that the whole child matures in a healthy and structured school environment. Special Educators regularly participate in specialized trainings to ensure that both the academic and social/emotional development goals of students are met.

This honorable group of educators is composed of special day class teachers, resource specialists, speech and language pathologists, paraprofessionals, behavior specialists, occupational therapists, physical therapists, adapted physical education teachers, deaf and hard of hearing specialists, visually impaired specialists, mobility specialists, autism specialists, program specialists, psychologists, and nurses who work in schools and serve students in special education.

Resolution 2024-25-55 Recognizing December 2, 2024, as California Day of the Special Educator has been prepared to recognize the special educators in the Ontario-Montclair School District and acknowledges the endless efforts and dedication of the special education team.

Prepared by: Hector Macias, Deputy Superintendent 


FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official 

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Adoption of Resolution 2024-25-55, Recognizing December 2, 2024 as California Day of the Special Educator.

Approved by: James Q. Hammond, Superintendent 



ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

Resolution 2024-25-55 Recognizing December 2, 2024 as California Day of the Special Educator

WHEREAS, special educators are dedicated, hardworking and invaluable resources who personalize and develop goals for students in the special education programs to meet their individual needs and abilities; and

WHEREAS, special educators are involved in the students' behavioral, social, and academic development, helping them grow in each of these areas; and

WHEREAS, special educators work closely with parents to inform them of their child's progress and develop a plan to promote learning at home; and

WHEREAS, special educators design, modify and deliver appropriate curricula based on best teaching practices, and epitomize "good teaching" techniques in every aspect of their work, every day; and

WHEREAS, special educators know that all children are individuals who learn in different ways and pace; and

WHEREAS, special educators stay abreast of the latest laws governing special education to ensure Individualized Educational Program plans are complete and beneficial documents for students, parents, and teachers; and

WHEREAS, special educators exhibit qualities of compassion, patience, flexibility, and are the unsung heroes who pull the pieces together and make things clearer to students; and

WHEREAS, special educators are responsible for other duties besides teaching, such as coordinating related services and meetings, assessments, and IEP documents, to help ensure the District has met its legal responsibility of a Free and Appropriate Public Education; and

WHEREAS, special educators hold the highest expectations for success for their students in order that they may self-actualize to their fullest potential; and

WHEREAS, special educators are special day class teachers, resource specialists, speech and language pathologists, paraprofessionals, behavioral specialists, occupational therapists, physical therapists, adapted physical education teachers, deaf and hard of hearing specialists, visually impaired specialists, mobility specialists, autism specialists, program specialists, psychologists, and nurses who work in schools and serve students in special education; and

THEREFORE, BE IT RESOLVED that the Board of Trustees of the Ontario-Montclair School District hereby declares appreciation of the special educators in the Ontario-Montclair School District and recognizes December 2, 2024 as *California Day of the Special Educator*.

ADOPTED this ____ day of November 2024, by the Board of Trustees of the Ontario-Montclair School District of San Bernardino County, California.

Attest:

Elvia M. Rivas, Board President

(Ref. c 4.2)

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees
FROM: James Q. Hammond, Superintendent
SUBJECT: Revised Job Description for Director of Information Services

REQUESTED ACTION

Approve the Revised Job Description for Director of Information Services.

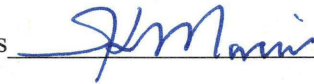
BACKGROUND INFORMATION

Revisions to the Director of Information Services job description are necessary to align with the evolving technological landscape and the increasing demands on educational institutions. As technology continues to play a central role in both business operations and educational delivery, the position requires leadership in technology integration to ensure seamless adoption of new tools and systems that support teaching, learning, and administrative functions. Expanding the role to include responsibilities for business and educational technology support will help ensure that both staff and students have the necessary resources to succeed in a digital-first environment. Additionally, because we are a Multi-Tiered System of Support (MTSS) district, the job description will reflect MTSS expectations.

Additionally, the growing importance of cybersecurity and data management in safeguarding sensitive information cannot be overlooked. The Director must lead initiatives to protect the institution from cyber threats and ensure compliance with privacy regulations. Incorporating Artificial Intelligence (AI)-driven innovations will position the organization to leverage emerging technologies that enhance operational efficiency and student outcomes. Lastly, the role should encompass policy development and implementation to ensure that the institution stays ahead of technological advancements and meets industry standards, creating a comprehensive framework for the responsible and effective use of technology across all areas.

The revised job description for Director of Information Services, is attached as Exhibit A.

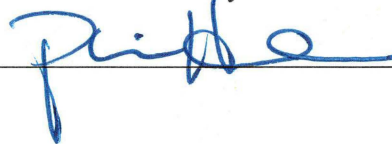
Prepared by: Hector Macias, Deputy Superintendent, Human Resources



FINANCIAL IMPLICATIONS

The annual salary range for the revised job description for the Director of Information Services position is \$159,978 to \$187,446 for 260 days, reflecting no annual increase to salary and benefits (MCL260-B).

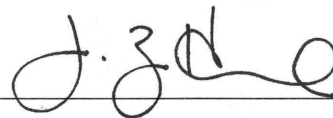
Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board Approve the Revised Job Description for Director of Information Services.

Approved by: James Q. Hammond, Superintendent



(Ref. c 5.1)

Exhibit A

ONTARIO-MONTCLAIR SCHOOL DISTRICT

DIRECTOR OF INFORMATION SERVICES

POSITION DEFINITION

Under the direction of the Chief Business Official, the Director of Information Services is responsible for the overall planning, development, implementation, and maintenance of the District's information technology infrastructure and systems. This role will ensure the Information Services department effectively supports the District's educational goals and objectives, while maintaining a secure and reliable technology environment. OMSD is a learning organization therefore all educational partners share responsibility to educate all students and employ culturally appropriate and sustaining practices that support student learning.

WORK CALENDAR YEAR: 260 work days

EXAMPLES OF DUTIES/RESPONSIBILITIES

1. **Leadership in Technology Integration:** Provide leadership and vision for the integration of technology into all areas of school district operations. Collaborate with educational leaders to assess technology needs, ensuring systems are in place to support critical business functions and instructional goals.
2. **Strategic Planning:** Develop and implement a comprehensive technology strategic plan that aligns with the district's mission, vision, and goals.
3. **Infrastructure Management:** Oversee the design, implementation, and maintenance of the district's technology infrastructure, including hardware, software, networks, and data centers
4. **Stakeholder Collaboration:** Work with the Superintendent, Cabinet, and school leadership to address district-wide technology needs. Lead the development and execution of a technology plan that involves all stakeholders, ensuring the District's strategic objectives are met through the effective use of technology.
5. **Business and Educational Technology Support:** Facilitate the integration of technology tools, platforms, and resources within all district operations, including instructional and business environments. Support professional development for staff to ensure effective utilization of technology in both areas.
6. **Cybersecurity:** Oversee the implementation of robust cybersecurity measures across the district's networks and systems to ensure the protection of sensitive data. Develop and enforce data privacy policies and disaster recovery plans that align with state and federal regulations.

(Ref. c 5.2)

7. **Data Management:** Establish and maintain data governance policies and procedures, ensuring data accuracy, security, and compliance with relevant regulations.
8. **Technology Resource Management:** Manage district-wide technology resources, ensuring that equipment, software, and network systems are current and operational. Oversee the District's technology budget and ensure the efficient allocation of resources.
9. **Help Desk Support and Ticket Management:** Oversee the district's help desk system to ensure that all technology-related issues and requests are addressed efficiently and resolved promptly. Work closely with Information Services (IS) staff to follow up on outstanding tickets and provide additional support as needed. Establish clear processes for tracking and prioritizing requests, and keep staff informed to ensure a timely resolution of issues.
10. **Artificial Intelligence (AI)-Driven Innovations:** Explore and implement AI solutions that enhance district operations, improving efficiency and introducing new capabilities to support business processes and instructional needs.
11. **Staff Management:** Recruit, hire, train, and supervise Information Services staff, ensuring they have the necessary skills and resources to meet the district's technology needs.
12. **Budget Management:** Develop and manage the Information Services budgets, ensuring efficient allocation of resources and cost-effective solutions.
13. **Vendor Management:** Negotiate and manage contracts with technology vendors and service providers.
14. **Policy Development and Implementation:** Develop and oversee the implementation of policies related to the use of technology across the district, ensuring compliance with relevant laws and best practices for both business and instructional systems.

OTHER DUTIES

1. Monitors trends, developments, and best practices in information and telecommunications technologies and evaluates their applicability to District operations.
2. Prepares and reviews statistical reports for a variety of purposes; directs the maintenance of department files and records.

QUALIFICATIONS

Knowledge of:

1. Principles, practices, and techniques of information systems management, including network and applications design, hardware and software options for business and school administration applications, and systems alternatives.

2. Network architectures, theory, and principles of local and wide area enterprise network design and integration, including topologies and protocols; principles and practices of advanced network administration.
3. Principles and practices of database design and administration.
4. Systems analysis methods and techniques.
5. Methods and techniques of project management as applied to computer systems projects.
6. Methods and techniques applicable to long-range and strategic technology planning.
7. Operating principles, parameters, methods, practices, and limitations of mid-range computers, PCs, network hardware and devices, and related peripheral equipment.
8. Oversight and management of virtualized environments, optimizing resource utilization and ensuring cost-effective infrastructure operations.
9. Implementation and management of virtual machines (VMs), ensuring scalability, resource efficiency, and system reliability.
10. Management of enterprise-wide backup systems and Storage Area Networks (SAN), ensuring data protection, high availability, and disaster recovery readiness in compliance with industry best practices.
11. Deployment and management of Amazon Web Services (AWS) cloud infrastructure, including EC2, VPC, and storage solutions to support business operations.
12. Administration and maintenance of Microsoft Azure cloud environments, ensuring seamless integration, scalability, and secure cloud management.
13. Knowledge of principles and practices of public administration, including budgeting, purchasing, and maintenance of public records.
14. Researching methods and statistical analysis techniques.
15. Demonstration of principles and practices of effective management and supervision.
16. Knowledge of District human resources policies and procedures and labor contract provisions.

Ability to:

1. Plan, organize, integrate, and manage systems development, administration, and computer operations programs and services.
2. Identify information management issues and opportunities, analyze problems and alternatives, and develop sound conclusions and recommendations.

3. Assess client user technology requirements, set priorities, and allocate resources to meet needs in a timely manner.
4. Evaluate departmental programs and make recommendations for improvement.
5. Evaluate complex technology strategies and make sound recommendations that maximize return on investment.
6. Understand, interpret, explain, and apply District, state, and federal policy, law, regulation, and court decisions applicable to areas of responsibility.
7. Present proposals clearly and logically; communicate effectively orally and in writing.
8. Conscientiously preserve the confidentiality of all proprietary and confidential data and information residing in the District, in accordance with Departmental and District policy, and state and federal law.
9. Exercise sound, independent judgment within general policy guidelines.
10. Exercise tact and diplomacy in dealing with sensitive, complex, and confidential issues and situations.
11. Establish and maintain effective, customer-focused working relationships with all levels of District management, other governmental officials, vendors, employees, and others encountered in the course of work.

Education, Training, and Experience:

Graduation from a four-year college or university with a major in information systems, computer science, or a closely related field; and at least five years of progressively responsible information systems experience, at least three years of which were in a supervisory or management capacity. Experience in a public agency is preferred.

Licenses; Certificates; Special Requirements:

A valid California Class C driver's license, a good driving record, and the ability to maintain insurability under the District's vehicle insurance policy.

PHYSICAL AND MENTAL DEMANDS

The physical and mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Demands:

While performing the duties of this job, an employee is regularly required to sit; talk or hear, in person and by telephone; use hands repetitively to finger, handle, feel, or operate computers and

(Ref. c 5.5)

other standard office equipment; and reach with hands or arms. An employee is frequently required to walk and stand and occasionally to lift up to 50 pounds.

Specific vision abilities required by this job include close vision and the ability to adjust focus.

Mental Demands:

While performing the duties of this class, an incumbent is regularly required to use oral and written communication skills; read and interpret complex data, information, and documents; analyze and solve problems; observe and interpret situations; use math and mathematical reasoning; learn and apply new skills or information; perform highly detailed work on multiple, concurrent tasks; work under changing deadlines with frequent interruptions; and interact with managers, internal customers, employees, vendors, consultants, and others encountered in the course of work.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Employees work under typical office conditions and the noise level is usually quiet.

BOARD APPROVED:

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees
FROM: James Q. Hammond, Superintendent
SUBJECT: **Provisional Internship Permit (PIP) for Alyssa Roman**

REQUESTED ACTION

Approve the recommendation for Provisional Internship Permit (PIP) for Alyssa Roman.

BACKGROUND INFORMATION

Per District Administrative Regulation 4112.2, whenever a suitable credentialed teacher cannot be found after a diligent search, the Superintendent or designee may request that the California Commission on Teacher Credentialing (CCTC) issue a Provisional Internship Permit (PIP) to an applicant who possesses a bachelor's degree or higher degree from a regionally accredited college or university. Additionally, the applicant must meet the basic skills proficiency requirement unless exempted by state law or regulations, and has satisfied the coursework/experience requirement for multiple subjects, single subject, or education specialist PIP as appropriate.

The Provisional Internship Permit (PIP) was created in response to the phasing out of emergency permits and became effective on July 1, 2005. It allows an employing agency to fill an immediate staffing need by hiring an individual who has not yet met the subject matter competence requirement needed to enter into an intern program.

The District is requesting a PIP authorizing Alyssa Roman to teach in an Education Specialist Early Childhood Special Education (ECSE) Teacher position at Mariposa Elementary School, effective September 26, 2024.

Ms. Roman completed her undergraduate coursework at California Polytechnic University and earned a Bachelor of Arts Degree in Sociology. Ms. Roman is currently enrolled in a Teacher Preparation program to earn a Teaching Credential; she is also pursuing an Education Specialist ECSE credential. Ms. Roman has successfully served as a Certificated Substitute Teacher with the District since August 2023.

Upon approval by the Board of Trustees and issuance of a PIP, she is authorized to fill the Education Specialist ECSE Teacher position at Mariposa Elementary School for the 2024 – 2025 school year.

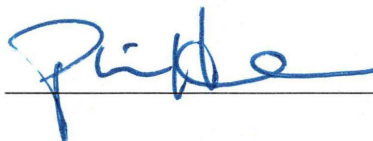
Prepared by: Hector Macias, Deputy Superintendent, Human Resources



FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official

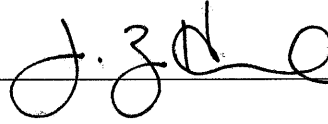


Provisional Internship Permit (PIP) for Alyssa Roman
November 7, 2024

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Recommended Provisional Internship Permit (PIP) for Alyssa Roman.

Approved by: James Q. Hammit, Superintendent

A handwritten signature in black ink, appearing to read "J. Q. Hammit", is written over a horizontal line.

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees
FROM: James Q. Hammond, Superintendent
SUBJECT: **Provisional Internship Permit (PIP) for Danwa Chen**

REQUESTED ACTION

Approve the recommendation for Provisional Internship Permit (PIP) for Danwa Chen.

BACKGROUND INFORMATION

Per District Administrative Regulation 4112.2, whenever a suitable credentialed teacher cannot be found after a diligent search, the Superintendent or designee may request that the California Commission on Teacher Credentialing (CCTC) issue a Provisional Internship Permit (PIP) to an applicant who possesses a bachelor's degree or higher degree from a regionally accredited college or university. Additionally, the applicant must meet the basic skills proficiency requirement unless exempted by state law or regulations, and has satisfied the coursework/experience requirement for multiple subject, single subject, or education specialist PIP as appropriate.

A viable and recommended option is to grant a Provisional Internship Permit (PIP). PIP allows an employing agency to fill an immediate staffing need by hiring an individual who has not yet met the subject matter competence requirement needed to enter into an intern program.

The District is requesting a PIP authorizing Danwa Chen to be in a Teacher Elementary Dual Language – Mandarin position at Montera Elementary School, effective November 1, 2024. Ms. Chen completed her undergraduate coursework at Harbin Normal University in China, and received her Bachelor's Degree in Mathematics in which all instruction was delivered in Mandarin. Additionally, she completed her Master of Business Administration from the University of North Carolina at Pembroke. She is currently applying for admission in a Multiple Subject teaching credential program with a Bilingual Authorization in Mandarin.

Upon approval by the Board of Trustees and issuance of a PIP, Ms. Chen will be authorized to serve as a Teacher Elementary Dual Language – Mandarin for the 2024 – 2025 school year.

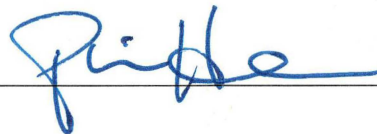
Prepared by: Hector Macias, Deputy Superintendent, Human Resources



FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official

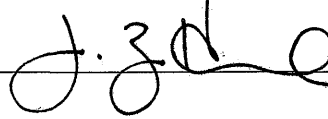


Provisional Internship Permit (PIP) for Danwa Chen
November 7, 2024

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Recommended Provisional Internship Permit (PIP) for Danwa Chen.

Approved by: James Q. Hammond, Superintendent

A handwritten signature in black ink, appearing to read "J. Q. Hammond", is written over a horizontal line.

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Provisional Internship Permit (PIP) for Jingjing Mai**

REQUESTED ACTION

Approve the recommendation for Provisional Internship Permit (PIP) for Jingjing Mai.

BACKGROUND INFORMATION

Per District Administrative Regulation 4112.2, whenever a suitable credentialed teacher cannot be found after a diligent search, the Superintendent or designee may request that the California Commission on Teacher Credentialing (CCTC) issue a Provisional Internship Permit (PIP) to an applicant who possesses a bachelor's degree or higher degree from a regionally accredited college or university. Additionally, the applicant must meet the basic skills proficiency requirement unless exempted by state law or regulations, and has satisfied the coursework/experience requirement for multiple subject, single subject, or education specialist PIP as appropriate.

A viable and recommended option is to grant a Provisional Internship Permit (PIP). PIP allows an employing agency to fill an immediate staffing need by hiring an individual who has not yet met the subject matter competence requirement needed to enter into an intern program.

The District is requesting a PIP authorizing Jingjing Mai to be in a Teacher Elementary position at Montera Elementary School, effective November 1, 2024.

Ms. Mai completed her undergraduate coursework at University of Wisconsin, Milwaukee and received her Bachelor's Degree in Art. Additionally, she completed her Master of Arts in Early Childhood Education at Pacific Oaks College. She is currently applying for admission in a Multiple Subject teaching credential program with a Bilingual Authorization in Mandarin.

Upon approval by the Board of Trustees and issuance of a PIP, Ms. Mai will be authorized to serve as an elementary teacher for the 2024 – 2025 school year.

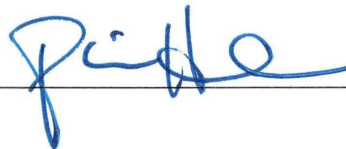
Prepared by: Hector Macias, Deputy Superintendent, Human Resources



FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official

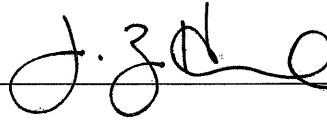


Provisional Internship Permit (PIP) for Jingjing Mai
November 7, 2024

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Recommended Provisional Internship Permit (PIP) for Jingjing Mai.

Approved by: James Q. Hammond, Superintendent

A handwritten signature in black ink, appearing to read 'J. Q. Hammond', is written over a horizontal line.

Consent Calendar

(d) Learning & Teaching

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Ontario-Montclair School District (OMSD) School Sponsored Overnight Field Trip List FT2425-03**

REQUESTED ACTION

Approve the Ontario-Montclair School District (OMSD) School Sponsored Overnight Field Trip List FT2425-03.

BACKGROUND INFORMATION

In accordance with Board Policy 6153 School-Sponsored Trips, "The Board of Trustees recognizes that school-sponsored trips are an important component of a student's development and supplement and enrich the classroom learning experience. School-sponsored trips may be conducted in connection with the district's course of study or school-related social, educational, cultural, athletic, school band activities, or other extracurricular or co-curricular activities." It further states, "Requests for all school-sponsored trips involving out-of-state, out-of-country, or overnight travel shall be submitted to the Superintendent or designee. The Superintendent or designee shall review the request and make a recommendation to the Board as to whether the request should be approved by the Board."

The OMSD School Sponsored Overnight Field Trip List FT2425-03 (Exhibit A) meets the instructional objectives.

Prepared by: Robert F. Gallagher, Assistant Superintendent, Learning & Teaching 

FINANCIAL IMPLICATIONS

All financial implications related to overnight field trips will be presented separately for Board consideration in the form of agreements and/or purchase orders related to those trips.

Reviewed by: Phil Hillman, Chief Business Official 

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the OMSD School Sponsored Overnight Field Trip List FT2425-03.

Approved by: James Q. Hammond, Superintendent 

Exhibit A

Ontario-Montclair School District (OMSD) School Sponsored Overnight Field Trip List FT2425-03

November 7, 2024

School/Department	Event and Location	Dates	Emphasis
Central Language Academy	8 th Grade Field Trip Sacramento, CA	April 6, 2025 through April 10, 2025	California history and social science standards
Online Academy	8 th Grade Field Trip Sacramento, CA	April 6, 2025 through April 10, 2025	California history and social science standards
Serrano Middle School	8 th Grade Field Trip Sacramento, CA	April 6, 2025 through April 10, 2025	California history and social science standards
Vina Danks Middle School	8 th Grade Field Trip Sacramento, CA	April 6, 2025 through April 10, 2025	California history and social science standards
Wiltsey Middle School	8 th Grade Field Trip Sacramento, CA	April 6, 2025 through April 10, 2025	California history and social science standards
Edison Elementary School	8 th Grade Field Trip Sacramento, CA	April 13, 2025 through April 17, 2025	California history and social science standards
Oaks Middle School	8 th Grade Field Trip Sacramento, CA	April 13, 2025 through April 17, 2025	California history and social science standards
Vineyard Elementary School	8 th Grade Field Trip Sacramento, CA	April 13, 2025 through April 17, 2025	California history and social science standards
Arroyo Elementary School	8 th Grade Field Trip Sacramento, CA	April 27, 2025 through May 1, 2025	California history and social science standards
De Anza Middle School	8 th Grade Field Trip Sacramento, CA	April 27, 2025 through May 1, 2025	California history and social science standards
Vernon Middle School	8 th Grade Field Trip Sacramento, CA	April 27, 2025 through May 1, 2025	California history and social science standards

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Ontario-Montclair School District (OMSD) - Sponsored Travel/Conference/Business for Non-District Employees TCB2425-03**

REQUESTED ACTION

Approve the Ontario-Montclair School District (OMSD) - Sponsored Travel/Conference/Business for Non-District Employees TCB2425-03.

BACKGROUND INFORMATION

The Ontario-Montclair School District 2021 – 2026 Five Year Action Plan’s Mission states “The Ontario-Montclair School District is committed to providing a world class education to our students in safe, respectful, culturally responsive and welcoming school environments that value and empowers students, staff, and families to be successful in a dynamic global society by cultivating college, career, and community partnerships.” Throughout the year, parents of OMSD students participate in a myriad of committees, meetings, professional development and in supporting their students’ academic achievements. The District wishes to support these parents and/or non-District employees in their endeavor to assist the District in meeting the various State and Federal compliance regulations, and in their students’ achievements. To that end, during the year, non-District employees, committee representatives and/or parents supporting their student’s achievements may be asked to participate in trainings, meetings, conferences and/or serve on committees or accompany their student on a scholastic event.

All travel expenses for non-District employees must be approved by the Board of Trustees and travel expenses may be paid for non-employees representing the District on official business. Expenses will be reimbursed on the basis of actual, necessary and reasonable expenses as approved by the management employee requesting and arranging the travel/conference. Mileage reimbursement will be in an amount equal to the reimbursement rate approved by the Internal Revenue Service (IRS) and any change in the reimbursement rate will coincide with the effective date of the IRS’s revisions. Original, itemized receipts are required to document all expenses (except mileage).

Prepared by: Robert F. Gallagher, Assistant Superintendent, Learning & Teaching 

FINANCIAL IMPLICATIONS

As non-employees are asked to and granted approval for District conferences and other business, expense reimbursement obligations may be incurred. Exhibit A provides a listing of upcoming conferences/District business that may have non-employee expense obligations.

Reviewed by: Phil Hillman, Chief Business Official 

Ontario-Montclair School District (OMSD) - Sponsored Travel/Conference/Business for Non-District Employees TCB2425-03
November 7, 2024

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Ontario-Montclair School District (OMSD) - Sponsored Travel/Conference/Business for Non-District Employees TCB2425-03.

Approved by: James Q. Hammond, Superintendent

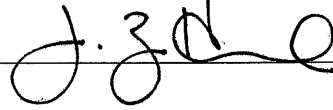
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Exhibit A**Ontario-Montclair School District (OMSD) - Sponsored Travel/Conference/Business for
Non-District Employees TCB2425-03**

November 7, 2024

School/Department	Location	Dates	Event
Family & Community Engagement	San Bernardino, CA	January 16, 2025	Cal State San Bernardino Parent Visit
Central Language Academy	Sacramento, CA	April 6, 2025 through April 10, 2025	8 th Grade Field Trip Sacramento, CA
Online Academy	Sacramento, CA	April 6, 2025 through April 10, 2025	8 th Grade Field Trip Sacramento, CA
Serrano Middle School	Sacramento, CA	April 6, 2025 through April 10, 2025	8 th Grade Field Trip Sacramento, CA
Vina Danks Middle School	Sacramento, CA	April 6, 2025 through April 10, 2025	8 th Grade Field Trip Sacramento, CA
Wiltsey Middle School	Sacramento, CA	April 6, 2025 through April 10, 2025	8 th Grade Field Trip Sacramento, CA
Edison Elementary School	Sacramento, CA	April 13, 2025 through April 17, 2025	8 th Grade Field Trip Sacramento, CA
Oaks Middle School	Sacramento, CA	April 13, 2025 through April 17, 2025	8 th Grade Field Trip Sacramento, CA
Vineyard Elementary School	Sacramento, CA	April 13, 2025 through April 17, 2025	8 th Grade Field Trip Sacramento, CA
Arroyo Elementary School	Sacramento, CA	April 27, 2025 through May 1, 2025	8 th Grade Field Trip Sacramento, CA
De Anza Middle School	Sacramento, CA	April 27, 2025 through May 1, 2025	8 th Grade Field Trip Sacramento, CA
Vernon Middle School	Sacramento, CA	April 27, 2025 through May 1, 2025	8 th Grade Field Trip Sacramento, CA

Consent Calendar (e) SELPA

Consent Calendar

e. SELPA: NONE

Discussion/Action/Public Hearing

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: 1st Reading, Waive 2nd Reading & Adoption of Resolution 2024-25-56, Adopting a Conflict of Interest Code

REQUESTED ACTION

Approve the First Reading, Waive the Second Reading & Adoption of Resolution 2024-25-56, Adopting a Conflict of Interest Code.

BACKGROUND INFORMATION

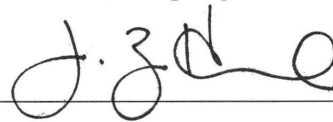
In accordance with Agreement between the California School Boards Association (CSBA) and the District, CSBA provides staff assistance with the revisions of Board Policies (BP), Administrative Regulations (AR), Board Bylaws (BB), and Exhibits (E). The Board routinely adopts and/or modifies policies and regulations, which reflect changes in law and legal references, as well as District philosophy, programs, and practices. The Conflict of Interest Code is regularly reviewed through this process.

The Political Reform Act requires every local government agency to review its conflict of interest code biennially. A Conflict of Interest code tells public officials, governmental employees, and consultants what financial interests they must disclose on their Statement of Economic Interests (Form 700) by April 1, 2025: The code reviewing body must notify agencies and special districts within its jurisdiction to review their conflict of interest codes. By October 2024 and submit any Board adopted revisions within 90 days, for approval by the Board of Supervisors: The biennial notice must be filed with the agency's code reviewing body. The County Board of Supervisors is the code reviewing body for county agencies and any other local government agency whose jurisdiction is determined to be solely within the county (e.g., school districts, including certain charter schools). The October 1st deadline has been met and this is the Agenda Item is submitted for the Board to consider the revisions.

Ontario-Montclair School District has reviewed its positions, and the duties of each position, and has determined that changes to the current conflict of interest code are necessary. The proposed revisions include the modification to existing job descriptions and elimination of positions that are no longer within OMSD. Additionally, a modification to the reporting agency is proposed so that the 700 Forms are submitted directly to the San Bernardino County Board of Supervisors with the adoption of this proposed resolution, any earlier resolutions, bylaws, and/or appendices containing the District's conflict of interest code shall be rescinded and superseded by this resolution and Appendix.

Board Bylaw 9270, Conflict of Interest Code is submitted with revisions for approval of first reading, waive second reading and adoption alongside the Board's Resolution 2024-25-56, Adopting a Conflict of Interest Code (all included as Exhibits A-C respectively).

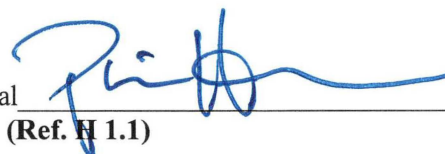
Prepared by: James Q. Hammond, Superintendent



FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official


(Ref. H 1.1)

1st Reading, Waive 2nd Reading & Adoption of Resolution 2024-25-56, Adopting a Conflict of Interest Code
November 7, 2024

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the First Reading, waive the second Reading & Adoption of Resolution 2024-25-56, Adopting a Conflict of Interest Code.

Approved by: James Q. Hammond, Superintendent

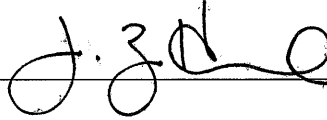
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EXHIBIT A

Ontario-Montclair SD

Board Bylaw

Conflict Of Interest

BB 9270

Board Bylaws

The Board of Trustees desires to maintain the highest ethical standards and help ensure that decisions are made in the best interest of the district and the public. In accordance with law, Board members and designated employees shall disclose any conflict of interest and, as necessary, shall abstain from participating in the decision.

(cf. 9005 - Governance Standards)

The Board shall adopt a resolution that specifies the terms of the district's conflict of interest code, the district's designated positions, and the disclosure categories required for each position.

Upon direction by the code reviewing body, the Board shall review the district's conflict of interest code and submit any changes to the code reviewing body.

When a change in the district's conflict of interest code is necessitated due to changed circumstances, such as the creation of new designated positions, changes to the duties assigned to existing positions, amendments, or revisions, the amended code shall be submitted to the code reviewing body within 90 days. (Government Code 87306)

When reviewing and preparing the district's conflict of interest code, the Superintendent or designee shall provide officers, employees, consultants, and members of the community adequate notice and a fair opportunity to present their views. (Government Code 87311)

(cf. 9320 - Meetings and Notices)

Board members and designated employees shall annually file a Statement of Economic Interest/Form 700 in accordance with the disclosure categories specified in the district's conflict of interest code. A Board member who leaves office or a designated employee who leaves district employment shall, within 30 days, file a revised statement covering the period of time between the closing date of the last statement and the date of leaving office or district employment. (Government Code 87302, 87302.6 87500)

(cf. 4117.2/4217.2/4317.2 - Resignation)

(cf. 9222 - Resignation)

Conflict of Interest under the Political Reform Act

A Board member or designated employee shall not make, participate in making, or in any way

(Ref. H 1.3)

EXHIBIT A

use or attempt to use his/her official position to influence a governmental decision in which he/she knows or has reason to know that he/she has a disqualifying conflict of interest. A disqualifying conflict of interest exists if the decision will have a "reasonably foreseeable material financial effect," which is distinguishable from the effect on the public generally, on the Board member, designated employee, or other person in a designated position, his/her immediate family, or any financial interest described in 2 CCR 18700, unless a statutory or regulatory exception applies. (Government Code 87100, 87101, 87103; 2 CCR 18700-18709)

A Board member or designated employee makes, takes part in, participates in or uses the person's position to attempt to influence a governmental decision when, acting within the authority of his/her office or position, he/she votes on a matter, appoints a person, obligates or commits the district to any course of action, or enters into any contractual agreement on behalf of the district; provides information, an opinion or a recommendation for the purpose of affecting the decision without significant intervening substantive review; or contacts or appears before any official in the District for the purpose of affecting a decision; or purports to act within the official's authority or on behalf of the District. (2 CCR 18702.1, 18704.)

A Board member who has a disqualifying conflict of interest on an agenda item that will be heard in an open meeting of the Board shall publicly announce the conflict prior to the vote and abstain from voting on the matter. He/she may remain on the dais if the item is part of a consent calendar, but his/her presence shall not be counted towards achieving a quorum for that matter. A Board member who has a disqualifying conflict of interest on a non-consent item shall publicly announce the conflict and leave the dais and the room until the vote is complete. A Board member with a disqualifying conflict of interest shall not be present during a closed session meeting of the Board when the decision is considered and shall not obtain or review a recording or any other nonpublic information regarding the issue. (2 CCR 18702.1)

Additional Requirements for Boards that Manage Public Investments

A Board member who manages public investments pursuant to Government Code 87200 and who has a financial interest in a decision shall, upon identifying a conflict or potential conflict of interest and immediately prior to the consideration of the matter, do all of the following: (Government Code 87105; 2 CCR 18707.)

1. Publicly identify each financial interest that gives rise to the conflict or potential conflict of interest in detail sufficient to be understood by the public, except that disclosure of the exact street address of a residence is not required.
2. Recuse himself/herself from discussing and voting on the matter, or otherwise acting in violation of Government Code 87100. The Board member shall not be counted toward achieving a quorum while the item is discussed.

If an official has a personal interest in the agenda item as defined in Regulation 18704(d)(2) and wishes to speak or appear as a member of the general public, following the public identification of the financial interest and recusal the official may leave the dais and speak or observe from the area reserved for members of the public. (2 CCR 18707).

(Ref. H 1.4)

EXHIBIT A

3. Leave the room until after the discussion, vote, and any other disposition of the matter is concluded, unless the matter has been placed on the portion of the agenda reserved for uncontested matters.

If the item is on the consent calendar, the Board member must publicly disclose the conflict and recuse himself/herself from discussing or voting on that matter, but the Board member is not required to leave the room during consideration of the consent calendar.

4. If the Board's decision is made during closed session, disclose his/her interest orally during the open session preceding the closed session. This disclosure may be limited to a declaration that his/her recusal is because of a conflict of interest pursuant to Government Code 87100. He/she shall not be present when the item is considered in closed session and shall not knowingly obtain or review a recording or any other nonpublic information regarding the Board's decision.

(cf. 3430 - Investing)

Conflict of Interest under Government Code 1090

Board members, employees, or district consultants shall not be financially interested in any contract made by the Board on behalf of the district, including in the development, preliminary discussions, negotiations, compromises, planning, reasoning, and specifications and solicitations for bids. If a Board member has such a financial interest, the district is barred from entering into the contract. (Government Code 1090; *Klistoff v. Superior Court*, (2007) 157 Cal.App. 4th 469)

A Board member shall not be considered to be financially interested in a contract if his/her interest is a "noninterest" as defined in Government Code 1091.5. One such noninterest is when a Board member's spouse/registered domestic partner has been a district employee for at least one year prior to the Board member's election or appointment. (Government Code 1091.5)

A Board member shall not be considered to be financially interested in a contract if he/she has only a "remote interest" in the contract as specified in Government Code 1091 and if the remote interest is disclosed during a Board meeting and noted in the official Board minutes. The affected Board member shall not vote on, debate, participate in discussions concerning or attempt to influence any other Board member to enter into the contract. (Government Code 1091)

Even if there is not a prohibited conflict of interest, a Board member shall abstain from voting on personnel matters that uniquely affect his/her relatives. However, a Board member may vote on collective bargaining agreements and personnel matters that affect a class of employees to which his/her relative belongs. Relative means an adult who is related to the Board member by blood or affinity within the third degree, as determined by the common law, or an individual in an adoptive relationship within the third degree. (Education Code 35107)

(Ref. H 1.5)

EXHIBIT A

A relationship within the third degree includes an individual's parents, grandparents, great-grandparents, children, grandchildren, great-grandchildren, brothers, sisters, aunts, uncles, nieces, nephews, and the similar family of the individual's spouse/registered domestic partner unless the individual is widowed or divorced.

Common Law Doctrine Against Conflict of Interest

A Board member shall abstain from any official action in which his/her private or personal interest may conflict with his/her official duties.

Rule of Necessity or Legally Required Participation

On a case-by-case basis and upon advice of legal counsel, a Board member with a financial interest in a contract may participate in the making of the contract if the rule of necessity or legally required participation applies pursuant to Government Code 87101 and 2 CCR 18705.

Incompatible Offices and Activities

Board members shall not engage in any employment or activity or hold any office which is inconsistent with, incompatible with, in conflict with, or inimical to the Board member's duties as an officer of the district. (Government Code 1099, 1126)

(cf. 4136/4236/4336 - Nonschool Employment)

Gifts

Board members and designated employees may accept gifts only under the conditions and limitations specified in Government Code 89503 and 2 CCR 18730.

The limitation on gifts does not apply to wedding gifts and gifts exchanged between individuals on birthdays, holidays, and other similar occasions, provided that the gifts exchanged are not substantially disproportionate in value. (Government Code 89503)

Gifts of travel and related lodging and subsistence shall be subject to the current gift limitation except as described in Government Code 89506.

A gift of travel does not include travel provided by the district for Board members and designated employees. (Government Code 89506)

Honoraria

Board members and designated employees shall not accept any honorarium, which is defined as any payment made in consideration for any speech given, article published, or attendance at any public or private gathering, in accordance with law. (Government Code 89501, 89502)

EXHIBIT A

The term honorarium does not include: (Government Code 89501)

1. Earned income for personal services customarily provided in connection with a bona fide business, trade, or profession unless the sole or predominant activity of the business, trade, or profession is making speeches
2. Any honorarium which is not used and, within 30 days after receipt, is either returned to the donor or delivered to the district for donation into the general fund without being claimed as a deduction from income for tax purposes

Legal Reference:

EDUCATION CODE

1006 Qualifications for holding office
35107 School district employees
35230-35240 Corrupt practices, especially:
35233 Prohibitions applicable to members of governing boards
41000-41003 Moneys received by school districts
41015 Investments

FAMILY CODE

297.5 Rights, protections, and benefits of registered domestic partners

GOVERNMENT CODE

1090-1099 Prohibitions applicable to specified officers
1125-1129 Incompatible activities
81000-91014 Political Reform Act of 1974, especially:
82011 Code reviewing body
82019 Definition, designated employee
82028 Definition, gift
82030 Definition, income
82033 Definition, interest in real property
82034 Definition, investment
87100-87103.6 General prohibitions
87200-87210 Disclosure
87300-87313 Conflict of interest code
87500 Statements of economic interests
89501-89503 Honoraria and gifts
91000-91014 Enforcement

PENAL CODE

85-88 Bribes

CODE OF REGULATIONS, TITLE 2

18110-18997 Regulations of the Fair Political Practices Commission, especially:
18700-18707 General prohibitions
18722-18740 Disclosure of interests
18753-18756 Conflict of interest codes

EXHIBIT A

COURT DECISIONS

McGee v. Balfour Beatty Construction, LLC, et al., (2016) 247 Cal. App. 4th 235.

Davis v. Fresno Unified School District, (2015) 237 Cal.App.4th 261

Klistoff v. Superior Court, (2007) 157 Cal.App.4th 469

Thorpe v. Long Beach Community College District, (2000) 83 Cal.App.4th 655

Kunec v. Brea Redevelopment Agency, (1997) 55 Cal.App.4th 511

ATTORNEY GENERAL OPINIONS

92 Ops.Cal.Atty.Gen. 26 (2009)

92 Ops.Cal.Atty.Gen. 19 (2009)

89 Ops.Cal.Atty.Gen. 217 (2006)

86 Ops.Cal.Atty.Gen. 138(2003)

85 Ops.Cal.Atty.Gen. 60 (2002)

82 Ops.Cal.Atty.Gen. 83 (1999)

81 Ops.Cal.Atty.Gen. 327 (1998)

80 Ops.Cal.Atty.Gen. 320 (1997)

69 Ops.Cal.Atty.Gen. 255 (1986)

68 Ops.Cal.Atty.Gen. 171 (1985)

65 Ops.Cal.Atty.Gen. 606 (1982)

63 Ops.Cal.Atty.Gen. 868 (1980)

Management Resources:

CSBA PUBLICATIONS

Conflict of Interest: Overview of Key Issues for Governing Board Members, Fact Sheet, July 2010

FAIR POLITICAL PRACTICES COMMISSION PUBLICATIONS

Can I Vote? A Basic Overview of Public Officials' Obligations Under the Conflict-of-Interest Rules, 2005

INSTITUTE FOR LOCAL GOVERNMENT PUBLICATIONS

Understanding the Basics of Public Service Ethics: Personal Financial Gain Laws, 2009

Understanding the Basics of Public Service Ethics: Transparency Laws, 2009

WEB SITES

CSBA: <http://www.csba.org>

Fair Political Practices Commission: <http://www.fppc.ca.gov>

Institute of Local Government: <http://www.ca-ilg.org>

Policy

Adopted:

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

EXHIBIT B

Ontario-Montclair SD

Exhibit

Conflict Of Interest

E 9270

Board Bylaws

RESOLUTION ADOPTING A CONFLICT OF INTEREST CODE

WHEREAS, the Political Reform Act, Government Code 87300-87313, requires each public agency in California to adopt a conflict of interest code; and

WHEREAS, the Board of Trustees of the Ontario-Montclair School District has previously adopted a local conflict of interest code; and

WHEREAS, past and future amendments to the Political Reform Act and implementing regulations may require conforming amendments to be made to the district's conflict of interest code; and

WHEREAS, a regulation adopted by the Fair Political Practices Commission, 2 CCR 18730, provides that incorporation by reference of the terms of that regulation, along with an agency-specific appendix designating positions and disclosure categories shall constitute the adoption and amendment of a conflict of interest code in conformance with Government Code 87300 and 87306; and

WHEREAS, the Ontario-Montclair School District has recently reviewed its positions, and the duties of each position, and has determined that (changes/no changes) to the current conflict of interest code are necessary; and

WHEREAS, any earlier resolutions, bylaws, and/or appendices containing the district's conflict of interest code shall be rescinded and superseded by this resolution and Appendix; and

NOW THEREFORE BE IT RESOLVED that the Ontario-Montclair School District Board of Trustees adopts the following Conflict of Interest Code including its Appendix of Designated Employees and Disclosure Categories.

PASSED AND ADOPTED THIS _____ day of _____, _____ at a meeting, by the following vote:

AYES: _____ NOES: _____ ABSENT: _____

Attest:

Secretary/Board President
Conflict of Interest Code of the Ontario Montclair School District
(Ref. H 1.9)

EXHIBIT B

The provisions of 2 CCR 18730 and any amendments to it adopted by the Fair Political Practices Commission, together with the attached Appendix specifying designated positions and disclosure categories, are incorporated by reference and shall constitute the district's conflict of interest code.

Board of Trustees members and designated employees shall file a Statement of Economic Interest/Form 700 in accordance with the disclosure categories listed in the attached Appendix. The Statement of Economic Interest shall be filed with the district's code reviewing body the San Bernardino County Board of Supervisors (Cal Govt Code 82011(b)). The district shall make the statements available for public review and inspection.

APPENDIX

Disclosure Categories

1. Category 1: A person designated Category 1 shall disclose:
 - a. Interests in real property located entirely or partly within district boundaries, or within two miles of district boundaries, or of any land owned or used by the district.
 - b. Investments or business positions in or income from sources which are engaged in the acquisition or disposal of real property within the district, are contractors or subcontractors which are or have been within the past two years engaged in work or services of the type used by the district, or manufacture or sell supplies, books, machinery, or equipment of the type used by the district.
2. Category 2: A person designated Category 2 shall disclose:
 - a. Investments or business positions in or income from sources which are contractors or subcontractors engaged in work or services of the type used by the department which the designated person manages or directs.
 - b. Investments or business positions in or income from sources which manufacture or sell supplies, books, machinery, or equipment of the type used by the department which the designated person manages or directs. For the purposes of this category, a principal's department is his/her entire school.
3. Full Disclosure: Because it has been determined that the district's Board members and/or Superintendent "manage public investments," they and other persons designated for "full disclosure" shall disclose, in accordance with Government Code 87200:
 - a. Interests in real property located entirely or partly within district boundaries, or within two miles of district boundaries, or of any land owned or used by the district.
 - b. Investments, business positions, and sources of income, including gifts, loans, and travel payments.

(Ref. H 1.10)

EXHIBIT B

Designated Position Disclosure Category

Board of Trustees Members	1, 2	
Superintendent of Schools	1, 2	
Deputy/Assistant Superintendent	1, 2	
Chief Business Official	1, 2	
Chief Financial Officer/Executive Director, Fiscal Services	1, 2	
Executive Director, Health & Wellness	1, 2	
Executive Director, Human Resources	1, 2	
Director, Athletics, Extra-Curricular, Activities & Program Support		1, 2
Director, Child Welfare, Attendance & Records	1, 2	
Director, Curriculum & Instruction	1, 2	
Director, English Learners, Plan Development & Instructional Support		1, 2
Director, Facilities Planning & Operations	1, 2	
Director, Family & Community Engagement	1, 2	
Director, Food & Nutrition Services	1, 2	
Director, Information Services	1, 2	
Director, Learning & Teaching	1, 2	
Director, Secondary Education & the Ontario-Montclair Schools Foundation		1, 2
Director, Purchasing	1, 2	
Director, Special Education		
Director, Transportation	1, 2	
Assistant Director, Food & Nutrition Services		
Assistant Director, Operations	1, 2	
Assistant Director, Transportation	1, 2	
Director II, Research & Assessment	1, 2	
Director II, Special Education	1, 2	
Operations Supervisor	1, 2	
Coordinator, Federal & State Programs	1, 2	
Coordinator, Expanded Learning	1, 2	
Administrator, Health & Wellness	2	
Buyer	2	
Clinical Supervisor	2	
Coordinator, Fiscal Services	2	
Coordinator, Human Resources	2	
Coordinator, Payroll & Benefits Manager	2	
Transportation Manager	2	
Transportation Supervisor	2	
Program and Operations Manager	2	
Central Kitchen Manager	2	
Principal	2	
Principal on Assignment	2	
Assistant Principal/Elementary Administrator		2
Program Manager, Behavioral Health		2
Program Administrator	2	
Supervisor	2	

(Ref. H 1.11)

EXHIBIT B

Early Childhood Development Administrator/ Preschool Administrator	2
Data Warehouse	2
Network Administrator	2
Technology Support Manager	2

Disclosures for Consultants

Consultants are designated employees who must disclose financial interests as determined on a case-by-case basis by the Superintendent or designee. (Government Code 82019.) The Superintendent or designee's written determination shall include a description of the consultant's duties and a statement of the extent of disclosure requirements based upon that description. All such determinations are public records and shall be retained for public inspection along with this conflict of interest code.

A consultant is an individual who, pursuant to a contract with the district, makes a governmental decision whether to: (2 CCR 18700.3)

1. Approve a rate, rule, or regulation
2. Adopt or enforce a law
3. Issue, deny, suspend, or revoke a permit, license, application, certificate, approval, order, or similar authorization or entitlement
4. Authorize the district to enter into, modify, or renew a contract that requires district approval
5. Grant district approval to a contract that requires district approval and in which the district is a party, or to the specifications for such a contract
6. Grant district approval to a plan, design, report, study, or similar item
7. Adopt or grant district approval of district policies, standards, or guidelines

A consultant is also an individual who, pursuant to a contract with the district, serves in a staff capacity with the district and in that capacity participates in making a governmental decision as defined in 2 CCR 18704 or performs the same or substantially all the same duties for the district that would otherwise be performed by an individual holding a position specified in the district's conflict of interest code. (2 CCR 18700.3)

**Exhibit
version:**

**ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California**

(Ref. H 1.12)

EXHIBIT C

Ontario-Montclair School District

Resolution 2024-25-56, ADOPTING A CONFLICT OF INTEREST CODE

WHEREAS, the Political Reform Act, Government Code 87300-87313, requires each public agency in California to adopt a conflict of interest code; and

WHEREAS, the Board of Trustees of the Ontario-Montclair School District has previously adopted a local conflict of interest code; and

WHEREAS, past and future amendments to the Political Reform Act and implementing regulations may require conforming amendments to be made to the district's conflict of interest code; and

WHEREAS, a regulation adopted by the Fair Political Practices Commission, 2 CCR 18730, provides that incorporation by reference of the terms of that regulation, along with an agency-specific appendix designating positions and disclosure categories shall constitute the adoption and amendment of a conflict of interest code in conformance with Government Code 87300 and 87306; and

WHEREAS, the Ontario-Montclair School District has recently reviewed its positions, and the duties of each position, and has determined that (changes/no changes) to the current conflict of interest code are necessary; and

WHEREAS, any earlier resolutions, bylaws, and/or appendices containing the district's conflict of interest code shall be rescinded and superseded by this resolution and Appendix; and

NOW THEREFORE BE IT RESOLVED that the Ontario-Montclair School District Board of Trustees adopts the following Conflict of Interest Code including its Appendix of Designated Employees and Disclosure Categories.

PASSED AND ADOPTED THIS _____ day of _____, _____ at a meeting, by the following vote:

AYES: _____ **NOES:** _____ **ABSENT:** _____

Attest:

Secretary/Board President
Conflict of Interest Code of the Ontario Montclair School District

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Adoption of Resolution 2024-25-57, Allowing Legal Provisions Authorizing Staff to Teach Local Assignments for the 2024 – 2025 School Year**

REQUESTED ACTION

Approve the adoption of Resolution 2024-25-57, allowing Legal Provisions Authorizing Staff to Teach Local Assignments for the 2024 – 2025 school year.

BACKGROUND INFORMATION

Senate Bill 435, passed in 1989, requires that all California school districts review credential authorizations for their certificated staff on an annual basis, commonly referred to as “assignment/misassignment monitoring”. Per Education Code §44258.9, county offices of education are required to monitor and ensure that their districts have no teacher assignments outside the authorization of the teachers’ credentials.

To ensure that all certificated staff are assigned appropriately, District staff works with the site principals to review all master schedules and vet assignments to the credentials of the teachers who will deliver this content area for the year. Education Code allows assignment options that will permit the instructional services, commonly referred to as Local Assignment Option, to be outside the teacher’s credential. The teacher impacted must complete a written consent indicating that they agree to the assignment. The final required step is that the Board review and adopt a resolution to permit authorization of the Local Assignments.

District staff has verified that all Local Assignments for the 2024 – 2025 school year are appropriate and that the conditions required by law have been met. Attachment A, included as part of the Resolution 2024-25-57 (Exhibit A), is a comprehensive list of the District’s 2024 – 2025 authorized Local Assignments.

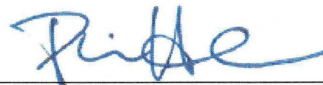
Prepared by: Hector Macias, Deputy Superintendent, Human Resources



FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT’S RECOMMENDATION

The Superintendent recommends the Board approve the adoption of Resolution 2024-25-57, allowing Legal Provisions Authorizing Staff to Teach Local Assignments for the 2024 – 2025 school year.

Approved by: James Q. Hammond, Superintendent

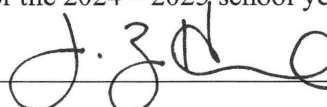


Exhibit A

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

RESOLUTION 2024-25-57

**ALLOWING LEGAL PROVISIONS AUTHORIZING STAFF
TO TEACH LOCAL ASSIGNMENTS FOR THE 2024 – 2025 SCHOOL YEAR**

WHEREAS, it is occasionally necessary to assign teachers to teach one or more periods in a subject area out of their major or minor field of study; and

WHEREAS, such assignments are allowed through Education Code Local Assignment Options; and

WHEREAS, use of these Local Assignments Options requires Board approval by resolution; and

WHEREAS, Attachment A is a comprehensive list of all authorized District Local Assignments for the 2024 – 2025 school year;

THEREFORE BE IT RESOLVED, that the Ontario-Montclair School District Board of Trustees approve these options under the guidelines and standards allowed by California Education Code §44256(b).

PASSED AND ADOPTED this ____ day of November 2024, by the Board of Trustees, Ontario-Montclair School District, County of San Bernardino, California.

Attest:



Elvia M. Rivas, Board President
Ontario-Montclair School District

Adoption of Resolution 2024-25-57, Allowing Legal Provisions Authorizing Staff to Teach Local Assignments for the 2024 – 2025 School Year
November 7, 2024

Attachment A

NAME	SITE	COURSE	CREDENTIAL	LOCAL ASSIGNMENT OPTION	ED CODE
Leach, Daniel	Serrano Middle School	Mathematics	Clear Multiple Subject Teaching Credential	12 Lower Division Semester units in Mathematics	EC §44256(b)
Perri, Michele	Serrano Middle School	Social Studies	Clear Multiple Subject Teaching Credential	8 Upper Division Semester units in Social Science	EC §44256(b)
Saucedo, Lindsey	Serrano Middle School	Mathematics	Clear Multiple Subject Teaching Credential	20 Semester units in Mathematics	EC §44256(b)
Thune, Andrea	Serrano Middle School	English	Clear Multiple Subject Teaching Credential	6 Upper Division Semester Units in English	EC §44256(b)
Yeh, James	Serrano Middle School	Integrated Science	Clear Multiple Subject Teaching Credential	BA Environmental Science	EC §44256(b)

Qualified per 44256(b) = Elementary Credential and 12 lower or 6 upper semester units in content taught

Qualified per 44258.2 = Secondary Credential and 12 lower or 6 upper semester units in content taught

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Memorandum of Understanding (MOU) between the Ontario-Montclair School District (OMSD) and the Ontario-Montclair Teachers Association (OMTA) regarding a One-Time Incentive for Early Notification of Retirement/Resignation**

REQUESTED ACTION

Approve the Memorandum of Understanding (MOU) between the Ontario-Montclair School District (OMSD) and the Ontario-Montclair Teachers Association (OMTA) regarding a One-Time Incentive for Early Notification of Retirement/Resignation.

BACKGROUND INFORMATION

The Ontario-Montclair School District (OMSD) and the Ontario-Montclair Teachers Association (OMTA) have reached an Agreement (See Exhibit A) to incentivize early notification of retirement/resignation. It will allow early preparation and planning of the District's hiring and position control practices for the 2025 – 2026 school year. It is in the best fiscal interests of the District to have information regarding certificated employee resignations and retirements prior to the end of the current 2024 – 2025 school year.

OMSD and OMTA have determined a monetary incentive for certificated employees who wish to voluntarily exercise their option to retire/resign from the District service is a practical means of encouraging early notification to the District of such plans.

1. Certificated employees electing to receive an early notification incentive pursuant to this MOU must meet all of the following criteria:
 - a. Currently have status of a permanent certificated employee;
 - b. Submit a non-revocable letter of resignation or retirement from District employment, with an effective date between May 1, 2025 to June 30, 2025, to the Human Resources Office no later than 4:00 p.m. on or before January 10, 2025 for \$1,000; and
 - c. Agree not to return to District employment as a permanent certificated employee until after June 30, 2026.

Pending Board approval, any permanent District certificated employees, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum as indicated in the aforementioned language. Those who work less than a full-time assignment shall be eligible to receive a pro-rated lump sum.

Memorandum of Understanding (MOU) between the Ontario-Montclair School District (OMTA) and Ontario-Montclair Teachers Association (OMTA) regarding a One-Time Incentive for Early Notification of Retirement/Resignation

November 7, 2024

Each such participant is solely responsible for all tax consequences of accepting the incentive and to abide by the MOU language.

The lump sum shall be paid no later than July 1, 2025. This agreement is for the period of July 1, 2024 through June 30, 2025.

The MOU is attached as Exhibit A and the AB1200 as Exhibit B.

Prepared by: Hector Macias, Deputy Superintendent, Human Resources



FINANCIAL IMPLICATIONS

The estimated cost for the MOU for a one-time incentive for early notification of retirement/resignation, is estimated at approximately \$26,047. This is based on irrevocable notifications from prior years.

Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Memorandum of Understanding (MOU) between the Ontario-Montclair School District (OMSD) and the Ontario-Montclair Teachers Association (OMTA) regarding a One-Time Incentive for Early Notification of Retirement/Resignation.

Approved by: James Q. Hammond, Superintendent

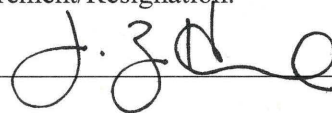
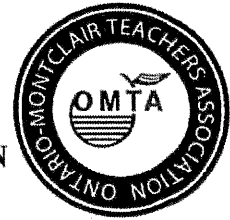


Exhibit A



MEMORANDUM OF UNDERSTANDING
By and Between
ONTARIO-MONTCLAIR SCHOOL DISTRICT
And the
ONTARIO-MONTCLAIR TEACHERS ASSOCIATION



October 2, 2024

MEMORANDUM OF UNDERSTANDING

**ONE-TIME INCENTIVE FOR EARLY NOTIFICATION OF
RETIREMENT/RESIGNATION**

WHEREAS, the Ontario-Montclair School District (District) and the Ontario-Montclair Teachers Association (OMTA) are Parties to a Collective Bargaining Agreement (CBA), effective from July 1, 2024 through June 30, 2025; and

WHEREAS, for purposes of preparing and planning the District's hiring and position control practices for the 2025-2026 school year, it is in the best fiscal interests of the District to have information regarding certificated employee resignations and retirements prior to the end of the current 2024-2025 school year; and

WHEREAS, the Parties have determined a monetary incentive for certificated bargaining unit employees who wish to voluntarily exercise their option to retire/resign from District service is a practical means of encouraging early notification to the District of such plans; and

WHEREAS, the Parties seek to provide a one-time incentive to eligible employees who provide early notification to the District of their retirement/resignation effective at the end of the 2024-2025 school year.

NOW THEREFORE, THE PARTIES AGREE:

1. The District shall pay an early notification incentive to each permanent certificated employee of the District who submits a non-revocable letter of resignation or retirement from District employment with an effective date between May 1, 2025 to June 30, 2025, and provides early notification as specified in this Memorandum of Understanding.
2. Any permanent District certificated employee, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum of \$1,000 if submitted to the Human Resources Office no later than 4:00 p.m. on or before January 10, 2025.

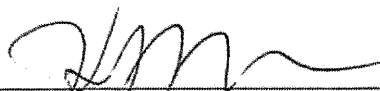
One-Time Incentive for Early Notification of Retirement/Resignation
Page 2 of 2

Each such participant is solely responsible for all tax consequences of accepting the incentive.

3. Certificated employees agree not to return to District employment as a permanent certificated employee until after June 30, 2026.
4. Certificated employees who work less than a full-time assignment shall be eligible to receive a pro-rated lump sum in return for their submission of an early notification of irrevocable resignation or retirement.
5. This MOU is for the 2024-2025 school year only and expires by its own terms on June 30, 2025. The Parties agree that this MOU is non-precedential and applies only to the terms specifically agreed to and described. Nothing in this MOU waives, modifies, or amends any provisions of the CBA except as provided herein.

This MOU is non-precedent setting.

For the District


Hector Macias
Deputy Superintendent, Human Resources
Ontario-Montclair School District
10/16/24
Date

For the Association



Tracy Lee Taylor
President
Ontario-Montclair Teacher Association
10/16/24
Date

Exhibit B

FOR SUBMISSION TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS in compliance with the Public Disclosure requirements of AB 1200 (Statutes 1991, Chapter 1213) as revised by AB 2756 (Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE SCHOOL DISTRICT
WITH THE BARGAINING UNIT (BU)

To be acted upon by the Governing Board at its meeting on :
Budget Revisions to be INPUT no later than 45 days after approval: *(will calc + 45 days)*
Estimated Agreement Payment Date

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

This document is REQUIRED whenever a NEW or AMENDED agreement is ratified.

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

(Separate disclosures should be made for each bargaining unit agreement)

	# FTE Represented
Certificated: <input type="text" value="Ontario-Montclair Teachers Association (OMTA)"/>	<input type="text" value="1,255.0"/>
Classified: <input type="text"/>	<input type="text" value="0.0"/>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on:
and ending on:

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:			
Reopeners: Yes or NO ?	<input type="text"/>	<input type="text"/>	<input type="text"/>
if Yes, what Areas?	<input type="text"/>		

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE CHANGE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries for the above-mentioned Bargaining unit:

Current Year Salary Cost Before Settlement <i>(Based on Year to Date (YTD) Actuals Projected through 6/30):</i>	<input type="text" value="\$ 148,631,529.00"/>
Current Year Salary Cost After Settlement <i>(Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):</i>	<input type="text" value="\$ 148,656,529.00"/>
Total Cost Increase or (Decrease):	<input type="text" value="\$25,000.00"/>
Percentage Increase or (Decrease):	<input type="text" value="0.02%"/>

SALARY CHANGE FOR AN AVERAGE, REPRESENTED EMPLOYEE FROM PRIOR YEAR

(Includes annual step/column movement on schedule):

<u>Salary Increase or (Decrease)</u>	
% increase or (decrease) to existing schedule	<input type="text" value="0.00%"/> per employee
% increase or (decrease) for one-time bonus/stipend or (salary reduction)	<input type="text" value="0.00%"/> per employee
<u>Step & column</u>	
average % annual change over the prior year schedule	<input type="text" value="0.00%"/> per employee
TOTAL PERCENTAGE CHANGE FOR AVERAGE REPRESENTED EMPLOYEE	<input type="text" value="0.00%"/> per employee

Indicate Change in # of Work Days, Furlough or Additional, Related to % Change	<input type="text" value="0"/>
Indicate Total # of Work Days to be provided for fiscal year:	<input type="text" value="Various"/>
Indicate Total # of Instructional Days to be provided for fiscal year:	<input type="text" value="180"/>

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Section 4: BENEFITS: PERCENTAGE CHANGE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee statutory and health/welfare benefits:

Statutory Benefits: (object 3XXX less 34XX)

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Statutory Benefit Costs:

Current Costs:

\$ 35,519,132.00

Proposed Costs:

\$ 35,520,179.00

Total Cost Increase or (decrease):

\$1,047.00

Percentage Change:

0.00%

District Health and Welfare Plans - Object 34XX (Medical, Dental, Vision, Life Insurance, Other)

Total Health and Welfare Costs:

Current Costs:

\$ 17,212,469.00

Proposed Costs:

\$ 17,212,469.00

Total Cost Increase or (decrease):

\$0.00

Percentage Change:

0.00%

Indicate if Health/Welfare Benefits are Capped: (Include details such as different caps per health plans or any super composite rates. Also, indicate if cap includes health benefits only or also other insurances.)

Health Benefit Cap Based on Medical Plan Selected: Single - \$9,854, Two Party - \$17,906, Family - \$24,896

Current Cap:

\$ 24,896.00

Proposed Cap:

\$ 24,896.00

Average Capped Amount increase or (decrease) per employee

\$0.00

0.00%

TOTAL COST OR (SAVINGS) OF COMPENSATION CHANGES (REGARDLESS OF WHETHER PREVIOUSLY BUDGETED IN WHOLE OR IN PART)

Section 5: TOTAL COST INCREASE OR (SAVINGS) FOR SALARIES AND BENEFITS IN THE PROPOSED AGREEMENT:

Current Year Combined Cost Before Settlement: (data pulls from above)

(Based on YTD Actuals Projected through 6/30 and current agreement)

Salaries

\$ 148,631,529.00

Benefits

\$ 52,731,801.00

Total:

\$ 201,363,330.00

Current Year Cost After Settlement: (data pulls from above)

(Include any retroactive pay increases or (decreases) or one-time bonuses/stipends or (reductions)):

Salaries

\$ 148,656,529.00

Benefits

\$ 52,732,648.00

Total:

\$ 201,389,177.00

TOTAL COST INCREASE OR (DECREASE)

\$26,047.00

(This amount should tie to the multiyear projection sections for 1XXX-3XXX)

PERCENTAGE CHANGE

0.01%

1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):

\$ 1,911,300.00

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement: (Indicate, **IN DETAIL**, the terms of the agreement covered in each section)

A. OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc. (amounts, staff affected, total cost and/or savings).

Per Memorandum of Understanding (MOU): Effective July 1, 2024 - June 30, 2025, the District shall pay an early notification incentive to each permanent certificated employee of the District who submits a non-revocable letter of resignation or retirement from District employment with an effective date between May 1, 2025 to June 30, 2025, and provides early notification as specified in this Memorandum of Understanding. Any permanent District certificated employee, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum of \$1,000 if submitted to the Human Resources Office by the designated due date.

B. NON-COMPENSATION: Class Size Changes (indicate before and after class sizes/grades affected; and, if applied for CDE waiver (attach copy)), Staff Development Days, Teacher Prep Time, etc..

N/A

C. REOPENERS, CONTINGENCY AND/OR RESTORATION LANGUAGE: Describe specific areas identified for Reopeners, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action to BAS upon approval.

N/A

Section 7: State Minimum Reserve Standard Calculation:

Total Expenditures and Other Uses: *(pulls from MYP Sec. 9)*
Minimum State Reserve Percentage (input %)
Minimum State Reserve Requirement: *(Formula includes Total Exp/Uses x Minimum Reserve %)*

\$	433,630,704.00
	3%
\$	13,008,921.03

FISCAL IMPACT IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS

Section 8: Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5. (Pulls from above Governing Board Date plus 45 days)

12/22/2024

Provide proof that board-approved budget revisions have been input within 45 days. Date budget revisions input/BT #'s:

BT #'s:

mm/dd/yy

If the board-approved revisions input are different from the proposed budget adjustments in Col. 2 provide a detailed explanation of differences.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS. (Reflect both Unrestricted and Restricted General Fund Budget Amounts)

In-Lieu of this form, an updated Form MYP can be supplied which includes the results of the settlement over the most recent Form MYP filed with this office.

	Current Fiscal Year 2024-2025			
	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Please NOTE: The title reflected in Col. 1 can be modified if the agreement is being approved along with the Adopted Budget Process. In this case, Col. 4 should reflect the Adopted Budget including the salary agreement and Col. 1 would reflect the Adopted Budget less Col. 2, the actual cost of the agreement.	Latest Board-Approved Budget Before Settlement - As of Adopted Budget 6/20/2024	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA	ADA= 16,597	CERT FTE: 1,255	CLASS FTE: 1,366	ADA= 16,597
LCFF Sources (8010-8099)	265,589,372.00	0.00	0.00	265,589,372.00
Remaining Revenues (8100-8799)	120,803,053.00	0.00	0.00	120,803,053.00
TOTAL	386,392,425.00	0.00	0.00	386,392,425.00
OPERATING EXPENDITURES				
1000 Certificated Salaries	163,014,270.00	25,000.00	0.00	163,039,270.00
2000 Classified Salaries	72,660,864.00	0.00	0.00	72,660,864.00
3000 Benefits	114,219,085.00	1,047.00	0.00	114,220,132.00
4000 Instructional Supplies	16,731,274.00	0.00	0.00	16,731,274.00
5000 Contracted Services	50,773,051.00	0.00	0.00	50,773,051.00
6000 Capital Outlay	12,309,963.00	0.00	0.00	12,309,963.00
7000 Other	(723,853.00)	0.00	0.00	(723,853.00)
TOTAL	428,984,654.00	26,047.00	0.00	429,010,701.00
OPERATING SURPLUS (DEFICIT)	(42,592,229.00)	(26,047.00)	0.00	(42,618,276.00)
Other Sources and Transfers In	8,131,694.00	0.00	0.00	8,131,694.00
Other Uses and Transfers Out	4,620,000.00	0.00	0.00	4,620,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(39,080,535.00)	(26,047.00)	0.00	(39,106,582.00)
BEGINNING FUND BALANCE 9791-92	179,209,092.00			179,209,092.00
Prior-Year Adjustments 9793-95	0.00		0.00	0.00
NET BEGINNING BALANCE	179,209,092.00		0.00	179,209,092.00
ENDING FUND BALANCE (EFB)	140,128,557.00	(26,047.00)	0.00	140,102,510.00
COMPONENTS OF ABOVE EFB:				
Nonspendable (9711-9719)	1,702,427.00	0.00	0.00	1,702,427.00
Restricted (9740)	73,388,724.00	0.00	0.00	73,388,724.00
Committed (9750/9760)	52,029,266.38	(26,828.41)	0.00	52,002,437.97
Assigned (9780)	0.00	0.00	0.00	0.00
Reserve Economic Uncertainties (9789)	13,008,139.62	781.41	0.00	13,008,921.03
Unassigned/Unappropriated (9790)	0.00	0.00	0.00	0.00
State Minimum Reserves %	3.00%	Meets		3.00%
Are budgets in balance?	In Balance	OK		In Balance
Did you adjust reserves? s/b \$0	\$0.00			\$0.00
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain below. Also, list any other assumptions used or included in Column 3:

N/A

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

First Subsequent Year 2025-2026			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement - As of Adopted Budget 6/20/2024	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
ADA= 16,473	CERT FTE: 1,245	CLASS FTE: 1,366	ADA= 16,473
OPERATING REVENUES: LCFF ADA			
LCFF Sources (8010-8099)	265,340,893.00	0.00	265,340,893.00
Remaining Revenues (8100-8799)	109,074,411.00	0.00	109,074,411.00
TOTAL	374,415,304.00	0.00	374,415,304.00
OPERATING EXPENDITURES			
1000 Certificated Salaries	163,222,984.00	0.00	163,222,984.00
2000 Classified Salaries	71,394,831.00	0.00	71,394,831.00
3000 Benefits	114,331,589.00	0.00	114,331,589.00
4000 Instructional Supplies	14,745,787.00	0.00	14,745,787.00
5000 Contracted Services	48,584,869.00	0.00	48,584,869.00
6000 Capital Outlay	2,125,014.00	0.00	2,125,014.00
7000 Other	(723,853.00)	0.00	(723,853.00)
TOTAL	413,681,221.00	0.00	413,681,221.00
OPERATING SURPLUS/(DEFICIT)	(39,265,917.00)	0.00	(39,265,917.00)
Other Sources and Transfers In	1,931,694.00	0.00	1,931,694.00
Other Uses and Transfers Out	4,620,000.00	0.00	4,620,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(41,954,223.00)	0.00	(41,954,223.00)
BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)	140,102,510.00		140,102,510.00
Prior-Year Adjustments (9792-9795)			0.00
NET BEGINNING BALANCE	140,102,510.00		140,102,510.00
ENDING FUND BALANCE (EFB)	98,148,287.00	0.00	98,148,287.00
COMPONENTS OF EFB (above):			
Nonspendable (9711-9719)	1,702,427.00	0.00	1,702,427.00
Restricted (9740)	46,100,463.00	0.00	46,100,463.00
Committed (9750/9760)	37,796,360.37	0.00	37,796,360.37
Assigned (9780)	0.00	0.00	0.00
Reserve Economic Uncertainties	12,549,036.63	0.00	12,549,036.63
Unassigned/Unappropriated (9790)	0.00	0.00	0.00
State Minimum Reserves %	3.00%	Meets	3.00%
Are budgets in balance?	In Balance		In Balance
Did you adjust reserves? s/b \$0	\$ 0.00	Undesignated Amount	\$ 0.00
FUND 17 RESERVES (9789) or N/A	\$ -		\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced staffing, etc., explain below:

One-year agreement.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Second Subsequent Year 2026-2027			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement - As of Adopted Budget 6/20/2024	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA			
LCFF Sources (8010-8099)	CERT FTE: 1,235	CLASS FTE: 1,366	ADA= 16,086
Remaining Revenues (8100-8799)			
TOTAL			
ADA= 16,086	CERT FTE: 1,235	CLASS FTE: 1,366	ADA= 16,086
268,681,516.00	0.00	0.00	268,681,516.00
109,129,307.00	0.00	0.00	109,129,307.00
377,810,823.00	0.00	0.00	377,810,823.00
OPERATING EXPENDITURES			
1000 Certificated Salaries	160,621,194.00	0.00	160,621,194.00
2000 Classified Salaries	70,384,553.00	0.00	70,384,553.00
3000 Benefits	111,797,199.00	0.00	111,797,199.00
4000 Instructional Supplies	14,472,958.00	0.00	14,472,958.00
5000 Contracted Services	48,198,775.00	0.00	48,198,775.00
6000 Capital Outlay	2,125,014.00	0.00	2,125,014.00
7000 Other	(723,853.00)	0.00	(723,853.00)
TOTAL	406,875,840.00	0.00	406,875,840.00
OPERATING SURPLUS/(DEFICIT)	(29,065,017.00)	0.00	(29,065,017.00)
Other Sources and Transfers In	1,931,694.00	0.00	1,931,694.00
Other Uses and Transfers Out	4,620,000.00	0.00	4,620,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(31,753,323.00)	0.00	(31,753,323.00)
BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)	98,148,287.00		98,148,287.00
Prior-Year Adjustments (9792-9795)			0.00
NET BEGINNING BALANCE	98,148,287.00		98,148,287.00
ENDING FUND BALANCE (EFB)	66,394,964.00	0.00	66,394,964.00
COMPONENTS OF EFB (above):	<i>(use whole rounded numbers only)</i>		
Nonspendable (9711-9719)	1,702,427.00		1,702,427.00
Restricted (9740)	26,876,216.00		26,876,216.00
Committed (9750/9760)	25,471,445.80		25,471,445.80
Assigned (9780)	0.00	0.00	0.00
Reserve Economic Uncertainties	12,344,875.20	0.00	12,344,875.20
Unassigned/Unappropriated (9790)	0.00	0.00	0.00
State Minimum Reserves %	3.00%	Meets	3.00%
Are budgets in balance?	In Balance		In Balance
Did you adjust reserves? s/b \$0	(\$0.00)	Undesignated Amount	(\$0.00)
FUND 17 RESERVES (9789) or N/A	\$ -		\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced Staffing, etc., explain below:

N/A

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Section 10: MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows *(text pulls into disclosure)*: Send copy of final Agreement to BAS upon Board Approval

N/A

Section 11:

FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS: The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years. (Include any compensation/noncompensation provisions specified below.) *(text pulls into disclosure)*:

N/A - One year agreement.

Section 12: NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations. *(text pulls into disclosure)*:

Per Memorandum of Understanding (MOU): Effective July 1, 2024 - June 30, 2025, the District shall pay an early notification incentive to each permanent certificated employee of the District who submits a non-revocable letter of resignation or retirement from District employment with an effective date between May 1, 2025 to June 30, 2025, and provides early notification as specified in this Memorandum of Understanding. Any permanent District certificated employee, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum of \$1,000 if submitted to the Human Resources Office by the designated due date.

Section 13: SOURCE OF FUNDING FOR PROPOSED AGREEMENT: Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement. *(text pulls into disclosure)*:

General Fund.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

ADDITIONAL FISCAL INDICATORS- CRITERIA AND STANDARDS A.5

This section is in response to the Criteria and Standards Additional Fiscal Indicators #A.5., which asks: "Has the district entered into a bargaining agreement where any of the budget or subsequent years of the agreement would result in salary increases that are expected to exceed the projected state cost of living adjustment."

Section 14: COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT LOCAL CONTROL FUNDING FORMULA (LCFF):

(A)	Current-year (CY) LCFF Average Rate per ADA: (CY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 79)	Estimated \$15,157.00
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 79)	\$14,930.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)	227.00
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)	1.52%
(E)	ADA Increase/(Decrease) from Prior Year as % Current year P-2 LCFF funded ADA (greater of PY guarantee or current year) Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	(4.15%) 17,522.65 18,281.62
(F)	Total LCFF % increase or (decrease) plus ADA % change	(2.63%)
(G)	Indicate Total Settlement Percentage Change from Section 5	0.01%

If proposed agreement % on Line G is greater than Line F, please provide explanation below:

Agreement will be paid from General Fund Reserves.

CERTIFICATION

To be signed by the **District Superintendent AND Chief Business Official upon submission to the Governing Board** and by the **Board President upon formal Board action** on the proposed agreement.

Districts with a Qualified or Negative Certification : Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review **10 days prior to the board meeting that will ratify the agreement**.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200, AB 2756, GC 3547.5, and GC 3540.2.

WE HEREBY CERTIFY THAT THE COSTS INCURRED BY THE SCHOOL DISTRICT UNDER THIS AGREEMENT CAN BE MET BY THE DISTRICT DURING THE TERM OF THE AGREEMENT.

[Signature]
District Superintendent - signature

10/3/2024

Date

[Signature]
Chief Business Official - signature

9/30/24

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Thursday, November 7, 2024 took action to approve the proposed Agreement with the Ontario-Montclair Teachers Association (OMTA) Bargaining Unit.

President, Governing Board - signature

Date

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD) SCHOOL DISTRICT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

Ontario-Montclair Teachers Association (OMTA) BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on

11/07/24

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning and ending for the following fiscal years

07/01/24

06/30/25

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement

\$201,363,130.00

2. Current Year Costs After Agreement

\$201,389,177.00

3. Total Cost Change

\$26,047.00

4. Percentage Change

0.01%

5. Value of a 1% Change

\$1,841,506.61

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change
(% Change To Existing Salary Schedule)
(% change for one time bonus/stipend or salary reduction)

2. Step & Column
(Average % Change Over Prior Year Salary Schedule)

3. TOTAL PERCENTAGE CHANGE FOR THE
AVERAGE, REPRESENTED EMPLOYEE

4. Change in # of Work Days (+/-) Related to % Change

5. Total # of Work Days to be provided in Fiscal Year

Various

6. Total # of Instructional Days to be provided in Fiscal Year
(applicable to Certificated BU agreements only)

180

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD) SCHOOL DISTRICT

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	\$52,731,601.00
2.	Cost of Benefits After Agreement	\$52,732,648.00
3.	Percentage Change in Total Costs	0.00%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$433,630,701.00
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$13,008,921.03

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$13,008,921.03
5.	Unassigned/Unappropriated (Object 9790)	
6.	Total Reserves: (Object 9789 + 9790)	\$13,008,921.03

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	
----	--	--

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$13,008,921.03
9.	Percentage of General Fund Expenditures/Uses	3.00%
	Difference between District Reserves and Minimum State Requirement	

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD) SCHOOL DISTRICT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

N/A

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

N/A - One year agreement

H. NARRATIVE OF AGREEMENT

Per Memorandum of Understanding (MOU) Effective July 1, 2024 - June 30, 2025, the District shall pay an early notification incentive to each permanent certificated employee of the District who submits a non-revocable letter of resignation or retirement from District employment with an effective date between May 1, 2025 to June 30, 2025, and provides early notification as specified in this Memorandum of Understanding. Any permanent District certificated employee, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum of \$1,000 if submitted to the Human Resources Office by the designated due date.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

General Fund

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

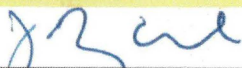
CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.



District Superintendent - signature

10/3/2024

Date



Chief Business Official- signature

9/30/24

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on **11/7/2024** *took action to approve the proposed Agreement*

with the **Ontario-Montclair Teachers Association (OMTA)** *Bargaining Unit.*

President, Governing Board
(signature)

Date

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Memorandum of Understanding (MOU) between the Ontario-Montclair School District (OMSD) and the California School Employees Association (CSEA) and its Chapter #108 regarding a One-Time Incentive for Early Notification of Retirement/Resignation**

REQUESTED ACTION

Approve the Memorandum of Understanding (MOU) between the Ontario-Montclair School District (OMSD) and the California School Employees Association (CSEA) and its Chapter #108 regarding a One-Time Incentive for Early Notification of Retirement/Resignation.

BACKGROUND INFORMATION

The Ontario-Montclair School District (OMSD) and the California School Employees Association (CSEA) have reached an Agreement to incentivize early notification of retirement/resignation. It will allow early preparation and planning of the District's hiring and position control practices for the 2025 – 2026 school year. It is in the best fiscal interests of the District to have information regarding classified employee resignations and retirements prior to the end of the current 2024 – 2025 school year.

OMSD and CSEA have determined a monetary incentive for classified employees who wish to voluntarily exercise their option to retire/resign from the District service is a practical means of encouraging early notification to the District of such plans.

1. Classified employees electing to receive an early notification incentive pursuant to this MOU must meet all of the following criteria:
 - a. Currently have a status as a permanent employee; and
 - b. Submit a non-revocable letter of retirement/resignation from District employment, with an effective date between May 1, 2025 through June 30, 2025, to the Human Resources Office no later than 4:00 p.m. on or before January 10, 2025; and
 - c. Agree not to return to District employment as a permanent employee until June 30, 2026.

Upon the Board of Trustees approval, any permanent District classified employee, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum, prorated as indicated below:

Submitted On or Before January 10, 2025

5.5 – 8 hours: \$1,000
4.5 – 5.4 hours: \$750
4.0 – 4.4 hours: \$550
.25 – 3.9 hours: \$250

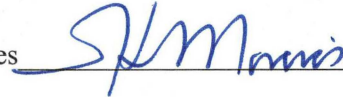
Memorandum of Understanding (MOU) between the Ontario-Montclair School District (OMSD) and the California School Employees Association (CSEA) and its Chapter #108 regarding a One-Time Incentive for Early Notification of Retirement/Resignation
November 7, 2024

Each such participant is solely responsible for all tax consequences of accepting the incentive and to abide by the MOU language.

The lump sum shall be paid no later than June 30, 2025. This agreement is for the period of July 1, 2024 through June 30, 2025.

The MOU is attached as Exhibit A and the AB1200 as Exhibit B.

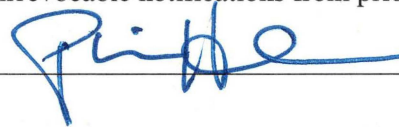
Prepared by: Hector Macias, Deputy Superintendent, Human Resources



FINANCIAL IMPLICATIONS

The estimated cost for the MOU for a one-time incentive for early notification of retirement/resignation, is estimated at approximately \$16,558. This is based on irrevocable notifications from prior years.

Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Memorandum of Understanding (MOU) between the Ontario-Montclair School District (OMSD) and the California School Employees Association (CSEA) and its Chapter #108 regarding a One-Time Incentive for Early Notification of Retirement/Resignation.

Approved by: James Q. Hammond, Superintendent



Exhibit A

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, CA

September 25, 2024



MEMORANDUM OF UNDERSTANDING

**BETWEEN THE ONTARIO-MONTCLAIR SCHOOL DISTRICT AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION & ITS CHAPTER #108**

**ONE TIME INCENTIVE FOR EARLY NOTIFICATION OF
RETIREMENT/RESIGNATION**

WHEREAS, the Ontario-Montclair School District (District) and the California School Employee Association (CSEA) are Parties to a Collective Bargaining Agreement (CBA), effective from July 1, 2024 through June 30, 2025; and

WHEREAS, for purposes of preparing and planning the District's hiring and position control practices for the 2025-2026 school year, it is in the best interest of the District to have early information regarding classified employee resignations and retirements; and

WHEREAS, the Parties have determined a monetary incentive for classified bargaining unit employees who wish to voluntarily exercise their option to retire/resign from District service is a practical means of encouraging notification to the District of such plans; and

WHEREAS, the Parties seek to provide a one-time incentive to eligible employees who provide early notification to the District of their retirement/resignation effective at the end of the 2024-2025 school year.

NOW THEREFORE, THE PARTIES AGREE:

1. The District shall pay an early notification incentive to each permanent classified employee of the District who elects to separate from District employment **effective May 1, 2025 to June 30, 2025**, and provides early notification as specified in this Agreement.
2. Any permanent District classified employee, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum, prorated as indicated below:

Submitted On or Before January 10, 2025

5.5 – 8 hours: \$1,000
4.5 – 5.4 hours: \$750
4.0 – 4.4 hours: \$550
.25 – 3.9 hours: \$250

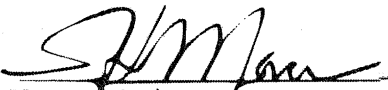
One-Time Incentive for Early Notification of Retirement/Resignation

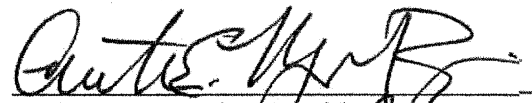
2 of 2

Each such participant is solely responsible for all tax consequences of accepting the incentive.

3. Classified employees electing to receive an early notification incentive pursuant to this Agreement must meet all of the following criteria:
 - a. Currently have status as a permanent classified employee; and
 - b. Submit a non-revocable letter of resignation or retirement from District employment, with an effective date between of May 1, 2025 through June 30, 2025, to the Human Resources Office no later than 4:00 p.m. on or before January 10, 2025; and
 - c. Agree not to return to District employment as a permanent classified employee until after June 30, 2026.
4. This Agreement is for the 2024-2025 school year only and expires by its own terms on June 30, 2025. The Parties agree that this Agreement is non-precedential and applies only to the terms specifically agreed to and described. Nothing in this Agreement waives, modifies, or amends any provisions of the CBA except as provided herein.

This Agreement is non-precedent setting.


Hector Macias
Deputy Superintendent, Human Resources


Chris Vargas-Rojas, President
California School Employee Association

9/25/24
Date

09/25/24
Date

Exhibit A

FOR SUBMISSION TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS in compliance with the Public Disclosure requirements of AB 1200 (Statutes 1991, Chapter 1213) as revised by AB 2756 (Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Ontario-Montclair School District (OMSD) **SCHOOL DISTRICT**

WITH THE California School Employees Association (CSEA) **BARGAINING UNIT (BU)**

To be acted upon by the Governing Board at its meeting on :	(enter Date)	11/7/2024
Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days)		12/22/2024
Estimated Agreement Payment Date	(enter Date)	6/30/2025

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

This document is REQUIRED whenever a NEW or AMENDED agreement is ratified.

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

(Separate disclosures should be made for each bargaining unit agreement)

Certificated:

Classified:	California School Employees Association (CSEA)	1,352.0
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Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on:	(enter Begin Date)	7/1/2024
and ending on:	(enter End Date)	6/30/2025

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:			
----------------------	--	--	--

Reopeners: Yes or NO ?			
------------------------	--	--	--

if Yes, what Areas?

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE CHANGE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries for the above-mentioned Bargaining unit:

Current Year Salary Cost Before Settlement (Based on Year to Date (YTD) Actuals Projected through 6/30):	\$ 71,621,253.00
---	------------------

Current Year Salary Cost After Settlement (Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):	\$ 71,636,253.00
--	------------------

Total Cost Increase or (Decrease): **\$15,000.00**

Percentage Increase or (Decrease):	0.02%
------------------------------------	-------

SALARY CHANGE FOR AN AVERAGE, REPRESENTED EMPLOYEE FROM PRIOR YEAR	
2019-2020	2.5%
2020-2021	2.5%
2021-2022	2.5%
2022-2023	2.5%
2023-2024	2.5%
2024-2025	2.5%
2025-2026	2.5%
2026-2027	2.5%
2027-2028	2.5%
2028-2029	2.5%
2029-2030	2.5%
2030-2031	2.5%
2031-2032	2.5%
2032-2033	2.5%
2033-2034	2.5%
2034-2035	2.5%
2035-2036	2.5%
2036-2037	2.5%
2037-2038	2.5%
2038-2039	2.5%
2039-2040	2.5%
2040-2041	2.5%
2041-2042	2.5%
2042-2043	2.5%
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2066-2067	2.5%
2067-2068	2.5%
2068-2069	2.5%
2069-2070	2.5%
2070-2071	2.5%
2071-2072	2.5%
2072-2073	2.5%
2073-2074	2.5%
2074-2075	2.5%
2075-2076	2.5%
2076-2077	2.5%
2077-2078	2.5%
2078-2079	2.5%
2079-2080	2.5%
2080-2081	2.5%
2081-2082	2.5%
2082-2083	2.5%
2083-2084	2.5%
2084-2085	2.5%
2085-2086	2.5%
2086-2087	2.5%
2087-2088	2.5%
2088-2089	2.5%
2089-2090	2.5%
2090-2091	2.5%
2091-2092	2.5%
2092-2093	2.5%
2093-2094	2.5%
2094-2095	2.5%
2095-2096	2.5%
2096-2097	2.5%
2097-2098	2.5%
2098-2099	2.5%
2099-2100	2.5%

(Includes annual step/column movement on schedule):

Salary Increase or (Decrease)

% increase or (decrease) to existing schedule	0.00%	per employee
---	-------	--------------

% increase or (decrease) for one-time bonus/stipend or (salary reduction)	0.00% per employee
---	--------------------

Step & column

average % annual change over the prior year schedule 0.00% per employee

**TOTAL PERCENTAGE CHANGE FOR
AVERAGE REPRESENTED EMPLOYEE**  **0.00%** per employee

Indicate Change in # of Work Days, Furlough or Additional, Related to % Change	0
--	---

Indicate Total # of Work Days to be provided for fiscal year: Various

Indicate Total # of Instructional Days to be provided for fiscal year:	180
--	-----

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Section 4: BENEFITS: PERCENTAGE CHANGE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee statutory and health/welfare benefits:

Statutory Benefits: (object 3XXX less 34XX)

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Statutory Benefit Costs:

Current Costs:

\$ 25,292,407.00

Proposed Costs:

\$ 25,293,965.00

Total Cost Increase or (decrease):

\$1,558.00

Percentage Change:

0.01%

District Health and Welfare Plans - Object 34XX (Medical, Dental, Vision, Life Insurance, Other)

Total Health and Welfare Costs:

Current Costs:

\$ 14,793,157.00

Proposed Costs:

\$ 14,793,157.00

Total Cost Increase or (decrease):

\$0.00

Percentage Change:

0.00%

Indicate if Health/Welfare Benefits are Capped: (Include details such as different caps per health plans or any super composite rates. Also, indicate if cap includes health benefits only or also other insurances.)

Health Benefit Cap Based on Medical Plan Selected: Single - \$9,854, Two Party - \$17,906, Family - \$24,896

Current Cap:

\$ 24,896.00

Proposed Cap:

\$ 24,896.00

Average Capped Amount increase or (decrease) per employee

\$0.00

0.00%

TOTAL COST OR (SAVINGS) OF COMPENSATION CHANGES (REGARDLESS OF WHETHER PREVIOUSLY BUDGETED IN WHOLE OR IN PART)

Section 5: TOTAL COST INCREASE OR (SAVINGS) FOR SALARIES AND BENEFITS IN THE PROPOSED AGREEMENT:

Current Year Combined Cost Before Settlement: (data pulls from above)

(Based on YTD Actuals Projected through 6/30 and current agreement)

Salaries

\$ 71,621,253.00

Benefits

\$ 40,085,584.00

Total:

\$ 111,706,837.00

Current Year Cost After Settlement: (data pulls from above)

(Include any retroactive pay increases or (decreases) or one-time bonuses/stipends or (reductions)):

Salaries

\$ 71,636,253.00

Benefits

\$ 40,087,122.00

Total:

\$ 111,723,375.00

TOTAL COST INCREASE OR (DECREASE)

\$16,558.00

(This amount should tie to the multiyear projection sections for 1XXX-3XXX)

PERCENTAGE CHANGE

0.01%

1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):

\$ 969,136.00

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement:
(Indicate, **IN DETAIL**, the terms of the agreement covered in each section)

A. OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc. (amounts, staff affected, total cost and/or savings).

Per Memorandum of Understanding (MOU): For the period of July 1, 2024 - June 30, 2025, the District shall pay an early notification incentive to each permanent classified employee of the District who elects to separate from District employment effective May 1, 2025 to June 30, 2025, and provides early notification as specified in this Agreement. Any permanent District classified employee, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum, prorated as follows: 5.5-8 hours \$1,000, 4.5-5.4 hours \$750, 4.0-4.4 hours \$550, 0.25-3.9 hours \$250.

B. NON-COMPENSATION: Class Size Changes (indicate before and after class sizes/grades affected; and, if applied for CDE waiver (attach copy)), Staff Development Days, Teacher Prep Time, etc..

N/A

C. REOPENERS, CONTINGENCY AND/OR RESTORATION LANGUAGE: Describe specific areas identified for Reopeners, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action to BAS upon approval.

N/A

Section 7: State Minimum Reserve Standard Calculation:

Total Expenditures and Other Uses: *(pulls from MYP Sec. 9)*

Minimum State Reserve Percentage (input %)

Minimum State Reserve Requirement: *(Formula includes Total Exp/Uses x Minimum Reserve %)*

\$	433,621,212.00
	3%
\$	13,008,636.36

FISCAL IMPACT IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS

Section 8: Date of governing board approval of budget revisions in Section 9, Col.2 (below)
in accordance with E.C. 42142 and Government Code 3547.5.
(Pulls from above Governing Board Date plus 45 days)

12/22/2024

Provide proof that board-approved budget revisions have been input within 45 days. Date budget revisions input/BT #'s:

BT #'s:

mm/dd/yy

If the board-approved revisions input are different from the proposed budget adjustments in Col. 2 provide a detailed explanation of differences.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS. (Reflect both Unrestricted and Restricted General Fund Budget Amounts)

In-Lieu of this form, an updated Form MYP can be supplied which includes the results of the settlement over the most recent Form MYP filed with this office.

		Current Fiscal Year		2024-2025	
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved Budget Before Settlement - As of Adopted Budget 6/20/2024	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
Please NOTE: The title reflected in Col. 1 can be modified if the agreement is being approved along with the Adopted Budget Process. In this case, Col. 4 should reflect the Adopted Budget including the salary agreement and Col. 1 would reflect the Adopted Budget less Col. 2, the actual cost of the agreement.					
OPERATING REVENUES: LCFF ADA		ADA= 16,597	CERT FTE: 1,255	CLASS FTE: 1,366	ADA= 16,597
LCFF Sources (8010-8099)		265,589,372.00	0.00	0.00	265,589,372.00
Remaining Revenues (8100-8799)		120,803,053.00	0.00	0.00	120,803,053.00
TOTAL		386,392,425.00	0.00	0.00	386,392,425.00
OPERATING EXPENDITURES					
1000 Certificated Salaries		163,014,270.00	0.00	0.00	163,014,270.00
2000 Classified Salaries		72,660,864.00	15,000.00	0.00	72,675,864.00
3000 Benefits		114,219,085.00	1,558.00	0.00	114,220,643.00
4000 Instructional Supplies		16,731,274.00	0.00	0.00	16,731,274.00
5000 Contracted Services		50,773,051.00	0.00	0.00	50,773,051.00
6000 Capital Outlay		12,309,963.00	0.00	0.00	12,309,963.00
7000 Other		(723,853.00)	0.00	0.00	(723,853.00)
TOTAL		428,984,654.00	16,558.00	0.00	429,001,212.00
OPERATING SURPLUS (DEFICIT)		(42,592,229.00)	(16,558.00)	0.00	(42,608,787.00)
Other Sources and Transfers In		8,131,694.00	0.00	0.00	8,131,694.00
Other Uses and Transfers Out		4,620,000.00	0.00	0.00	4,620,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE		(39,080,535.00)	(16,558.00)	0.00	(39,097,093.00)
BEGINNING FUND BALANCE 9791-92		179,209,092.00			179,209,092.00
Prior-Year Adjustments 9793-95		0.00		0.00	0.00
NET BEGINNING BALANCE		179,209,092.00		0.00	179,209,092.00
ENDING FUND BALANCE (EFB)		140,128,557.00	(16,558.00)	0.00	140,111,999.00
COMPONENTS OF ABOVE EFB:					
Nonspendable (9711-9719)		1,702,427.00	0.00	0.00	1,702,427.00
Restricted (9740)		73,388,724.00	0.00	0.00	73,388,724.00
Committed (9750/9760)		52,029,266.38	(17,054.74)	0.00	52,012,211.64
Assigned (9780)		0.00	0.00	0.00	0.00
Reserve Economic Uncertainties (9789)		13,008,139.62	496.74	0.00	13,008,636.36
Unassigned/Unappropriated (9790)		0.00	0.00	0.00	0.00
State Minimum Reserves %		3.00%	Meets		3.00%
Are budgets in balance?		In Balance			In Balance
Did you adjust reserves? s/b \$0		\$0.00	OK		\$0.00
FUND 17 RESERVES (9789) or N/A		\$ -			\$ -

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain below. Also, list any other assumptions used or included in Column 3:

N/A

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

First Subsequent Year 2025-2026			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement - As of Adopted Budget 6/20/2024	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA	ADA= 16,473	CERT FTE: 1,245	CLASS FTE: 1,366
LCFF Sources (8010-8099)	265,340,893.00	0.00	265,340,893.00
Remaining Revenues (8100-8799)	109,074,411.00	0.00	109,074,411.00
TOTAL	374,415,304.00	0.00	374,415,304.00
OPERATING EXPENDITURES			
1000 Certificated Salaries	163,222,984.00	0.00	163,222,984.00
2000 Classified Salaries	71,394,831.00	0.00	71,394,831.00
3000 Benefits	114,331,589.00	0.00	114,331,589.00
4000 Instructional Supplies	14,745,787.00	0.00	14,745,787.00
5000 Contracted Services	48,584,869.00	0.00	48,584,869.00
6000 Capital Outlay	2,125,014.00	0.00	2,125,014.00
7000 Other	(723,853.00)	0.00	(723,853.00)
TOTAL	413,681,221.00	0.00	413,681,221.00
OPERATING SURPLUS/(DEFICIT)	(39,265,917.00)	0.00	(39,265,917.00)
Other Sources and Transfers In	1,931,694.00	0.00	1,931,694.00
Other Uses and Transfers Out	4,620,000.00	0.00	4,620,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(41,954,223.00)	0.00	(41,954,223.00)
BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)	140,111,999.00		140,111,999.00
Prior-Year Adjustments (9792-9795)			0.00
NET BEGINNING BALANCE	140,111,999.00		140,111,999.00
ENDING FUND BALANCE (EFB)	98,157,776.00	0.00	98,157,776.00
COMPONENTS OF EFB (above):			
Nonspendable (9711-9719)	1,702,427.00	0.00	1,702,427.00
Restricted (9740)	46,100,463.00	0.00	46,100,463.00
Committed (9750/9760)	37,805,849.37	0.00	37,805,849.37
Assigned (9780)	0.00	0.00	0.00
Reserve Economic Uncertainties	12,549,036.63	0.00	12,549,036.63
Unassigned/Unappropriated (9790)	0.00	0.00	0.00
State Minimum Reserves %	3.00%	Meets	3.00%
Are budgets in balance?	In Balance		In Balance
Did you adjust reserves? s/b \$0	\$ 0.00	Undesignated Amount	\$ 0.00
FUND 17 RESERVES (9789) or N/A	\$ -		\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced staffing, etc., explain below:

One-year agreement.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Second Subsequent Year 2026-2027				
(Col. 1)		(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement - As of Adopted Budget 6/20/2024		Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
ADA= 16,086		CERT FTE: 1,235	CLASS FTE: 1,366	ADA= 16,086
OPERATING REVENUES: LCFF ADA				
LCFF Sources (8010-8099)	268,681,516.00	0.00	0.00	268,681,516.00
Remaining Revenues (8100-8799)	109,129,307.00	0.00	0.00	109,129,307.00
TOTAL	377,810,823.00	0.00	0.00	377,810,823.00
OPERATING EXPENDITURES				
1000 Certificated Salaries	160,621,194.00	0.00	0.00	160,621,194.00
2000 Classified Salaries	70,384,553.00	0.00	0.00	70,384,553.00
3000 Benefits	111,797,199.00	0.00	0.00	111,797,199.00
4000 Instructional Supplies	14,472,958.00	0.00	0.00	14,472,958.00
5000 Contracted Services	48,198,775.00	0.00	0.00	48,198,775.00
6000 Capital Outlay	2,125,014.00	0.00	0.00	2,125,014.00
7000 Other	(723,853.00)	0.00	0.00	(723,853.00)
TOTAL	406,875,840.00	0.00	0.00	406,875,840.00
OPERATING SURPLUS/(DEFICIT)	(29,065,017.00)	0.00	0.00	(29,065,017.00)
Other Sources and Transfers In	1,931,694.00	0.00	0.00	1,931,694.00
Other Uses and Transfers Out	4,620,000.00	0.00	0.00	4,620,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(31,753,323.00)	0.00	0.00	(31,753,323.00)
BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)	98,157,776.00			98,157,776.00
Prior-Year Adjustments (9792-9795)				0.00
NET BEGINNING BALANCE	98,157,776.00			98,157,776.00
ENDING FUND BALANCE (EFB)	66,404,453.00	0.00	0.00	66,404,453.00
COMPONENTS OF EFB (above):				
(use whole rounded numbers only)				
Nonspendable (9711-9719)	1,702,427.00			1,702,427.00
Restricted (9740)	26,876,216.00			26,876,216.00
Committed (9750/9760)	25,480,934.80			25,480,934.80
Assigned (9780)	0.00	0.00		0.00
Reserve Economic Uncertainties	12,344,875.20	0.00	0.00	12,344,875.20
Unassigned/Unappropriated (9790)	0.00	0.00	0.00	0.00
State Minimum Reserves %	3.00%	Meets		3.00%
Are budgets in balance?	In Balance			In Balance
Did you adjust reserves? s/b \$0	(\$0.00)	Undesignated Amount		(\$0.00)
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced Staffing, etc., explain below:

N/A

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Section 10: MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows *(text pulls into disclosure)*: Send copy of final Agreement to BAS upon Board Approval

N/A

Section 11:

FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS: The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years. *(Include any compensation/noncompensation provisions specified below.) (text pulls into disclosure):*

N/A - One year agreement.

Section 12: NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations. *(text pulls into disclosure):*

Per Memorandum of Understanding (MOU): For the period of July 1, 2024 - June 30, 2025, the District shall pay an early notification incentive to each permanent classified employee of the District who elects to separate from District employment effective May 1, 2025 to June 30, 2025, and provides early notification as specified in this Agreement. Any permanent District classified employee, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum, prorated as follows: 5.5-8 hours \$1,000, 4.5-5.4 hours \$750, 4.0-4.4 hours \$550, 0.25-3.9 hours \$250.

Section 13: SOURCE OF FUNDING FOR PROPOSED AGREEMENT: Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement. *(text pulls into disclosure):*

General Fund Reserves.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

ADDITIONAL FISCAL INDICATORS- CRITERIA AND STANDARDS A.1

This section is in response to the Criteria and Standards Additional Fiscal Indicators #A.5., which asks: "Has the district entered into a bargaining agreement where any of the budget or subsequent years of the agreement would result in salary increases that are expected to exceed the projected state cost of living adjustment."

Section 14: COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT LOCAL CONTROL FUNDING FORMULA (LCFF):

(A)	Current-year (CY) LCFF Average Rate per ADA: (CY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 79)	Estimated \$15,157.00
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 79)	\$14,930.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)	227.00
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)	1.52%
(E)	ADA Increase/(Decrease) from Prior Year as % Current year P-2 LCFF funded ADA (greater of PY guarantee or current year) Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	(4.15%) 17,522.65 18,281.62
(F)	Total LCFF % increase or (decrease) plus ADA % change	(2.63%)
(G)	Indicate Total Settlement Percentage Change from Section 5	0.01%

If proposed agreement % on Line G is greater than Line F, please provide explanation below:

Agreement will be paid using general fund reserves.

CERTIFICATION

To be signed by the **District Superintendent AND Chief Business Official upon submission to the Governing Board** and by the **Board President upon formal Board action** on the proposed agreement.

Districts with a Qualified or Negative Certification : Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review **10 days prior to the board meeting that will ratify the agreement**.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200, AB 2756, GC 3547.5, and GC 3540.2.

WE HEREBY CERTIFY THAT THE COSTS INCURRED BY THE SCHOOL DISTRICT UNDER THIS AGREEMENT CAN BE MET BY THE DISTRICT DURING THE TERM OF THE AGREEMENT.

[Signature]
District Superintendent - signature

10/3/2024

Date

[Signature]
Chief Business Official - signature

9/30/24

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Thursday, November 7, 2024 took action to approve the proposed Agreement with the California School Employees Association (CSEA) Bargaining Unit.

President, Governing Board - signature

Date

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontano-Montclair School District (OMSD) SCHOOL DISTRICT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

California School Employees Association (CSEA) BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on

11/07/24

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning and ending for the following fiscal years

07/01/24

06/30/25

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement

\$111,706,817.00

2. Current Year Costs After Agreement

\$111,723,375.00

3. Total Cost Change

\$16,558.00

4. Percentage Change

0.01%

5. Value of a 1% Change

\$969,136.60

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change
(% Change To Existing Salary Schedule)
(% change for one time bonus/stipend or salary reduction)

2. Step & Column
(Average % Change Over Prior Year Salary Schedule)

3. TOTAL PERCENTAGE CHANGE FOR THE
AVERAGE, REPRESENTED EMPLOYEE

4. Change in # of Work Days (+/-) Related to % Change

5. Total # of Work Days to be provided in Fiscal Year

Various

6. Total # of Instructional Days to be provided in Fiscal Year
(applicable to Certificated BU agreements only)

180

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD) SCHOOL DISTRICT

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	\$40,085,564.00
2.	Cost of Benefits After Agreement	\$40,087,122.00
3.	Percentage Change in Total Costs	0.00%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$433,621,212.00
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$13,008,636.36

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$13,008,636.36
5.	Unassigned/Unappropriated (Object 9790)	
6.	Total Reserves: (Object 9789 + 9790)	\$13,008,636.36

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	
----	--	--

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$13,008,636.36
9.	Percentage of General Fund Expenditures/Uses	3.00%
	Difference between District Reserves and Minimum State Requirement	

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD) SCHOOL DISTRICT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

N/A

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

N/A - One year agreement.

H. NARRATIVE OF AGREEMENT

Per Memorandum of Understanding (MOU): For the period of July 1, 2024 - June 30, 2025, the District shall pay an early notification incentive to each permanent classified employee of the District who elects to separate from District employment effective May 1, 2025 to June 30, 2025, and provides early notification as specified in this Agreement. Any permanent District classified employee, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum, prorated as follows: 5.5-8 hours \$1,000, 4.5-5.4 hours \$750, 4.0-4.4 hours \$550, 0.25-3.9 hours \$250.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

General Fund Reserves.

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.



District Superintendent - signature

10/3/2024

Date



Chief Business Official- signature

9/30/24

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on **11/7/2024** *took action to approve the proposed Agreement*

with the **California School Employees Association (CSEA)** *Bargaining Unit.*

President, Governing Board
(signature)

Date

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **One-Time Incentive for Early Notification of Retirement/Resignation for Management and Confidential Employees**

REQUESTED ACTION

Approve the One-Time Incentive for Early Notification of Retirement/Resignation for Management and Confidential Employees.

BACKGROUND INFORMATION

In these current challenging fiscal times, having advanced notification of management retirements/resignation serves the District to project more accurate fiscal allocations. Management and Confidential employees will be offered the same incentive for early notification of retirement/resignation as our certificated and classified employees. It will allow early preparation and planning of the District's hiring and position control practices for the 2025 – 2026 school year. It is in the best fiscal interests of the District to have information regarding management employee retirements/resignations prior to the end of the current 2024 – 2025 school year.

Management and Confidential employees electing to receive an early notification incentive must meet all of the following criteria:

- a. Currently have status of a permanent Management and Confidential employee;
- b. Submit a non-revocable letter of resignation or retirement from District employment, with an effective date between May 1, 2025 to June 30, 2025, to the Human Resources Office no later than 4:00 p.m. on or before January 10, 2025 for \$1,000; and
- c. Agree not to return to District employment as a permanent Management and Confidential employee until after June 30, 2026.

Pending Board approval, employees will receive a lump sum as indicated in the aforementioned language. Those who work less than a full-time assignment shall be eligible to receive a pro-rated lump sum. The lump sum shall be paid no later than June 30, 2025 for Classified Management and July 1, 2025 for Certificated Management. This incentive is for the period of July 1, 2024 through June 30, 2025.

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

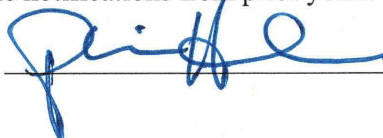


One-Time Incentive for Early Notification of Retirement/Resignation for Management and Confidential Employees
November 7, 2024

FINANCIAL IMPLICATIONS

The estimated cost for the one-time incentive for early notification of retirement/resignation, is estimated at approximately \$5,519. This is based on irrevocable notifications from prior years.

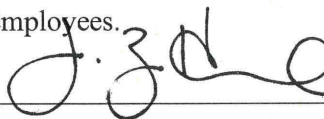
Reviewed by: Phil Hillman, Chief Business Official

A handwritten signature in blue ink, appearing to read "Phil Hillman", written over a horizontal line.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the One-Time Incentive for Early Notification of Retirement/Resignation for Management and Confidential Employees.

Approved by: James Q. Hammond, Superintendent

A handwritten signature in blue ink, appearing to read "J. Q. Hammond", written over a horizontal line.

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Memorandum of Understanding between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association regarding Collaborative Classroom Models**

REQUESTED ACTION

Approve the Memorandum of Understanding between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association regarding Collaborative Classroom Models.

BACKGROUND INFORMATION

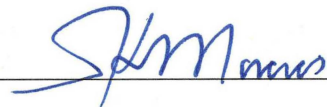
The Ontario-Montclair School District and the Ontario-Montclair Teachers Association have reached an Agreement (See Exhibit A) on the implementation guidelines of the newly formed Collaborative Classroom Models.

The Collaborative Classroom Model integrates students with special needs and general education students in an inclusive environment, promoting meaningful interactions and learning experiences. Grounded in the belief that all students can thrive in a general education setting with the right support, this model places students in the least restrictive environment. A team approach is utilized, with a general education teacher and two paraprofessionals working together to provide individualized attention and tailored support to a smaller class configuration.

The curriculum follows general education core standards, supplemented with evidence-based interventions to meet the specific needs of students with disabilities. At least 90 minutes of specialized instruction is provided daily, focusing on targeted interventions to address academic gaps and build foundational skills. This collaborative model fosters both academic and social growth for all students, ensuring that those with special needs receive the necessary support to succeed while benefiting from an inclusive and supportive learning environment.

The MOU is attached as Exhibit A and the AB1200 as Exhibit B.

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

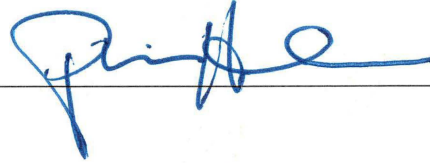


FINANCIAL IMPLICATIONS

The Collaborative Classroom teacher pay is commensurate to their education and years of service on the Teachers' Salary Schedule. Additionally, a total estimated stipend cost of \$15,000 will be paid for all Collaborative Classroom teachers.

Memorandum of Understanding between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association regarding Collaborative Classroom Models
November 7, 2024

Reviewed by: Phil Hillman, Chief Business Official

A handwritten signature in blue ink, appearing to read "Phil Hillman", written over a horizontal line.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Memorandum of Understanding between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association regarding Collaborative Classroom Models.

Approved by: James Q. Hammond, Superintendent

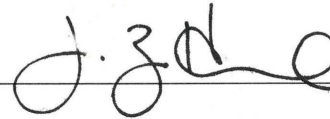
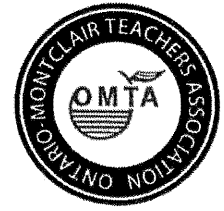
A handwritten signature in blue ink, appearing to read "J. Q. Hammond", written over a horizontal line.

Exhibit A



MEMORANDUM OF UNDERSTANDING
By and Between
ONTARIO-MONTCLAIR SCHOOL DISTRICT
And the
ONTARIO-MONTCLAIR TEACHERS ASSOCIATION



October 2, 2024

MEMORANDUM OF UNDERSTANDING

COLLABORATIVE CLASSROOM

It is hereby agreed and understood by and between the Ontario-Montclair School District (District) and the Ontario-Montclair Teachers Association (OMTA), collectively known as the "Parties", that for the period of July 1, 2024 through June 30, 2025, Collaborative classrooms will be implemented with the following guidelines through this memorandum of understanding (MOU):

1. The District will pilot the Collaborative classroom model with a total of five (5) classrooms for the 24/25 school year. They are as follows:
 - a. Debbie Roose-Baker, Bon View ES, 4th - 6th - (Intervention Model)
 - b. Kimberly Rawson, Howard ES, 4th - 6th - (Bell-to-Bell Model)
 - c. TBD, Haynes ES, 1st- 3rd - (Intervention Model)
 - d. TBD, Kingsley ES, 4th - 6th - (Intervention Model)
 - e. TBD, Mariposa ES, Pre-Kinder (PK) - (Bell-to-Bell Model)
2. The assigned teacher will possess the appropriate credential to serve both students of general education and special education status as defined by the job description.
3. One of the two (2) following Collaborative Classroom Models will be adopted:
 - a. Model I/Intervention Groups: Students with special needs will be instructed along-side general education peers in an intervention model, for a minimum of 70% of the day.
 - b. Model II/Bell-to-Bell: Students with special needs will be instructed along-side their general education peers 100% of the day, with exception of students receiving pull-out related services.
4. The class caseload and configuration of general education to special education students is as follows:
 - a. Grade PK, (20 maximum with majority students identified as GenEd)
 - i. Special education enrollment may be eight (8) or fewer students; and
 - ii. General education enrollment may be twelve (12) or fewer students
 - b. Grades 1-6 (22 maximum with majority students identified as GenEd)
 - i. Special education enrollment may be eight to ten (8-10) students or fewer; and
 - ii. General education enrollment may be twelve (12) or fewer students
5. For grades PK: The classroom will be supported by two (2) full time paraprofessionals (Special Needs Program Assistant). A third paraprofessional will be initiated when enrollment reaches eighteen (18) or more total students.
6. For grades 1-6: The classroom will be supported by two (2) full time paraprofessionals (Instructional Assistant-Learning Needs).
7. Class Roster:
 - a. Intervention Model: Only students with special needs will be on the Collaborative

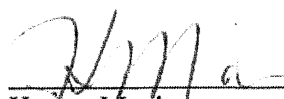
MOU of Understanding for Collaborative Classrooms

Page 2

- teachers' class enrollment roster.
- b. Bell-to-Bell Model: Students with special needs and general education students will be on the Collaborative teachers' class enrollment roster.
8. A stipend will be paid to the assigned teacher in two installments (To be issued in December and June of the work year).
 - a. Intervention Model (grades 1-6) and Bell-to-Bell Model (grades PK): \$2,500;
 - b. Bell-to-Bell Model (grades 1-6): \$3,500
 9. A materials budget of \$500 will be granted in addition to discretionary material budget allocations noted in the collective bargaining agreement under, Article IX, Section A(1).
 10. The Collaborative teachers will be assigned a classroom, desks, tables and chairs, appropriate to the students' age and program needs.
 11. For preschool, the District will provide support in the form of four (4) Professional Learning Community meetings for the Collaborative teachers. Additional release time will be considered for professional development/collaboration in consultation between the unit member and their supervisor for professional development/collaboration.
 12. For grades 1-6, the District will provide support in the form of four (4) Professional Learning Community meetings for the Collaborative teachers. Three (3) additional release times will be mutually scheduled between the unit member and their supervisor for professional development/collaboration.
 13. Assignments into the Collaborative classroom for unit members will be voluntary. Should the assignment cease at the conclusion of the year by the unit member or supervisor's choice, the unit member in this assignment will be absorbed into the current school's roster and/or offered an administrative transfer to an appropriate credentialed assignment.
 14. Special Education students will remain with their teacher of record for seventy percent (70%) of the day.


The parties agree that this MOU is not precedent setting and another MOU for the Collaborative teachers will be written at the start of the year in more detail. Also, all relevant language within the collective bargaining agreement will not be forfeited, but will support this MOU.

For the District


Hector Macias
Deputy Superintendent, Human Resources
Ontario-Montclair School District

10.16.24
Date

For the Association


Tracy Lee Taylor
President
Ontario-Montclair Teacher Association

10/16/24
Date

Exhibit B

FOR SUBMISSION TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS in compliance with the Public Disclosure requirements of AB 1200 (Statutes 1991, Chapter 1213) as revised by AB 2756 (Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Ontario-Montclair School District (OMSD) SCHOOL DISTRICT
WITH THE Ontario-Montclair Teachers Association (OMTA) BARGAINING UNIT (BU)

To be acted upon by the Governing Board at its meeting on : (enter Date) 11/7/2024
Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days) 12/22/2024
Estimated Agreement Payment Date (enter Date) 7/1/2025

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

This document is REQUIRED whenever a NEW or AMENDED agreement is ratified.

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

(Separate disclosures should be made for each bargaining unit agreement)

	# FTE Represented
Certificated: <u>Ontario-Montclair Teachers Association (OMTA)</u>	<u>5.0</u>
Classified: <u></u>	<u>0.0</u>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date) 7/1/2024
and ending on: (enter End Date) 6/30/2025

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:			
Reopeners: Yes or NO ?			
if Yes, what Areas?			

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE CHANGE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries for the above-mentioned Bargaining unit:

Current Year Salary Cost Before Settlement (Based on Year to Date (YTD) Actuals Projected through 6/30):	\$ 148,631,529.00
Current Year Salary Cost After Settlement (Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):	\$ 148,645,029.00
Total Cost Increase or (Decrease):	\$13,500.00
Percentage Increase or (Decrease):	0.01%

SALARY CHANGE FOR AN AVERAGE, REPRESENTED EMPLOYEE FROM PRIOR YEAR

(Includes annual step/column movement on schedule):

<u>Salary Increase or (Decrease)</u>		
% increase or (decrease) to existing schedule	<u>0.00%</u>	per employee
% increase or (decrease) for one-time bonus/stipend or (salary reduction)	<u>0.00%</u>	per employee
<u>Step & column</u>		
average % annual change over the prior year schedule	<u>0.00%</u>	per employee
TOTAL PERCENTAGE CHANGE FOR AVERAGE REPRESENTED EMPLOYEE	0.00%	per employee

Indicate Change in # of Work Days, Furlough or Additional, Related to % Change	<u>0</u>
Indicate Total # of Work Days to be provided for fiscal year:	<u>184</u>
Indicate Total # of Instructional Days to be provided for fiscal year:	<u>180</u>

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Section 4: BENEFITS: PERCENTAGE CHANGE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee statutory and health/welfare benefits:

Statutory Benefits: (object 3XXX less 34XX)

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Statutory Benefit Costs:

Current Costs:

\$ 35,519,132.00

Proposed Costs:

\$ 35,519,697.00

Total Cost Increase or (decrease):

\$565.00

Percentage Change:

0.00%

District Health and Welfare Plans - Object 34XX (Medical, Dental, Vision, Life Insurance, Other)

Total Health and Welfare Costs:

Current Costs:

\$ 17,212,469.00

Proposed Costs:

\$ 17,212,469.00

Total Cost Increase or (decrease):

\$0.00

Percentage Change:

0.00%

Indicate if Health/Welfare Benefits are Capped: (Include details such as different caps per health plans or any super composite rates. Also, indicate if cap includes health benefits only or also other insurances.)

Health Benefit Cap Based on Medical Plan Selected: Single - \$9,854, Two Party - \$17,906, Family - \$24,896

Current Cap:

\$ 24,896.00

Proposed Cap:

\$ 24,896.00

Average Capped Amount Increase or (decrease) per employee

\$0.00

0.00%

TOTAL COST OR (SAVINGS) OF COMPENSATION CHANGES (REGARDLESS OF WHETHER PREVIOUSLY BUDGETED IN WHOLE OR IN PART)

Section 5: TOTAL COST INCREASE OR (SAVINGS) FOR SALARIES AND BENEFITS IN THE PROPOSED AGREEMENT:

Current Year Combined Cost Before Settlement: (data pulls from above)

(Based on YTD Actuals Projected through 6/30 and current agreement)

Salaries

\$ 148,631,529.00

Benefits

\$ 52,731,601.00

Total:

\$ 201,363,130.00

Current Year Cost After Settlement: (data pulls from above)

(Include any retroactive pay increases or (decreases) or one-time bonuses/stipends or (reductions)):

Salaries

\$ 148,645,029.00

Benefits

\$ 52,732,166.00

Total:

\$ 201,377,195.00

TOTAL COST INCREASE OR (DECREASE)

\$14,065.00

(This amount should tie to the multiyear projection sections for 1XXX-3XXX)

PERCENTAGE CHANGE

0.01%

1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):

\$ 1,841,506.61

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement: (Indicate, **IN DETAIL**, the terms of the agreement covered in each section)

A. OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc. (amounts, staff affected, total cost and/or savings).

Per MOU: Effective July 1, 2024 - June 30, 2025. The District will pilot the collaboration classroom model with a total of five (5) classrooms for 2024-2025 school year. A stipend will be paid to the assigned teacher in two (2) installments. The Intervention Model (grades 1-6) and Bell-to-Bell Model (grades PK) will receive a \$2,500 stipend. The Bell-to-Bell Model (grades 1-6) will receive a \$3,500 stipend. A materials budget of \$500 will be granted in addition to discretionary material budget allocations noted in the CBA.

B. NON-COMPENSATION: Class Size Changes (indicate before and after class sizes/grades affected; and, if applied for CDE waiver (attach copy)), Staff Development Days, Teacher Prep Time, etc..

N/A

C. REOPENERS, CONTINGENCY AND/OR RESTORATION LANGUAGE: Describe specific areas identified for Reopeners, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action to BAS upon approval.

N/A

Section 7: State Minimum Reserve Standard Calculation:

Total Expenditures and Other Uses: *(pulls from MYP Sec. 9)*
Minimum State Reserve Percentage **(input %)**
Minimum State Reserve Requirement: *(Formula includes Total Exp/Uses x Minimum Reserve %)*

\$	433,621,219.00
	3%
\$	13,008,636.57

FISCAL IMPACT IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS

Section 8: Date of governing board approval of budget revisions in Section 9, Col.2 (below)
in accordance with E.C. 42142 and Government Code 3547.5.
(Pulls from above Governing Board Date plus 45 days)

12/22/2024

Provide proof that board-approved budget revisions have been input within 45 days. Date budget revisions input/BT #'s:

BT #'s: mm/dd/yy

If the board-approved revisions input are different from the proposed budget adjustments in Col. 2 provide a detailed explanation of differences.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT AND TWO

SUBSEQUENT FISCAL YEARS. (Reflect both Unrestricted and Restricted General Fund Budget Amounts)

In-Lieu of this form, an updated Form MYP can be supplied which includes the results of the settlement over the most recent Form MYP filed with this office.

		Current Fiscal Year 2024-2025			
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved Budget Before Settlement - As of Adopted Budget 6/20/2024	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
Please NOTE: The title reflected in Col. 1 can be modified if the agreement is being approved along with the Adopted Budget Process. In this case, Col. 4 should reflect the Adopted Budget including the salary agreement and Col. 1 would reflect the Adopted Budget less Col. 2, the actual cost of the agreement.					
OPERATING REVENUES: LCFF ADA		ADA= 16,597	CERT FTE: 1,255	CLASS FTE: 1,366	ADA= 16,597
LCFF Sources	(8010-8099)	265,589,372.00	0.00	0.00	265,589,372.00
Remaining Revenues	(8100-8799)	120,803,053.00	0.00	0.00	120,803,053.00
TOTAL		386,392,425.00	0.00	0.00	386,392,425.00
OPERATING EXPENDITURES					
1000 Certificated Salaries		163,014,270.00	13,500.00	0.00	163,027,770.00
2000 Classified Salaries		72,660,864.00	0.00	0.00	72,660,864.00
3000 Benefits		114,219,085.00	565.00	0.00	114,219,650.00
4000 Instructional Supplies		16,731,274.00	2,500.00	0.00	16,733,774.00
5000 Contracted Services		50,773,051.00	0.00	0.00	50,773,051.00
6000 Capital Outlay		12,309,963.00	0.00	0.00	12,309,963.00
7000 Other		(723,853.00)	0.00	0.00	(723,853.00)
TOTAL		428,984,654.00	16,565.00	0.00	429,001,219.00
OPERATING SURPLUS (DEFICIT)		(42,592,229.00)	(16,565.00)	0.00	(42,608,794.00)
Other Sources and Transfers In		8,131,694.00	0.00	0.00	8,131,694.00
Other Uses and Transfers Out		4,620,000.00	0.00	0.00	4,620,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE		(39,080,535.00)	(16,565.00)	0.00	(39,097,100.00)
BEGINNING FUND BALANCE 9791-92		179,209,092.00			179,209,092.00
Prior-Year Adjustments 9793-95		0.00		0.00	0.00
NET BEGINNING BALANCE		179,209,092.00		0.00	179,209,092.00
ENDING FUND BALANCE (EFB)		140,128,557.00	(16,565.00)	0.00	140,111,992.00
COMPONENTS OF ABOVE EFB:					
Nonspendable (9711-9719)		1,702,427.00	0.00	0.00	1,702,427.00
Restricted (9740)		73,388,724.00	0.00	0.00	73,388,724.00
Committed (9750/9760)		52,029,266.38	(17,061.95)	0.00	52,012,204.43
Assigned (9780)		0.00	0.00	0.00	0.00
Reserve Economic Uncertainties (9789)		13,008,139.62	496.95	0.00	13,008,636.57
Unassigned/Unappropriated (9790)		0.00	0.00	0.00	0.00
State Minimum Reserves %	3.00%	Meets			3.00%
Are budgets in balance?	In Balance				In Balance
Did you adjust reserves? s/b \$0	\$0.00	OK			\$0.00
FUND 17 RESERVES (9789) or N/A	\$ -				\$ -

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain below. Also, list any other assumptions used or included in Column 3:

N/A

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

First Subsequent Year 2025-2026			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement - As of Adopted Budget 6/20/2024	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA			
ADA= 16,473	CERT FTE: 1,245	CLASS FTE: 1,366	ADA= 16,473
LCFF Sources (8010-8099)	265,340,893.00	0.00	265,340,893.00
Remaining Revenues (8100-8799)	109,074,411.00	0.00	109,074,411.00
TOTAL	374,415,304.00	0.00	374,415,304.00
OPERATING EXPENDITURES			
1000 Certificated Salaries	163,222,984.00	0.00	163,222,984.00
2000 Classified Salaries	71,394,831.00	0.00	71,394,831.00
3000 Benefits	114,331,589.00	0.00	114,331,589.00
4000 Instructional Supplies	14,745,787.00	0.00	14,745,787.00
5000 Contracted Services	48,584,869.00	0.00	48,584,869.00
6000 Capital Outlay	2,125,014.00	0.00	2,125,014.00
7000 Other	(723,853.00)	0.00	(723,853.00)
TOTAL	413,681,221.00	0.00	413,681,221.00
OPERATING SURPLUS/(DEFICIT)	(39,265,917.00)	0.00	(39,265,917.00)
Other Sources and Transfers In	1,931,694.00	0.00	1,931,694.00
Other Uses and Transfers Out	4,620,000.00	0.00	4,620,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(41,954,223.00)	0.00	(41,954,223.00)
BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)	140,111,992.00		140,111,992.00
Prior-Year Adjustments (9792-9795)			0.00
NET BEGINNING BALANCE	140,111,992.00		140,111,992.00
ENDING FUND BALANCE (EFB)	98,157,769.00	0.00	98,157,769.00
COMPONENTS OF EFB (above):			
Nonspendable (9711-9719)	1,702,427.00	0.00	1,702,427.00
Restricted (9740)	46,100,463.00	0.00	46,100,463.00
Committed (9750/9760)	37,805,842.37	0.00	37,805,842.37
Assigned (9780)	0.00	0.00	0.00
Reserve Economic Uncertainties	12,549,036.63	0.00	12,549,036.63
Unassigned/Unappropriated (9790)	0.00	0.00	0.00
State Minimum Reserves %	3.00%	Meets	3.00%
Are budgets in balance?	In Balance		In Balance
Did you adjust reserves? s/b \$0	\$ 0.00	Undesignated Amount	\$ 0.00
FUND 17 RESERVES (9789) or N/A	\$ -		\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced staffing, etc., explain below:

N/A - One year agreement.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Second Subsequent Year 2026-2027

	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Latest Board- Approved Budget Before Settlement - As of Adopted Budget 6/20/2024	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA	ADA= 16,086	CERT FTE: 1,235	CLASS FTE: 1,366	ADA= 16,086
LCFF Sources (8010-8099)	268,681,516.00	0.00	0.00	268,681,516.00
Remaining Revenues (8100-8799)	109,129,307.00	0.00	0.00	109,129,307.00
TOTAL	377,810,823.00	0.00	0.00	377,810,823.00

OPERATING EXPENDITURES

1000 Certificated Salaries	160,621,194.00	0.00	0.00	160,621,194.00
2000 Classified Salaries	70,384,553.00	0.00	0.00	70,384,553.00
3000 Benefits	111,797,199.00	0.00	0.00	111,797,199.00
4000 Instructional Supplies	14,472,958.00	0.00	0.00	14,472,958.00
5000 Contracted Services	48,198,775.00	0.00	0.00	48,198,775.00
6000 Capital Outlay	2,125,014.00	0.00	0.00	2,125,014.00
7000 Other	(723,853.00)	0.00	0.00	(723,853.00)
TOTAL	406,875,840.00	0.00	0.00	406,875,840.00

OPERATING SURPLUS/(DEFICIT)

	(29,065,017.00)	0.00	0.00	(29,065,017.00)
Other Sources and Transfers In	1,931,694.00	0.00	0.00	1,931,694.00
Other Uses and Transfers Out	4,620,000.00	0.00	0.00	4,620,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(31,753,323.00)	0.00	0.00	(31,753,323.00)

BEGINNING FUND BALANCE (9791)

(Pulls from prior year EFB)

Prior-Year Adjustments (9792-9795)

NET BEGINNING BALANCE

98,157,769.00			98,157,769.00
			0.00
98,157,769.00			98,157,769.00

ENDING FUND BALANCE (EFB)

66,404,446.00	0.00	0.00	66,404,446.00
----------------------	-------------	-------------	----------------------

COMPONENTS OF EFB (above):

(use whole rounded numbers only)

Nonspendable (9711-9719)	1,702,427.00			1,702,427.00
Restricted (9740)	26,876,216.00			26,876,216.00
Committed (9750/9760)	25,480,927.80			25,480,927.80
Assigned (9780)	0.00	0.00		0.00
Reserve Economic Uncertainties	12,344,875.20	0.00	0.00	12,344,875.20
Unassigned/Unappropriated (9790)	0.00	0.00	0.00	0.00
State Minimum Reserves %	3.00%	Meets		3.00%
Are budgets in balance?	In Balance			In Balance
Did you adjust reserves? s/b \$0	(\$0.00)	Undesignated Amount		(\$0.00)
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced Staffing, etc., explain below:

N/A

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Section 10: MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows *(text pulls into disclosure)*: Send copy of final Agreement to BAS upon Board Approval

N/A - One year agreement.

Section 11:

FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS: The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years. (Include any compensation/noncompensation provisions specified below.) *(text pulls into disclosure)*:

N/A - One year agreement.

Section 12: NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations. *(text pulls into disclosure)*:

Per MOU: Effective July 1, 2024 - June 30, 2025. The District will pilot the collaboration classroom model with a total of five (5) classrooms for 2024-2025 school year. A stipend will be paid to the assigned teacher in two (2) installments. The Intervention Model (grades 1-6) and Bell-to-Bell Model (grades PK) will receive a \$2,500 stipend. The Bell-to-Bell Model (grades 1-6) will receive a \$3,500 stipend. A materials budget of \$500 will be granted in addition to discretionary material budget allocations noted in the CBA.

Section 13: SOURCE OF FUNDING FOR PROPOSED AGREEMENT: Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement. *(text pulls into disclosure)*:

General Fund.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

ADDITIONAL FISCAL INDICATORS- CRITERIA AND STANDARDS A.5

This section is in response to the Criteria and Standards Additional Fiscal Indicators #A.5., which asks: "Has the district entered into a bargaining agreement where any of the budget or subsequent years of the agreement would result in salary increases that are expected to exceed the projected state cost of living adjustment."

Section 14: COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT LOCAL CONTROL FUNDING FORMULA (LCFF):

(A)	Current-year (CY) LCFF Average Rate per ADA: (CY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 79)	Estimated \$15,157.00
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 79)	\$14,930.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)	227.00
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)	1.52%
(E)	ADA Increase/(Decrease) from Prior Year as % Current year P-2 LCFF funded ADA (greater of PY guarantee or current year) Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	(4.15%) 17,522.65 18,281.62
(F)	Total LCFF % increase or (decrease) plus ADA % change	(2.63%)
(G)	Indicate Total Settlement Percentage Change from Section 5	0.01%

If proposed agreement % on Line G is greater than Line F, please provide explanation below:

General Fund Reserves.

CERTIFICATION

To be signed by the **District Superintendent AND Chief Business Official upon submission to the Governing Board** and by the **Board President upon formal Board action** on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review **10 days prior to the board meeting that will ratify the agreement.**

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200, AB 2756, GC 3547.5, and GC 3540.2.

WE HEREBY CERTIFY THAT THE COSTS INCURRED BY THE SCHOOL DISTRICT UNDER THIS AGREEMENT CAN BE MET BY THE DISTRICT DURING THE TERM OF THE AGREEMENT.

 District Superintendent - signature

10/22/24
Date

 Chief Business Official - signature

10/21/24
Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Thursday, November 7, 2024 took action to approve the proposed Agreement with the Ontario-Montclair Teachers Association (OMTA) Bargaining Unit.

President, Governing Board - signature

Date

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD) SCHOOL DISTRICT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

Ontario-Montclair Teachers Association (OMTA) BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on

11/01/24

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning and ending for the following fiscal years

07/01/24

06/30/25

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement

\$201,363,130.00

2. Current Year Costs After Agreement

\$201,377,195.00

3. Total Cost Change

\$14,066.00

4. Percentage Change

0.01%

5. Value of a 1% Change

\$1,841,506.61

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change
(% Change To Existing Salary Schedule)
(% change for one time bonus/stipend or salary reduction)

2. Step & Column
(Average % Change Over Prior Year Salary Schedule)

3. TOTAL PERCENTAGE CHANGE FOR THE
AVERAGE, REPRESENTED EMPLOYEE

4. Change in # of Work Days (+/-) Related to % Change

5. Total # of Work Days to be provided in Fiscal Year

184

6. Total # of Instructional Days to be provided in Fiscal Year
(applicable to Certificated BU agreements only)

180

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD) SCHOOL DISTRICT

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	\$52,731,601.00
2.	Cost of Benefits After Agreement	\$52,732,166.00
3.	Percentage Change in Total Costs	0.00%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$433,621,219.00
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$13,008,636.57

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$13,008,636.57
5.	Unassigned/Unappropriated (Object 9790)	
6.	Total Reserves: (Object 9789 + 9790)	\$13,008,636.57

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	
----	---	--

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$13,008,636.57
9.	Percentage of General Fund Expenditures/Uses	3.00%
	Difference between District Reserves and Minimum State Requirement	

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

N/A - One year agreement

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

N/A - One year agreement

H. NARRATIVE OF AGREEMENT

Per MOU Effective July 1, 2024 - June 30, 2025, The District will pilot the collaboration classroom model with a total of five (5) classrooms for 2024-2025 school year. A stipend will be paid to the assigned teacher in two (2) installments. The Intervention Model (grades 1-6) and Bell-to-Bell Model (grades PK) will receive a \$2,500 stipend. The Bell-to-Bell Model (grades 1-6) will receive a \$3,500 stipend. A materials budget of \$500 will be granted in addition to discretionary material budget allocations noted in the CBA.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

General Fund

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.


District Superintendent - signature

10/22/24

Date


Chief Business Official- signature

10/24/24

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 11/7/2024 took action to approve the proposed Agreement

with the Ontario-Montclair Teachers Association (OMTA) Bargaining Unit.

President, Governing Board
(signature)

Date

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Memorandum of Understanding (MOU) with Ontario-Montclair School District (OMSD) and the Ontario-Montclair Professional Therapist Association (OMPTA) for Occupational Therapist (OT) and Physical Therapist (PT) Compensation Based on Caseload**

REQUESTED ACTION

Approve the Memorandum of Understanding (MOU) with Ontario-Montclair School District (OMSD) and the Ontario-Montclair Professional Therapist Association (OMPTA) for Occupational Therapist (OT) and Physical Therapist (PT) Compensation Based on Caseload.

BACKGROUND INFORMATION

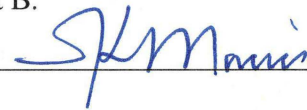
OMSD and OMPTA entered into a MOU for the period of September 1, 2024 through June 30, 2025. This MOU will help to ensure that the District is compliant with required special education timelines and services to students. With prior written approval from the Assistant Superintendent of SELPA & Equity or designee, the following are fees to be paid for Occupational Therapists or Physical Therapist unit member completing additional services in addition to their assigned caseload (s).

Occupational Therapists/Physical Therapists:

Evaluation & Reports	\$150.00 per student
IEP Development & Participation	\$100.00 per student

The MOU is attached as Exhibit A and the AB1200 is attached as Exhibit B.

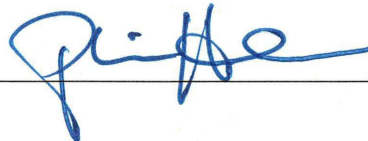
Prepared by: Hector Macias, Deputy Superintendent, Human Resources



FINANCIAL IMPLICATIONS

The estimated cost for the caseload cap excess compensation for OT and PT professionals is an annual cost of \$4,428.

Reviewed by: Phil Hillman, Chief Business Official



Memorandum of Understanding (MOU) with Ontario-Montclair School District (OMSD) and the Ontario-Montclair Professional Therapist Association (OMPTA) for Occupational Therapist (OT) and Physical Therapist (PT) Compensation Based on Caseload
November 7, 2024

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Memorandum of Understanding (MOU) with Ontario-Montclair School District (OMSD) and the Ontario-Montclair Professional Therapist Association (OMPTA) for Occupational Therapist (OT) and Physical Therapist (PT) Compensation Based on Caseload.

Approved by: James Q. Hammond, Superintendent

A handwritten signature in black ink, appearing to read 'J. Q. Hammond', is written over a horizontal line.

Exhibit A



ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

October 2, 2024



MEMORANDUM OF UNDERSTANDING

**OCCUPATIONAL THERAPISTS AND PHYSICAL THERAPISTS PAY RATES FOR
ADDITIONAL SERVICES COMPLETED IN ADDITION TO ASSIGNED CASELOAD**

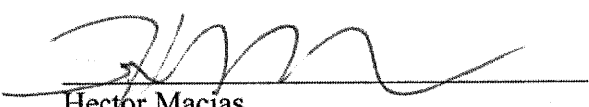
The following is hereby agreed and understood by and between the Ontario-Montclair School District ("District") and the Ontario-Montclair Professional Therapists Association ("Association") for the period of September 1, 2024, through June 30, 2025.

This MOU will help ensure that the District is compliant with required special education timelines. With prior written approval from the Assistant Superintendent of SELPA & Equity or designee, the following are fees to be paid for Occupational Therapists or Physical Therapist unit member completing additional services in addition to their assigned caseload (s).

Occupational Therapists/Physical Therapists:

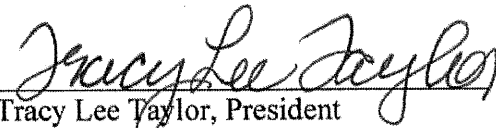
Evaluation & Reports	\$150.00 per student
IEP Development & Participation	\$100.00 per student

Note: If the plan review/eligibility evaluation is combined, the unit member will only be compensated for participation in (1) IEP Development and Participation. Upon mutual agreement between the District and the Association, the MOU may be extended. This MOU is non-precedent setting nor form any biases for past practice.


Hector Macias
Deputy Superintendent, Human Resources

Date

10/16/24


Tracy Lee Taylor, President
Ontario-Montclair Teachers Association

Date

10/16/24

Exhibit B

FOR SUBMISSION TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS in compliance with the Public Disclosure requirements of AB 1200 (Statutes 1991, Chapter 1213) as revised by AB 2756 (Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE Ontario-Montclair School District (OMSD) SCHOOL DISTRICT
WITH THE Ontario-Montclair Professional Therapist Assoc. (OMPTA) BARGAINING UNIT (BU)

To be acted upon by the Governing Board at its meeting on :	(enter Date)	11/7/2024
Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days)		12/22/2024
Estimated Agreement Payment Date	(enter Date)	7/1/2025
GENERAL		

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

This document is REQUIRED whenever a NEW or AMENDED agreement is ratified.

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:

(Separate disclosures should be made for each bargaining unit agreement)

	# FTE Represented
Certificated: <u></u>	<u></u>
Classified: <u>Ontario-Montclair Professional Therapist Assoc. (OM)</u>	<u>14.0</u>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on:	(enter Begin Date)	9/1/2024
and ending on:	(enter End Date)	6/30/2025

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:	<u></u>	<u></u>	<u></u>
Reopeners: Yes or NO ?	<u></u>	<u></u>	<u></u>
if Yes, what Areas?	<u></u>		

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE CHANGE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries for the above-mentioned Bargaining unit:

Current Year Salary Cost Before Settlement (Based on Year to Date (YTD) Actuals Projected through 6/30):	\$ 1,716,129.00
Current Year Salary Cost After Settlement (Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):	\$ 1,720,379.00
Total Cost Increase or (Decrease):	\$4,250.00
Percentage Increase or (Decrease):	0.25%

SALARY CHANGE FOR AN AVERAGE, REPRESENTED EMPLOYEE FROM PRIOR YEAR

(Includes annual step/column movement on schedule):

<u>Salary Increase or (Decrease)</u>	
% increase or (decrease) to existing schedule	<u>0.00%</u> per employee
% increase or (decrease) for one-time bonus/stipend or (salary reduction)	<u>0.00%</u> per employee
<u>Step & column</u>	
average % annual change over the prior year schedule	<u>0.00%</u> per employee
TOTAL PERCENTAGE CHANGE FOR AVERAGE REPRESENTED EMPLOYEE	0.00% per employee

Indicate Change in # of Work Days, Furlough or Additional, Related to % Change	<u>0</u>
Indicate Total # of Work Days to be provided for fiscal year:	<u>195</u>
Indicate Total # of Instructional Days to be provided for fiscal year:	<u>180</u>

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Section 4: BENEFITS: PERCENTAGE CHANGE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee statutory and health/welfare benefits:

Statutory Benefits: (object 3XXX less 34XX)

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Statutory Benefit Costs:

Current Costs:

\$ 625,649.00

Proposed Costs:

\$ 625,827.00

Total Cost Increase or (decrease):

\$178.00

Percentage Change:

0.03%

District Health and Welfare Plans - Object 34XX (Medical, Dental, Vision, Life Insurance, Other)

Total Health and Welfare Costs:

Current Costs:

\$ 193,713.00

Proposed Costs:

\$ 193,713.00

Total Cost Increase or (decrease):

\$0.00

Percentage Change:

0.00%

Indicate if Health/Welfare Benefits are Capped: (Include details such as different caps per health plans or any super composite rates. Also, indicate if cap includes health benefits only or also other insurances.)

Health Benefit Cap Based on Medical Plan Selected: Single - \$9,854, Two Party - \$17,906, Family - \$24,896

Current Cap:

\$ 24,896.00

Proposed Cap:

\$ 24,896.00

Average Capped Amount increase or (decrease) per employee

\$0.00

0.00%

TOTAL COST OR (SAVINGS) OF COMPENSATION CHANGES (REGARDLESS OF WHETHER PREVIOUSLY BUDGETED IN WHOLE OR IN PART)

Section 5: TOTAL COST INCREASE OR (SAVINGS) FOR SALARIES AND BENEFITS IN THE PROPOSED AGREEMENT:

Current Year Combined Cost Before Settlement: (data pulls from above)

(Based on YTD Actuals Projected through 6/30 and current agreement)

Salaries

\$ 1,716,129.00

Benefits

\$ 819,362.00

Total:

\$ 2,535,491.00

Current Year Cost After Settlement: (data pulls from above)

(Include any retroactive pay increases or (decreases) or one-time bonuses/stipends or (reductions)):

Salaries

\$ 1,720,379.00

Benefits

\$ 819,540.00

Total:

\$ 2,539,919.00

TOTAL COST INCREASE OR (DECREASE)

\$4,428.00

(This amount should tie to the multiyear projection sections for 1XXX-3XXX)

PERCENTAGE CHANGE

0.17%

1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):

\$ 25,417.78

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement: (Indicate, **IN DETAIL**, the terms of the agreement covered in each section)

A. OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc. (amounts, staff affected, total cost and/or savings).

Per MOU effective September 1, 2024 - June 30, 2025: The MOU will help ensure that the District is compliant with required special education timelines. With prior written approval from the Assistant Superintendent of SELPA & Equity or designee, the following are fees to be paid for Occupational Therapists or Physical Therapist unit member completing additional services in addition to their assigned caseload (s). Evaluation & Reports: \$150.00 per student. IEP Development & Participation: \$100.00 per student.

B. NON-COMPENSATION: Class Size Changes (indicate before and after class sizes/grades affected; and, if applied for CDE waiver (attach copy)), Staff Development Days, Teacher Prep Time, etc..

N/A

C. REOPENERS, CONTINGENCY AND/OR RESTORATION LANGUAGE: Describe specific areas identified for Reopeners, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action to BAS upon approval.

N/A

Section 7: State Minimum Reserve Standard Calculation:

Total Expenditures and Other Uses: *(pulls from MYP Sec. 9)*
Minimum State Reserve Percentage *(input %)*
Minimum State Reserve Requirement: *(Formula includes Total Exp/Uses x Minimum Reserve %)*

\$	433,809,082.00
	3%
\$	13,008,272.46

FISCAL IMPACT IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS

Section 8: Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5. (Pulls from above Governing Board Date plus 45 days)

12/22/2024

Provide proof that board-approved budget revisions have been input within 45 days. Date budget revisions input/BT #'s:

BT #'s: mm/dd/yy

If the board-approved revisions input are different from the proposed budget adjustments in Col. 2 provide a detailed explanation of differences.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS. (Reflect both Unrestricted and Restricted General Fund Budget Amounts)

In-Lieu of this form, an updated Form MYP can be supplied which includes the results of the settlement over the most recent Form MYP filed with this office.

		Current Fiscal Year		2024-2025	
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board- Approved Budget Before Settlement - As of Adopted Budget 6/20/2024	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
Please NOTE: The title reflected in Col. 1 can be modified if the agreement is being approved along with the Adopted Budget Process. In this case, Col. 4 should reflect the Adopted Budget including the salary agreement and Col. 1 would reflect the Adopted Budget less Col. 2, the actual cost of the agreement.					
OPERATING REVENUES: LCFF ADA		ADA= 16,597	CERT FTE: 1,255	CLASS FTE: 1,366	ADA= 16,597
LCFF Sources (8010-8099)		265,589,372.00	0.00	0.00	265,589,372.00
Remaining Revenues (8100-8799)		120,803,053.00	0.00	0.00	120,803,053.00
TOTAL		386,392,425.00	0.00	0.00	386,392,425.00
OPERATING EXPENDITURES					
1000 Certificated Salaries		163,014,270.00	0.00	0.00	163,014,270.00
2000 Classified Salaries		72,660,864.00	4,250.00	0.00	72,665,114.00
3000 Benefits		114,219,085.00	178.00	0.00	114,219,263.00
4000 Instructional Supplies		16,731,274.00	0.00	0.00	16,731,274.00
5000 Contracted Services		50,773,051.00	0.00	0.00	50,773,051.00
6000 Capital Outlay		12,309,963.00	0.00	0.00	12,309,963.00
7000 Other		(723,853.00)	0.00	0.00	(723,853.00)
TOTAL		428,984,654.00	4,428.00	0.00	428,989,082.00
OPERATING SURPLUS (DEFICIT)		(42,592,229.00)	(4,428.00)	0.00	(42,596,657.00)
Other Sources and Transfers In		8,131,694.00	0.00	0.00	8,131,694.00
Other Uses and Transfers Out		4,620,000.00	0.00	0.00	4,620,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE		(39,080,535.00)	(4,428.00)	0.00	(39,084,963.00)
BEGINNING FUND BALANCE 9791-92		179,209,092.00			179,209,092.00
Prior-Year Adjustments 9793-95		0.00		0.00	0.00
NET BEGINNING BALANCE		179,209,092.00		0.00	179,209,092.00
ENDING FUND BALANCE (EFB)		140,128,557.00	(4,428.00)	0.00	140,124,129.00
COMPONENTS OF ABOVE EFB:					
Nonspendable (9711-9719)		1,702,427.00	0.00	0.00	1,702,427.00
Restricted (9740)		73,388,724.00	0.00	0.00	73,388,724.00
Committed (9750/9760)		52,029,266.38	(4,560.84)	0.00	52,024,705.54
Assigned (9780)		0.00	0.00	0.00	0.00
Reserve Economic Uncertainties (9789)		13,008,139.62	132.84	0.00	13,008,272.46
Unassigned/Unappropriated (9790)		0.00	0.00	0.00	0.00
State Minimum Reserves %		3.00%	Meets		3.00%
Are budgets in balance?		In Balance			In Balance
Did you adjust reserves? s/b \$0		\$0.00	Undesignated Amount		\$0.00
FUND 17 RESERVES (9789) or N/A		\$ -			\$ -

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain below. Also, list any other assumptions used or included in Column 3:

N/A

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

First Subsequent Year 2025-2026			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement - As of Adopted Budget 6/20/2024	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA	ADA= 16,473	CERT FTE: 1,245	CLASS FTE: 1,366
LCFF Sources (8010-8099)	265,340,893.00	0.00	265,340,893.00
Remaining Revenues (8100-8799)	109,074,411.00	0.00	109,074,411.00
TOTAL	374,415,304.00	0.00	374,415,304.00
OPERATING EXPENDITURES			
1000 Certificated Salaries	163,222,984.00	0.00	163,222,984.00
2000 Classified Salaries	71,394,831.00	0.00	71,394,831.00
3000 Benefits	114,331,589.00	0.00	114,331,589.00
4000 Instructional Supplies	14,745,787.00	0.00	14,745,787.00
5000 Contracted Services	48,584,869.00	0.00	48,584,869.00
6000 Capital Outlay	2,125,014.00	0.00	2,125,014.00
7000 Other	(723,853.00)	0.00	(723,853.00)
TOTAL	413,681,221.00	0.00	413,681,221.00
OPERATING SURPLUS/(DEFICIT)	(39,265,917.00)	0.00	(39,265,917.00)
Other Sources and Transfers In	1,931,694.00	0.00	1,931,694.00
Other Uses and Transfers Out	4,620,000.00	0.00	4,620,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(41,954,223.00)	0.00	(41,954,223.00)
BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)	140,124,129.00		140,124,129.00
Prior-Year Adjustments (9792-9795)			0.00
NET BEGINNING BALANCE	140,124,129.00		140,124,129.00
ENDING FUND BALANCE (EFB)	98,169,906.00	0.00	98,169,906.00
COMPONENTS OF EFB (above):			
Nonspendable (9711-9719)	1,702,427.00	0.00	1,702,427.00
Restricted (9740)	46,100,463.00	0.00	46,100,463.00
Committed (9750/9760)	37,817,979.37	0.00	37,817,979.37
Assigned (9780)	0.00	0.00	0.00
Reserve Economic Uncertainties	12,549,036.63	0.00	12,549,036.63
Unassigned/Unappropriated (9790)	0.00	0.00	0.00
State Minimum Reserves %	3.00%	Meets	3.00%
Are budgets in balance?	In Balance		In Balance
Did you adjust reserves? s/b \$0	\$ 0.00	Undesignated Amount	\$ 0.00
FUND 17 RESERVES (9789) or N/A	\$ -		\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced staffing, etc., explain below:

One-year agreement.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Second Subsequent Year 2026-2027			
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement - As of Adopted Budget 6/20/2024	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
ADA= 16,086	CERT FTE: 1,235	CLASS FTE: 1,366	ADA= 16,086
OPERATING REVENUES: LCFF ADA			
LCFF Sources (8010-8099)	268,681,516.00	0.00	268,681,516.00
Remaining Revenues (8100-8799)	109,129,307.00	0.00	109,129,307.00
TOTAL	377,810,823.00	0.00	377,810,823.00
OPERATING EXPENDITURES			
1000 Certificated Salaries	160,621,194.00	0.00	160,621,194.00
2000 Classified Salaries	70,384,553.00	0.00	70,384,553.00
3000 Benefits	111,797,199.00	0.00	111,797,199.00
4000 Instructional Supplies	14,472,958.00	0.00	14,472,958.00
5000 Contracted Services	48,198,775.00	0.00	48,198,775.00
6000 Capital Outlay	2,125,014.00	0.00	2,125,014.00
7000 Other	(723,853.00)	0.00	(723,853.00)
TOTAL	406,875,840.00	0.00	406,875,840.00
OPERATING SURPLUS/(DEFICIT)	(29,065,017.00)	0.00	(29,065,017.00)
Other Sources and Transfers In	1,931,694.00	0.00	1,931,694.00
Other Uses and Transfers Out	4,620,000.00	0.00	4,620,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(31,753,323.00)	0.00	(31,753,323.00)
BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)	98,169,906.00		98,169,906.00
Prior-Year Adjustments (9792-9795)			0.00
NET BEGINNING BALANCE	98,169,906.00		98,169,906.00
ENDING FUND BALANCE (EFB)	66,416,583.00	0.00	66,416,583.00
COMPONENTS OF EFB (above):	(use whole rounded numbers only)		
Nonspendable (9711-9719)	1,702,427.00		1,702,427.00
Restricted (9740)	26,876,216.00		26,876,216.00
Committed (9750/9760)	25,493,064.80		25,493,064.80
Assigned (9780)	0.00	0.00	0.00
Reserve Economic Uncertainties	12,344,875.20	0.00	12,344,875.20
Unassigned/Unappropriated (9790)	0.00	0.00	0.00
State Minimum Reserves %	3.00%	Meets	3.00%
Are budgets in balance?	In Balance		In Balance
Did you adjust reserves? s/b \$0	(\$0.00)	Undesignated Amount	(\$0.00)
FUND 17 RESERVES (9789) or N/A	\$ -		\$ -

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced Staffing, etc., explain below:

N/A

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

Section 10: MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows *(text pulls into disclosure)*: Send copy of final Agreement to BAS upon Board Approval

N/A - One year MOU.

Section 11:

FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS: The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years. (Include any compensation/noncompensation provisions specified below.) *(text pulls into disclosure)*:

N/A - One year MOU.

Section 12: NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations. *(text pulls into disclosure)*:

Per MOU effective September 1, 2024 - June 30, 2025: The MOU will help ensure that the District is compliant with required special education timelines. With prior written approval from the Assistant Superintendent of SELPA & Equity or designee, the following are fees to be paid for Occupational Therapists or Physical Therapist unit member completing additional services in addition to their assigned caseload (s). Evaluation & Reports: \$150.00 per student. IEP Development & Participation: \$100.00 per student.

Section 13: SOURCE OF FUNDING FOR PROPOSED AGREEMENT: Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement. *(text pulls into disclosure)*:

General fund and restricted funds.

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

ADDITIONAL FISCAL INDICATORS- CRITERIA AND STANDARDS A.5

This section is in response to the Criteria and Standards Additional Fiscal Indicators #A.5., which asks: "Has the district entered into a bargaining agreement where any of the budget or subsequent years of the agreement would result in salary increases that are expected to exceed the projected state cost of living adjustment."

Section 14: COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT LOCAL CONTROL FUNDING FORMULA (LCFF):

(A)	Current-year (CY) LCFF Average Rate per ADA: (CY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 79)	Estimated \$15,157.00
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 79)	\$14,930.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)	227.00
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)	1.52%
(E)	ADA Increase/(Decrease) from Prior Year as % Current year P-2 LCFF funded ADA (greater of PY guarantee or current year) Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	(4.15%)
	17,522.65	
	18,281.62	
(F)	Total LCFF % increase or (decrease) plus ADA % change	(2.63%)
(G)	Indicate Total Settlement Percentage Change from Section 5	0.17%

If proposed agreement % on Line G is greater than Line F, please provide explanation below:

Agreement will be paid from General Fund Reserves.

CERTIFICATION

To be signed by the **District Superintendent AND Chief Business Official upon submission to the Governing Board** and by the **Board President upon formal Board action** on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review **10 days prior to the board meeting that will ratify the agreement.**

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200, AB 2756, GC 3547.5, and GC 3540.2.

WE HEREBY CERTIFY THAT THE COSTS INCURRED BY THE SCHOOL DISTRICT UNDER THIS AGREEMENT CAN BE MET BY THE DISTRICT DURING THE TERM OF THE AGREEMENT.

District Superintendent - signature

Chief Business Official - signature

10/15/2024

Date

10/9/24

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Thursday, November 7, 2024 took action to approve the proposed Agreement with the Ontario-Montclair Professional Therapist Assoc. (OMPTA) Bargaining Unit.

President, Governing Board - signature

Date

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD) SCHOOL DISTRICT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

Ontario-Montclair Professional Therapist Assoc. (OMPTA) BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on

11/07/24

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning
and ending
for the following fiscal years

01/01/25

06/30/25

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement

\$2,535,491.00

2. Current Year Costs After Agreement

\$2,539,919.00

3. Total Cost Change

\$4,428.00

4. Percentage Change

0.17%

5. Value of a 1% Change

\$23,417.78

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change
(% Change To Existing Salary Schedule)
(% change for one time bonus/stipend or salary reduction)

2. Step & Column
(Average % Change Over Prior Year Salary Schedule)

3. TOTAL PERCENTAGE CHANGE FOR THE
AVERAGE, REPRESENTED EMPLOYEE

4. Change in # of Work Days (+/-) Related to % Change

5. Total # of Work Days to be provided in Fiscal Year

195

6. Total # of Instructional Days to be provided in Fiscal Year
(applicable to Certificated BU agreements only)

180

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD) SCHOOL DISTRICT

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	\$819,362.00
2.	Cost of Benefits After Agreement	\$819,540.00
3.	Percentage Change in Total Costs	0.02%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$433,609,082.00
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$13,008,272.46

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$13,008,272.46
5.	Unassigned/Unappropriated (Object 9790)	
6.	Total Reserves: (Object 9789 + 9790)	\$13,008,272.46

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	
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TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$13,008,272.46
9.	Percentage of General Fund Expenditures/Uses	3.00%
	Difference between District Reserves and Minimum State Requirement	

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

N/A - One year MOU

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

N/A - One year MOU

H. NARRATIVE OF AGREEMENT

Per MOU effective September 1, 2024 - June 30, 2025: The MOU will help ensure that the District is compliant with required special education timelines. With prior written approval from the Assistant Superintendent of SELPA & Equity or designee, the following are fees to be paid for Occupational Therapists or Physical Therapist unit member completing additional services in addition to their assigned caseload (s): Evaluation & Reports: \$150.00 per student; IEP Development & Participation: \$100.00 per student.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

General fund and restricted funds

**FORM FOR PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

CERTIFICATION

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.


District Superintendent - signature

10/15/2024
Date


Chief Business Official- signature

10/9/24
Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 11/7/2024 took action to approve the proposed Agreement with the Ontario-Montclair Professional Therapist Assoc. (OMPTA) Bargaining Unit.

President, Governing Board
(signature)

Date

ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

November 7, 2024

TO: Elvia M. Rivas, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: First Reading of Board Policies (BPs), Administrative Regulations (ARs), Board Bylaws (BBs), and Exhibits (Es): BP 0410: Nondiscrimination in District Programs and Activities; BP & AR 0450: Comprehensive Safety Plan; BP & AR 0460: Local Control and Accountability Plan; BP 0470: COVID-19 Mitigation Plan (DELETE); BP 0500: Accountability; BP & AR 0510: School Accountability Report Card; BP 0520: Intervention in Underperforming Schools; AR 1220: Citizen Advisory Committees; AR & Exhibit (1 & 2) 1312.4: Williams Uniform Complaint Procedures; BP 1431: Waivers; AR 3350: Travel Expenses; BP & AR 3516: Emergencies and Disaster Preparedness Plan; AR & Exhibit 1 3517: Facilities Inspection; BP & AR 3550: Food Service/Child Nutrition Program; BP & AR 3551: Food Service Operations/Cafeteria Fund; BP & AR 3553: Free And Reduced-Price Meals; BP & Exhibit 1 4040: Employee Use of Technology; BP 4112.9; BP 4212.9, BP 4312.9: Employee Notifications; Exhibit (1) 4112.9; 4212.9; 4312.9: Employee Notifications; BP 4218.1: Dismissal/Suspension/Disciplinary Action (Merit System); BP & AR 4119.11; 4219.11; 4319.11: Sex Discrimination and Sex-Based Harassment; AR 4119.12; 4219.12; 4319.12: Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures; E(1) 4119.12; 4219.12; 4319.12: Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures; BP & AR 4127; 4227; 4327: Temporary Athletic Team Coaches; BP & AR 4157; 4257; 4357: Employee Safety; AR 4157.1; 4257.1: Work Related Injuries; AR 4161.1; 4261.1; 4361.1: Personal Illness/Injury Leaves; BP & AR 5126: Awards for Achievement; BP 5141.21: Administering Medication and Monitoring Health Conditions; BP & AR 5144.1: Suspension and Expulsion/Due Process; AR 5144.2: Suspension and Expulsion/Due Process (Student with Disabilities); BP & AR 5145.3: Nondiscrimination/Harassment; BP & AR 5145.7: Sex Discrimination and Sex-Based Harassments; AR & Exhibit (1) 5145.71: Title IX Discrimination and Sex-Based Harassment Complaint Procedures; BP 5146: Married/Pregnant/Parenting Students; BP 5147: Dropout Prevention; BP & AR 6112: School Day; BP 6142.92: Mathematics Instruction: *(Board Policies and Administrative Regulations are included in the agenda and are provided under separate cover)*

REQUESTED ACTION

Approve the First Reading of the presented Board Policies (BPs), Administrative Regulations (ARs), Board Bylaws (BBs), and Exhibits (Es).

BACKGROUND INFORMATION

In accordance with the Agreement between the California School Boards Association (CSBA) and the District, CSBA provides staff assistance with the revisions of Board Policies (BP), Administrative Regulations (AR), Board Bylaws (BB), and Exhibits (E). The Board routinely reviews and adopts and/or modifies policies and regulations, which reflect changes in law and legal references, as well as District philosophy, programs, and practices.

The Superintendent is recommending revisions to the following BPs, ARs, BBs, and Es:

Superintendent's Office

BP 0410: Nondiscrimination in District Programs and Activities

BP & AR 0450: Comprehensive Safety Plan

BP & AR 0460: Local Control and Accountability Plan

BP 0470: COVID-19 Mitigation Plan (DELETE)

(Ref. H 8.1)

First Reading of Board Policies (BPs), Administrative Regulations (ARs), Board Bylaws (BBs), and Exhibits (Es) as Listed

November 7, 2024

Superintendent's Office (Continued)

BP 0500: Accountability
BP & AR 0510: School Accountability Report Card
BP 0520: Intervention in Underperforming Schools
AR 1220: Citizen Advisory Committees
AR & Exhibit (1 & 2) 1312.4: Williams Uniform Complaint Procedures
BP 1431: Waivers

Business Services

AR 3350: Travel Expenses
BP & AR 3516: Emergencies and Disaster Preparedness Plan
AR & Exhibit 1 3517: Facilities Inspection
BP & AR 3550: Food Service/Child Nutrition Program
BP & AR 3551: Food Service Operations/Cafeteria Fund
BP & AR 3553: Free And Reduced-Price Meals

Human Resources

BP & Exhibit 1 4040: Employee Use of Technology
BP 4112.9; BP 4212.9; BP 4312.9: Employee Notifications
Exhibit (1) 4112.9; 4212.9; 4312.9: Employee Notifications
BP 4218.1: Dismissal/Suspension/Disciplinary Action (Merit System)
BP & AR 4119.11; 4219.11; 4319.11: Sex Discrimination and Sex-Based Harassment
AR 4119.12; 4219.12; 4319.12 : Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures
E(1) 4119.12; 4219.12; 4319.12: Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures
BP & AR 4127; 4227; 4327: Temporary Athletic Team Coaches
BP & AR 4157; 4257; 4357: Employee Safety
AR 4157.1; 4257.1: Work Related Injuries
AR 4161.1; 4261.1; 4361.1: Personal Illness/Injury Leaves
BP & AR 5126: Awards for Achievement
BP 5141.21: Administering Medication and Monitoring Health Conditions
BP & AR 5144.1: Suspension and Expulsion/Due Process
AR 5144.2: Suspension and Expulsion/Due Process (Student with Disabilities)
BP & AR 5145.3: Nondiscrimination/Harassment
BP & AR 5145.7: Sex Discrimination and Sex-Based Harassments
AR & Exhibit (1) 5145.71: Title IX Discrimination and Sex-Based Harassment Complaint Procedures
BP 5146: Married/Pregnant/Parenting Students
BP 5147: Dropout Prevention

Learning & Teaching

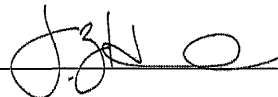
BP & AR 6112: School Day
BP 6142.92: Mathematics Instruction

The recommended revisions have been reviewed, and it is agreed that the revisions apply to the District's current procedures and/or practices. Copies of the proposed revisions are available under separate cover and have been provided to District employee organizations. Additional copies are also available upon request in the Superintendent's Office.

These policies will be presented to the Board of Trustees for Second Reading and Adoption at the November 21, 2024 Regular Meeting of the Board of Trustees.

Prepared by: James Q. Hammond, Superintendent

(Ref. H 8.2)

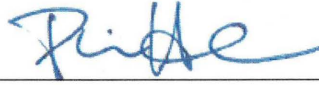


First Reading of Board Policies (BPs), Administrative Regulations (ARs), Board Bylaws (BBs), and Exhibits (Es) as Listed
November 7, 2024

FINANCIAL IMPLICATIONS

None.


Reviewed by: Phil Hillman, Chief Business Official



SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the First Reading of Board Policies (BPs), Administrative Regulations (ARs), Board Bylaws (BBs), and Exhibits (Es): BP 0410: Nondiscrimination in District Programs and Activities; BP & AR 0450: Comprehensive Safety Plan; BP & AR 0460: Local Control and Accountability Plan; BP 0470: COVID-19 Mitigation Plan (DELETE); BP 0500: Accountability; BP & AR 0510: School Accountability Report Card; BP 0520: Intervention in Underperforming Schools; AR 1220: Citizen Advisory Committees; AR & Exhibit (1 & 2) 1312.4: Williams Uniform Complaint Procedures; BP 1431: Waivers; AR 3350: Travel Expenses; BP & AR 3516: Emergencies and Disaster Preparedness Plan; AR & Exhibit 1 3517: Facilities Inspection; BP & AR 3550: Food Service/Child Nutrition Program; BP & AR 3551: Food Service Operations/Cafeteria Fund; BP & AR 3553: Free And Reduced-Price Meals; BP & Exhibit 1 4040: Employee Use of Technology; BP 4112.9; BP 4212.9, BP 4312.9: Employee Notifications; Exhibit (1) 4112.9; 4212.9; 4312.9: Employee Notifications; BP 4218.1: Dismissal/Suspension/Disciplinary Action (Merit System); BP & AR 4119.11; 4219.11; 4319.11: Sex Discrimination and Sex-Based Harassment; AR 4119.12; 4219.12; 4319.12 : Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures; E(1) 4119.12; 4219.12; 4319.12: Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures; BP & AR 4127; 4227; 4327: Temporary Athletic Team Coaches; BP & AR 4157; 4257; 4357: Employee Safety; AR 4157.1; 4257.1: Work Related Injuries; AR 4161.1; 4261.1; 4361.1: Personal Illness/Injury Leaves; BP & AR 5126: Awards for Achievement; BP 5141.21: Administering Medication and Monitoring Health Conditions; BP & AR 5144.1: Suspension and Expulsion/Due Process; AR 5144.2: Suspension and Expulsion/Due Process (Student with Disabilities); BP & AR 5145.3: Nondiscrimination/Harassment; BP & AR 5145.7: Sex Discrimination and Sex-Based Harassments; AR & Exhibit (1) 5145.71: Title IX Discrimination and Sex-Based Harassment Complaint Procedures; BP 5146: Married/Pregnant/Parenting Students; BP 5147: Dropout Prevention; BP & AR 6112: School Day; BP 6142.92: Mathematics Instruction:

Approved by: James Q. Hammond, Superintendent



Information/Correspondence

Information/Announcements

L. NONE



Ontario-Montclair School District
Superintendent's Office
950 West "D" Street Ontario, CA 91762
Office: (909) 418-6445 Fax: (909) 459-2542



E-mail: info@omsd.net