



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

# AGENDA

**Thursday, August 21, 2025**

Central Language Academy  
415 East G Street  
Ontario, CA 91764

Closed Session: 5:15 PM  
Open Session: 6:00 PM

## 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 brindarle 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.

## Board of Trustees:

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





# 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**

Dr. Hector Macias, Deputy Superintendent, Human Resources

Robert F. Gallagher, Assistant Superintendent, Learning & Teaching

Phil Hillman, Chief Business Official, Business Services

Dr. Alana Hughes-Hunter, Assistant Superintendent, SELPA & Equity

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](http://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 Transitional 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 Areas<sup>1</sup>. 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 slips  
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.

<sup>1</sup>Candidates 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 three 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](http://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"<sup>1</sup>. 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.

<sup>1</sup>Significa 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 tres 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, August 21, 2025**

**A G E N D A**

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

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**

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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 – 5:15 PM**  
**CALL TO ORDER**

**BOARD OF TRUSTEES**

\_\_\_\_\_ **Mrs. Alvarado**  
\_\_\_\_\_ **Mrs. Brake**  
\_\_\_\_\_ **Ms. Galvez**  
\_\_\_\_\_ **Mrs. Martinez**  
\_\_\_\_\_ **Ms. Rivas**

**COMMENTS FROM THE PUBLIC**

**CLOSED SESSION**

**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

**2. Conference with Legal Counsel**

- a. Anticipated Litigation: Pursuant to Government Code Section 54956.9(d)(2):
  - Three (3) Cases
- b. Existing Litigation: Pursuant to Government Code Section 54956.9
  - Three (3) Cases: CIVSB2402532; CIVSB2212323; and CIVSB2212756

**3. Negotiations/Public Employee Evaluations**

- a. Conference with Labor Negotiator: Pursuant to Government Code Section 54957.6  
Agency Negotiator: *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. Highlights of the Ontario-Montclair School District's Summer Programs, Services and Preparation for the New School Year, as presented by Dr. James Q. Hammond, Superintendent: **Presentation** (Ref. E 1.1-4)

**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 **three (3) 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, June 26, 2025, Regular Meeting Minutes of the Board of Trustees: **Approval** (Ref. a 1.1-7)

**b. Business Service**

- b1. Acceptance of Warrant Registers AP 2526-0821: **Approval** (*Additional Supporting Information Available Under Separate Cover*)
- b2. Purchase Orders 456219 – 456237 and 500164 – 501897: **Approval** (*Additional Supporting Information Available Under Separate Cover*)



**Business Service (Continued)**

b3. Purchasing and Contracts Report (PCR 2526-02): **Approval** (Ref. b 3.1-12)

b4. Acceptance of Gifts/Donations (GDR 2526-02): **Approval** (Ref. b 4.1-2)

**c. Human Resources**

c1. Certificated Personnel Recommendations Report #CERT2526-0821: **Approval**  
(Ref. c 1.1-7)

c2. Classified Personnel Recommendations Report #CLA2526-0821: **Approval**  
(Ref. c 2.1-10)

c3. Adoption of Resolution # 2025-26-04, Recognizing the Month of September as  
Attendance Awareness Month: **Approval** (Ref. c 3.1-3)

c4. Pay Schedules for the Years of 2020 through 2025: **Approval** (*Additional  
Supporting Information Available Under Separate Cover*) (Ref. c 4.1-2)

**d. Learning & Teaching**

d1. Ontario-Montclair School District School Sponsored Overnight Field Trip List  
FT2526-02: **Approval** (Ref. d 1.1-2)

d2. Adoption of Resolution 2025-26-05, Recognizing October 23-31, 2025 as Red  
Ribbon Week: **Approval** (Ref. d 2.1-3)

d3. Adoption of Resolution 2025-26-06, Recognizing September 2025 as Suicide  
Prevention Awareness Month: **Approval** (Ref. d 3.1-3)

d4. Revised 2025 – 2026 Local Control Accountability Plan: **Approval** (*Additional  
Supporting Information Available Under Separate Cover*) (Ref. d 4.1-2)

**e. SELPA & Equity**

e1. Ontario-Montclair School District Sponsored Travel/Conference/Business for  
Non-District Employees TCB2526-01: **Approval** (Ref. e 1.1-3)

**H. DISCUSSION/ACTION/PUBLIC HEARING**

**SELPA & Equity**

H1. Appointment of Maricela Alvarado, Margarita Georgieva Hernandez, Martina  
Ortega, Nicole Tamayo, and Claudia Vasquez to Serve as Representatives on the  
Ontario-Montclair School District Special Education Local Plan Area Community  
Advisory Committee: **Approval** (Ref. H 1.1-2)

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ Vote \_\_\_\_\_

SA: \_\_\_\_\_ KB: \_\_\_\_\_ SG: \_\_\_\_\_ FM: \_\_\_\_\_ ER: \_\_\_\_\_

**Human Resources**

- H2. Tentative Agreement between the Ontario-Montclair School District and the California School Employees Association and its Chapter #108, Amending the Master Agreement for Ongoing Increase to Article XVII: Health and Welfare Benefits and Salary at the Conclusion of the 2025 – 2026 Negotiations: **Approval**  
(Ref. H 2.1-16)

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ Vote \_\_\_\_\_  
SA: \_\_\_\_\_ KB: \_\_\_\_\_ SG: \_\_\_\_\_ FM: \_\_\_\_\_ ER: \_\_\_\_\_

**Human Resources**

- H3. Tentative Agreement between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association and the Ontario Professional Therapist Association, Amending the Master Agreement for Ongoing Increase to Fringe Benefits and Salary Articles at the Conclusion of the 2025 – 2026 Negotiations: **Approval**  
(Ref. H 3.1-21)

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ Vote \_\_\_\_\_  
SA: \_\_\_\_\_ KB: \_\_\_\_\_ SG: \_\_\_\_\_ FM: \_\_\_\_\_ ER: \_\_\_\_\_

**Human Resources**

- H4. Management and Confidential Employees Ongoing Increase to salary and Benefits in Alignment with the Ontario-Montclair Teachers Association, Ontario-Montclair Professional Therapist Association and the California School Employees Association and its Chapter #108: **Approval** (Ref. H 4.1-5)

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ Vote \_\_\_\_\_  
SA: \_\_\_\_\_ KB: \_\_\_\_\_ SG: \_\_\_\_\_ FM: \_\_\_\_\_ ER: \_\_\_\_\_

**I. CALL OUT OF CLOSED SESSION ACTIONS**

**J. COMMENTS AND RECOMMENDATIONS BY THE BOARD OF TRUSTEES**

**K. COMMENTS AND REPORT BY SUPERINTENDENT**

**L. INFORMATION/ANNOUNCEMENTS**

- L1. 2024 – 2025 Williams Fourth Quarter Findings Report: **Information**  
(Ref. L 1.1-3)

- L2. 2024 – 2025 Williams Fourth Quarter Uniform Complaint Report Summary:  
**Information** (Ref. L 2.1-2)



**INFORMATION/ANNOUNCEMENTS (Continued)**

L3. All Schools and District Offices will be closed on September 1, 2025, in observance of the Labor Day Holiday: **Information**

L4. Future Agenda Items *(Request for Board consideration must be submitted in writing and meet the criteria as indicated in Board Bylaw 9322)*

L5. Next Regular Board Meeting:

**September 18, 2025, 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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# Presentations/Recognitions



# ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** **Highlights of the Ontario-Montclair School District's Summer Programs, Services and Preparation for the New School Year**

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## **REQUESTED ACTION**

Receive the presentation on Highlights of the Ontario-Montclair School District's Summer Programs, Services and Preparation for the New School Year as presented by Dr. James Q. Hammond, Superintendent.

## **BACKGROUND INFORMATION**

The District's Mission states, "The Ontario-Montclair School District 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." In support of this Mission Statement and the District's 2021 – 2026 Five Year Action Plan, students and staff participated in a myriad of activities during the summer of 2025.

**Students:** Students engaged in activities and services that supported their academic, social, physical, and emotional development, including:

- 7th Grade Math Honors Summer Program
- Autism Program
- Intensive Reading Workshop
- Mild to Moderate Extended School Year
- Moderate to Severe and Orthopedic Impairment Extended School Year
- Montera Mandarin Dual Immersion Summer Program
- Provided Mental Health Services
- Provided Case Management Services
- Provided Nursing Health Services
- Session I and Session II: OMSD Summer School
- Social Skills Program
- Student Workshops on Conflict Management and Boundary Settings
- Backpack Giveaway Event at Linda Vista
- Dual Immersion Boot Camp at Euclid Elementary

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**Community partnerships:** In addition to providing community meals at 14 school site locations, the District's Food & Nutrition Services staff maintains a partnership with the City of Ontario to provide breakfast and lunch meals at several community locations for individuals ages 1-18:

- |                                    |                                  |
|------------------------------------|----------------------------------|
| • Ovitt Family Community Library   | • Anthony Muñoz Community Center |
| • Dorothy Quesada Community Center | • Baldy View ROP                 |
| • De Anza Community Center         | • Westwind Community Center      |

**Highlights of the Ontario-Montclair School District's Summer Programs, Services and Preparation for the New School Year**  
August 21, 2025

**Staff:** In support of the implementation of the Five-Year Action Plan, Initiative 3 - Provide Effective Professional Development for all staff based on District priorities and staff/site needs:

- Summer Institutes
  - Advancement Via Individual Determination (AVID) Summer Institute
  - Granlibakken International Baccalaureate Conference
  - Southern Region Student Wellness Conference
- Trainings for New Teachers or Teachers New to the Grade Level
  - Collections ELA
  - Eureka Math
  - Induction Orientation for New Teachers
  - Inspire Science
  - TK Curriculum, "PreK on My Way"
  - Wonders ELA
- Professional Development
  - Behavior and SEL for Littles
  - Collections 101 English/Language Arts (6-8)
  - CPI Training
  - CPR Training for Staff
  - Curriculum Training for Substitute Teachers
  - De-escalation and Regulation Strategies
  - Designated English Language Development
  - Digital Resources for English Learners (EL)
  - Discipline Through a Trauma-Informed Lens
  - Documenting Student Interventions
  - Dual Immersion
  - ECRI K-2 Early Literacy
  - Educator Wellbeing
  - Eureka Math 101 (K-8)
  - Equity Summit
  - Evidence-Based Classroom Practices to Enhance Instruction
  - FRISK Training for Administrators
  - Increasing Human Effectiveness Training
  - Integrated SEL for the Classroom
  - Inspire Science K-5 and 6-8
  - Nearpod 101 and 102 K-8 Interactive Lessons
  - New Administrator Training
  - Newcomer Support & Curriculum Training
  - No Red Ink-Middle School Writing
  - Neurodiversity SLP Practice
  - On-Boarding New Hires-Instructional Assistants
  - Positive Behavioral Interventions and Supports (PBIS)
  - Principal Bootcamp
  - Restorative Practices and Circles
  - Roles/Responsibilities and Programming

## **Highlights of the Ontario-Montclair School District's Summer Programs, Services and Preparation for the New School Year**

August 21, 2025

- Social-Emotional & Behavioral Strategies and Supports
- Special Education Jobalikes
- Strengthening Student Self-Management and Self-Efficacy
- Studies Weekly K-5 History/Social Science
- Supporting Newcomers in the Classroom
- Technology Platforms K-8
- Title IX Investigations
- Unique Curriculum Training
- Wonders K-6 English Language Arts
- Working in Partnership in the Classroom Setting
- Write From the Beginning (Elementary and K-8 Writing)

**Welcoming and respectful school environments:** To provide the best learning environments for our students and staff, staff worked diligently throughout the summer months to achieve this lofty goal, including preparing facilities, providing services, ordering supplies and instructional materials, establishing school site and departmental budgets, scheduling transportation, and facilitating technology, as well as:

- Built transportation routes for the new school year
- Campus Safety Officers are vigilant at school events for safety
- Closed District financial statements for 2024 – 2025
- Completion of over 25 facility improvement projects ranging from new playgrounds, shade structures, portables, field renovations, roof replacement, office renovations, carpet replacement, asphalt replacement/ repairs, and HVAC upgrades
- Conducted employee benefits open enrollment
- Created District budget for 2025 – 2026
- Deep cleaned, washed and waxed school buses
- External Financial Audit for 2024 – 2025
- Internal ergonomics evaluation request form and process implementation
- E-Bike policy implementation
- Installed backup redundant power at school/office locations
- Made over a hundred supply deliveries including textbooks and surplus equipment pickups at 15 sites
- Moved 12 teachers from one site to another
- Managed over 300 orders by the District's print shop including parent handbooks, staff planners, banners and raffle tickets
- Prepared and maintained all school kitchens, performing deep cleaning, equipment maintenance, and restocking for staff and students
- Preventive maintenance, including tune-ups/repairs for School Buses, Food and Nutrition Vehicles, and Campus Safety Officer Vehicles in anticipation of the 2025 – 2026 school year
- Printed and bound SELPA Catalog, SPED Procedure Manual, and FNS Employee Binders
- Processed 3 construction bid projects in preparation for fall construction, along with ELOP Clubs and Activities
- Processed over 2,500 purchase requests and warehouse orders
- Provided LCAP budget support
- Provided transportation to students participating in Extended School Year (ESY), Non-Public School Programs (NPS), and other summer programs
- Received 2,246 and completed 1,661 work orders by the Operations Department's maintenance staff
- 3,500 New Chromebooks have been provided to middle school students, fully configured and ready for use

(Ref. E 1.3)



## Highlights of the Ontario-Montclair School District's Summer Programs, Services and Preparation for the New School Year

August 21, 2025

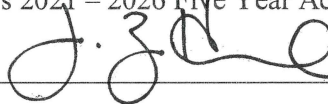
- Upgraded school site document servers
- Upgrade the District's VOIP phone system servers and IP phone software
- Upgrade the District backbone internet connection from 20Gbit/s to 100Gbit/s

**OMSD is committed and focused on ensuring staff needs are met for student success:** This entails a focused commitment, including:

- Contracted and processed new management (12), certificated (30) and classified employees (77)
- Implemented recruitment strategies for management, certificated, and classified positions
- Modified classified contract days and hours for employees, as applicable
- Moved employees from temporary to permanent contract status
- Posted job openings, processed applications in preparation for interviews and contracted new hires
- Processed teachers to new assignments and transfers to other school sites
- Provided testing opportunities for candidates
- STAFF:
  - College Partnerships
  - Labor Relations Collaboration and Negotiations
  - Mandated Reporter Training
  - Outreach with 10+ universities
  - Personnel matters
  - Posting, Screening, Testing and On-boarding of over 350 employees (inclusive of substitutes)
  - Student Internships (Teacher and Mental Health professionals)
  - Student Safe Lifting Training
  - Workplace Violence Prevention Plan Training

All of these activities serve to support the achievement of the District's Mission, Expectations, Goals and Initiatives as presented in the Ontario-Montclair School District's 2021 – 2026 Five Year Action Plan.

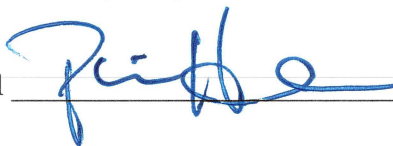
Prepared by: James Q. Hammond, Superintendent



### **FINANCIAL IMPLICATIONS**

Each of the programs highlighted had its own individual budget implications, which were funded from various sources.

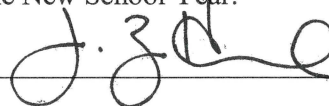
Reviewed by: Phil Hillman, Chief Business Official



### **SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board accept the presentation on Highlights of the Ontario-Montclair School District's Summer Programs, Services and Preparation for the New School Year.

Approved by: James Q. Hammond, Superintendent



# Consent Calendar

(a) Superintendent's Office

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**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

Ontario, California

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** Minutes of the June 26, 2025, Regular Meeting of the Board of Trustees

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**REQUESTED ACTION**

Approve the Minutes of the June 26, 2025, Regular Meeting of the Board of Trustees.

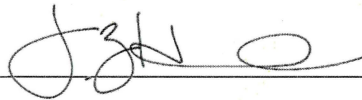
**BACKGROUND INFORMATION**

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 June 26, 2025.

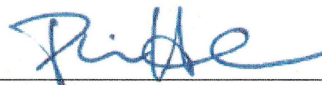
Prepared by: James Q. Hammond, Superintendent



**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 June 26, 2025.

Approved by: James Q. Hammond, Superintendent



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

**REGULAR BOARD OF TRUSTEES MEETING**

**Thursday, June 26, 2025**

**M I N U T E S**

**A. CALL TO ORDER**

The regular Board meeting of the Ontario-Montclair School District Board of Trustees was called to order at 5:30 PM by President Elvia M. Rivas.

**ROLL CALL**

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

**Administrators Present:** Dr. James Q. Hammond, Superintendent; Dr. Hector Macias, Deputy Superintendent (Human Resources); Phil Hillman, Chief Business Official (Business Services); Dr. Alana Hughes-Hunter, Assistant Superintendent (SELPA & Equity); 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 5:30 PM by unanimous vote of 5-0-0 by the Board of Trustees.

**B. RECONVENE TO OPEN SESSION**

The Board reconvened to Open Session at 6:02 PM.

**C. PLEDGE OF ALLEGIANCE TO THE FLAG**

Pledge of Allegiance was led by Ricky Ramirez, Director I, Curriculum & Instruction.

**D. ADOPTION OF AGENDA**

Upon a motion by Trustee Martinez and seconded by Trustee Brake, the Board of Trustees **APPROVED, Adoption of Agenda**, by unanimous vote of 5-0-0 by the Board of Trustees.

**E. RECOGNITIONS/PRESENTATIONS:**

Presentation on Ontario-Montclair School District’s Read, Explore, and Develop (R.E.A.D) into Kinder Program as presented by Dr. Alana Hughes-Hunter, Assistant Superintendent, SELPA & Equity; Ricky Ramirez, Director I, Curriculum & Instruction and Yesenia Arvizu, Director I, Early Intervention, Preschool and Family/Community Engagement.

Presentation on 2025 – 2026 Proposed Ontario-Montclair School District Budget as presented by Phil Hillman, Chief Business Official, Business Services and Vanessa Eastland, Chief Financial Officer, Fiscal Services.



**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 Martinez, seconded by Trustee Galvez, the Board of Trustees **APPROVED, Consent/Information**, by unanimous vote of 5-0-0 by the Board of Trustees.

**a. Superintendent's Office**

**APPROVED, Agenda Item a1**, Thursday, June 5, 2025, Regular Meeting Minutes of the Board of Trustees;

**APPROVED, Agenda Item a2**, Second Reading and Adoption of Board Policy and Administrative Regulation 6163.1: Library Media Materials;

**b. Business Services**

**APPROVED, Agenda Item b1**, Acceptance of Warrant Registers AP 2425-0626 (*Additional Supporting Information was Available Under Separate Cover*);

**APPROVED, Agenda Item b2**, Purchase Orders 456042 - 456215 (*Additional Supporting Information was Available Under Separate Cover*);

**APPROVED, Agenda Item b3**, Purchasing and Contracts Report (PCR 2425-16);

**APPROVED, Agenda Item b4**, Acceptance of Gifts/Donations (GDR 2425-14);

**APPROVED, Agenda Item b5**, Rejection of Liability Claim 2024-25-047;

**APPROVED, Agenda Item b6**, Adoption of Resolution 2024-25-104, Education Protection Account Funding and Spending Determinations for the 2025 – 2026 Fiscal Year;

**c. Human Resources:**

**APPROVED, Agenda Item c1**, Certificated Personnel Recommendations Report #CERT2425-0626;

**APPROVED, Agenda Item c2**, Classified Personnel Recommendations Report #~~CLA~~2425-0625 #CLA2425-0626;

**APPROVED, Agenda Item c3**, Revised Job Description for Speech Language Pathologist;

**APPROVED, Agenda Item c4**, Job Reclassification of Three (3) Human Resources Technician Positions to Human Resources Technician I;

**APPROVED, Agenda Item c5**, Provisional Internship Permit for Miranda Hillman;

**d. Learning & Teaching:**

**APPROVED, Agenda Item d1**, Ontario-Montclair School District Proposition 28: Arts and Music in Schools Funding Annual Report for the 2024 – 2025 School Year;

e. **SELPA:** None.

## H. **DISCUSSION/ACTION/PUBLIC HEARING:**

### **Superintendent's Office**

Upon a motion by Trustee Brake and second by Trustee Galvez, the Board of Trustees **APPROVED, Agenda Item H1**, First Reading of Board Policies (BPs), Administrative Regulations (ARs), Board Bylaws (BBs), and Exhibits (Es) as Listed (*Additional Supporting Information was Available Under Separate Cover*), by unanimous vote of 5-0-0, by the Board of Trustees.

### **Superintendent's Office**

BP & AR 1340: Access to District Records

BB 9224: Oath of Affirmation

BB 9260: Legal Protection

BB 9323: Meeting Conduct

### **Business Services**

AR 3320: Claims and Actions Against the District – DELETE

BP & AR 3515.5: Sex Offender Notification

BP 3540: Transportation

BP 7310: Naming of Facility

### **Human Resources**

AR & Exhibit (E) 4119.12; 4219.12; 4319.12: Title IX Sexual Harassment Complaint Procedures

BP 4151; 4251; 4351: Employee Compensation

BP & AR 4158; 4258; 4358: Employee Security

BP & AR 5125: Student Records

BP 5131: Conduct

BP 5131.8: Mobile Communication Devices

BP & AR 5145.13: Response to Immigration Enforcement

BP & AR 5145.7: Sexual Harassment

AR & Exhibit (E) 5145.71: Title IX Sexual Harassment Complaint Procedures

### **Learning & Teaching**

Upon a motion by Trustee Alvarado and seconded by Trustee Martinez, the Board of Trustees **APPROVED, Agenda Item H2**, Second Reading and Adoption of the 2025 – 2026 Ontario-Montclair School District's Local Control Accountability Plan (*Additional Supporting Information was Available Under Separate Cover*), by unanimous vote of 5-0-0, by the Board of Trustees.

### **SELPA & Equity**

The **Public Hearing** opened at 6:59 PM for public comments regarding **Agenda Item H3**, Second Public Hearing regarding the Proposed 2025 – 2026 Ontario-Montclair School District Special Education Local Plan Area Annual Service Plan. The Public Hearing closed at 7:00 PM. There were no comments made.

Upon a motion by Trustee Martinez and seconded by Trustee Brake, the Board of Trustees **APPROVED, Agenda Item H4**, Adoption of the 2025 – 2026 Ontario-Montclair School District Special Education Local Plan Area Annual Service Plan, by unanimous vote of 5-0-0, by the Board of Trustees.

### **Business Services**

The **Public Hearing** opened at 7:00 PM for public comments regarding **Agenda Item H5**, Second Public Hearing regarding the Proposed 2025 – 2026 Ontario-Montclair School District Special Education Local Plan Area Annual Budget Plan. The Public Hearing closed at 7:01 PM. There were no comments made.

Upon a motion by Trustee Alvarado and seconded by Trustee Martinez, the Board of Trustees **APPROVED, Agenda Item H6**, Adoption of the 2025 – 2026 Ontario-Montclair School District Special Education Local Plan Area Annual Budget Plan, by unanimous vote of 5-0-0, by the Board of Trustees.

### **Business Services**

Upon a motion by Trustee Brake and seconded by Trustee Alvarado, the Board of Trustees **APPROVED, Agenda Item H7**, Adoption of Resolution 2024-25-106, Established Committed Fund Balance in the Special Reserve Fund for Other Than Capitol Projects, by unanimous vote of 5-0-0, by the Board of Trustees.

### **Business Services**

The **Public Hearing** opened at 7:02 PM for public comments regarding **Agenda Item H8**, Second Public Hearing regarding the Proposed 2025 – 2026 Ontario-Montclair School District Budget. The Public Hearing closed at 7:03 PM. There were no comments made.

Upon a motion by Trustee Martinez and seconded by Trustee Brake, the Board of Trustees **APPROVED, Agenda Item H9**, Adoption of the 2025 – 2026 Ontario-Montclair School District Budget (*Additional Supporting Information Was Available Under Separate Cover*), by unanimous vote of 5-0-0, by the Board of Trustees.

### **Human Resources**

Upon a motion by Trustee Alvarado and seconded by Trustee Galvez, the Board of Trustees **APPROVED, Agenda Item H10**, Memorandum of Understanding between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association regarding a Stipend for a Seven Period Day, by unanimous vote of 5-0-0, by the Board of Trustees.

### **Learning & Teaching**

Upon a motion by Trustee Alvarado and seconded by Trustee Martinez, the Board of Trustees **APPROVED, Agenda Item H11**, First Reading of the Draft Expanded Learning Opportunity Program Plan Guide (*Additional Supporting Information Was Available Under Separate Cover*), by unanimous vote of 5-0-0, by the Board of Trustees.

### **Learning & Teaching**

Upon a motion by Trustee Brake and seconded by Trustee Galvez, the Board of Trustees **APPROVED, Agenda Item H12**, Adoption of Resolution 2024-25-105, Declaring the Importance of Early Childhood Reading in Aiding Accelerated Learning Amongst Preschool and Transitional Kindergarten Students, by unanimous vote of 5-0-0, by the Board of Trustees.

### **Business Services**

Upon a motion by Trustee Alvarado and seconded by Trustee Brake, the Board of Trustees **APPROVED, Agenda Item H13**, Adoption of Resolution 2024-25-107, Establishing Committed Fund Balance in the General Fund, by unanimous vote of 5-0-0, by the Board of Trustees.

### **I. BOARD OF TRUSTEES COMMENTS AND RECOMMENDATIONS**

Trustee Flora Martinez reminded the audience to stay hydrated and wished everyone a good night.

Trustee Kristen “Kris” Brake shared she looks forward to seeing the community at the upcoming Fourth of July Parade.

Trustee Sonia Alvarado also encouraged the community to join OMSD at the Independence Day Parade and wished everyone a pleasant evening.

Trustee Sarah S. Galvez thanked the audience for attending the Board meeting and wished them a good night.

Trustee Elvia M. Rivas thanked everyone for their continued support of OMSD. Trustee Rivas asked the audience to give a round of applause to the Ontario Police Department Officers and Campus Safety Officers in attendance. Trustee Rivas also encouraged the audience to wish Dr. Hughes-Hunter a happy birthday.

### **J. SUPERINTENDENT’S COMMENTS**

Superintendent Dr. James Q. Hammond shared that OMSD’s summer programs are going well, and commended Classified, Certificated, and Administrative Staff for their outstanding efforts.

Dr. Hammond acknowledged that while “positive budget certification” is more commonly a county term than a state one, he commended Mr. Phil Hillman, Mrs. Vanessa Eastland and the Fiscal Services Team for their great presentation and recognized Mr. Hillman for earning OMSD’s 14th consecutive year of positive budget certification, highlighting the District’s financial solvency for the current and subsequent two years.

### **K. INFORMATION/ANNOUNCEMENTS**

K1. California Local Performance Indicators for State LCFF Priorities 1, 2, 3, 6 and 7 (*Additional Supporting Information Was Available Under Separate Cover*);

K2. Future Agenda Items  
(*Request for Board consideration must be submitted in writing and meet the criteria as indicated in Board Bylaw 9322*);

K3. Next Regular Board Meeting:  
**July 3, 2025 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.*



Board President Elvia M. Rivas made the following statements prior to Agenda Item L, Call Out of Close Session Actions,

“Before we move to the next portion of the agenda, the Board took a recess from our earlier Closed Session and will need to resume back into Closed Session to conclude our discussions. At this time, I ask my colleagues to join me to continue our closed session discussion. Once we conclude, we will return to report out any action taken in Closed Session and adjourn our meeting.”

**L. CALL OUT OF CLOSED SESSION ACTIONS**

Dr. James Q. Hammond, Superintendent reported no items to call out during closed session.

**M. ADJOURNMENT**

On a motion from Trustee Galvez and a second by Trustee Brake, the Board Meeting adjourned at 8:43 PM, by unanimous vote of 5-0-0 by the Board of Trustees.

**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

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**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

Ontario, California

August 21, 2025

**TO:** Elvia M. Rivas, President and Board of Trustees  
**FROM:** James Q. Hammond, Superintendent  
**SUBJECT:** **Purchasing and Contracts Report (PCR 2526-02)**

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**REQUESTED ACTION**

Approve the contracts listed in the Purchasing and Contracts Report (PCR 2526-02).

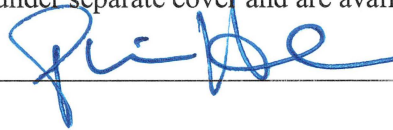
**BACKGROUND INFORMATION**

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.

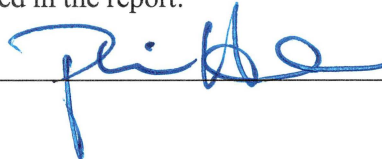
Prepared by: Phil Hillman, Chief Business Official



**FINANCIAL IMPLICATIONS**

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

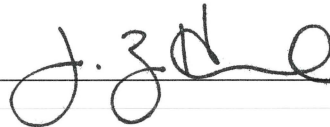
Reviewed by: Phil Hillman, Chief Business Official



**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board approve the contracts listed in the Purchasing and Contracts Report (PCR 2526-02).

Approved by: James Q. Hammond, Superintendent



## Purchasing and Contracts Report (PCR 2526-02)

August 21, 2025

The following contracts are included in the August 21, 2025 agenda and are available under separate cover:

1. Notice of Completion for PO 455355 with **EDUCATION PRODUCTS & SVCS.**, for MPR lunch table repairs at Serrano Middle School. At a final cost of \$24,999.99. [Originator: Purchasing/Fund: General]
2. Notice of Completion for PO 455606 with **MOORE UNITED CONSTRUCTION INC.**, for MPR flooring replacement at Arroyo Elementary School. At a final cost of \$46,679. [Originator: Purchasing/Fund: General]
3. Notice of Completion for PO 455629 with **WESTERN INDOOR ENVIRONMENTAL SERVICES** for duct work cleaning at the Food & Nutrition Center. At a final cost of \$24,750. [Originator: Purchasing/Fund: General]
4. Notice of Completion for PO 455640 with **NPG ASPHALT** for parking lot crack-fill, sealing and striping at Linda Vista. At a final cost of \$30,000. [Originator: Purchasing/Fund: General]
5. Notice of Completion for PO 500637 with **J2 BUILDERS** for replacement slides at Berlyn, Del Norte, Hawthorne, Kingsley, & Mariposa Elementary Schools. At a final cost of \$31,300. [Originator: Purchasing/Fund: General]
6. Notice of Completion for PO 501163 with **EMPIRE EAGLE CONSTRUCTION** for SOAR fencing at Wiltsey Middle School. At a final cost of \$27,345. [Originator: Purchasing/Fund: General]
7. Change Order No. 1 (deductive) and Notice of Completion for Contract C-245-356, Project AG69 with **NEW DIMENSION GENERAL CONSTRUCTION, INC.**, for the Relocatable Classroom Bldg. Project at Berlyn Elementary School. Board-approved cost before change order: \$602,400; Change order amount: \$15,824; Cost after change order: \$586,576. [Originator: Purchasing/Fund: General]
8. Change Order No. 1 (deductive) and Notice of Completion for Contract C-245-361, Project AG74 with **AMAZING ELECTRIC INC., dba AE TECHNIC, INC.**, for the Relocatable Classroom Bldg. Project at Ramona Elementary School. Board-approved cost before change order: \$455,000; Change order amount: \$45,035; Cost after change order: \$409,965. [Originator: Purchasing/Fund: General]
9. Change Order No. 1 (deductive) and Notice of Completion for Contract C-245-363, Project AG92 with **TRICORE ENTERPRISES INC., dba QUIEL SIGNS** for the Installation of Marquee Sign Project at Hardy Online Academy. Board-approved cost before change order: \$111,000; Change order amount: \$20,000; Cost after change order: \$91,000. [Originator: Purchasing/Fund: General]
10. Change Order No. 1 (deductive) and Notice of Completion for Contract C-245-364, Project AG90 with **TRICORE ENTERPRISES INC., dba QUIEL SIGNS** for the Installation of Marquee Sign Project at Wiltsey Middle School. Board-approved cost before change order: \$133,500; Change order amount: \$13,220; Cost after change order: \$120,280. [Originator: Purchasing/Fund: General]
11. Change Order No. 1 (deductive) and Notice of Completion for Contract C-245-556, with **VASQUEZ CONSTRUCTION GENERAL ENGINEERING** for Playfield Renovations at Euclid Elementary School. Board-approved cost before change order: \$49,900; Change order amount: \$10,000; Cost after change order: \$39,900. [Originator: Purchasing/Fund: General]
12. Award of Bid and Contract C-245-360, Project AG72 with **AMAZING ELECTRIC INC., dba AE TECHNIC INC.**, for the Rebid of Howard Elementary School Relocatable Classroom Bldg. Project. Effective August 22, 2025 through November 30, 2025. Total cost not to exceed \$409,000. [Originator: Purchasing/Fund: General]

**Purchasing and Contracts Report (PCR 2526-02)**

August 21, 2025

13. Contract C-256-048 with **J2 GLOBAL CANADA, INC. dba SMTP.COM**, for student attendance bulk email communication. Effective July 1, 2025 through June 30, 2028. Total cost not to exceed \$20,477. [Originator: Information Services/Fund: General]
14. Contract C-256-049 with **CONVERGEONE, INC.**, for Cisco 9200L Catalyst software, hardware, and license for networking switches for the District Office and new construction buildings. Effective July 1, 2025 through June 30, 2028. Total cost not to exceed \$112,442. [Originator: Information Services/Fund: General]
15. Contract C-256-050 with **CDW GOVERNMENT, LLC** for Meraki temperature sensors subscription and license for the sites and departments. Effective July 1, 2025 through June 30, 2030. Total cost not to exceed \$15,785. [Originator: Information Services/ Fund: General]
16. Contract C-256-051 with **LORBEL CRITICAL POWER SERVICES** for the annual renewal of preventive maintenance and repair of UPS batteries and additional battery backup in the Homer F. Briggs Data Center. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$3,697. [Originator: Information Services/Fund: General]
17. Contract C-256-052 with **CDW GOVERNMENT, LLC** for the annual renewal license subscription of the District-wide Adobe Creative Cloud Enterprise desktop and mobile tools. Effective July 23, 2025 through July 23, 2026. Total cost not to exceed \$12,500. [Originator: Information Services/Fund: General]
18. Contract C-256-053 with **DIGITAL SCEPTER** for the annual renewal of the Cloudflare traffic security, enterprise service support plan. Effective July 1, 2025 through June 30, 2028. Total cost not to exceed \$68,789. [Originator: Information Services/Fund: General]
19. Contract C-256-054 with **CONVERGEONE, INC.**, for Scope of Work (SOW) technical support hours and maintenance as needed. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$20,000. [Originator: Information Services/Fund: General]
20. Contract C-256-055 with **CDW GOVERNMENT, LLC** for the annual renewal of DocuSign support and software license. Effective July 18, 2025 through July 17, 2026. Total cost not to exceed \$1,892. [Originator: Information Services/Fund: General]
21. Contract C-256-056 with **DLT SOLUTIONS, LLC** for the annual renewal to manage the KACE Quest software and maintenance. Effective July 16, 2025 through July 15, 2026. Total cost not to exceed \$84,889. [Originator: Information Services/Fund: General]
22. Contract C-256-057 with **CONNECTWISE, LLC** for the annual renewal of the self-hosted remote desktop software license. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$3,603. [Originator: Information Services/Fund: General]
23. Contract C-256-058 with **DIGITAL SCEPTER** for security, incident investigation, and network configuration support. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$25,000. [Originator: Information Services/Fund: General]
24. Contract C-256-059 with **CDW GOVERNMENT, LLC** for support in custom work, installation, scheduled maintenance, consulting services, and repairs. Effective July 25, 2025 through July 25, 2026. Total cost not to exceed \$5,000. [Originator: Information Services/Fund: General]



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25. Contract C-256-060 with **SCHOOLSTATUS, LLC** for annual Smore software subscription providing collaboration and sharing of District newsletters with Blackboard. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$3,150. [Originator: Information Services/Fund: General]
26. Contract C-256-061 with **45DRIVES LTD** for Core service technical support. Effective August 1, 2025 through July 31, 2026. Total cost not to exceed \$2,500. [Originator: Information Services/Fund: General]
27. Contract C-256-062 with **CONVERGEONE, INC.**, for Cisco Smartnet, school intercom/bell system maintenance and support. Effective July 31, 2025 through July 30, 2026. Total cost not to exceed \$44,269. [Originator: Information Services/Fund: General]
28. Contract C-256-063 with **AVIDEX INDUSTRIES, LLC** for OMSD MPRs, WAT Centers, and Board Room audio-video systems maintenance and support. Effective August 13, 2025 through August 12, 2026. Total Cost not to exceed \$85,000. [Originator: Information Services/Fund: General]
29. Contract C-256-173 with **HEAR NOW dba ABRAMSON AUDIOLOGY** to provide audiology services and assessments to students in special education programs per their Individualized Education Program (IEP) plan or per the recommendation of designated special education staff. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$10,000. [Originator: SELPA & Equity/Fund: SELPA]
30. Contract C-256-199 with **DYNAMIC VISION OPTOMETRY** to provide vision therapy and related services for students in the special education program per students' Individualized Education Program (IEP) plan. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed amounts on the rate sheet. [Originator: SELPA & Equity/Fund: SELPA]
31. Contract C-256-200 with **EASTERSEALS SOUTHERN CALIFORNIA, INC.**, to provide related services and assessments in various areas for students with disabilities, as specified in their Individualized Education Program (IEP) or as recommended by designated staff. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed rates on rate sheet. [Originator: SELPA & Equity/Fund: SELPA]
32. Contract C-256-210 with **SKY PEDIATRIC, INC.**, to provide occupational therapy and physical therapy assessments and/or related services to students in the special education program. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed rates listed on the rate sheet. [Originator: SELPA & Equity/Fund: SELPA]
33. Contract C-256-222 with **LEARN-IT SYSTEMS, LLC dba LEARN ACADEMY** to provide specialized academic instruction and services to students with disabilities per their Individualized Education Program (IEP) plan or per the recommendation of designated staff. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed amounts on the rate sheet. [Originator: SELPA & Equity/Fund: SELPA]
34. Contract C-256-224 with **JOAN MACY SCHOOL dba RENAISSANCE COMMUNITY PREP** to provide Specialized Academic Instruction (SAI) and related services to students in the special education program. Effective July 1, 2025 through June 30, 2026. Cost will be based on the amount of services received. Total cost not to exceed rates listed on the rate sheet. [Originator: SELPA & Equity/Fund: SELPA]
35. Contract C-256-226 with **INLAND REGIONAL CENTER** to provide services and activities for infants, toddlers, and students from birth to thirty-six months of age enrolled in early intervention classes who qualify for services under the Early Start program, as defined by federal and state statutes, regulations, and policies. Effective July 1, 2025 through June 30, 2026. At no cost to the District. [Originator: SELPA & Equity]

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36. Contract C-256-227 with **THE MARDAN FOUNDATION OF EDUCATIONAL THERAPY, INC. dba MARDAN SCHOOL** to provide Specialized Academic Instruction (SAI) and related services to students in the special education program. Effective July 1, 2025 through June 30, 2026. Cost will be based on the amount of services received. Total cost not to exceed rates listed on the rate sheet. [Originator: SELPA & Equity/Fund: SELPA]
37. Contract C-256-228 with **PORT VIEW PREPARATORY, INC.**, to provide specialized academic instruction and services to students with disabilities per their Individualized Education Program (IEP) plan or per the recommendation of designated staff. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed rates listed on the rate sheet. [Originator: SELPA & Equity/Fund: SELPA]
38. Contract C-256-230 with **VILLA ESPERANZA SERVICES**, to provide specialized academic instruction and services to students with disabilities per their Individualized Education Program (IEP) plan or per the recommendation of the designated staff. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed amounts on the rate sheet. [Originator: SELPA & Equity/Fund: SELPA]
39. Contract C-256-232 with **OAK GROVE INSTITUTE FOUNDATION, INC.**, to provide specialized academic instruction and services to students with disabilities per their Individualized Education Program (IEP) plan or per the recommendation of the designated staff. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed amounts on the rate sheet. [Originator: SELPA & Equity/Fund: SELPA]
40. Contract C-256-255 with **INFINITE SPEECH THERAPY, INC.**, is for the provision of speech and language, occupational, and related services and assessments for students with disabilities, as outlined in their Individualized Education Program (IEP) or as recommended by designated staff. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed rates on rate sheet. [Originator: SELPA & Equity/Fund: SELPA]
41. Contract C-256-295 for Agreement No. 25.26.0117 with **SAN BERNARDINO COUNTY SUPERINTENDENT OF SCHOOLS** for custodial and maintenance support for County classrooms located at Del Norte, Haynes and Moreno elementary schools and Vernon Middle School. Effective July 1, 2025 through June 30, 2026. At no cost to the District. [Originator: Facilities Planning & Operations]
42. Contract C-256-307 with **RO HEALTH, LLC** to provide nursing personnel to assist the District's Health Services Department on an as-needed basis. Effective August 1, 2025 through March 4, 2026. Total cost not to exceed rates listed on the rate sheet. [Originator: Learning & Teaching/Fund: General]
43. Contract C-256-308 for Memorandum of Understanding with **UPLAND ONTARIO MEDICAL CLINIC** to provide vaccines and results interpretation for OMSD students and staff. Effective August 1, 2025 through August 1, 2026. At no cost to the District. [Originator: Learning & Teaching]
44. Contract C-256-309 for Memorandum of Understanding with **KAISER FOUNDATION HOSPITALS** to provide vaccines and results interpretation for OMSD students and staff. Effective January 1, 2025 through December 31, 2029. At no cost to the District. [Originator: Learning & Teaching]
45. Contract C-256-311 with **FRIENDS OF FAMILY HEALTH CARE** for the District to have an informational booth at the Back to School Health Fair. Effective August 2, 2025. At no cost to the District. [Originator: Learning & Teaching]
46. Contract C-256-312 with **iCHINESEREADER** for subscription including innovative assessment system and customizable curriculum contents for all program type Chinese courses at Montera Elementary School. Subscription includes placement tests, evaluations and running records. Effective August 1, 2025 through June 30, 2026. Total cost not to exceed \$6,000. [Originator: Learning & Teaching/Fund: General]

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47. Contract C-256-313 with **AVANT** for subscription including language proficiency assessments and Professional Development at Montera Elementary School. Effective August 1, 2025 through June 30, 2026. Total cost not to exceed \$3,000. [Originator: Learning & Teaching/Fund: General]
48. Contract C-256-314 with **CHAFFEY JOINT UNION HIGH SCHOOL DISTRICT (CJUHS)** to collaborate with the Ontario-Montclair School District (OMSD) in developing and supporting STEM-focused transitional programs for OMSD students and staff. Services include curriculum alignment, robotics mentorship, student field trips, professional development (e.g., UCR training), and support for articulated engineering pathways. Agreement to have CJUHS reimburse OMSD for the 2024-2026 school years for items listed. Effective July 1, 2024 through June 30, 2026. At no cost to the District. [Originator: Learning & Teaching/Fund: Restricted]
49. Contract C-256-315 with **QUADIENT LEASING USA, INC.**, for lease and maintenance of postage machine at Homer F. Briggs. Effective February 1, 2026 through January 31, 2031. Total cost not to exceed \$60,000. [Originator: Purchasing/Fund: General]
50. Contract C-256-316 with **THE CITY OF MONTCLAIR** for the District to have an informational booth at the Montclair Vendor Fair. Effective July 15, 2025. At no cost to the District. [Originator: Learning & Teaching]
51. Contract C-256-317 with **CITY OF MONTCLAIR** to provide support to the District Family Case Manager to coordinate case management services for Montclair schools and referrals from the City of Montclair staff. The City of Montclair Case Management Reimbursement will not exceed \$60,000. Effective July 1, 2025 through June 30, 2026. At no cost to the District. [Originator: Learning & Teaching/Fund: Restricted/General]
52. Contract C-256-318 and ~~M1-M3~~ 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 Bon View Park, the Soccer Complex, the Baseball and Basketball fields. Effective August 1, 2025 through June 30, 2026. Total cost not to exceed \$5,000. [Originator: Learning & Teaching/Fund: ELOP]
53. Award of Bid and Contract C-256-319, Project AG77 with **NEW DIMENSION GENERAL CONSTRUCTION** for the Arroyo Elementary School Relocatable Classroom Bldg. Project. Effective August 22, 2025 through January 31, 2026. Total cost not to exceed \$528,200. [Originator: Purchasing/Fund: General]
54. Award of Bid and Contract C-256-320, Project AG75 with **ABNY GENERAL ENGINEERING INC.** for the Sultana Elementary School Relocatable Classroom Bldg. Project. Effective August 22, 2025 through November 30, 2025. Total cost not to exceed \$398,000. [Originator: Purchasing/Fund: General]
55. Contract C-256-322 with **THE CITY OF ONTARIO RECREATION & COMMUNITY SERVICES** to hold meetings and trainings for OMSD staff, The District will hold a training on August 5, 2025 and utilize the City of Ontario: De Anza Community Center. Effective August 5, 2025. At no cost to the District. [Originator: Learning & Teaching]
56. Contract C-256-323 with **CAL-SCHLS REGIONAL CENTER aka CALIFORNIA HEALTHY KIDS** for providing the California Healthy Kids survey forms, technical assistance, training on implementation and survey results. Effective September 1, 2025 through June 30, 2026. Total cost not to exceed \$11,000. [Originator: Learning & Teaching/Fund: General]

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57. Contract C-256-324 with **FORD PRO CHARGING** to provide optimized charge management software to reduce onsite electricity costs and manage on-site load. Effective April 30, 2025 through April 29, 2026. Total cost not to exceed \$1,437. [Originator: Transportation/Fund: General]
58. Contract C-256-325 **IMAGE ONE** for RocketScan online web hosting and implementation of additional Website. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$1,545. [Originator: Business Services/Fund: General]
59. Contract C-256-326 with **RAM SERVICES** to provide District with Software that allows District to monitor information necessary to be in compliance with Assembly Bill AB 1522 the Healthy Workplace Healthy Family Act of 2014. Effective July 1, 2025 through June 30, 2030. Total cost not to exceed \$28,000 per year. [Originator: Fiscal Services/Fund: General]
60. Contract C-256-327 with **CALIFORNIA STATE UNIVERSITY SAN MARCOS** to provide student teaching with support, review progress on assigned tasks, verify service hours and give feedback for students enrolled in the university. Effective July 24, 2025 through July 24, 2030. At no cost to the District. [Originator: Human Resources]
61. Contract C-256-329 with **EVERWAY HOLDCO, LLC**, to provide a read & write licensing to 150 students with extensive support needs for the 2025 – 2026 school year. Total cost not to exceed \$2,588. Effective July 1, 2025 through June 30, 2026. [Originator: SELPA & Equity/Fund: SELPA]
62. Contract C-256-330 with **LAURA FEUERBORN**, to provide a 1/2-day training on September 12, 2025, or another date agreed upon by both parties to District school psychologists and designated special education staff. Effective July 1, 2025, through September 30, 2025. Total cost not to exceed \$1,800. [Originator: SELPA & Equity/Fund: SELPA]
63. Contract C-256-331 with **DATAFINCH TECHNOLOGIES, INC. dba ENSORA HEALTH (“ENSORA HEALTH”)** to provide behavior data tracking software. This software allows for more streamlined collection of Skill Acquisition Data, Behavior Reduction Data, graphing of the collected data, and automated progress reports. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$1,848. [Originator: SELPA & Equity/ Fund: SELPA]
64. Contract C-256-332 with **STEPHEN PAYTE DSA INSPECTIONS, INC.**, for DSA inspection services on an as-needed basis for new construction and modernizations District-wide. Effective July 1, 2025, through June 30, 2030. Total cost not to exceed \$500,000 annually. [Originator: Facilities Planning & Operations/Fund: Building]
65. Contract C-256-333 with **PATRICIA POPULUS** to assist in assigning referees for volleyball games during the 2025 – 2026 sports season. Effective August 21, 2025 through June 30, 2026. Total cost not to exceed \$5,000. [Originator: Learning & Teaching/Fund: ELOP]
66. Contract C-256-335 with **SAN BERNARDINO COUNTY SUPERINTENDENT OF SCHOOLS and SOLUTIONS TREE, INC.**, to facilitate staff professional development for principals on PLC at Work. Agreement is to have SBCSS pay for Solution Tree services under C 256-164. Effective August 1, 2025 through June 30, 2026. Total cost paid by the San Bernardino County Superintendent of Schools (SBCCS). [Originator: Learning & Teaching]
67. Contract C-256-336 with **UPLAND UNIFIED SCHOOL DISTRICT AND CHAFFEY JOINT UNION HIGH SCHOOL DISTRICT** for Memorandum of Understanding regarding District attendance boundaries with regard to the “Blanchard Area” and the “College Park Apartment Buildings.” Effective June 16, 2025 until terminated by any Party. At no cost to the District. [Originator: Business Services]

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68. Contract C-256-337 with **CITY OF MONTCLAIR** to provide specialized law enforcement services at Serrano and Vernon middle schools. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$102,600. [Originator: Business Services/Fund: General]
69. Contract C-256-338 with **MYSTERY SCIENCE** for school membership and access to lessons for Moreno, Mariposa, and Sultana elementary schools in support of the science curriculum. Effective July 1, 2025 through June 30, 2026. At an estimated cost of \$6,000. [Originator: Business Services/Fund: General]
70. Contract C-256-339 with **ART OF EDUCATION** for subscription to a professional learning platform with on-demand access to training and supplemental resources for Vineyard and Vista Grande elementary schools in support of visual and performing arts. Effective July 1, 2025 through June 30, 2026. At an estimated cost of \$5,000. [Originator: Business Services/Fund: General/General Restricted/Grants]
71. Contract C-256-340 with **EDGEMS MATH, LLC** for supplemental middle school math curriculum for Wiltsey Middle School. Effective July 1, 2025 through June 30, 2033. At an estimated cost of \$100,000. [Originator: Business Services/Fund: Title I]
72. Contract C-256-342 with **NEWSELA** for licenses to access professional development and resources to support teaching and learning for teachers at De Anza Middle School in middle school subjects. Effective June 1, 2025 through September 30, 2026. Total cost not to exceed \$16,000. [Originator: Business Services/Fund: Title I]
73. Contract C-256-343 with **SUCCESS FOR ALL FOUNDATION, INC.**, for licenses and Kinder Phonics and Fast Track Phonics professional development for Vista Grande Elementary School. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$4,800. [Originator: Business Services/Fund: General]
74. Contract C-256-344 with **SUCCESS FOR ALL FOUNDATION, INC.**, for access to online resources, professional development, and technology support for Vista Grande Elementary School staff. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$2,800. [Originator: Business Services/Fund: General]
75. Contract C-256-345 with **HIGHER IMPACT ENTERTAINMENT** to provide assemblies for Monte Vista Elementary School students in support of PBIS. Effective July 25, 2025 through June 30, 2026. Total cost not to exceed \$3,000. [Originator: Business Services/Fund: Grants/General Restricted]
76. Contract C-256-346 with **STARFALL** for supplemental instructional materials and software for TK/Kinder students at Del Norte Elementary School. Effective August 1, 2025 through June 30, 2026. Total cost not to exceed \$400. [Originator: Business Services/Fund: General]
77. Contract C-256-347 with **PALI INSTITUTE** to provide outdoor educational activities, including overnight camp, for students at Vineyard STEM School. The outdoor educational activities are aligned to and support the science and English language arts curriculum. Effective July 26, 2025 through June 30, 2026. Total cost not to exceed \$16,000. [Originator: Business Services/Fund: Donations/General/ASB/Grants]
78. Contract C-256-348 with **CLASS COMPOSSER** for subscription to manage student and classroom placement at Edison Elementary School. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$800. [Originator: Business Services/Fund: General]

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79. Contract C-256-349 with **DAIRY COUNCIL OF CALIFORNIA** for presentations of its mobile instructional unit at Richard Haynes Elementary School in support of the science curriculum. Effective July 24, 2025 through June 30, 2026. At no cost to the District. [Originator: Business Services]
80. Contract C-256-350 with **SATELLITE SPORTS GROUP dba PERFECTION ON WHEELS** to provide assemblies for students at Lincoln Elementary School in support of PBIS. Effective July 25, 2025 through June 30, 2026. Total cost not to exceed \$3,000. [Originator: Business Services/Fund: General]
81. Contract C-256-352 with **JIMMY AND LISA GARCIA dba RETRO ROLLING VIDEO GAMES** for a video game truck to provide pre-approved video games as an incentive for Central Language Academy students. Effective July 24, 2025 through June 30, 2026. Total cost not to exceed \$600. [Originator: Business Services/Fund: Donations]
82. Contract C-256-354 with **EPIC KIDS INC.**, for online library subscription for students at Ramona Elementary School. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$10,000. [Originator: Business Services/Fund: Title I]
83. Contract C-256-355 with **GENERATION GENIUS** for educational streaming video subscription, including videos, lesson plans, and teacher guides for staff at Mariposa Elementary School. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$2,000. [Originator: Business Services/Fund: General]
84. Contract C-256-356 with **GET MORE MATH!** for De Anza Middle School student licenses to access review sessions uniquely tailored to student needs in the area of math. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$5,000. [Originator: Business Services/Fund: General]
85. Contract C-256-357 with **COMMITTEE FOR CHILDREN** for Vista Grande Elementary School staff to access lessons and online resources in support of overall student development. Effective August 25, 2025 through August 25, 2026. Total cost not to exceed \$3,000. [Originator: Business Services/Fund: General]
86. Contract C-256-358 with **ZEARN** for on demand professional development and licenses for staff at Vista Grande Elementary School. Effective July 1, 2025 through June 30, 2026. Total cost not to exceed \$2,500. [Originator: Business Services/Fund: General]
87. Contract C-256-359 with **EDIA LEARNING, INC.**, to use AI to address the root causes of chronic absenteeism, personalize math learning, and unlock insights with MTSS support. Effective September 1, 2025 through August 31, 2026. Total cost not to exceed \$49,304. [Originator: Human Resources/Child Welfare, Attendance & Records/Fund: General]
88. Contract C-256-360 with ~~**CHAFFEY COMMUNITY COLLEGE DISTRICT**~~ to provide workshops and college-level courses to OMSD families and members of the community. Effective July 1, 2025 through June 30, 2026. At no cost to the District. [Originator: SELPA & Equity]
89. Contract C-256-363 with **GREAT MINDS** for digital curriculum to support math curriculum. Effective September 1, 2025 through June 30, 2026. Total cost not to exceed \$1000. [Originator: Learning & Teaching/Fund: General]
90. Contract C-256-364 Memorandum of Understanding (MOU) with **FEEDING AMERICA dba RIVERSIDE/SAN BERNARDINO** for partnership to distribute food packs, resources, and materials to OMSD students and families. Effective August 1, 2025 through June 30, 2026. At no cost to the District. [Originator: Learning & Teaching]



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91. Contract C-256-365 Memorandum of Understanding (MOU) with **SOCIAL EMOTIONAL LEARNING ALLIANCE FOR CALIFORNIA (SEL4CA)** to receive a grant that advocates for the well-being of OMSD schools, educators, and students through the advancement of transformative SEL as the cornerstone of education. Effective September 18, 2025 through June 30, 2026. At no cost to the District. [Originator: Learning & Teaching/Fund: General]
92. Contract C-256-371 with **GISELA ERNST-SLAVIT** to provide specialized expertise in sociolinguistics, literacy, and biliteracy to address critical issues in the education of multilingual students. The scope of work includes delivering keynote presentations, professional development, and resources for educators, support staff, and administrators with a focus on strengthening school-family partnerships by promoting family engagement, inclusivity, and leadership skills. Effective August 25, 2025 through August 25, 2028. Total cost not to exceed \$35,000. [Originator: Learning & Teaching/Fund: General & Categorys]
93. Correction to Contract C-256-294 with **SCHOOL YARD RAP** for Summer School Assemblies. Effective July 1, 2025 through August 31, 2025. Estimated cost of \$10,000. Correction is to vendor name. [Originator: Purchasing/Fund: ELOP]
94. Correction to Amendment M1 to Contract C-245-271 with **VESTIS SERVICES, LLC** for rental of custodial supplies and equipment District-wide. Correction is to the amendment number, term, and cost.
95. Amendment M1 to Contract C-234-227 with **TOTAL COMPENSATION SYSTEMS, INC.**, to provide consulting reports including all actuarial information necessary for the District to comply with the requirements of current GASB accounting standards 74/75 related to retiree health benefits for two years, including one full valuation and one "roll-forward" valuation. Amendment is for the business name change; effective January 1, 2025, the company shall be known as **FOSTER & FOSTER, INC.** All other properties of agreement remain unchanged. [Originator: Fiscal Services/Fund: General]
96. Amendment M1 to Contract C-245-219 with **NEW DIRECTION SOLUTIONS, LLC dba PROCARE THERAPY** to update the orientation and mobility specialist rate. Effective July 1, 2024 through June 30, 2025. Amendment to the rate sheet only. All other aspects of the agreement remain unchanged. [Originator: SELPA & Equity/Fund: SELPA]
97. Amendment M1 to Contract C-245-342 with **HARRIS SCHOOL SOLUTIONS** for nutrition services software system for Food & Nutrition Services. Amendment is to services and cost. Amendment is to include the following additional services: site inventory, scanning and LCFF processing modules. Total estimated cost of amendment \$10,422 for a revised estimated total of \$301,069. All other properties of the agreement remain unchanged. [Originator: Food & Nutrition Services/Fund: Cafeteria]
98. Amendment M1 to Contract C-245-485 with **CALIFORNIA DEPARTMENT OF EDUCATION** to accept funding for Federal Grant: 21st Century Community Learning Centers Program (UEI: UL4YMK5DS4W1). The amendment is to extend the term until September 30, 2025, for the 2024 – 2025 fiscal year grant funds. No other changes. Effective July 1, 2024 through September 30, 2025. Grant in the amount of \$305,811.68. [Originator: Fiscal Services/Fund: General]
99. Amendment M1 to Contract C-256-034 with **CDW GOVERNMENT, LLC** for an additional cost in license quantity to the phone notifications, such as school site paging, lockdown, and 911 Alerts. The amendment is to service and cost. Effective July 31, 2025 through July 30, 2026. Amendment cost not to exceed \$5,588. for a revised total of \$33,870. [Originator: Information Services/Fund: General]

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100. Amendment M1 to Contract C-256-035 with **CDW GOVERNMENT, LLC** for an additional two years of service on the KEMP load-balancing master traffic management firewall, student system software, subscription, and hardware service agreement. The amendment is to service and cost. Effective July 21, 2025 through June 20, 2028. Amendment cost not to exceed \$10,377 for a revised total of \$58,745. [Originator: Information Services/Fund: General]
101. Amendment M1 to Contract C-256-157 with **LESSONCAST LEARNING** to provide professional development on Universal Design for learning Institute in support of the implementation of Multi-Tiered System of Supports in the District. Amendment is to additional cost due to additional dates of professional development added to support De Anza Middle School and Howard Elementary School. No other changes. Effective July 1, 2025 through June 30, 2026. Total cost of amendment \$13,600 for a revised total not to exceed \$34,000. [Originator: Learning & Teaching/Fund: General Restricted]
102. Amendment M1 to Contract C-256-202 with **JOHN TRACY CLINIC dba JOHN TRACY CENTER**, to amend the rate sheet to include updated rate for Independent Education Evaluation (IEE), (DHH, LSL, SLP). Effective July 1, 2025 through June 30, 2026. Amendment to the rate sheet only. All other aspects of the agreement remain unchanged. [Originator: SELPA & Equity/Fund: SELPA]
103. Amendment M1 to Contract C-256-275 with **USC ROSSIER SCHOOL OF EDUCATION** to deliver the USC Rossier Reading and Literacy Added Authorization program to OMSD teachers. Amendment is to terms (identification and insurance liability), Effective August 6, 2025, through May 21, 2026. Total cost not to exceed \$180,000. [Originator: Learning & Teaching/Fund: General and General Restricted]
104. Amendment M2 to Contract C-223-457 with **NORTH & NASH, APLC** to provide legal services for the District. Effective July 1, 2025 through June 30, 2026. Amendment is to term. All other properties of agreement remain unchanged. [Originator: Business Services /Fund: General]
105. Amendment M2 to Contract C-234-021 with **TIME AND ALARM SYSTEMS** for Annual Fire Alarm Inspection. Amendment is to term and cost. Effective June 1, 2023, through June 30, 2026. Amendment to increase annual cost by \$6,000 for a revised estimated annual cost of \$65,000. [Originator: Facilities Planning and Operations/Fund: General]
106. Amendment M2 to Contract C-234-234 with **X-TREME SECURITY SERVICES, INC.**, to provide safety patrol services to schools throughout the District. Amendment is to term. Effective July 1, 2025 through October 29, 2025. Total cost not to exceed \$300,000 annually. [Originator: Business Services/Fund: General]
107. Amendment M2 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 extend the date on the contract and increase the cost. Effective August 1, 2024 through June 30, 2026. Total cost of amendment not to exceed \$50,000 for a revised total cost not to exceed \$107,000. [Originator: Learning & Teaching/Fund: ELOP]
108. Amendment M2 to Contract C-245-271 with **VESTIS SERVICES, LLC** for rental of custodial supplies and equipment District-wide. Effective July 1, 2024 through June 30, 2026. Amendment to increase annual cost by \$8,000 for a revised estimated annual cost of \$80,000. [Originator: Facilities Planning & Operations/Fund: General]
109. Amendment M3 to Contract C-245-156 with **LONG BEACH SOCCER REFEREE ASSOCIATION** to provide referee services at the District's middle school soccer games during the 2024 – 2025 soccer season. The amendment extends the date of the contract and increases the cost. Effective August 1, 2024 through June 30, 2026. Total cost of amendment not to exceed \$30,000 for a revised total cost not to exceed \$92,000. [Originator: Learning & Teaching/Fund: ELOP]

**Purchasing and Contracts Report (PCR 2526-02)**

August 21, 2025

110. Amendment M6 to Contract C-245-288 with **PRISMATIC MAGIC LLC** to provide laser light assemblies. Amendment is to cost, services, funding source, and term. Additional assemblies will be provided for students at Mission and Kingsley elementary schools. Effective July 1, 2025 through June 30, 2026. Amendment cost not to exceed \$2,600 for a revised total cost not to exceed \$12,100. All other properties of agreement remain unchanged. [Original: Business Services/Fund: General/Donations/Title I/Grants]

**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

Ontario, California

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** Acceptance of Gifts/Donations (GDR 2526-02)

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**REQUESTED ACTION**

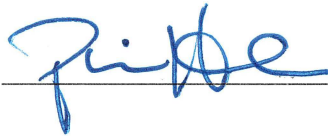
Approve the Acceptance of Gifts/Donations (GDR 2526-02) to benefit and provide additional resources for District schools and/or programs.

**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.

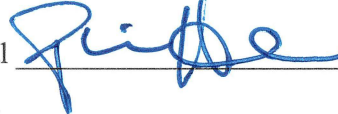
Prepared by: Phil Hillman, Chief Business Official



**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 Gifts/Donations (GDR 2526-02).

Approved by: James Q. Hammond, Superintendent



**Exhibit A**

**ACCEPTANCE OF GIFTS/DONATIONS**

Submitted to the Board of Trustees for Approval on August 21, 2025

<b>Name of Donor</b>	<b>School/Department</b>	<b>Designated Use</b>	<b>Monetary/Items Donated</b>
Rancho Santa Ana Botanic Garden	Edison Academy	Field Trips	\$400
EIS Midpoint Bearing	Health & Wellness Department	General	42 – Backpacks 5 – School Supplies & Headphone Kits 6 – School Supplies Kit Estimated Value \$1,084
Children's Fund, Inc.	Learning & Teaching – Music Department	Middle School Music Department Instruments, Repairs, and Instructional Supplies	\$21,550
David Moody	Learning & Teaching – Music Department	Elementary Music Department	\$500
Cucamonga Preschool	Preschool Department	General	1 – Small Storage Cabinet Assorted – Preschool Supplies Estimated Value \$1,500
Quality Start – San Bernardino County Superintendent of Schools	Preschool Department	General	13 – Kindness Kits for Preschool, Posters, and Books Estimated Value \$7,000

(Ref. b 4.2)

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

# Consent Calendar

## (c) Human Resources

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**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

Ontario, California

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** **Certificated Personnel Recommendations Report #CERT2526-0821**

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**REQUESTED ACTION**

Approve Certificated Personnel Recommendations.

**EMPLOYMENT**

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Luisa Arzate	SPED Teacher/Monte Vista	08/01/2025
Karla Cordero	Teacher/Ramona	08/01/2025
Githa Priya Giridhara	Teacher/Vina Danks	08/01/2025
Marisa Hernandez	Teacher/Del Norte	08/01/2025
Miranda Hillman	SPED Teacher/Lehigh	08/01/2025
Jamie Ly	School Nurse/Heath & Wellness	08/01/2025
Elizabeth Merida	School Nurse/Health & Wellness	08/01/2025
Alexia Ordonez	Teacher/SOAR Academy-Wiltsey	08/01/2025
Shirley Ortiz	SPED Teacher/Vina Danks	08/04/2025
KC Pina	Teacher/Lehigh	08/01/2025
Marisa Preciado	Teacher/Serrano	08/01/2025
Ruth Razura-Olimon	Teacher/Corona	08/01/2025
Claudia Rodriguez	Teacher/Ramona	08/01/2025
Paulina Sanchez	SPED Teacher/Lincoln	08/01/2025
Andrew Trujillo	Teacher/Central	08/01/2025
Montserrat Velasco	SPED Teacher/Howard	08/01/2025
Kaiwen Wang	Teacher-Mandarin Dual Language/Montera	08/01/2025

**ASSIGNMENT, CLASSIFICATION, SCHEDULE CHANGE, TITLE CHANGE**

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Elizabeth Alapizco	Teacher on Assignment-Instructional Coach/Lehigh to Teacher on Assignment/Lehigh	08/01/2025
Scott Barry	PE Teacher/Vernon to Teacher/Vernon	08/01/2025
Christina Blackmon	Teacher on Assignment-Instructional Coach /Euclid to Teacher on Assignment/Euclid	08/01/2025
Evelyn Blanco	Teacher-Intervention/Euclid to Teacher/Euclid	08/01/2025
John Boyd	Teacher on Assignment-Instructional Coach/Oaks to Teacher/Oaks	08/01/2025



**Certificated Personnel Recommendations Report #CERT2526-0821**

August 21, 2025

**ASSIGNMENT, CLASSIFICATION, SCHEDULE CHANGE, TITLE CHANGE** (continued)

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE</u>
Kimberly Brice	Teacher-Intervention/Monte Vista to Teacher/Monte Vista	08/01/2025
Lori Bush	Teacher-Intervention/Howard to Teacher on Assignment/Howard	08/01/2025
Violet Cain	Teacher-Intervention/Hawthorne to Teacher/Hawthorne	08/01/2025
Kathleen Camarillo	Teacher-Intervention/Mariposa to Teacher/Mariposa	08/01/2025
Wendy Chinchilla	Teacher on Assignment/Oaks to Teacher/Oaks	08/01/2025
Jessica Contreras	Teacher/Ramona to Elderberry	08/01/2025
Tisha Curry	Teacher/Moreno to OMTA President/Briggs-HR	08/01/2025
Vincent Defabiis	Outreach Consultant/Kingsley to Teacher/Kingsley	08/01/2025
Denise Dodge	Teacher on Assignment/Arroyo to Teacher/Arroyo	08/01/2025
Laleh Dorri	Teacher on Assignment/Serrano to Counselor/ORC/Serrano	08/01/2025
Bryan Dugan	Teacher/Elderberry to Montera	08/01/2025
Lisa Elliott	Teacher on Assignment-Instructional Coach/Vineyard to Teacher on Assignment/Vineyard	08/01/2025
Griselda Escanuelas	Outreach Consultant/Oaks to Teacher/Oaks	08/01/2025
Anthony Fernandez	SPED Teacher/Vina Danks to Corona (Revised)	08/01/2025
Tiffany Frazier	Teacher on Assignment-Instructional Coach/Mariposa to Teacher on Assignment/Mariposa	08/01/2025
Eileen Gerard	Teacher/Haynes to Teacher on Assignment/Haynes	08/01/2025
Stephanie Gomez	Teacher-Intervention/Mission to Teacher/Mission	08/01/2025
Kathleen Gregson	Outreach Consultant/Moreno to Teacher/Moreno	08/01/2025
Jennifer Grimstad	Teacher-Intervention/Arroyo to Teacher/Arroyo	08/01/2025
Natashia Harris	Teacher/Serrano to PE Teacher/Briggs-L&T	08/01/2025
Nicole Hellings	Teacher on Assignment-Instructional Coach/Montera to Teacher on Assignment/Montera	08/01/2025
Kimberly Johns	Teacher on Assignment-Instructional Coach/Kingsley to Teacher on Assignment/Kingsley	08/01/2025
Fairlight Lieber	Teacher-Intervention/Lincoln to Teacher/Lincoln	08/01/2025
Megan Long	Teacher/Lincoln to Teacher on Assignment-Expanded Learning/Lincoln	08/01/2025
Amparo Lopez	Teacher-Intervention/Central to Teacher on Assignment/Central	08/01/2025
Leah Losser	Teacher on Assignment-Instructional Coach/Lincoln to Teacher on Assignment/Lincoln	08/01/2025
Giovonna Mariscal-Ross	Teacher-Intervention/Corona to Teacher/Corona	08/01/2025
Bethany Mejia	Teacher-Intervention/Oaks to Teacher/Oaks	08/01/2025
Sylvia Olguin	Teacher-Intervention/Vineyard to Teacher/Vineyard	08/01/2025
Ramiro Ortiz	Teacher-Intervention/Vina Danks to Teacher/Vina Danks	08/01/2025
Amanda Ramirez	Teacher/Berlyn to Haynes	08/01/2025
Elizabeth Rodriguez	SPED Teacher/Monte Vista to Teacher/Monte Vista	08/01/2025
Lillianne Legra Rodriguez	Teacher on Assignment-Instructional Coach/Central to Teacher/Central	08/01/2025

**Certificated Personnel Recommendations Report #CERT2526-0821**

August 21, 2025

**ASSIGNMENT, CLASSIFICATION, SCHEDULE CHANGE, TITLE CHANGE** (continued)

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Bonnie Ross	Teacher on Assignment-Instructional Coach/Del Norte to Teacher on Assignment/Del Norte	08/01/2025
Hilda Sanchez	Teacher-Intervention/El Camino to Teacher/El Camino	08/01/2025
Isabel Sanchez	SPED Teacher/Lincoln to Serrano	08/01/2025
Lindsey Saucedo	Teacher-Intervention/Serrano to Teacher/Serrano	08/01/2025
Jerome Smith	Teacher on Assignment-Expanded Learning/Corona to Briggs-L&T	08/01/2025
Kimberly Smith	Teacher on Assignment-Instructional Coach/Ramona to Teacher on Assignment/Ramona	08/01/2025
Jennifer Swartz	Teacher on Assignment-Instructional Coach/Serrano to Teacher on Assignment/Serrano	08/01/2025
Lisa Teagle	Teacher-Intervention/Moreno to Teacher on Assignment/Moreno	08/01/2025
Jennifer Thomas	Teacher-Intervention/Edison to Teacher on Assignment/Edison	08/01/2025
Kandyce Valverde	Teacher on Assignment-Instructional Coach/Wiltsey to Teacher/Wiltsey	08/01/2025
Julie Webb	Teacher-Intervention/De Anza to Teacher/De Anza	08/01/2025
Diana Wenceslao	Teacher-Intervention/Haynes to Teacher on Assignment/Haynes	08/01/2025
Lauren Wittkopf	Teacher/Arroyo to Briggs-HR	08/01/2025

**REHIRE**

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Sellenne Bailon	Teacher on Assignment-Expanded Learning/Elderberry	08/01/2025
Marisa Hernandez	Teacher/Del Norte	08/01/2025
Jacqueline Macias	Teacher/Hawthorne	08/01/2025
Elizabeth Merida	School Nurse/Health & Wellness	08/01/2025
Amanda Nieto	Teacher/Berlyn	08/01/2025
Paulina Sanchez	SPED Teacher/Lincoln	08/01/2025

**CERTIFICATED SUBSTITUTES**

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Noelene Arretche	Substitute Teacher	07/09/2025
Stephanie Bailey	Substitute Teacher	07/10/2025
Sellenne Bailon	Substitute Teacher	07/24/2025
Emily Barrera	Substitute Teacher	07/09/2025
Dee Borja	Substitute Teacher	07/01/2025
Lizet Caceres	Substitute Teacher	07/01/2025

**Certificated Personnel Recommendations Report #CERT2526-0821**

August 21, 2025

**CERTIFICATED SUBSTITUTES** (continued)

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
David Carrillo	Substitute Teacher	07/07/2025
Christina Cortez	Substitute Teacher	07/01/2025
Natalia Galan	Substitute Teacher	06/25/2025
Brenda Garcia	Substitute Teacher	07/02/2025
Jacqueline Jaime	Substitute Teacher	08/04/2025
Kaory Jaimez	Substitute Teacher	07/02/2025
Verenice Perez Jaramillo	Substitute Teacher	07/29/2025
Steven Michael Jimenez	Substitute Teacher	07/02/2025
Eric Jones	Substitute Teacher	07/30/2025
Leslie Marquez	Substitute Teacher	07/08/2025
Cynthia Mata	Substitute Teacher	08/11/2025
Jocelyn Mendoza	Substitute Teacher	07/18/2025
Lucky Monroy	Substitute Teacher	07/01/2025
Gia Nelson	Substitute Teacher	07/02/2025
Gonzalo Lopez Nunez	Substitute Teacher	07/01/2025
Kristy Oliver	Substitute Teacher	07/23/2025
Neil Vega Palacios	Substitute Teacher	07/02/2025
Destiny Reyes	Substitute Teacher	07/10/2025
Claudia Rodriguez	Substitute Teacher	07/02/2025
Natalie Leon Rosas	Substitute Teacher	07/18/2025
Jennelle Sanchez	Substitute Teacher	07/01/2025
Brianna Santos	Substitute Teacher	07/23/2025
Carla Soto	Substitute Teacher	07/02/2025
Carolina Vargas	Substitute Teacher	07/31/2025
Marturia Yami	Substitute Teacher	07/30/2025
Cindy Yepez	Substitute Teacher	07/02/2025

**REQUESTS FOR LEAVE OF ABSENCE**

<b><u>NAME</u></b>	<b><u>LEAVE REQUEST</u></b>	<b><u>EFFECTIVE</u></b>
Xaundra Anaya	Teacher/Monte Vista Medical Leave	08/06/2025-12/16/2025
Mara Brixey	Speech Language Pathologist/Briggs-SPED FMLA Leave	08/11/2025-10/31/2025
Hannah Browne-Tronske	Teacher/Monte Vista Medical Leave	07/16/2025-08/13/2025
Silvia Bustamante	Teacher on Assignment-Magnet Coordinator/Arroyo Medical Leave	08/01/2025-09/20/2025
James Cameron	Teacher/Hawthorne FMLA Leave	08/01/2025-10/23/2025

**Certificated Personnel Recommendations Report #CERT2526-0821**  
August 21, 2025

**REQUESTS FOR LEAVE OF ABSENCE** (continued)

<b><u>NAME</u></b>	<b><u>LEAVE REQUEST</u></b>	<b><u>EFFECTIVE</u></b>
Cynthia Cerda	Teacher/Lehigh Medical Leave	07/07/2025-08/18/2025
Lizeth Ferrer	Teacher on Assignment/Briggs-L&T FMLA Leave	08/04/2025-09/26/2025
Sharon Garcia	Teacher/Edison Medical Leave	07/28/2025-09/22/2025
Brittany Gueorguier	Teacher/Central FMLA Leave	08/01/2025-10/23/2025
Ashley Helo	Teacher/Haynes FMLA Leave	08/01/2025-10/23/2025
Jenon Johnson	Teacher on Assignment/Howard Medical Leave	08/01/2025-09/26/2025
Stephanie Lopez	Outreach Consultant/Briggs-CWA FMLA Leave	08/01/2025-10/23/2025
Lizet Basurto Martinez	SPED Teacher/El Camino FMLA Leave	08/01/2025-10/23/2025
Brittany Ortega	Teacher/Mission Medical Leave	08/09/2025-09/19/2025
Tara Ortega	Teacher/Sultana FMLA Leave	08/11/2025-10/17/2025
Amanda Ramirez	Teacher/Haynes FMLA Leave	08/06/2025-09/30/2025
Andrew Ramirez	Teacher/Vina Danks FMLA Leave	08/11/2025-08/29/2025
Melissa Rodriguez-Wright	SPED Teacher/Monte Vista Medical Leave	07/24/2025-08/07/2025
Nickie Storms	Teacher/Mission Medical Leave	08/06/2025-08/29/2025
Angela Valderrama	School Nurse/Health & Wellness Medical Leave	06/29/2025-09/14/2025

**Certificated Personnel Recommendations Report #CERT2526-0821**

August 21, 2025

**REQUESTS FOR LEAVE OF ABSENCE (continued)**

<b><u>NAME</u></b>	<b><u>LEAVE REQUEST</u></b>	<b><u>EFFECTIVE</u></b>
Anna Young	Teacher/Euclid Medical Leave	07/11/2025-10/26/2025

**REVISED APPROVED LEAVE OF ABSENCE**

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>APPROVED DATES</u></b>	<b><u>REVISED DATES</u></b>
None.			

**VARIABLE TERM WAIVER**

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Isabel Lira	Special Education Behavior Specialist/Briggs-SPED	08/01/2025
Egger Owen	Teacher/De Anza	07/01/2025
Karen Ramirez	Special Education Behavior Specialist/Briggs-SPED	08/01/2025

**RETIREMENT, RESIGNATION, RELEASE AND TERMINATION**

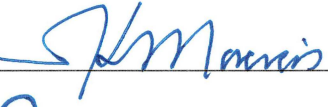
<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Kati Arnold	Teacher/Haynes	06/30/2025
Jennifer Baik	Teacher on Assignment-Expanded Learning/Lincoln	06/26/2025
Stephanie Bailey	Teacher/Ramona	06/30/2025
Sellenne Bailon	Teacher/Ramona	06/30/2025
Alexia Becerra	Teacher/Montera	06/30/2025
Rahkiah Brown	Teacher on Assignment/Buena Vista	06/30/2025
Clarissa Dorr	Counselor/Outreach Consultant/Serrano	06/30/2025
Maria Enriquez	Teacher/Haynes	06/30/2025
Gabriela Fischer	Teacher/Ramona	06/30/2025
Mayra Gomez	SPED Teacher/Corona	08/08/2025
Cindy Gonzalez	SPED Teacher/De Anza	06/30/2025
Margarita Guerrero	Assistant Principal/Monte Vista	06/02/2025
Danica Jackson	PE Teacher/Briggs-L&T	06/30/2025
Kaory Jaimez	SPED Teacher/Vina Danks	06/30/2025
Steven Michael Jimenez	Teacher/Vineyard	06/30/2025
Lisa Lesieur	Teacher/Wiltsey	06/30/2025
Angeles Montoya Lopez	Teacher/Hawthorne	05/23/2025
Jacqueline Macias	Teacher/El Camino	06/30/2025
Sharon McCusker	Speech Language Pathologist/Briggs-SPED	06/30/2025
Edith Mendez	Teacher/Euclid	06/30/2025
Gia Nelson	Teacher on Assignment/De Anza	06/30/2025
Amanda Nieto	Teacher/Vineyard	06/30/2025


**Certificated Personnel Recommendations Report #CERT2526-0821**

August 21, 2025

**RETIREMENT, RESIGNATION, RELEASE AND TERMINATION** (continued)

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Melissa Oruna	Teacher/Oaks	06/30/2025
Ruby Ponce	Counselor/Outreach Consultant/Elderberry	06/30/2025
Bianca Santiago	School Nurse/Health & Wellness	06/30/2025
Traci Taylor	Assistant Principal/Ramona	06/30/2025
Mengdian Zheng	Teacher-Dual Language/Montera	06/30/2025

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

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** **Classified Personnel Recommendations Report #CLA2526-0821**

---

**REQUESTED ACTION**

Approve Classified Personnel Recommendations.

**EMPLOYMENT**

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Mayra Aguas	Food Service Asst. I/El Camino	08/11/2025
Jorge Alas	Custodian/Vista Grande	07/16/2025
Alberto Alcala	PE Asst./Briggs-L&T	08/06/2025
Adriana Alvarez	PE Asst./Briggs-L&T	08/06/2025
Ariana Alvarez	PE Asst./Briggs-L&T	08/06/2025
Pamela Alvarez	Proctor/Ramona	08/06/2025
Sarah Angulo	School Family Outreach Asst./Buena Vista	08/07/2025
Richard Arellanes	PE Asst./Briggs-L&T	08/06/2025
Victoria Avila	Proctor/Monte Vista	08/06/2025
Itzel Bahena	Early Childhood Education Asst./Corona	08/07/2025
Veronica Villa Barba	Food Service Asst. I/Berlyn	08/01/2025
Avlin Benites	Special Needs Program Asst./Lincoln	08/01/2025
Alberto Alcala Benitez	PE Asst./Briggs-L&T	08/06/2025
Carol Bourland	Classified Trainer/Arroyo	08/01/2025
Susana Briseno	Senior Translator-Spanish/Briggs-SPED	08/11/2025
Lauren Martinez Carlos	IA-Learning Needs/Serrano	08/07/2025
Erika Carrillo	Special Needs Program Asst./Lincoln	08/01/2025
Tricia Coan	Library Media Asst./Kingsley	08/06/2025
Valerie Correa	School Family Outreach Asst./Mission	08/06/2025
Mayra Cortez	Instructional Asst./Vista Grande	08/06/2025
Brandy Cruz-Cisneros	Special Needs Program Asst./Hawthorne	08/01/2025
Jonathan Cruz	Special Needs Program Asst./Lincoln	08/01/2025
Clara Lopez Desirena	Car Driver/Health & Wellness	08/01/2025
Jaiden Diaz	IA-Learning Needs/Berlyn	08/05/2025
Laura Rodriguez Diaz	Food Service Asst. I/Central	08/01/2025
Raul Diaz	Custodian/Montera	07/28/2025
Edith Flores	PE Asst./Briggs-L&T	08/11/2025
Hugo Galvez-Luna	Custodian/Lincoln	07/21/2025
Alyssa Garippo	IA-Learning Needs/Lehigh	08/06/2025
Gabriela Gomez	Bus Driver/Transportation	08/06/2025
Fernanda Gonzalez	IA-Behavior Intervention/El Camino	08/05/2025
Jeanette Gonzalez	Special Needs Program Asst./Vina Danks	08/01/2025
Natalie Gonzalez	IA-Behavior Intervention/El Camino	08/05/2025



**Classified Personnel Recommendations Report #CLA2526-0821**

August 21, 2025

**EMPLOYMENT** (continued)

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Brianna Gutierrez	Proctor/Del Norte	08/06/2025
Maria Gutierrez	Food Service Asst. I/Elderberry	08/01/2025
Candice Hernandez	Speech Language Pathologist Asst./Briggs-SPED	08/06/2025
Jose Hernandez Iniguez	PE Asst./Briggs-L&T	08/06/2025
Lynne Lee	IA-Bilingual-Mandarin/Montera	08/05/2025
Jonathan Lopez	IA-Learning Needs/Del Norte	08/05/2025
Francisco Rueda Lucatero	Administrative Asst. I/Briggs-SPED	08/18/2025
Julian Macias	IA-Learning Needs/Lehigh	08/06/2025
Lauren Martinez	IA-Learning Needs/Serrano	08/07/2025
Luis Gutierrez Mendez	Instructional Asst./Vista Grande	08/06/2025
Blasa Mendoza	Proctor/Del Norte	08/06/2025
Yamileth Mendoza	Special Needs Program Asst./Berlyn	08/01/2025
Alejandro Miranda	IA-Learning Needs/Howard	08/05/2025
Ana Candia Morales	Early Childhood Education Asst./Haynes	08/07/2025
Amber Nunez	School Office Asst. I/Kingsley 2 hours	08/01/2025
Amber Nunez	Proctor/Howard 1.25 hours	08/06/2025
Asuncion Guzman Nunez	School Office Asst. I/Vineyard	08/01/2025
Rosario Ortiz	IA-Learning Needs/Lehigh	08/05/2025
Noelia Perez	Instructional Asst./Euclid	08/07/2025
Yannicka Quarles	Instructional Asst./Sultana	08/06/2025
Arul Mozhi Raman	IA-Learning Needs/Del Norte	08/05/2025
Maricela Ramon	IA-Learning Needs/El Camino	08/05/2025
Reuben Rodriguez	Classified Trainer/Central	08/01/2025
Cynthia Rosales	IA-Learning Needs/Sultana	08/05/2025
Sara Altamirano Salas	Instructional Asst./Ramona	08/06/2025
Michael Serrano	Proctor/Serrano	08/06/2025
Alondra Solano	Behavior Intervention Asst./El Camino	08/05/2025
Quin Tang	Instructional Asst.-Bilingual Mandarin/Montera	08/01/2025
Aleeyah Terrones	Special Needs Program Asst./Sultana	08/01/2025
Maria Gutierrez Urive	Food Service Asst. I/Elderberry	08/01/2025
Araceli Valencia	PE Asst./Briggs-L&T	08/06/2025
Sharon Vasquez	IA-Behavior Intervention/El Camino	08/05/2025
Alyssa Villanueva	Instructional Asst./Elderberry	08/07/2025
Darlene Welsh	Special Needs Program Asst./Lincoln	08/01/2025
Ashleigh Williams	PE Asst./Briggs-L&T	08/06/2025

**ASSIGNMENT, CLASSIFICATION, SCHEDULE CHANGE, TITLE CHANGE**

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Ana Lopez Acevedo	School Office Asst. II/De Anza to Senior Translator-Spanish/Brigg-SPED	07/28/2025
Susana Acosta	Custodian/Vista Grande & IS Warehouse to Kingsley	07/14/2025

**Classified Personnel Recommendations Report #CLA2526-0821**

August 21, 2025

**ASSIGNMENT, CLASSIFICATION, SCHEDULE CHANGE, TITLE CHANGE** (continued)

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Brenda Aguirre	Human Resources Technician/Briggs-HR to Human Resources Technician I/Briggs-HR	07/01/2025
Rita Alanis	Bus Driver/Transportation 6 hours to 6.5 hours	08/05/2025
Alicia Arenas	Proctor/Oaks to PE Asst./Briggs-L&T	08/06/2025
Juana Arensdorff	Office Asst./Transportation to Human Resources Asst./Briggs-HR	07/14/2025
Alfredo Argumedo	Custodian/Euclid to Elderberry	07/08/2025
Michael Arnold II	Custodian/Mission to Serrano	07/08/2025
Hailey Avalos	Custodian/Elderberry to Linda Vista	07/08/2025
Elizabeth Bailey	Human Resources Technician/Briggs-HR Human Resources Technician I/Briggs-HR	07/01/2025
Yhadira Barajas	Student Mentor & Campus Asst./Berlyn & Edison to Serrano	08/06/2025
Zackary Bravo	Custodian/Hawthorne to Vina Danks	07/08/2025
Lorena Buenrostro	39-Month List to School Office Asst. I/Montera	08/01/2025
Rosa Candelas	39-Month List to Instructional Asst./Euclid	08/06/2025
Eileen Carrillo	Library Media Asst./El Camino 2 hours to School Office Asst. I/Lehigh 3 hours	08/01/2025
Rodolfo Chairez	IA-Learning Needs/Del Norte to PE Asst./Briggs-L&T	08/06/2025
Elizabeth Chavez	Food Service Asst. I/Central to Lead Food Service I/Berlyn	08/01/2025
Joe Cortez	Custodian/Berlyn to El Camino	07/08/2025
John Cruz	Library Media Technician/Oaks to IS System Support Technician/Briggs-IS	08/18/2025
Jeremie Cuellar	Custodian/Montera to Vineyard	07/08/2025
Beatriz Davila	School Family Outreach Asst./Euclid to Oaks	08/06/2025
Sara Duarte	Instructional Asst./Arroyo to Buena Vista	08/06/2025
Vanessa Espinoza	Instructional Asst./Lehigh to Buena Vista	08/06/2025
Daniel Godinez	Human Resources Technician/Briggs-HR to Human Resources Technician I/Briggs-HR	07/01/2025
Leah Gomez	39-Month List to Instructional Asst./Arroyo	08/06/2025
Elizabeth Gonzalez	Special Needs Program Asst./Sultana to Lincoln	08/01/2025
Janet Griffith	39-Month List to IA-Learning Needs/Sultana	08/06/2025
Brianna Gutierrez	Proctor/Del Norte	08/06/2025
Wendy Esparza Gutierrez	IA-Learning Needs/Howard to Lehigh	08/05/2025
Terria Harris	Instructional Asst./Wiltsey to Moreno	08/06/2025
Louis Hirota	Custodian/El Camino to Lehigh	07/01/2025
Marina Holguin	Instructional Asst./Lehigh to School Family Outreach Asst. 3.5 hours & School Office Asst. I/Monte Vista 4.5 hours	08/06/2025
Adriana Huerta	IA-Learning Needs/Del Norte to School Office Asst. I/Monte Vista	07/01/2025
Refugio Jara	Custodian/Elderberry to Euclid	07/08/2025

**Classified Personnel Recommendations Report #CLA2526-0821**

August 21, 2025

**ASSIGNMENT, CLASSIFICATION, SCHEDULE CHANGE, TITLE CHANGE** (continued)

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Brian Juaregui	Instructional Asst./Hawthorne to	07/21/2025
	Senior Office Asst./Health & Wellness	
Maritza Lechuga	Instructional Asst./Hawthorne to	08/01/2025
	Classified Trainer/Hawthorne	
Julio Madrigal	Ground Maintenance Worker I/Briggs-Operations to	07/01/2025
	Fiscal Services Technician/Briggs-Fiscal Services	
Araseli Martinez	Food Service Asst. II/Euclid to	09/02/2025
	Food Service Asst. I/Vista Grande	
Efrain Galvan Martinez	Custodian/El Camino to Berlyn	07/08/2025
Miriam Mejia	IA-Learning Needs/Buena Vista 5.5 hours to 6.75 hours	08/05/2025
Lauren Mejico	Human Resources Analyst-Classified/Briggs-HR to	07/01/2025
	Human Resources Analyst-Certificated/Briggs-HR	
Rocio Mendez	Instructional Asst./Central to Berlyn	08/06/2025
Elizabeth Mendiola	Proctor/Monte Vista to	08/01/2025
	Special Needs Program Asst./Lincoln	
Santos Molina	Custodian/De Anza to Elderberry	07/08/2025
Wendy Gonzalez Moran	Instructional Asst./Euclid to Lincoln	08/06/2025
Jesus Ordenez Moreno	Ground Maintenance Worker II/Briggs-Operations to	07/18/2025
	Ground Maintenance Worker I/Briggs-Operations	
Lisa Moreno	Central Kitchen Manager/Central Production Kitchen to	07/07/2025
	Program and Operations Manager Food & Nutrition	
	Services/Central Production Kitchen	
Nidia Noj	39-Month List to Instructional Asst./Hawthorne	08/06/2025
Ana Ocegueda	IA-Behavior Intervention/El Camino to	08/06/2025
	Instructional Asst./Vista Grande	
Ruth Parkes	Lead Food Service I/Mariposa to Lead Food Service III/	08/01/2025
	Central Production Kitchen	
Gabriela Pena	Instructional Asst./Berlyn to	08/06/2025
	School Family Outreach Asst./Central	
Rocio Quinonez	Early Childhood Education Asst. &	08/07/2025
	IA-Preschool Inclusion/Montera to	
	Early Childhood Education Asst./Mariposa	
Rosalio Ramirez	Custodian/Serrano to Mission	07/08/2025
Susana Ramirez	Proctor/Central to School Office Asst. II/Vernon	08/01/2025
Matthew Robles	Student Mentor & Campus Asst./Wiltsey to Moreno	07/01/2025
Geneva Rodriguez	39-Month List to IA-Learning Needs/Oaks	08/05/2025
Anthony Romero	Custodian/Vina Danks to Hawthorne	07/08/2025
Joseph Royer	Custodian/Kingsley to El Camino	07/08/2025
Leilani Sanchez	Instructional Asst./Corona to Central	08/06/2025
Adrian Santillan	39-Month List to Instructional Asst./Central	08/06/2025
Darlene Servin	Food Service Asst. I/Mariposa to Sultana	08/01/2025
Lori Smith	Bus Driver/Transportation 6 hours to 7 hours	07/02/2025
Ivette Sosa	Proctor/Vina Danks to Mariposa	08/06/2025
Lorne Taylor	Bus Driver/Transportation 6 hours to 7 hours	07/02/2025
Rekha Tiwari	Food Service Asst. I/Vista Grande to Arroyo	08/01/2025

**Classified Personnel Recommendations Report #CLA2526-0821**

August 21, 2025

**ASSIGNMENT, CLASSIFICATION, SCHEDULE CHANGE, TITLE CHANGE** (continued)

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Jennifer Torcelli	39-Month List to Instructional Asst./Howard	08/06/2025
Griselda Trujillo	PE Asst./Briggs-L&T to Special Needs Program Asst./Elderberry	08/01/2025
Jennifer Varela	School Family Outreach Asst./Monte Vista to School Administrative Asst. I/Monte Vista	07/25/2025
Felicia Vazquez	39-Month List to Instructional Asst./Lincoln	08/06/2025
Vanessa Vazquez	Lead Food Service I/Haynes to Lead Food Service II/De Anza	08/01/2025
Candice Wedding	39-Month List to Instructional Asst./Corona	08/06/2025

**CLASSIFIED SUBSTITUTES**

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Victoria Barcenas	Substitute AVID Tutor	07/18/2025
Delilah Delgado	Substitute AVID Tutor	07/01/2025
Alejandra Carrillo	Substitute Behavior Intervention Asst./Instructional Asst./ Learning Needs/Special Needs Program Asst.	07/31/2025
Giovanny Castillo-Palomo	Substitute Student Mentor & Campus Asst.	07/02/2025
Angela Favela	Substitute Instructional Asst.	08/01/2025
Marcos Hernandez	Substitute Car Driver	08/01/2025
Francisco Gamboa	Substitute AVID Tutor	06/23/2025
Paris Garcia	Substitute AVID Tutor	06/23/2025
Diana Lopez	Substitute School Office Asst.	08/05/2025
Judy McGlover	Substitute Proctor	06/02/2025
Mayueth Castillo Mendez	Substitute Instructional Asst./Learning Needs/Proctor	07/16/2025
Jacob Rangel	Substitute Special Needs Program Asst.	08/01/2025
Tyler Roberts	Substitute Car Driver	07/29/2025
Anaissa Solis	Substitute AVID Tutor	07/11/2025
James Thorpe	Substitute Food Service Asst.	07/31/2025
Gerald Valencia	Substitute Custodian	07/31/2025
Sasha Valle	Substitute Behavior Intervention Asst./Instructional Asst./ School Family Outreach Asst./Special Needs Program Asst.	08/06/2025

**REHIRE**

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

**Classified Personnel Recommendations Report #CLA2526-0821**  
August 21, 2025

**SHORT TERM ASSIGNMENT CLASSIFIED PERMANENT EMPLOYEES AND SUBSTITUTES**

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

**REQUESTS FOR LEAVE OF ABSENCE**

<b><u>NAME</u></b>	<b><u>LEAVE REQUEST</u></b>	<b><u>EFFECTIVE</u></b>
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Maricruz Aranda	Special Needs Program Asst./Elderberry Medical Leave	06/26/2025-08/27/2025
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Don Bellows	Technology Support Manager/Briggs-IS Extended Medical Leave	07/31/2025-12/10/2025
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Everlyn Beltran	Speech Language Pathologist Asst./Briggs-SPED FMLA Leave	08/06/2025-10/28/2025
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Dolores Campos	Bus Driver/Transportation Intermittent Leave	07/01/2025-07/01/2026
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Amber Carrillo	Speech Language Pathologist Asst./Briggs-SPED Unpaid Leave on Tuesdays and Wednesdays	09/01/2025-12/14/2025
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Jiani Carrillo	School Family Outreach Asst./Corona FMLA Leave	08/06/2025-10/28/2025
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Joel Castro	Delivery Driver/Food & Nutrition Center Extended FMLA Leave	07/18/2025-08/18/2025
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Cesar Chavez	IA-Learning Needs/Howard Medical Leave	07/31/2025-09/05/2025
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Natalie Corona	Lead Food Service III/Central Production Kitchen Medical Leave	07/28/2025-08/14/2025
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Maria Deharo	Food Service Asst. I/Moreno Medical Leave	08/01/2025-09/11/2025
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Jocelyn Rodriguez Diaz	School Office Asst. I/Monte Vista Extended Medical leave	06/18/2025-08/19/2025
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Sara Duarte	Instructional Asst./Buena Vista Unpaid Leave	08/07/2025-11/19/2025
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Victoria Espinoza	Student Mentor & Campus Asst./Corona FMLA Leave	08/04/2025-08/29/2025
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**Classified Personnel Recommendations Report #CLA2526-0821**

August 21, 2025

**REQUESTS FOR LEAVE OF ABSENCE** (continued)

<b><u>NAME</u></b>	<b><u>LEAVE REQUEST</u></b>	<b><u>EFFECTIVE</u></b>
Ramiro Estrella	Student Mentor & Campus Asst./Mission FMLA Leave	08/04/2025-08/15/2025
Crystal Gonzalez	Early Childhood Education Asst./Corona FMLA Leave	08/07/2025-10/01/2025
Josefina Gonzalez	Food Service Asst. II/Serrano Medical Leave	06/17/2025-08/17/2025
Marisol Guido	Early Childhood Education Asst. AM & PM/Hawthorne Medical Leave	06/02/2025-08/08/2025
Yarizeth Hernandez	Attendance Technician/Wiltsey Medical Leave	07/25/2025-08/30/2025
Huu Khiem Ho	Head Custodian I/Mariposa FMLA Leave	09/03/2025-11/25/2025
Lauren Jones	IA-Learning Needs/Mariposa FMLA Leave	08/05/2025-10/27/2025
Kelly Kadar	District Student Record Specialist/Briggs-CWA Medical Leave	07/14/2025-08/23/2025
Elda Paredes Lumbreras	IA-Behavior Intervention/El Camino Medical Leave	08/05/2025-10/31/2025
Barbara McGee	Food Service Asst. II/De Anza Medical Leave	08/01/2025-08/15/2025
Jennifer Mendez	Fiscal Services Technician/Briggs-Fiscal Services Medical Leave	07/28/2025-09/30/2025
Michelle Nunez	IA-Learning Needs/Arroyo Extended Medical Leave	06/06/2025-06/30/2025
Felicia Pedraza	Proctor/Kingsley Medical Leave	08/06/2025-09/17/2025
Xochitl Pedraza	LVN/Berlyn Extended Medical Leave	06/19/2025-08/30/2025
Monica Sanchez Ramirez	Bus Driver/Transportation FMLA Leave	08/04/2025-08/15/2025

**Classified Personnel Recommendations Report #CLA2526-0821**  
August 21, 2025

**REQUESTS FOR LEAVE OF ABSENCE** (continued)

<b><u>NAME</u></b>	<b><u>LEAVE REQUEST</u></b>	<b><u>EFFECTIVE</u></b>
Raquel Ramirez	IA-Learning Needs/Berlyn Medical Leave	08/06/2025-09/01/2025
Antonio Robles	Custodian/Lehigh Medical Leave	07/21/2025-08/26/2025
Gilbert Ruiz	Lead Locksmith/Briggs-Operations Medical Leave	08/01/2025-08/22/2025
Bryan Sanchez	Budget Analyst/Briggs-Accounting FMLA Leave	07/28/2025-09/19/2025
Juan Mendoza Sanchez	Custodian/Vina Danks Medical Leave	07/11/2025-08/02/2025
Marcela Sanchez	Custodian/Vernon Medical Leave	07/28/2025-08/12/2025
Selena Saldivar Sandoval	Food Service Asst. II/Wiltsey FMLA Leave	08/01/2025-08/14/2025
David Tate	Bus Driver/Transportation Extended Medical Leave	06/30/2025-08/01/2025
Maria Valdivia	IA-Learning Needs/Vernon Medical Leave	08/05/2025-09/19/2025
Dora Van Ordt	IA-Behavior Intervention/El Camino Medical Leave	08/05/2025-01/16/2026
Michelle Venegas	Speech Language Pathologist Asst./Briggs-SPED Medical Leave	08/06/2025-09/30/2025
Celestial Zaldana	Clinical Therapist I/Health & Wellness Medical Leave	07/23/2025-08/22/2025

**REVISED APPROVED LEAVE OF ABSENCE**

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>APPROVED DATES</u></b>	<b><u>REVISED DATES</u></b>
None.			



**Classified Personnel Recommendations Report #CLA2526-0821**

August 21, 2025

**RETIREMENT, RESIGNATION, PROBATIONARY RELEASE, LAYOFF AND TERMINATION**

<b><u>NAME</u></b>	<b><u>ASSIGNMENT</u></b>	<b><u>EFFECTIVE</u></b>
Kristin Barboza	Lead Food Service I/Hawthorne	09/01/2025
Vivian Barillas	Bus Driver/Transportation	07/30/2025
Brittine Beltran	Proctor/Mariposa	08/07/2025
Emily Contreras	Instructional Asst./Kingsley	06/30/2025
Guadalupe Contreras	IA-Learning Needs/Montera	07/21/2025
Maria Dominguez	Lead Food Service Asst./Lehigh	08/18/2025
Maria Ferrer	Special Needs Program Asst./Vina Danks	05/23/2025
Isidra Flores	Food Service Asst. I/Vista Grande	08/30/2025
Jessica Flores	Risk Management Technician/Briggs-Fiscal Services	08/08/2025
Alma Gallegos	Custodian/Bon View	08/22/2025
Claudia Godinez	Proctor/Buena Vista	05/22/2025
Daniel Gonzales	39-Month List	01/21/2025
Andrea Gonzalez	IA-Learning Needs/Lehigh	07/22/2025
Norberto Gonzalez	PE Asst./Briggs-L&T	07/31/2025
Vanessa Herrera	IA-Learning Needs/Corona	07/23/2025
Ally Lugo	Instructional Asst./Lincoln	05/22/2025
Cynthia Mata	Instructional Asst./Ramona	07/25/2025
Rene Medina	Instructional Asst./Sultana	08/04/2025
Lonyae Miller	Registered Behavior Technician/Briggs-SPED	07/31/2025
Michelle Miranda	Fiscal Services Technician/Briggs-Payroll	07/05/2025
Diego Mora	PE Asst./Briggs-L&T	05/23/2025
Elvia Flores Morales	Special Needs Program Asst./Lincoln	05/23/2025
Keithleen Morales	School Office Asst. II/Serrano	05/23/2025
Christina Ochoa	Early Childhood Education Asst./Sultana	07/28/2025
Alvaro Palomera	IA-Learning Needs/Sultana	07/28/2025
Evelyn Partida	Special Needs Program Asst./Lincoln	07/29/2025
Victor Ramirez	Clinical Therapist I/Health & Wellness	08/22/2025
Rosaura Razetto	IA-Learning Needs/Montera	08/16/2025
Jenny Regan	Certified Occupational Therapist Asst./Briggs-SPED	08/08/2025
Jules Salazar	Special Needs Program Asst./Berlyn	07/31/2025
Adrian Sanchez	PE Asst./Briggs-L&T	05/22/2025
Bryan Sanchez	IA-Learning Needs/Sultana	08/15/2025
Jeanne Sanchez	IA-Preschool Inclusion/Monte Vista	05/22/2025
Melody Sanchez	PE Asst./Briggs-L&T	05/22/2025
Glen Souza	Head Custodian I/Haynes	08/04/2025
Tami Stephenson	Food Service Asst. I/Monte Vista	07/30/2025
Kathryn Tickle	IA-Learning Needs/Serrano (Revised date)	06/30/2025
Cristina Torres	Proctor/Monte Vista	05/22/2025
Sasha Valle	School Family Outreach Asst./Vina Danks	08/04/2025
Rafael Vega	Classified Trainer/Berlyn	08/15/2025
Ariana Vera	Student Mentor & Campus Asst./Arroyo	06/30/2025
Mary Helen Zaragoza	IA-Learning Needs/Serrano	08/04/2025

**Classified Personnel Recommendations Report #CLA2526-0821**

August 21, 2025

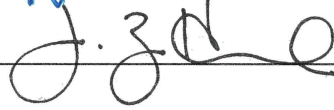
Prepared by: Hector Macias, Deputy Superintendent, Human Resources

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Reviewed by: Phil Hillman, Chief Business Official

Handwritten signature of Phil Hillman in blue ink.

Approved by: James Q. Hammond, Superintendent

Handwritten signature of James Q. Hammond in black ink.

**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

Ontario, California

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** **Adoption of Resolution 2025-26-04, Recognizing the Month of September 2025 as Attendance Awareness Month**

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**REQUESTED ACTION**

Approve the Adoption of Resolution 2025-26-04, Recognizing the Month of September 2025 as Attendance Awareness Month.

**BACKGROUND INFORMATION**

Attendance is a critical factor in the academic success of students. As such, September has been designated as Attendance Awareness Month - a time to raise awareness about the importance of regular school attendance and its critical role in achieving academic success. This month is used to shift public perception, spread vital information to students, families and staff members. Through these efforts, we want to ensure families have access to the resources they need in addressing attendance matters. Additionally, chronic absenteeism, much like mental health conditions, can affect anyone regardless of age, gender, or background. In fact, chronic absenteeism is often the result of untreated issues such as health problems, transportation difficulties, or academic struggles.

Data shows that chronic absenteeism is a significant issue in the United States. According to the U.S. Department of Education, chronic absenteeism may prevent children from reaching early learning milestones. Children who are chronically absent in preschool, kindergarten, and first grade are much less likely to read at grade level by third grade. Chronic absenteeism can lead to lower academic performance, decreased graduation rates, and increased dropout rates.

Ontario-Montclair School District (OMSD) is committed to addressing this issue through various initiatives and programs aimed at promoting regular school attendance. District departments such as Child Welfare, Attendance and Records, Health and Wellness, Special Education, Transportation, Information Services and school site teams work in concert with Children and Family Services, San Bernardino County District Attorney, Ontario and Montclair Police Department and other entities, to identify and remove barriers to regular attendance for OMSD students and families. The District's attendance and engagement staff members play a vital role in removing barriers to attendance by addressing students' and their family members' needs.

Resolution 2025-26-04, Recognizing the Month of September 2025 as Attendance Awareness Month (included as Exhibit A), has been prepared in acknowledgment of the tireless efforts and dedication of the District's attendance and engagement providers to the students of the District and their families. Additionally, this will focus the work of bringing awareness of the importance that Every Day Matters.

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

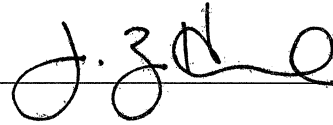


**Adoption of Resolution 2025-26-04, Recognizing the Month of September 2025 as Attendance Awareness Month**  
August 21, 2025

**FINANCIAL IMPLICATIONS**

None.

Reviewed by: Phil Hillman, Chief Business Official

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

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board approve the Adoption of Resolution 2025-26-04, Recognizing the Month of September 2025 as Attendance Awareness Month.

Approved by: James Q. Hammond, Superintendent

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



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

August 21, 2025

**RESOLUTION 2025-26-04**

**RECOGNIZING THE MONTH OF SEPTEMBER 2025 AS ATTENDANCE AWARENESS MONTH**

**WHEREAS**, the Ontario-Montclair School District 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, and community partnerships;

**WHEREAS**, good attendance is essential to student engagement, achievement, and we are committed to dedicating the focus and resources to reducing chronic absenteeism. Chronic absenteeism is defined as any student who misses 10% or more of school for any reason, making no distinction between excused or unexcused absences;

**WHEREAS**, the impact of chronic absenteeism hits students particularly hard if they do not have the resources to make up for lost time in the classroom. Starting in Kindergarten, missing 10% of school, or about two days each month over the school year, can make it harder to learn to read. Students who are chronically absent any year between eighth and twelfth grade are 7.4 times more likely to face systemic barriers in getting to school;

**WHEREAS**, chronic absenteeism may prevent children from reaching early learning milestones. Children who are chronically absent in preschool, kindergarten, and first grade are much less likely to read at grade level by third grade. Chronic absenteeism can lead to lower academic performance, decreased graduation rates, and increased dropout rates;

**WHEREAS**, raising awareness about the importance of school attendance and the impact of chronic absenteeism can help mobilize resources and support to ensure that all students attend school regularly and on time;

**WHEREAS**, the month of September is an opportune time to focus on attendance as it marks the beginning of the academic year;

**WHEREAS**, improving attendance and reducing absenteeism takes commitment from schools, families and community partners working together to rebuild a trusty communication, identify and address factors contributing to students missing school, particularly a lack of digital access, mental and physical health services and access to basic economic supports including food and housing; and

**WHEREAS**, the district and schools are committed to accurately track, calculate and share attendance data so that interventions are provided to students in a timely manner.

**NOW, THEREFORE BE IT RESOLVED**, that the Board of Trustees of the Ontario-Montclair School District adopts Resolution 2025-26-04 and stands with the nation in recognizing September as "Attendance Awareness Month." We hereby commit to focusing on reducing absenteeism and addressing the factors that cause students to miss school in order to ensure all children an equitable opportunity to learn, grow and thrive academically, emotionally and socially. We recognize that we must stand together to engage students and families and send the message that everyday counts.

**PASSED AND ADOPTED** this \_\_\_\_ day of \_\_\_\_\_, by the Board of Trustees of the Ontario-Montclair School District of San Bernardino County, California.

Attest:

\_\_\_\_\_  
Kristen "Kris" Brake, Board Clerk

**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

Ontario, California

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** Pay Schedules for the Years 2020 through 2025 in Accordance with California Code of Regulations (CCR) 570.5

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**REQUESTED ACTION**

Approve the Pay Schedules for the years 2020 through 2025 in Accordance with California Code of Regulations (CCR) 570.5.

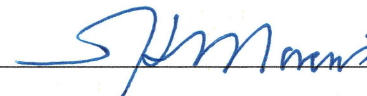
**BACKGROUND INFORMATION**

In accordance with California Code of Regulations (CCR) 570.5, which outlines the criteria for pay schedules to be considered compliant and reportable to CalPERS, the Board must approve the District's salary schedules annually or when revised. The schedules are to be duly approved and adopted by the District's Board of Trustees in accordance with applicable public meeting laws. Additionally, the schedules must be made publicly accessible, either posted at the District's office or on the District's website, as required by CCR 570.5. To comply with CCR subsection 570.5(a)(4), pay schedules must indicate the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually. Further, the pay schedules must be retained for at least five years and ensure they remain available for public inspection, per CCR 570.5(a)(7).

While the Board of Trustees has taken previous action to approve changes in salaries through the Memorandum and Understandings (MOUs) and AB1200s, which are part of the approval process, this agenda item ensures OMSD's compliance with CalPERS requirements. The Salary Schedules from 2020 through 2025 are provided to the Board Under Separate Cover. Copies of the Exhibit can be obtained by contacting the Superintendent's Office. Additionally, there were no changes to Salary Schedules for the 2020 – 2021 and 2024 – 2025 school years.

Moving forward, any proposed changes to salary schedules will be presented to the Board of Trustees for review and approval and will be included in the supplementary information (e.g., AB1200 filings) related to compensation adjustments.

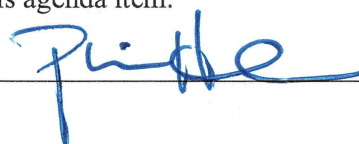
Prepared by: Hector Macias, Deputy Superintendent



**FINANCIAL IMPLICATIONS**

The Board has previously approved the compensation related to the pay schedules presented here and accordingly there are no financial implications for this agenda item.

Reviewed by: Phil Hillman, Chief Business Official

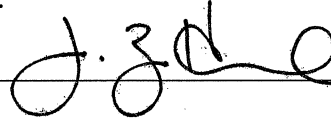


**Pay Schedules for the Years 2020 through 2025 in Accordance with California Code of Regulations (CCR) 570.5**  
August 21, 2025

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board approve the Pay Schedules for the years 2020 through 2025 in accordance with California Code of Regulations (CCR) 570.5.

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

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**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

Ontario, California

August 21, 2025

**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 FT2526-02**

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**REQUESTED ACTION**

Approve the Ontario-Montclair School District (OMSD) School Sponsored Overnight Field Trip List FT2526-02.

**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 FT2526-02 (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 FT2526-02.

Approved by: James Q. Hammond, Superintendent 

**Exhibit A**

**Ontario-Montclair School District (OMSD) School Sponsored Overnight Field Trip List**  
FT2526-02

**August 21, 2025**

<b>School/Department</b>	<b>Event and Location</b>	<b>Dates</b>	<b>Emphasis</b>
Vineyard	Pali Mountain Institute San Bernardino, CA	January 7, 2026 through January 9, 2026	Earth & Life Science Standards
Mission	Emerald Cove Outdoor Science Institute Running Springs, CA	December 8, 2025 through December 10, 2025	Earth & Life Science Standards

**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

Ontario, California

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** Adoption of Resolution 2025-26-05, Recognizing October 23-31, 2025 as Red Ribbon Week

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**REQUESTED ACTION**

Approve the Adoption of Resolution 2025-26-05, Recognizing October 23-31, 2025 as Red Ribbon Week.

**BACKGROUND INFORMATION**

In 1988, the National Family Partnership (NFP) sponsored the first National Red Ribbon Week in honor of Enrique (Kiki) Camarena, a Drug Enforcement Administration agent who lost his life in 1985 as a result of his work. When Agent Camarena decided to join the US Drug Enforcement Administration, his mother tried talking him out of it. "I'm only one person," he told her, "But I want to make a difference."

The period from October 23, 2025 through October 31, 2025 has been designated as Red Ribbon Week and serves as a catalyst to mobilize communities to educate youth and encourage participation in drug prevention activities. The NFP and its network of individuals and organizations continue to deliver Agent Camarena's message of hope to millions of people every year. In California, Red Ribbon Week is co-sponsored by the California State Department of Education, the California State Parent-Teacher Association (PTA), the Department of Alcohol and Drug Programs, and the Attorney General's Crime Prevention Center.

The Board of Trustees supports a myriad of activities within OMSD, which promote a healthy lifestyle, and encourage students, parents, and staff members to participate in drug awareness activities by making a visible statement that "we are strongly committed to living a healthy drug-free life."

Resolution 2025-26-05, Recognizing October 23-31, 2025 as Red Ribbon Week has been prepared in support of these educational activities. Students, teachers, parents, community members, school sites and District staff members are encouraged to participate and promote activities supporting the Red Ribbon Campaign and this year's theme: "Life is a Puzzle, Solve It Drug Free"

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

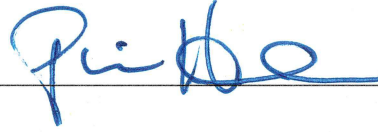


**Adoption of Resolution 2025-26-05, Recognizing October 23-31, 2025 as Red Ribbon Week**  
August 21, 2025

**FINANCIAL IMPLICATIONS**

None.

Reviewed by: Phil Hillman, Chief Business Official



**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board approve the Adoption of Resolution 2025-26-05, Recognizing October 23-31, 2025 as Red Ribbon Week.

Approved by: James Q. Hammond, Superintendent



**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

Ontario, California

**RESOLUTION 2025-65-05**

**Recognizing October 23-31, 2025**

**as**

**Red Ribbon Week**

**WHEREAS,** The National Family Partnership (NFP), a national organization and Californians for Drug Free Youth (CADFY), Incorporated, a statewide organization, are sponsoring “Red Ribbon Week” from October 23, 2025 through October 31, 2025; and

**WHEREAS,** In 1988, the National Family Partnership (NFP) sponsored the first National Red Ribbon Week in honor of Enrique (Kiki) Camarena, a Drug Enforcement Administration agent who lost his life in 1985 as a result of his work; and

**WHEREAS,** Red Ribbon Week exemplifies Agent Camarena’s philosophy, "I'm only one person, but I want to make a difference"; and

**WHEREAS,** Schools, businesses, law enforcement agencies, churches, youth organizations, hospitals, service clubs, government agencies, and individuals in the State of California are encouraged to demonstrate their commitment for a drug-free society by participating and promoting activities supporting the Red Ribbon Campaign; and

**WHEREAS,** The Ontario-Montclair School District supports efforts for substance abuse prevention education and to ensure the success of the Red Ribbon Campaign; and

**WHEREAS,** The Board of Trustees encourages students, parents, and staff members to participate in drug awareness activities by making a visible statement that “we are strongly committed to live a healthy drug-free life”; and

**WHEREAS,** The Board of Trustees of the Ontario-Montclair School District hereby supports the Red Ribbon Campaign, and recognizes October 23, 2025 through October 31, 2025 as “Red Ribbon Week” in the Ontario-Montclair School District.

**THEREFORE BE IT RESOLVED,** that the Board of Trustees of the Ontario-Montclair School District encourages all students, staff members, parents and community members to pledge:

**“Life is a Puzzle, Solve It Drug Free”**

Adopted this 21<sup>st</sup> day of August 2025 by the Board of Trustees of the Ontario-Montclair School District of San Bernardino County, California.



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Elvia M. Rivas, President  
OMSD Board of Trustees



## ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** Adoption of Resolution 2025-26-06, Recognizing the Month of September 2025 as Suicide Prevention Awareness Month

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### **REQUESTED ACTION**

Approve the Adoption of Resolution 2025-26-06, Recognizing the Month of September 2025 as Suicide Prevention Awareness Month.

### **BACKGROUND INFORMATION**

Millions of Americans are affected by mental health conditions every year. September is Suicide Prevention Awareness Month - a time to raise awareness on this stigmatized, and often taboo, topic. In addition to shifting public perception, this month is used to spread hope and vital information to people affected by suicide. The goal is ensuring that students, families and staff members have access to the resources they need to discuss suicide prevention and to seek help. Suicidal thoughts, much like mental health conditions, can affect anyone regardless of age, gender or background. In fact, suicide is often the result of an untreated mental health condition. Suicidal thoughts, although common, should not be considered normal and often indicate more serious issues.

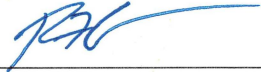
Data from the National Alliance on Mental Illness (NAMI) shows that suicide is the second leading cause of death among people aged 10-34 and the tenth leading cause of death overall in the United States. Youth and young adults ages 10-24 account for 15% of all suicides. The overall suicide rate in the United States has increased by 35% since 1999. Based on the most recent Youth Risk Survey from 2021, 10% of youth in grades 9-12 reported that they made at least one suicide attempt in the past 12 months. In the United States 20% of youth ages 13-18 live with a mental health condition and the average delay between onset of symptoms and intervention is 8-10 years. Furthermore, 37% of students with a mental health condition ages 14 and above drop out of school; and 70% of youth in state and local juvenile justice systems have a mental illness. Combining their education, training and experience to provide high quality services to students and families, mental health providers in a school setting are an important and integral part of the total educational program. Therefore, early identification and effective treatment for children and their families makes a crucial difference in the lives of children with mental health support needs.

The Ontario-Montclair School District provides mental health services to students and their families through the OMSD Health & Wellness Services Department, which encompasses the Counseling Center and the OMSD Linda Vista Full-Service Family Resource Center. Providing these services to OMSD students, families and the community is unique and an example of the importance of caring for the whole child. The District's mental health and case management staff members play a vital role in removing barriers to learning by addressing students' and their family members' mental health needs.

**Adoption of Resolution 2025-26-06, Recognizing the Month of September 2025 as Suicide Prevention Awareness Month**  
August 21, 2025

Resolution 2025-26-06, Recognizing the Month of September 2025 as Suicide Prevention Awareness Month, has been prepared in acknowledgment of the endless efforts and dedication of the District's mental health services providers to the students of the Ontario-Montclair School District and their families. Students, teachers, parents, community members, school sites and District staff members are encouraged to participate and promote activities supporting the Suicide Prevention Awareness Campaign and this year's theme: "Connection is Prevention"

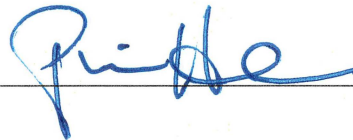
Prepared by: Robert F. Gallagher, Assistant Superintendent, Learning & Teaching



**FINANCIAL IMPLICATIONS**

None for this Resolution.

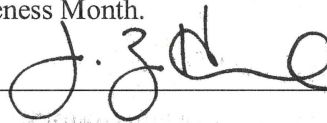
Reviewed by: Phil Hillman, Chief Business Official



**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board approve the Adoption of Resolution 2025-26-06, Recognizing the Month of September 2025 as Suicide Prevention Awareness Month.

Approved by: James Q. Hammond, Superintendent





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

**Resolution 2025-26-06, Recognizing the Month of September 2025  
as Suicide Prevention Awareness Month**

**WHEREAS**, September is Suicide Prevention Awareness Month — a time to raise awareness on this stigmatized, and often taboo, topic; and

**WHEREAS**, the goal is ensuring that students, families and staff members have access to the resources they need to discuss suicide prevention, to seek help and provide support to those suffering from this mental illness; and

**WHEREAS**, in addition to shifting public perception, this month is used to spread hope and vital information to people affected by suicide ideation or mental illness and those supporting them; and

**WHEREAS**, suicidal thoughts, much like mental health conditions, can affect anyone regardless of age, gender or background; and

**WHEREAS**, suicide is often the result of an untreated mental health condition and suicidal thoughts, although common, should not be considered normal and often indicate more serious issues; and

**WHEREAS**, all children and youth learn best when they are healthy, supported, and receive mental health services, which meet their individual needs; and

**WHEREAS**, it is imperative that society emphasize the mental health needs of children and youth and invest in mental health education as a top priority; and

**WHEREAS**, the services provided by the District's social workers, clinical counselors and therapists are multi-faceted, combining psychological, social and practical elements; and

**WHEREAS**, mental health providers collaborate with teachers and other educators to assist students in managing and overcoming crisis due to loss or trauma, provide students the tools to thrive emotionally and create resilient individuals; and

**WHEREAS**, mental health providers seek to identify and utilize community resources, which can enhance and complement comprehensive school counseling programs and help students become productive members of society and learn to manage their mental health.

**THEREFORE, BE IT RESOLVED**, that the Board of Trustees of the Ontario-Montclair School District adopts Resolution 2025-26-06, Recognizing the Month of September 2025 as Suicide Prevention Awareness Month in support of our students, families and staff who are facing mental health challenges and encourages them to seek appropriate therapy and comprehensive resources in order to manage and overcome crisis.

Adopted by the Ontario-Montclair School District Board of Trustees on this 21<sup>st</sup> day of August 2025.



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Kristen Brake, Clerk  
Board of Trustees

**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

Ontario, California

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** **Revised 2025 – 2026 Local Control Accountability Plan (LCAP)** *(Additional Supporting Information Available Under Separate Cover)*

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**REQUESTED ACTION**

Adopt the Revised 2025 – 2026 Local Control Accountability Plan (LCAP). *(Additional Supporting Information Available Under Separate Cover)*

**BACKGROUND INFORMATION**

As part of California's Local Control Funding Formula (LCFF), school districts are required to develop, adopt, and annually update a three-year Local Control and Accountability Plan (LCAP). The District's 2025 – 2026 LCAP was prepared in accordance with the LCFF regulations and by using the State-adopted LCAP template. The input was gathered from a wide variety of educational partners, including, but not limited to, the District's parent advisory groups, school site parent advisory groups, parents, staff, collective bargaining units, students, and community members. This input was used in the development of the 2025 – 2026 LCAP and annual update of the 2024 – 2025 LCAP.


The 2025 – 2026 LCAP was adopted by the Board of Trustees on June 26, 2025. Subsequently, the District submitted the 2025 – 2026 LCAP to the San Bernardino County Superintendent of Schools (SBCSS) for final review and approval. On July 9, 2025, the District was informed by SBCSS that further recommendations were needed before the county could grant final approval. Since then, the District has worked collaboratively with SBCSS staff to address these areas.

The 2025 – 2026 Local Control Accountability Plan (LCAP) is comprised of the following documents:

- 2025 LCAP Annual Update for the 2024 – 2025 LCAP: provides an update of the 2024 – 2025 LCAP, including an evaluation of actions from the 2024 – 2025 LCAP
- Budget Overview for Parents: outlines the District's LCAP budget for the 2025 – 2026 school year in a parent-friendly way
- Local Control Accountability Plan (LCAP): describes how the District intends to meet annual goals for all students and details specific activities to address state and local priorities
- Expenditures Tables: describe areas funded, student groups impacted, and funding sources (LCFF funds, other state funds, local funds, and federal funds)

On July 31, 2025, SBCSS approved the 2025 – 2026 OMSD LCAP, and it is required that the OMSD Board of Trustees adopt the revised LCAP.

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



**Revised 2025 – 2026 Local Control Accountability Plan (LCAP) *(Additional Supporting Information Available Under Separate Cover)***  
August 21, 2025

**FINANCIAL IMPLICATIONS**

The financial implications are noted in the Revised 2025 – 2026 LCAP.

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 Adopt the Revised 2025 – 2026 Local Control Accountability Plan (LCAP).

Approved by: James Q. Hammond, Superintendent

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

# Consent Calendar

## (e) SELPA

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## ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

August 21, 2025

**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 TCB2526-01**

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### **REQUESTED ACTION**

Approve the Ontario-Montclair School District (OMSD) - Sponsored Travel/Conference/Business for Non-District Employees TCB2526-01.

### **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: Alana Hughes-Hunter, Assistant Superintendent, SELPA & Equity 

### **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.

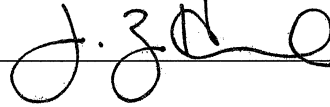
Reviewed by: Phil Hillman, Chief Business Official 

**Ontario-Montclair School District (OMSD) - Sponsored Travel/Conference/Business for Non-District Employees TCB2526-01**  
August 21, 2025

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board approve the Ontario-Montclair School District (OMSD) - Sponsored Travel/Conference/Business for Non-District Employees TCB2526-01.

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 (OMSD) - Sponsored Travel/Conference/Business for  
Non-District Employees TCB2526-01**

August 21, 2025

School/Department	Location	Dates	Event
Family & Community Engagement	University of Redlands	September 27, 2025	SBCSS Family & Community Engagement Summit

# Discussion/Action/Public Hearing

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# ONTARIO-MONTCLAIR SCHOOL DISTRICT

Ontario, California

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** Appointment of Maricela Alvarado, Margarita Georgieva Hernandez, Martina Ortega, Nicole Tamayo, and Claudia Vasquez to Serve as Representatives on the Ontario-Montclair School District (OMSD) Special Education Local Plan Area (SELPA) Community Advisory Committee (CAC)

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## **REQUESTED ACTION**

Approve the Appointment of Maricela Alvarado, Margarita Georgieva Hernandez, Martina Ortega, Nicole Tamayo, and Claudia Vasquez to Serve as Representatives on the Ontario-Montclair School District (OMSD) Special Education Local Plan Area (SELPA) Community Advisory Committee (CAC).

## **BACKGROUND INFORMATION**

California Education Code Sections 56190-56194 defines the guidelines for establishing a Community Advisory Committee (CAC). One of the primary roles of the CAC is to advise the Superintendent or his designee(s) on educational programs and services for students with special needs. The CAC shall have representatives from a diverse group, including parents of special needs students, parents of general education students, special education and general education teachers, staff members and community members.

As a result of vacancies, the OMSD SELPA actively recruited five (5) new CAC members. The recruitment window for new members opened on May 30, 2025 and closed on June 27, 2025. Based on the OMSD SELPA's CAC Bylaws, at least the majority of the CAC shall be composed of parents of students enrolled in District schools and at least a majority of such parents shall be parents of individuals with disabilities.

The following process was implemented for parents of students with disabilities, OMSD staff, and community members wishing to be considered as representatives on the OMSD SELPA CAC:

- |               |  |
|---------------|--|
| May 30, 2025  | Information was disseminated to OMSD families and community members in English and Spanish via Superintendent's Constant Contact.  |
| May 30, 2025  | A letter and application was mailed to all parents of students in special education programs via US mail in English and Spanish. <ul style="list-style-type: none"><li>• Information was posted on the District's website, Friday, May 30, 2025.</li></ul> |
| June 12, 2025 | Information was disseminated to OMSD families and the community in English and Spanish via Blackboard-Connect message. <ul style="list-style-type: none"><li>• Sent to all parents of OMSD students in Special Education programs.</li></ul>               |

**Appointment of Maricela Alvarado, Margarita Georgieva Hernandez, Martina Ortega, Nicole Tamayo, and Claudia Vasquez to Serve as Representatives on the Ontario-Montclair School District (OMSD) Special Education Local Plan Area (SELPA) Community Advisory Committee (CAC):**

August 21, 2025

Nine (9) applications were received by the deadline of June 27, 2025, from parents of students in Special Education programs, OMSD staff and community members. All applications were thoroughly reviewed by a team comprised of Special Education Directors and the Assistant Superintendent of SELPA & Equity. The applications were screened based on the criteria established, including a willingness to serve as advocates for students and parents.

Interviews were conducted on July 9, 2025 and July 17, 2025. Based on a detailed evaluation of applications, interview responses and Cabinet review, the following names are being submitted for consideration by the Board of Trustees:

Maricela Alvarado (Parent)  
Nicole Tamayo (Parent)  
Claudia Vasquez (Parent)

Margarita Georgieva Hernandez (Parent)  
Martina Ortega (Community Member)

The OMSD SELPA CAC representatives will serve a two-year term and shall have the authority to fulfill certain responsibilities including, but not limited to the following:

- (a) Advising the policy and administrative entity of the Special Education Local Plan Area regarding the development, amendment, and review of the Local Plan. The entity shall review and consider comments from the Community Advisory Committee;
- (b) Recommending annual priorities to be addressed by the Local Plan;
- (c) Assisting in parent education and in recruiting parents and other volunteers who may contribute to the implementation of the Local Plan;
- (d) Encouraging community involvement in the development and review of the Local Plan;
- (e) Supporting activities on behalf of individuals with special needs; and
- (f) Assisting in parent awareness of the importance of regular school attendance.

Prepared by: Alana Hughes-Hunter, Assistant Superintendent, SELPA & Equity  Ed.D.

**FINANCIAL IMPLICATIONS**

None.

Reviewed by: Phil Hillman, Chief Business Official



**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board of Trustees approve the appointment of Maricela Alvarado, Margarita Georgieva Hernandez, Martina Ortega, Nicole Tamayo, and Claudia Vasquez to Serve as Representatives on the Ontario-Montclair School District (OMSD) Special Education Local Plan Area (SELPA) Community Advisory Committee (CAC).

Approved by: James Q. Hammond, Superintendent



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

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** **Tentative Agreement between the Ontario-Montclair School District (OMSD) and the California School Employees Association (CSEA) and its Chapter #108 Amending the Master Agreement for On-Going Increase to Article XVII: Health and Welfare Benefits and Salary at the Conclusion of the 2025 – 2026 Negotiations Article XVII: Health and Welfare Benefits and Salary**

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**REQUESTED ACTION**

Approve the Tentative Agreement between Ontario-Montclair School District (OMSD) and the California School Employees Association (CSEA) and its Chapter #108 Amending the Master Agreement for On-Going Increase to Article XVII: Health and Welfare Benefits and Salary at the Conclusion of the 2025 – 2026 Negotiations Article XVII: Health and Welfare Benefits and Salary.

**BACKGROUND INFORMATION**

The collaborative bargaining session between OMSD and CSEA for Article XVII: Health and Welfare Benefits and salary has been concluded. The District and CSEA reached a Tentative Agreement for Article XVII: Health and Welfare benefits and Salary as shown in Exhibit A. The recommended classified health and welfare benefits and salary for the 2025 – 2026 school year is as follows:

- Effective July 1, 2025, bargaining unit members shall receive a comprehensive on-schedule increase of one point thirty-three (1.33%) on the salary schedule; and
- Effective July 1, 2025, bargaining unit members shall receive a point sixty-seven (0.67%) on-schedule benefits allotment allocated to each plan as follows:
  - Single Party Plan: \$10,804 (Annual change of \$600)
  - Two Party Plan: \$20,408 (Annual change of \$1,302)
  - Family Plan: \$28,376 (Annual change of \$1,800)

The accompanying forms and exhibits, along with a copy of the summary, were submitted to the San Bernardino County Office and made available for public review per Assembly Bill (AB) 1200 as shown in Exhibit B.

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

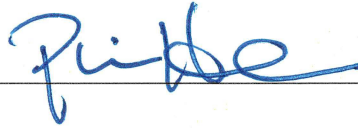


**FINANCIAL IMPLICATIONS**

The District has analyzed the financial impact of this agreement on the current and two subsequent fiscal years, in compliance with AB1200, and is confident in the District's ability to maintain fiscal solvency. Evidence of this analysis can be viewed on the accompanying multi-year projection. Funding: General Fund Unrestricted and Restricted, and Food & Nutrition. Estimated financial impact: \$1,867,544.

**Tentative Agreement between Ontario-Montclair School District (OMSD) and the California School Employees Association (CSEA) and its Chapter #108 Amending the Master Agreement for On-Going Increase to Article XVII: Health and Welfare Benefits and Salary at the Conclusion of the 2025 – 2026 Negotiations Article XVII: Health and Welfare Benefits and Salary**  
August 21, 2025

Reviewed by: Phil Hillman, Chief Business Official



**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board approve the Tentative Agreement between Ontario-Montclair School District (OMSD) and the California School Employees Association (CSEA) and its Chapter #108 Amending the Master Agreement for On-Going Increase to Article XVII: Health and Welfare Benefits and Salary at the Conclusion of the 2025 – 2026 Negotiations Article XVII: Health and Welfare Benefits and Salary.

Approved by: James Q. Hammond, Superintendent





# TENTATIVE AGREEMENT

*By and Between*

**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

*And the*

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
and its ONTARIO-MONTCLAIR CHAPTER #108**



August 5, 2025

This agreement is entered into by and between the Ontario-Montclair School District (hereinafter referred to as "District") and the California School Employees Association (hereinafter referred to as "Association"), and collectively ("the Parties").

## ARTICLE XVII – SALARIES AND HEALTH AND WELFARE BENEFITS

- Effective July 1, 2025, bargaining unit members shall receive a comprehensive on-schedule increase of one point thirty-three (1.33%) on the classified salary schedule; and
- Effective July 1, 2025, bargaining unit members shall receive a point sixty-seven (0.67%) on-schedule benefits allotment, prorated for less than full-time, allocated to each plan as follows:
  - o Single Party Plan = \$10,804 (Annual change of \$600)
  - o Two Party Plan = \$20,408 (Annual change of \$1,302)
  - o Family Plan = \$28,376 (Annual change of \$1,800)

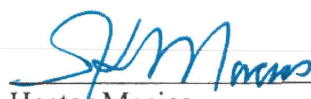
Single Party Plan		Two Party Plan		Family Plan	
Employee Hours	Allotment	Employee Hours	Allotment	Employee Hours	Allotment
5.5–8.0	\$ 10,804.00	5.5–8.0	\$ 20,408.00	5.5–8.0	\$ 28,376.00
4.5–5.4	\$ 8,103.00	4.5–5.4	\$ 15,306.00	4.5–5.4	\$ 21,282.00
4.0–4.4	\$ 5,942.20	4.0–4.4	\$ 11,224.40	4.0–4.4	\$ 15,606.80


- The 2.0% on-schedule total compensation concludes salary, benefits, and longevity bargaining for the 2025-2026 negotiations.

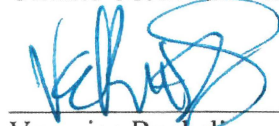
This Tentative Agreement between the District and the Association shall be finalized upon the completion of CSEA's Policy 610 review process and the Ontario-Montclair Board of Trustees approval.

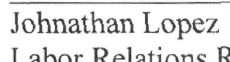
*For the District*

*For the Association*

 8/5/25  
 Hector Macias Date  
 Deputy Superintendent, Human Resources  
 Ontario-Montclair School District

 08/05/2025  
 Chris Vargas-Rojas Date  
 President, Ontario-Montclair #108  
 California School Employees Association

 8/5/25  
 Veronica Bucheli Date  
 Executive Director, Human Resources  
 Ontario-Montclair School District

 Date  
 Johnathan Lopez  
 Labor Relations Representative  
 California School Employees Association

(Ref. H 2.3)

**Ontario-Montclair School District  
Classified Hourly Salary Schedule**

**PROPOSED**

**Effective: 7/1/2025**

**Date of Board Approved Increase: TBD**

**Approved Increase: 1.33%**

STEP	A	B	C	D	E	E1 8 <sup>th</sup> Year	E2 11 <sup>th</sup> Year	E3 16 <sup>th</sup> Year	E4 21 <sup>st</sup> Year	E5 26 <sup>th</sup> Year	STEP
1	12.06	12.61	13.13	13.74	14.35	0.76	0.97	1.15	1.34	1.53	1
2	12.28	12.82	13.46	14.10	14.65	0.76	0.97	1.15	1.34	1.53	2
3	12.61	13.13	13.74	14.35	15.03	0.76	0.97	1.15	1.34	1.53	3
4	12.82	13.46	14.10	14.65	15.33	0.76	0.97	1.15	1.34	1.53	4
5	13.13	13.74	14.35	15.03	15.67	0.76	0.97	1.15	1.34	1.53	5
6	13.46	14.10	14.65	15.33	16.02	0.76	0.97	1.15	1.34	1.53	6
7	13.74	14.35	15.03	15.67	16.34	0.76	0.97	1.15	1.34	1.53	7
8	14.10	14.65	15.33	16.02	16.71	0.76	0.97	1.15	1.34	1.53	8
9	14.35	15.03	15.67	16.34	17.09	0.76	0.97	1.15	1.34	1.53	9
10	14.65	15.33	16.02	16.71	17.51	0.76	0.97	1.15	1.34	1.53	10
11	15.03	15.67	16.34	17.09	17.87	0.76	0.97	1.15	1.34	1.53	11
12	15.33	16.02	16.71	17.51	18.30	0.76	0.97	1.15	1.34	1.53	12
13	15.67	16.34	17.09	17.87	18.69	0.76	0.97	1.15	1.34	1.53	13
14	16.02	16.71	17.51	18.30	19.10	0.76	0.97	1.15	1.34	1.53	14
15	16.34	17.09	17.87	18.69	19.55	0.76	0.97	1.15	1.34	1.53	15
16	16.71	17.51	18.30	19.10	20.00	0.76	0.97	1.15	1.34	1.53	16
17	17.09	17.87	18.69	19.55	20.40	0.76	0.97	1.15	1.34	1.53	17
18	17.51	18.30	19.10	20.00	20.90	0.76	0.97	1.15	1.34	1.53	18
19	17.87	18.69	19.55	20.40	21.32	0.76	0.97	1.15	1.34	1.53	19
20	18.30	19.10	20.00	20.90	21.86	0.76	0.97	1.15	1.34	1.53	20
21	18.69	19.55	20.40	21.32	22.28	0.76	0.97	1.15	1.34	1.53	21
22	19.10	20.00	20.90	21.86	22.80	0.76	0.97	1.15	1.34	1.53	22
23	19.55	20.40	21.32	22.28	23.28	0.76	0.97	1.15	1.34	1.53	23
24	20.00	20.90	21.86	22.80	23.82	0.76	0.97	1.15	1.34	1.53	24
25	20.40	21.32	22.28	23.28	24.34	0.76	0.97	1.15	1.34	1.53	25
26	20.90	21.86	22.80	23.82	24.91	0.76	0.97	1.15	1.34	1.53	26
27	21.32	22.28	23.28	24.34	25.44	0.76	0.97	1.15	1.34	1.53	27
28	21.86	22.80	23.82	24.91	25.99	0.76	0.97	1.15	1.34	1.53	28
29	22.28	23.28	24.34	25.44	26.60	0.76	0.97	1.15	1.34	1.53	29
30	22.80	23.82	24.91	25.99	27.17	0.76	0.97	1.15	1.34	1.53	30
31	23.28	24.34	25.44	26.60	27.78	0.76	0.97	1.15	1.34	1.53	31
32	23.82	24.91	25.99	27.17	28.37	0.76	0.97	1.15	1.34	1.53	32
33	24.34	25.44	26.60	27.78	29.02	0.76	0.97	1.15	1.34	1.53	33
34	24.91	25.99	27.17	28.37	29.67	0.76	0.97	1.15	1.34	1.53	34
35	25.44	26.60	27.78	29.02	30.40	0.76	0.97	1.15	1.34	1.53	35
36	25.99	27.17	28.37	29.67	30.99	0.76	0.97	1.15	1.34	1.53	36
37	26.60	27.78	29.02	30.40	31.70	0.76	0.97	1.15	1.34	1.53	37
38	27.17	28.37	29.67	30.99	32.42	0.76	0.97	1.15	1.34	1.53	38
39	27.78	29.02	30.40	31.70	33.15	0.76	0.97	1.15	1.34	1.53	39
40	28.37	29.67	30.99	32.42	33.84	0.76	0.97	1.15	1.34	1.53	40
41	29.02	30.40	31.70	33.15	34.61	0.76	0.97	1.15	1.34	1.53	41
42	29.67	30.99	32.42	33.84	35.40	0.76	0.97	1.15	1.34	1.53	42
43	30.40	31.70	33.15	34.61	36.17	0.76	0.97	1.15	1.34	1.53	43
44	30.99	32.42	33.84	35.40	36.93	0.76	0.97	1.15	1.34	1.53	44
45	31.70	33.15	34.61	36.17	37.86	0.76	0.97	1.15	1.34	1.53	45
46	32.42	33.84	35.40	36.93	38.64	0.76	0.97	1.15	1.34	1.53	46
47	33.15	34.61	36.17	37.79	39.48	0.76	0.97	1.15	1.34	1.53	47
48	33.84	35.40	36.93	38.64	40.42	0.76	0.97	1.15	1.34	1.53	48
49	34.61	36.17	37.86	39.48	41.25	0.76	0.97	1.15	1.34	1.53	49
50	35.40	36.93	38.64	40.42	42.22	0.76	0.97	1.15	1.34	1.53	50
51	36.17	37.86	39.48	41.25	43.07	0.76	0.97	1.15	1.34	1.53	51
52	36.93	38.64	40.42	42.22	44.12	0.76	0.97	1.15	1.34	1.53	52
53	37.86	39.48	41.25	43.07	45.02	0.76	0.97	1.15	1.34	1.53	53
54	38.64	40.42	42.22	44.12	46.10	0.76	0.97	1.15	1.34	1.53	54
55	39.48	41.25	43.07	45.02	47.07	0.76	0.97	1.15	1.34	1.53	55



# 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 California School Employees Association (CSEA) BARGAINING UNIT (BU)

To be acted upon by the Governing Board at its meeting on : (enter Date) 8/21/2025  
Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days) 10/5/2025  
Estimated Agreement Payment Date (enter Date) 11/30/2025

### 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)

	# FTE Represented
Certificated: <u></u>	<u>0.0</u>
Classified: <u>California School Employees Association (CSEA)</u>	<u>1,310.0</u>

#### Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date) 7/1/2025  
and ending on: (enter End Date) 6/30/2026

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

Fiscal Years:		
Reopeners: Yes or NO ?	<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):	\$ <u>64,288,101.00</u>
Current Year Salary Cost After Settlement (Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):	\$ <u>65,255,731.00</u>
Total Cost Increase or (Decrease):	<u>\$967,630.00</u>
Percentage Increase or (Decrease):	<u>1.51%</u>

#### SALARY CHANGE FOR AN AVERAGE, REPRESENTED EMPLOYEE FROM PRIOR YEAR

(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

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

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

<u>0</u>
<u>Various</u>
<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:

\$ 23,117,689.00

Proposed Costs:

\$ 23,359,597.00

Total Cost Increase or (decrease):

\$241,908.00

Percentage Change:

1.05%

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

Total Health and Welfare Costs:

Current Costs:

\$ 13,012,755.00

Proposed Costs:

\$ 13,670,761.00

Total Cost Increase or (decrease):

\$658,006.00

Percentage Change:

5.06%

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.)

Current 24-25: Health Benefit Cap Based on Medical Plan Selected: Single - \$10,204, Two Party - \$19,106, Family - \$26,576 . Proposed: Health Benefit Cap Based on Medical Plan Selected: Single - \$10,804, Two Party - \$20,408, Family - \$28,376

Current Cap:

\$ 26,576.00

Proposed Cap:

\$ 28,376.00

Average Capped Amount increase or (decrease) per employee

\$1,800.00

6.77%

## 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

\$ 64,288,101.00

Benefits

\$ 36,130,444.00

Total:

\$ 100,418,545.00

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

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

Salaries

\$ 65,255,731.00

Benefits

\$ 37,030,358.00

Total:

\$ 102,286,089.00

TOTAL COST INCREASE OR (DECREASE)

\$1,867,544.00

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

PERCENTAGE CHANGE

1.86%

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

\$ 874,057.90



# 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).

N/A

**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)

\$ 434,380,014.00

Minimum State Reserve Percentage (input %)

3%

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

\$ 13,031,400.42

## 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)

10/5/2025

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 2025-2026			
	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
<i>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.</i>	Latest Board-Approved Budget Before Settlement - As of June 26, 2025	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)
<b>OPERATING REVENUES: LCFF ADA</b>	ADA= 16,738.68	CERT FTE: 1,205	CLASS FTE: 1,310	ADA= 16,738.68
LCFF Sources (8010-8099)	266,130,598.00	0.00	0.00	266,130,598.00
Remaining Revenues (8100-8799)	119,347,442.00	0.00	0.00	119,347,442.00
<b>TOTAL</b>	<b>385,478,040.00</b>	<b>0.00</b>	<b>0.00</b>	<b>385,478,040.00</b>
<b>OPERATING EXPENDITURES</b>				
1000 Certificated Salaries	159,532,923.00	0.00	2,051,295.00	161,584,218.00
2000 Classified Salaries	72,202,975.00	967,630.00	144,149.00	73,314,754.00
3000 Benefits	114,476,725.00	899,914.00	1,882,640.00	117,259,279.00
4000 Instructional Supplies	17,518,971.00	0.00	0.00	17,518,971.00
5000 Contracted Services	51,791,933.00	0.00	0.00	51,791,933.00
6000 Capital Outlay	7,772,743.00	0.00	0.00	7,772,743.00
7000 Other	(491,884.00)	0.00	0.00	(491,884.00)
<b>TOTAL</b>	<b>422,804,386.00</b>	<b>1,867,544.00</b>	<b>4,078,084.00</b>	<b>428,750,014.00</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>(37,326,346.00)</b>	<b>(1,867,544.00)</b>	<b>(4,078,084.00)</b>	<b>(43,271,974.00)</b>
Other Sources and Transfers In	4,666,747.00	0.00	0.00	4,666,747.00
Other Uses and Transfers Out	5,630,000.00	0.00	0.00	5,630,000.00
<b>CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE</b>	<b>(38,289,599.00)</b>	<b>(1,867,544.00)</b>	<b>(4,078,084.00)</b>	<b>(44,235,227.00)</b>
<b>BEGINNING FUND BALANCE 9791-92</b>	148,588,328.00			148,588,328.00
Prior-Year Adjustments 9793-95	0.00		0.00	0.00
<b>NET BEGINNING BALANCE</b>	<b>148,588,328.00</b>		<b>0.00</b>	<b>148,588,328.00</b>
<b>ENDING FUND BALANCE (EFB)</b>	<b>110,298,729.00</b>	<b>(1,867,544.00)</b>	<b>(4,078,084.00)</b>	<b>104,353,101.00</b>
<b>COMPONENTS OF ABOVE EFB:</b>				
Nonspendable (9711-9719)	631,131.00	0.00	0.00	631,131.00
Restricted (9740)	54,433,928.00	0.00	0.00	54,433,928.00
Committed (9750/9760)	42,380,638.42	(1,923,570.32)	(4,200,426.52)	36,256,641.58
Assigned (9780)	0.00	0.00	0.00	0.00
Reserve Economic Uncertainties (9789)	12,853,031.58	56,026.32	122,342.52	13,031,400.42
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
<b>FUND 17 RESERVES (9789) or N/A</b>	<b>\$ -</b>			<b>\$ -</b>

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:

Column 3 includes the salary and benefits increase for Certificated, Management, and Confidential employees.



# SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

## First Subsequent Year 2026-2027

	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Latest Board- Approved Budget Before Settlement - As of June 26, 2025	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)
<b>OPERATING REVENUES: LCFF ADA</b>	<b>ADA= 16,372.86</b>	<b>CERT FTE: 1,195</b>	<b>CLASS FTE: 1,294</b>	<b>ADA= 16,372.86</b>
LCFF Sources (8010-8099)	270,394,147.00	0.00	0.00	270,394,147.00
Remaining Revenues (8100-8799)	113,596,054.00	0.00	0.00	113,596,054.00
<b>TOTAL</b>	<b>383,990,201.00</b>	<b>0.00</b>	<b>0.00</b>	<b>383,990,201.00</b>
<b>OPERATING EXPENDITURES</b>				
1000 Certificated Salaries	158,669,548.00	0.00	2,071,809.00	160,741,357.00
2000 Classified Salaries	73,179,014.00	977,306.00	145,590.00	74,301,910.00
3000 Benefits	113,712,170.00	902,333.00	1,888,128.00	116,502,631.00
4000 Instructional Supplies	11,611,325.00	0.00	0.00	11,611,325.00
5000 Contracted Services	52,161,878.00	0.00	0.00	52,161,878.00
6000 Capital Outlay	1,439,319.00	0.00	0.00	1,439,319.00
7000 Other	(491,884.00)	0.00	0.00	(491,884.00)
<b>TOTAL</b>	<b>410,281,370.00</b>	<b>1,879,639.00</b>	<b>4,105,527.00</b>	<b>416,266,536.00</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>(26,291,169.00)</b>	<b>(1,879,639.00)</b>	<b>(4,105,527.00)</b>	<b>(32,276,335.00)</b>
Other Sources and Transfers In	131,694.00	0.00	0.00	131,694.00
Other Uses and Transfers Out	5,630,000.00	0.00	0.00	5,630,000.00
<b>CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE</b>	<b>(31,789,475.00)</b>	<b>(1,879,639.00)</b>	<b>(4,105,527.00)</b>	<b>(37,774,641.00)</b>
<b>BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)</b>	104,353,101.00			104,353,101.00
Prior-Year Adjustments (9792-9795)				0.00
<b>NET BEGINNING BALANCE</b>	<b>104,353,101.00</b>			<b>104,353,101.00</b>
<b>ENDING FUND BALANCE (EFB)</b>	<b>72,563,626.00</b>	<b>(1,879,639.00)</b>	<b>(4,105,527.00)</b>	<b>66,578,460.00</b>
<b>COMPONENTS OF EFB (above):</b>				
Nonspendable (9711-9719)	631,131.00	0.00	0.00	631,131.00
Restricted (9740)	31,810,908.00	0.00	0.00	31,810,908.00
Committed (9750/9760)	27,644,245.90	(1,936,028.17)	(4,228,692.81)	21,479,524.92
Assigned (9780)	0.00	0.00	0.00	0.00
Reserve Economic Uncertainties	12,477,341.10	56,389.17	123,165.81	12,656,896.08
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	Undesignated Amount		In Balance
Did you adjust reserves? s/b \$0	\$ -			\$ 0.00
FUND 17 RESERVES (9789) or N/A	\$ -			\$ -

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

Includes step and column adjustment of 1%.



# SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

## Second Subsequent Year 2027-2028

### OPERATING REVENUES: LCFF ADA

	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Latest Board- Approved Budget Before Settlement - As of June 26, 2025	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= 16,096.83	CERT FTE: 1,189	CLASS FTE: 1,294	ADA= 16,096.83	
LCFF Sources (8010-8099)	274,608,877.00	0.00	0.00	274,608,877.00
Remaining Revenues (8100-8799)	113,767,183.00	0.00	0.00	113,767,183.00
<b>TOTAL</b>	<b>388,376,060.00</b>	<b>0.00</b>	<b>0.00</b>	<b>388,376,060.00</b>

### OPERATING EXPENDITURES

1000 Certificated Salaries	150,584,457.00	0.00	2,092,527.00	152,676,984.00
2000 Classified Salaries	72,405,288.00	987,079.00	147,046.00	73,539,413.00
3000 Benefits	108,985,726.00	904,776.00	1,893,671.00	111,784,173.00
4000 Instructional Supplies	10,593,573.00	0.00	0.00	10,593,573.00
5000 Contracted Services	52,740,723.00	0.00	0.00	52,740,723.00
6000 Capital Outlay	1,439,319.00	0.00	0.00	1,439,319.00
7000 Other	(116,592.00)	0.00	0.00	(116,592.00)
<b>TOTAL</b>	<b>396,632,494.00</b>	<b>1,891,855.00</b>	<b>4,133,244.00</b>	<b>402,657,593.00</b>

### OPERATING SURPLUS/(DEFICIT)

	(8,256,434.00)	(1,891,855.00)	(4,133,244.00)	(14,281,533.00)
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Other Sources and Transfers In  
Other Uses and Transfers Out

131,694.00	0.00	0.00	131,694.00
5,630,000.00	0.00	0.00	5,630,000.00

### CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE

(13,754,740.00)	(1,891,855.00)	(4,133,244.00)	(19,779,839.00)
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BEGINNING FUND BALANCE (9791)  
(Pulls from prior year EFB)

66,578,460.00			66,578,460.00
---------------	--	--	---------------

Prior-Year Adjustments (9792-9795)

			0.00
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NET BEGINNING BALANCE

66,578,460.00			66,578,460.00
---------------	--	--	---------------

ENDING FUND BALANCE (EFB)

52,823,720.00	(1,891,855.00)	(4,133,244.00)	46,798,621.00
---------------	----------------	----------------	---------------

### COMPONENTS OF EFB (above):

(use whole rounded numbers only)

Nonspendable (9711-9719)	631,131.00			631,131.00
Restricted (9740)	26,112,377.00			26,112,377.00
Committed (9750/9760)	14,012,337.18	(1,948,610.65)	(4,257,241.32)	7,806,485.21
Assigned (9780)	0.00	0.00		0.00
Reserve Economic Uncertainties	12,067,874.82	56,755.65	123,997.32	12,248,627.79
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:

Includes step and column adjustment of 1%.

## 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)*:

On schedule salary and benefits allotment increase, as described in the Narrative of Agreement, will be funded from general fund reserves.

**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)*:

Effective July 1, 2025, bargaining unit members shall receive a comprehensive on-schedule increase of one point thirty-three (1.33%) on the salary schedule; and effective July 1, 2025, bargaining unit members shall receive a point sixty-seven (0.67%) on-schedule benefits allotment allocated to each plan as follows: Single Party Plan =\$10,804 (Annual change of \$600), Two Party Plan=\$20,408 (Annual change of \$1,302), Family Plan=\$28,376 (Annual change of \$1,800).

**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 Funding Sources.



# 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 57)	Estimated	
		\$15,515.00	
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 57)		\$15,164.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)		351.00
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)		2.31%
(E)	ADA Increase/(Decrease) from Prior Year as % Current year P-2 LCFF funded ADA (greater of PY guarantee or current year)	17,152.81	(2.25%)
	Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	17,547.39	
(F)	Total LCFF % increase or (decrease) plus ADA % change		0.07%
(G)	Indicate Total Settlement Percentage Change from Section 5		1.86%

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

Will be funded from fund balance 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

8/6/2028

Date

8/5/25

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Thursday, August 21, 2025 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 )**

**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**

**California School Employees Association (CSEA)**

**BARGAINING UNIT**

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

**08/21/25**

**A. PERIOD OF AGREEMENT:**

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

**07/01/25**

**06/30/26**

**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

**\$100,418,545.00**

2. Current Year Costs After Agreement

**\$102,286,089.00**

3. Total Cost Change

**\$1,867,544.00**

4. Percentage Change

**1.86%**

5. Value of a 1% Change

**\$874,057.90**

**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	\$36,130,444.00
2.	Cost of Benefits After Agreement	\$37,030,358.00
3.	Percentage Change in Total Costs	2.49%

**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:	\$434,380,014.00
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$13,031,400.42

**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)	\$13,031,400.42
5.	Unassigned/Unappropriated (Object 9790)	
6.	<b>Total Reserves: (Object 9789 + 9790)</b>	<b>\$13,031,400.42</b>

**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:	\$13,031,400.42
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):

On schedule salary and benefits allotment increase, as described in the Narrative of Agreement, will be funded from general fund reserves.

**H. NARRATIVE OF AGREEMENT**

Effective July 1, 2025, bargaining unit members shall receive a comprehensive on-schedule increase of one point thirty-three (1.33%) on the salary schedule, and effective July 1, 2025, bargaining unit members shall receive a point sixty-seven (0.67%) on-schedule benefits allotment allocated to each plan as follows: Single Party Plan=\$10,804 (Annual change of \$600), Two Party Plan=\$20,408 (Annual change of \$1,302), Family Plan=\$28,376 (Annual change of \$1,800).

**I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT**

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

General Funding Sources.

**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

  
Date

  
Chief Business Official- signature

  
Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on **8/21/2025** 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

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** **Tentative Agreement between the Ontario-Montclair School District (OMSD), Ontario-Montclair Teachers Association (OMTA) and the Ontario-Montclair Professional Therapist Association (OMPTA) Amending the Master Agreement for On-Going Increase to Fringe Benefits and Salary Article at the Conclusion of the 2025 – 2026 Negotiations**

---

**REQUESTED ACTION**

Approve the Tentative Agreement between the Ontario-Montclair School District (OMSD), Ontario-Montclair Teachers Association (OMTA) and the Ontario-Montclair Professional Therapist Association (OMPTA) Amending the Master Agreement for On-Going Increase to Fringe Benefits and Salary Article at the Conclusion of the 2025 – 2026 Negotiations.

**BACKGROUND INFORMATION**

The collaborative bargaining session between OMSD, OMTA and OMPTA for Article XX – Salaries and Health and Welfare Benefits has been concluded. The District, OMTA and OMPTA reached a Tentative Agreement for salary and health and welfare benefits as shown in Exhibit A. The recommended certificated salary and health and welfare benefits for the 2025 – 2026 school year is as follows:

- Effective July 1, 2025, bargaining unit members shall receive a comprehensive on-schedule increase of one point thirty-three (1.33%) on the salary schedule; and
- Effective July 1, 2025, bargaining unit members shall receive a point sixty-seven (0.67%) on-schedule benefits allotment allocated to each plan as follows:
  - Single Party Plan: \$10,804 (Annual change of \$600)
  - Two Party Plan: \$20,408 (Annual change of \$1,302)
  - Family Plan: \$28,376 (Annual change of \$1,800)
- The 2.0% on-schedule total compensation concludes salary and benefits bargaining for the 2025 – 2026 negotiations.
- The tentative agreement between the District and Associations will require the Association unit membership ratification process and the Ontario-Montclair School District Board of Trustees final approval.

The accompanying forms and exhibits, along with a copy of the summary, were submitted to the San Bernardino County Office and made available for public review per Assembly Bill (AB) 1200 as shown in Exhibit B.

Prepared by: Hector Macias, Deputy Superintendent, Human Resources



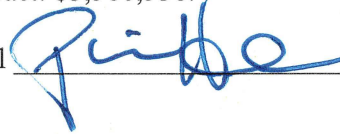


**Tentative Agreement between the Ontario-Montclair School District (OMSD), Ontario-Montclair Teachers Association (OMTA) and the Ontario-Montclair Professional Therapist Association (OMPTA) Amending the Master Agreement for On-Going Increase to Fringe Benefits and Salary Article at the Conclusion of the 2025 – 2026 Negotiations**  
August 21, 2025

**FINANCIAL IMPLICATIONS**

The District has analyzed the financial impact of this agreement on the current and two subsequent fiscal years, in compliance with AB1200, and is confident in the District's ability to maintain fiscal solvency. Evidence of this analysis can be viewed on the accompanying multi-year projection. Funding: General Fund Unrestricted and Restricted. Estimated financial impact: \$3,586,538.

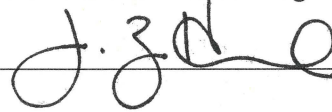
Reviewed by: Phil Hillman, Chief Business Official



**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board approve the Tentative Agreement between the Ontario-Montclair School District (OMSD), Ontario-Montclair Teachers Association (OMTA) and the Ontario-Montclair Professional Therapist Association (OMPTA) Amending the Master Agreement for On-Going Increase to Fringe Benefits and Salary Article at the Conclusion of the 2025 – 2026 Negotiations.

Approved by: James Q. Hammond, Superintendent



## TENTATIVE AGREEMENT

*By and Between*

ONTARIO-MONTCLAIR SCHOOL DISTRICT

*And the*

ONTARIO-MONTCLAIR TEACHERS ASSOCIATION



July 31, 2025

This agreement is entered by and between the and the Ontario-Montclair School District (hereinafter referred to as "District") and the Ontario-Montclair Teacher Association and Ontario-Montclair Professional Therapist Association (hereinafter referred to as "Association"); and collectively ("the Parties").

### ARTICLE XX – SALARIES AND HEALTH AND WELFARE BENEFITS

- Effective July 1, 2025, bargaining unit members shall receive a comprehensive on-schedule increase of one point thirty-three (1.33%) on the salary schedule; and
- Effective July 1, 2025, bargaining unit members shall receive a point sixty seven (0.67%) on-schedule benefits allotment allocated to each plan as follows:
  - o Single Party Plan = \$10,804 (Annual change of \$600)
  - o Two Party Plan = \$20,408 (Annual change of \$1,302)
  - o Family Plan = \$28,376 (Annual change of \$1,800)
- The 2.0% on-schedule total compensation concludes salary and benefits bargaining for the 2025-2026 negotiations.
- The tentative agreement between the District and Associations will require the Association unit membership ratification process and the Ontario-Montclair School District Board of Trustees final approval.

*For the District*

A handwritten signature in blue ink, appearing to read "Hector Macias".

Hector Macias

Deputy Superintendent, Human Resources  
Ontario Montclair School District

8/5/25  
Date

*For the Association*

A handwritten signature in blue ink, appearing to read "Tisha Curry".

Tisha Curry  
President

Ontario-Montclair Teacher Association

8/5/25  
Date

**Ontario-Montclair School District  
Teachers' Annual Salary Schedule  
184 Days**

**PROPOSED**

**Effective: 7/1/2025**

**Date of Board Approved Increase: TBD**

**Increase Applied: 1.33%**

STEP	A	B	C	D	E	F	STEP
1	70,710	70,710	70,710	70,710	74,591	78,694	1
2	70,710	70,710	70,710	73,601	77,650	81,920	2
3	70,710	70,710	72,625	76,620	80,834	85,280	3
4	70,710	71,662	75,604	79,761	84,149	88,776	4
5	70,710	74,600	78,703	83,032	87,599	92,419	5
6	73,607	77,656	81,930	86,437	91,189	96,207	6
7	76,627	80,839	85,289	89,978	94,927	100,150	7
8		84,154	88,782	93,667	98,821	104,255	8
9		87,604	92,425	97,508	102,872	108,532	9
10			96,215	101,508	107,091	112,979	10
11			100,162	105,670	111,478	117,614	11
12			104,267	110,001	116,050	122,437	12
A1			105,767	111,501	117,550	123,937	A1
A2			107,417	113,151	119,200	125,587	A2
A3				114,951	121,000	127,387	A3
A4				116,901	122,950	129,337	A4
A5				119,001	125,050	131,437	A5

*\* Effective 7/1/2022, minimum starting salary, on the teacher salary schedule, shall not be less than Column A Step 5 (A-5).*

Column A	BA
Column B	BA + 15 semester units
Column C	BA + 30 semester units
Column D	BA + 45 semester units or MA
Column E	a) BA + 60 semester units; or b) BA + 45 semester units with MA
Column F	a) BA + 60 semester units with MA; or b) BA + 75 semester units

**Anniversary Years and Increments:**

A1: 15-17	\$1,500
A2: 18-20	\$1,650
A3: 21-23	\$1,800
A4: 24-26	\$1,950
A5: 27+	\$2,100



**Ontario-Montclair School District**  
**Permit Teachers' Annual Salary Schedule - Preschool 6.75 hrs/day**  
**184 Days**

**PROPOSED**

**Effective: 7/1/2025**

**Date of Board Approved Increase: TBD**

**Increase Applied: 1.33%**

STEP	A	B	C	D	E	STEP
1	42,382	44,714	47,176	49,770	52,508	1
2	44,124	46,550	49,110	51,811	54,663	2
3	45,933	48,457	51,124	53,933	56,902	3
4		50,445	53,220	56,146	59,237	4
5		52,514	55,402	58,447	61,664	5
6		54,668	57,673	60,845	64,193	6
7						7
8						8
9						9
10						10
11						11
12						12
A1			59,173	62,345	65,693	A1
A2			60,823	63,995	67,343	A2
A3				65,795	69,143	A3

**Column A**      12-39 acceptable semester units (minimum of 12 core ECE/child development units) and a child development associate teacher or equivalent permit for for assignment in a preschool and/or special center program

**Column B**      40-59 acceptable semester units and a child development teacher permit

**Column C**      60-89 acceptable semester units and a child development teacher permit

**Column D**      90-119 acceptable semester units and a child development teacher permit

**Column E**      120 acceptable semester units, or a B.A degree including a child development teacher permit as outlined by the Title 5 Regulation 80112 or a children's center permit for assignment in a pre-school program

***Anniversary Years and Increments:***

A1: 15-17	\$	1,500
A2: 18-20	\$	1,650
A3: 21+	\$	1,800

# Ontario-Montclair School District

## Nurses' Annual Salary Schedule

184 Days

PROPOSED

Effective: 7/1/2025

Date of Board Approved Increase: TBD

Increase Applied: 1.33%

STEP	A	B	C	D	STEP
1	70,369	74,238	78,322	82,630	1
2	73,250	77,281	81,532	86,015	2
3	76,257	80,451	84,877	89,542	3
4	79,385	83,749	88,356	93,215	4
5	82,637	87,183	91,980	97,039	5
6	86,026	90,759	95,751	101,016	6
7	89,552	94,479	99,674	105,158	7
8	93,223	98,351	103,762	109,469	8
9	97,047	102,386	108,017	113,958	9
10	101,026	106,584	112,445	118,629	10
11	105,169	110,952	117,052	123,496	11
12	109,479	115,501	121,852	128,559	12
A1	110,979	117,001	123,352	130,059	A1
A2	112,629	118,651	125,002	131,709	A2
A3		120,451	126,802	133,509	A3
A4		122,401	128,752	135,459	A4
A5		124,501	130,852	137,559	A5

Column A BA/BSN AND Preliminary  
 Column B BA/BSN + 30 Units OR Clear Credential  
 Column C BA/BSN + 45 semester units OR MA/MSN  
 Column D BA + 75 semester units + Clear Credential, OR  
 MA/MSN + Clear Credential, OR  
 Advanced Nursing Practice Degree + Clear Credential

### Anniversary Years and Increments:

A1: 15-17	\$1,500
A2: 18-20	\$1,650
A3: 21-23	\$1,800
A4: 24-26	\$1,950
A5: 27+	\$2,100



**Ontario-Montclair School District**  
**Speech and Language Pathologist Annual Salary Schedule**  
**184 Days**

**PROPOSED**

**Effective: 7/1/2025**

**Date of Board Approved Increase: TBD**

**Increase Applied: 1.33%**

STEP	A	B	C	STEP
1	77,774	82,052	86,564	1
2	80,961	85,416	90,113	2
3	84,283	88,918	93,807	3
4	87,735	92,563	97,654	4
5	91,336	96,358	101,660	5
6	95,080	100,311	105,826	6
7	98,978	104,420	110,164	7
8	103,033	108,703	114,681	8
9	107,260	113,160	119,385	9
10	111,659	117,799	124,278	10
11	116,236	122,628	129,376	11
12	121,001	127,655	134,679	12
A1	122,501	129,155	136,179	A1
A2	124,151	130,805	137,829	A2
A3	125,951	132,605	139,629	A3
A4	127,901	134,555	141,579	A4
A5	130,001	136,655	143,679	A5

Column A

Column B

Column C

BA + Walver

BA + Walver + Enrolled In Program

MA + Credential or MA + SLP License + COC

**Anniversary Years and Increments:**

A1: 15-17	\$1,500
A2: 18-20	\$1,650
A3: 21-23	\$1,800
A4: 24-26	\$1,950
A5: 27+	\$2,100

**Ontario-Montclair School District**  
**School Psychologists' Annual Salary Schedule**  
**193 Days**  
**PROPOSED**

**Effective: 7/1/2025** **Date of Board Approved Increase: TBD** **Increase Applied: 1.33%**

Title	Days/Hours	Steps					Anniversary Increments				
		I	II	III	IV	V	A1	A2	A3	A4	A5
School Psychologist	193 Days @ 8 hrs.	122,842	128,070	133,295	138,527	143,749	145,249	146,899	148,699	150,649	152,749

**Anniversary Years and Increments:**

A1: 15-17	1,500
A2: 18-20	1,650
A3: 21-23	1,800
A4: 24-26	1,950
A5: 27+	2,100

**PROPOSED**

Ontario-Montclair School District <b>PROPOSED</b> Occupational Therapist/Physical Therapist Annual Salary Schedule						
Effective: 7/1/2025						
Date of Board Approved Increase: TBD						
Increase Applied: 1.33%						
Title	Days	Step				
		I	II	III	IV	V
Occupational Therapist/Physical Therapist - OPT195	229	106,384	110,906	115,421	119,936	124,455

**Anniversary Years and Increments:**

A1: Years 12-14	1,350
A2: Years 15-17	1,500
A3: Years 18-20	1,650
A4: Years 21-23	1,800
A5: Years 24-26	1,950
A6: Years 27+	2,100

**PROPOSED**



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) 8/21/2025  
 Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days) 10/5/2025  
 Estimated Agreement Payment Date (enter Date) 12/1/2025

## 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>1,205.0</u>
Classified: <u>Ontario-Montclair Prof. Therapist Assoc. (OMPTA)</u>	<u>14.0</u>

## Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date) 7/1/2025  
 and ending on: (enter End Date) 6/30/2026

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):	\$ <u>145,349,816.00</u>
Current Year Salary Cost After Settlement (Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):	\$ <u>147,216,887.00</u>
Total Cost Increase or (Decrease):	<u>\$1,867,071.00</u>
Percentage Increase or (Decrease):	<u>1.28%</u>

## SALARY CHANGE FOR AN AVERAGE, REPRESENTED EMPLOYEE FROM PRIOR YEAR

(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

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

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

<u>0</u>
<u>Various</u>
<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:

\$ 35,897,377.00

Proposed Costs:

\$ 36,364,145.00

Total Cost Increase or (decrease):

\$466,768.00

Percentage Change:

1.30%

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

Total Health and Welfare Costs:

Current Costs:

\$ 16,853,725.00

Proposed Costs:

\$ 18,106,424.00

Total Cost Increase or (decrease):

\$1,252,699.00

Percentage Change:

7.43%

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.)

Current 24-25: Health Benefit Cap Based on Medical Plan Selected: Single - \$10,204, Two Party - \$19,106, Family - \$26,576 . Proposed: Health Benefit Cap Based on Medical Plan Selected: Single - \$10,804, Two Party - \$20,408, Family - \$28,376

Current Cap:

\$ 26,576.00

Proposed Cap:

\$ 28,376.00

Average Capped Amount increase or (decrease) per employee

\$1,800.00

6.77%

## 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

\$ 145,349,816.00

Benefits

\$ 52,751,102.00

Total:

\$ 198,100,918.00

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

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

Salaries

\$ 147,216,887.00

Benefits

\$ 54,470,569.00

Total:

\$ 201,687,456.00

TOTAL COST INCREASE OR (DECREASE)

\$3,586,538.00

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

PERCENTAGE CHANGE

1.81%

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

\$ 1,812,471.93

# 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).

N/A

**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 %)*

\$	434,380,014.00
	3%
\$	13,031,400.42

## 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)

10/5/2025

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 2025-2026			
	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
<b>Latest Board-Approved Budget Before Settlement - As of June 26, 2025</b>		<b>Adjustments as a Direct Result of this Proposed Settlement</b>	<b>Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")</b>	<b>Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)</b>
<b>OPERATING REVENUES: LCFF ADA</b>	<b>ADA= 16,738.68</b>	<b>CERT FTE: 1,205</b>	<b>CLASS FTE: 1,310</b>	<b>ADA= 16,738.68</b>
LCFF Sources (8010-8099)	266,130,598.00	0.00	0.00	266,130,598.00
Remaining Revenues (8100-8799)	119,347,442.00	0.00	0.00	119,347,442.00
<b>TOTAL</b>	<b>385,478,040.00</b>	<b>0.00</b>	<b>0.00</b>	<b>385,478,040.00</b>
<b>OPERATING EXPENDITURES</b>				
1000 Certificated Salaries	159,532,923.00	1,842,154.00	209,141.00	161,584,218.00
2000 Classified Salaries	72,202,975.00	24,917.00	1,086,862.00	73,314,754.00
3000 Benefits	114,476,725.00	1,719,467.00	1,063,087.00	117,259,279.00
4000 Instructional Supplies	17,518,971.00	0.00	0.00	17,518,971.00
5000 Contracted Services	51,791,933.00	0.00	0.00	51,791,933.00
6000 Capital Outlay	7,772,743.00	0.00	0.00	7,772,743.00
7000 Other	(491,884.00)	0.00	0.00	(491,884.00)
<b>TOTAL</b>	<b>422,804,386.00</b>	<b>3,586,538.00</b>	<b>2,359,090.00</b>	<b>428,750,014.00</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>(37,326,346.00)</b>	<b>(3,586,538.00)</b>	<b>(2,359,090.00)</b>	<b>(43,271,974.00)</b>
Other Sources and Transfers In	4,666,747.00	0.00	0.00	4,666,747.00
Other Uses and Transfers Out	5,630,000.00	0.00	0.00	5,630,000.00
<b>CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE</b>	<b>(38,289,599.00)</b>	<b>(3,586,538.00)</b>	<b>(2,359,090.00)</b>	<b>(44,235,227.00)</b>
<b>BEGINNING FUND BALANCE 9791-92</b>	<b>148,588,328.00</b>			<b>148,588,328.00</b>
Prior-Year Adjustments 9793-95	0.00		0.00	0.00
<b>NET BEGINNING BALANCE</b>	<b>148,588,328.00</b>		<b>0.00</b>	<b>148,588,328.00</b>
<b>ENDING FUND BALANCE (EFB)</b>	<b>110,298,729.00</b>	<b>(3,586,538.00)</b>	<b>(2,359,090.00)</b>	<b>104,353,101.00</b>
<b>COMPONENTS OF ABOVE EFB:</b>				
Nonspendable (9711-9719)	631,131.00	0.00	0.00	631,131.00
Restricted (9740)	54,433,928.00	0.00	0.00	54,433,928.00
Committed (9750/9760)	42,380,638.42	(3,694,134.14)	(2,429,862.70)	36,256,641.58
Assigned (9780)	0.00	0.00	0.00	0.00
Reserve Economic Uncertainties (9789)	12,853,031.58	107,596.14	70,772.70	13,031,400.42
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
<b>FUND 17 RESERVES (9789) or N/A</b>	<b>\$ -</b>			<b>\$ -</b>

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:

Column 3 includes the salary and benefits increase for Classified, Management, and Confidential employees.



# SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

## First Subsequent Year 2026-2027

	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	Latest Board- Approved Budget Before Settlement - As of June 26, 2025	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)
<b>OPERATING REVENUES: LCFF ADA</b>	<b>ADA= 16,372.86</b>	<b>CERT FTE: 1,195</b>	<b>CLASS FTE: 1,294</b>	<b>ADA= 16,372.86</b>
LCFF Sources (8010-8099)	270,394,147.00	0.00	0.00	270,394,147.00
Remaining Revenues (8100-8799)	113,596,054.00	0.00	0.00	113,596,054.00
<b>TOTAL</b>	<b>383,990,201.00</b>	<b>0.00</b>	<b>0.00</b>	<b>383,990,201.00</b>
<b>OPERATING EXPENDITURES</b>				
1000 Certificated Salaries	158,669,548.00	1,860,576.00	211,232.00	160,741,356.00
2000 Classified Salaries	73,179,014.00	25,166.00	1,097,731.00	74,301,911.00
3000 Benefits	113,712,170.00	1,724,134.00	1,066,327.00	116,502,631.00
4000 Instructional Supplies	11,611,325.00	0.00	0.00	11,611,325.00
5000 Contracted Services	52,161,878.00	0.00	0.00	52,161,878.00
6000 Capital Outlay	1,439,319.00	0.00	0.00	1,439,319.00
7000 Other	(491,884.00)	0.00	0.00	(491,884.00)
<b>TOTAL</b>	<b>410,281,370.00</b>	<b>3,609,876.00</b>	<b>2,375,290.00</b>	<b>416,266,536.00</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>(26,291,169.00)</b>	<b>(3,609,876.00)</b>	<b>(2,375,290.00)</b>	<b>(32,276,335.00)</b>
Other Sources and Transfers In	131,694.00	0.00	0.00	131,694.00
Other Uses and Transfers Out	5,630,000.00	0.00	0.00	5,630,000.00
<b>CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE</b>	<b>(31,789,475.00)</b>	<b>(3,609,876.00)</b>	<b>(2,375,290.00)</b>	<b>(37,774,641.00)</b>
<b>BEGINNING FUND BALANCE (9791) (Pulls from prior year EFB)</b>	104,353,101.00			104,353,101.00
<b>Prior-Year Adjustments (9792-9795)</b>				0.00
<b>NET BEGINNING BALANCE</b>	<b>104,353,101.00</b>			<b>104,353,101.00</b>
<b>ENDING FUND BALANCE (EFB)</b>	<b>72,563,626.00</b>	<b>(3,609,876.00)</b>	<b>(2,375,290.00)</b>	<b>66,578,460.00</b>
<b>COMPONENTS OF EFB (above):</b>				
Nonspendable (9711-9719)	631,131.00	0.00	0.00	631,131.00
Restricted (9740)	31,810,908.00	0.00	0.00	31,810,908.00
Committed (9750/9760)	27,644,245.90	(3,718,172.28)	(2,446,548.70)	21,479,524.92
Assigned (9780)	0.00	0.00	0.00	0.00
Reserve Economic Uncertainties	12,477,341.10	108,296.28	71,258.70	12,656,896.08
Unassigned/Unappropriated (9790)	0.00	0.00	0.00	0.00
<b>State Minimum Reserves %</b>	<b>3.00%</b>	<b>Meets</b>		<b>3.00%</b>
<b>Are budgets in balance?</b>	<b>In Balance</b>	<b>Undesignated Amount</b>		<b>In Balance</b>
<b>Did you adjust reserves? s/b \$0</b>	<b>\$ -</b>			<b>\$ 0.00</b>
<b>FUND 17 RESERVES (9789) or N/A</b>	<b>\$ -</b>			<b>\$ -</b>

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

Includes step and column adjustment of 1%.



# SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE

Ontario-Montclair School District (OMSD)

SCHOOL DISTRICT

## Second Subsequent Year 2027-2028

### OPERATING REVENUES: LCFF ADA

LCFF Sources	(8010-8099)
Remaining Revenues	(8100-8799)
<b>TOTAL</b>	

(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
Latest Board- Approved Budget Before Settlement - As of June 26, 2025	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= 16,096.83	CERT FTE: 1,189	CLASS FTE: 1,294	ADA= 16,096.83
274,608,877.00	0.00	0.00	274,608,877.00
113,767,183.00	0.00	0.00	113,767,183.00
<b>388,376,060.00</b>	<b>0.00</b>	<b>0.00</b>	<b>388,376,060.00</b>

### OPERATING EXPENDITURES

1000 Certificated Salaries
2000 Classified Salaries
3000 Benefits
4000 Instructional Supplies
5000 Contracted Services
6000 Capital Outlay
7000 Other
<b>TOTAL</b>

150,584,457.00	1,879,182.00	213,344.00	152,676,983.00
72,405,288.00	25,418.00	1,108,708.00	73,539,414.00
108,985,726.00	1,728,848.00	1,069,599.00	111,784,173.00
10,593,573.00	0.00	0.00	10,593,573.00
52,740,723.00	0.00	0.00	52,740,723.00
1,439,319.00	0.00	0.00	1,439,319.00
(116,592.00)	0.00	0.00	(116,592.00)
<b>396,632,494.00</b>	<b>3,633,448.00</b>	<b>2,391,651.00</b>	<b>402,657,593.00</b>

### OPERATING SURPLUS/(DEFICIT)

(8,256,434.00)	(3,633,448.00)	(2,391,651.00)	(14,281,533.00)
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Other Sources and Transfers In  
Other Uses and Transfers Out  
CURRENT YEAR INCREASE/  
(DECREASE) TO FUND BALANCE

131,694.00	0.00	0.00	131,694.00
5,630,000.00	0.00	0.00	5,630,000.00
(13,754,740.00)	(3,633,448.00)	(2,391,651.00)	(19,779,839.00)

BEGINNING FUND BALANCE (9791)  
(Pulls from prior year EFB)  
Prior-Year Adjustments (9792-9795)  
NET BEGINNING BALANCE

66,578,460.00			66,578,460.00
			0.00
66,578,460.00			66,578,460.00

### ENDING FUND BALANCE (EFB)

52,823,720.00	(3,633,448.00)	(2,391,651.00)	46,798,621.00
---------------	----------------	----------------	---------------

### COMPONENTS OF EFB (above):

Nonspendable (9711-9719)  
Restricted (9740)  
Committed (9750/9760)  
Assigned (9780)  
Reserve Economic Uncertainties  
Unassigned/Unappropriated (9790)  
State Minimum Reserves %  
Are budgets in balance?  
Did you adjust reserves? s/b \$0  
FUND 17 RESERVES (9789) or N/A

(use whole rounded numbers only)			
631,131.00			631,131.00
26,112,377.00			26,112,377.00
14,012,337.18	(3,742,451.44)	(2,463,400.53)	7,806,485.21
0.00	0.00		0.00
12,067,874.82	109,003.44	71,749.53	12,248,627.79
0.00	0.00	0.00	0.00
3.00%	Meets		3.00%
In Balance			In Balance
\$0.00	OK		\$0.00
\$ -			\$ -

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

Includes step and column adjustment of 1%.

## 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)*:

On schedule salary and benefits allotment increase, as described in the Narrative of Agreement, will be funded from general fund reserves.

**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)*:

Effective July 1, 2025, bargaining unit members shall receive a comprehensive on-schedule increase of one point thirty-three (1.33%) on the salary schedule; and effective July 1, 2025, bargaining unit members shall receive a point sixty-seven (0.67%) on-schedule benefits allotment allocated to each plan as follows: Single Party Plan =\$10,804 (Annual change of \$600); Two Party Plan=\$20,408 (Annual change of \$1,302), Family Plan=\$28,376 (Annual change of \$1,800).

**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 Funding Sources.



# 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 57)	Estimated
		\$15,515.00
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 57)	\$15,164.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)	351.00
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)	2.31%
(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)	(2.25%)
	17,152.81	
	17,547.39	
(F)	Total LCFF % increase or (decrease) plus ADA % change	0.07%
(G)	Indicate Total Settlement Percentage Change from Section 5	1.81%

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

Will be funded from fund balance 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

8/6/2025

Date

8/5/25

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Thursday, August 21, 2025 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

**08/21/25**

**A. PERIOD OF AGREEMENT:**

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

**07/01/25**

**06/30/26**

**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

**\$198,100,918.00**

2. Current Year Costs After Agreement

**\$201,687,456.00**

3. Total Cost Change

**\$3,586,538.00**

4. Percentage Change

**1.81%**

5. Value of a 1% Change

**\$1,812,471.93**

**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	<b>\$52,751,102.00</b>
2.	Cost of Benefits After Agreement	<b>\$54,470,569.00</b>
3.	Percentage Change in Total Costs	<b>3.26%</b>

**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:	<b>\$434,380,014.00</b>
2.	Percentage Reserve Level State Standard for District:	<b>3.0%</b>
3.	Amount of State Minimum Reserve Standard:	<b>\$13,031,400.42</b>

**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)	<b>\$13,031,400.42</b>
5.	Unassigned/Unappropriated (Object 9790)	
6.	<b>Total Reserves: (Object 9789 + 9790)</b>	<b>\$13,031,400.42</b>

**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:	<b>\$13,031,400.42</b>
9.	Percentage of General Fund Expenditures/Uses	<b>3.00%</b>
	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):

On schedule salary and benefits allotment increase, as described in the Narrative of Agreement, will be funded from general fund reserves.

**H. NARRATIVE OF AGREEMENT**

Effective July 1, 2025, bargaining unit members shall receive a comprehensive on-schedule increase of one point thirty-three (1.33%) on the salary schedule; and effective July 1, 2025, bargaining unit members shall receive a point sixty-seven (0.67%) on-schedule benefits allotment allocated to each plan as follows: Single Party Plan=\$10,804 (Annual change of \$600), Two Party Plan=\$20,408 (Annual change of \$1,302), Family Plan=\$28,376 (Annual change of \$1,800).

**I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT**

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

General Funding Sources.

**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

8/6/2025

Date

  
Chief Business Official- signature

8/5/25

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on **8/21/2025** 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

August 21, 2025

**TO:** Elvia Rivas, President and Board of Trustees

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** Management and Confidential Employees On-Going Increase to Salary and Benefits in Alignment with the Ontario-Montclair Teachers Association (OMTA), Ontario-Montclair Professional Therapist Association (OMPTA) and the California School Employees Association (CSEA) and its Chapter #108

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**REQUESTED ACTION**

Approve the Management and Confidential Employees On-Going Increase to Salary and Benefits in Alignment with the Ontario-Montclair Teachers Association (OMTA), Ontario-Montclair Professional Therapist Association (OMPTA) and the California School Employees Association (CSEA) and its Chapter #108.

**BACKGROUND INFORMATION**

Consistent with the terms of the Certificated and Classified bargaining unit members settlement agreements recommended for approval by the Board on August 21, 2025, the recommended salary and, health and welfare benefits, for Management and Confidential employees is as follows:

- Effective July 1, 2025, and in alignment with other bargaining units, management and confidential employees shall receive a comprehensive on-schedule increase of one point thirty-three (1.33%) on the salary schedule as shown in Exhibit A; and
- Effective July 1, 2025, bargaining unit members shall receive a point sixty-seven (0.67%) on-schedule benefits allotment allocated to each plan as follows:
  - Single Party Plan: \$10,804 (Annual change of \$600)
  - Two Party Plan: \$20,408 (Annual change of \$1,302)
  - Family Plan: \$28,376 (Annual change of \$1,800)

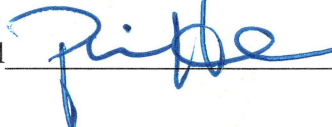
Prepared by: Hector Macias, Deputy Superintendent, Human Resources



**FINANCIAL IMPLICATIONS**

The District has analyzed the financial impact of this salary and benefits allocation on the current and two subsequent fiscal years and is confident in the District's ability to maintain fiscal solvency. Funded from: General Fund Unrestricted and Restricted, and Food & Nutrition. Estimated Financial Impact: \$617,242.

Reviewed by: Phil Hillman, Chief Business Official



**Management and Confidential Employees On-Going Increase to Salary and Benefits in Alignment with the Ontario-Montclair Teachers Association (OMTA), Ontario-Montclair Professional Therapist Association (OMPTA) and the California School Employees Association (CSEA) and its Chapter #108**

August 21, 2025

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board Approve the Management and Confidential Employees On-Going Increase to Salary and Benefits in Alignment with the Ontario-Montclair Teachers Association (OMTA), Ontario-Montclair Professional Therapist Association (OMPTA) and the California School Employees Association (CSEA) and its Chapter #108.

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**  
**Non-Contracted Management Annual Compensation Schedule**  
**PROPOSED**  
**Effective: 7/1/2025**

Date of Board Approved Increase: TBD  
Increase Applied: 1.33%

Title	Days	Step				
		I	II	III	IV	V
<b>Executive Director</b> Business Services/Chief Financial Officer Human Resources SELPA Health and Wellness Services MCE224 (ED)/MCL260 (A)	224/260	190,009	195,736	201,465	207,194	212,919
<b>Director</b> Child Welfare, Attendance and Records Curriculum and Instruction English Learner, Plan Development and Instruction Facilities Planning and Operations Food and Nutrition Services Information Services Learning and Teaching Purchasing Special Education Transportation OMSF, Grant Writing & Strategic Partnership Health, Social/Emotional Learning & Collaborative Services Family and Community Engagement Athletics, Extra-Curricular Activities and Program Support MCE224 (D)/MCL260 (B)	224/260	162,106	169,062	176,019	182,981	189,939
<b>Director II</b> Health, Family and Collaborative Services Special Education Principal Middle School Principal on Assignment MCE212 (F)	212	145,997	152,241	158,485	164,724	170,972
<b>Director II</b> Research and Assessment MCL260 (C)	260	145,997	152,241	158,485	164,724	170,972
<b>Principal Elementary</b> MCE206 (G)	206	141,908	147,971	154,044	160,107	166,179
<b>Coordinator</b> Learning and Teaching Parent Engagement and Community Outreach Expanded Learning Coordinator MCE212 (Q)	212	135,817	141,629	147,449	153,260	159,068
<b>Coordinator</b> Fiscal Services Payroll and Benefits Promise Scholars Program Manager Behavioral Health Project Administrator Early Childhood Development MCE224 (AG)/MCL260 (D)	224/260	135,430	141,206	146,989	152,768	158,547
<b>Program Specialist - Certified</b> Special Education MCE212 (P)	212	133,553	139,236	144,917	150,603	156,280
<b>Assistant Principal, Middle School</b> MCE206 (L)	206	132,236	137,872	143,523	149,164	154,807



Ontario-Montclair School District  
Non-Contracted Management Annual Compensation Schedule

**PROPOSED**

Effective: 7/1/2025

Date of Board Approved Increase: TBD

Increase Applied: 1.33%

Title	Days	Step				
		I	II	III	IV	V
Coordinator Instructional Technology Administrator Health Services MCE206 (H)	206	131,977	137,625	143,278	148,930	154,578
Coordinator Family Services MCE206 (S)	206	128,470	133,018	139,000	144,269	148,554
Assistant Principal, Elementary MCE200 (M)	200	128,425	133,897	139,380	144,862	150,341
Assistant Director Transportation Food and Nutrition Services Operations Network Administrator Manager Technical Support Database Administrator Resource Development Administrator MCL260 (E)	260	124,543	129,849	135,147	140,455	145,754
Administrator Dean MCE206 (N)	206	122,842	128,070	133,295	138,527	143,749
Supervisor Clinical Operations/Regulatory Compliance MCL260 (F)	260	115,681	120,595	125,504	130,416	135,328
Program Specialist - Classified Special Education MCL206 (AG)	240	106,384	110,906	115,421	119,936	124,455
Coordinator Human Resources Clinical Therapist I MCL260 (G)	260	105,495	109,993	114,498	118,994	123,497
Nutritionist MCL260 (H)	260	97,816	103,437	109,058	114,680	120,299
Manager Central Kitchen Program and Operations, Food and Nutrition Services Supervisor Operations Risk Management Supervisor Warehouse Clinical Therapist II MCL260 (I)	260	95,416	100,589	105,770	110,943	116,121

**Ontario-Montclair School District  
Confidential Annual Compensation Schedule**

**PROPOSED**

Date of Board Approved Increase: TBD

Effective: 7/1/2025

Increase Applied: 1.33%

Title	Days	Step	Compensation
Executive Assistant to the Superintendent  CON224 (A)	260	I	104,123
		II	108,486
		III	112,850
		IV	117,209
		V	121,567
Executive Assistant to the Deputy/Assistant Superintendent  CON224 (B)	260	I	97,751
		II	101,834
		III	105,920
		IV	110,012
		V	114,100
Human Resource Analyst - Certificated Human Resource Analyst - Classified Position Control Analyst  CON224 (C)	260	I	95,478
		II	99,471
		III	103,974
		IV	107,976
		V	111,983
Executive Assistant - Confidential  CON224 (D)	260	I	94,059
		II	97,975
		III	101,893
		IV	105,164
		V	109,065
Senior Assistant to the Superintendent  CON224 (F)	260	I	86,472
		II	90,033
		III	93,594
		IV	97,157
		V	100,719

# Information/Announcements

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**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

Ontario, California

August 21, 2025

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

**FROM:** James Q. Hammond, Superintendent

**SUBJECT:** 2024 – 2025 Williams Fourth Quarter Findings Report

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**REQUESTED ACTION**

Receive for information the 2024 – 2025 Williams Fourth Quarter Findings Report.

**BACKGROUND INFORMATION**

As a result of the Williams Lawsuit Settlement, a class action lawsuit against the State of California and its educational agencies, California Education Code 1240 requires the County Superintendent of Schools to annually visit Williams monitored schools. Schools that meet the criteria listed below are eligible for monitoring under Williams settlement Legislation:

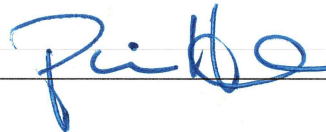
- Schools eligible for Comprehensive Support and Improvement (CSI) under the Every Student Succeeds Act (ESSA); or
- Schools eligible for Additional Targeted Support and Improvement (ATSI) under ESSA; or
- Schools with fifteen percent or more of the school's teachers that do not possess a valid and clear or preliminary teaching credential.

The purpose of the site visit is to:

- Determine if all students have a board-approved material assigned to them for all core subjects to use in school and at home.
- Determine if school facilities are clean, safe and functional.

Visit findings, even if there are none to report, are provided to the school site, district, and local board on a quarterly basis.

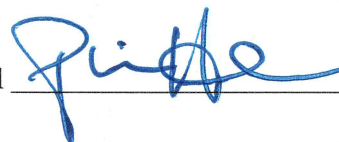
Prepared by: Phil Hillman, Chief Business Official



**FINANCIAL IMPLICATIONS**

None.

Reviewed by: Phil Hillman, Chief Business Official



**2024 – 2025 Williams Fourth Quarter Findings Report**  
August 21, 2025

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board accept for information the 2024 – 2025 Williams Fourth Quarter Findings Report.

Approved by: James Q. Hammond, Superintendent \_\_\_\_\_

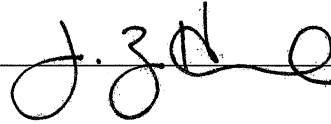
A handwritten signature in black ink, appearing to read 'J. Q. Hammond', is written over a horizontal line.



Exhibit A

**Ontario-Montclair School District  
2024 – 2025 Williams Fourth Quarter Findings Report**

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Area	Findings
<b>Instructional Materials</b>	No findings to report
<b>Facilities</b>	No findings to report
<b>SARC</b>	No findings to report
<b>Teacher Assignments</b>	No findings to report

Submitted by: Phil Hillman, Chief Business Official  
*Quarter:* 4<sup>th</sup> Quarter (April - June 2025)

**ONTARIO-MONTCLAIR SCHOOL DISTRICT**

Ontario, California

August 21, 2025

**TO:** Elvia M. Rivas, President and Board of Trustees  
**FROM:** James Q. Hammond, Superintendent  
**SUBJECT:** 2024 – 2025 Williams Fourth Quarter Uniform Complaint Report Summary

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**REQUESTED ACTION**

Receive for information the 2024 – 2025 Williams Fourth Quarter Uniform Complaint Report Summary.

**BACKGROUND INFORMATION**

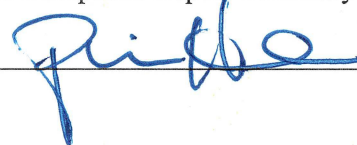
As a result of the Williams Lawsuit Settlement, a class action lawsuit against the State of California and its educational agencies, schools in California, including Ontario-Montclair School District, are required to track the number of Williams complaints received by the District.

A Williams complaint is a complaint subject to the Uniform Complaint process specifically addressing:

- Sufficiency of instructional materials
- Emergency or urgent facilities conditions that pose a threat to the health and safety of pupils or staff
- Teacher vacancies or misassignments

These complaints are to be reported to the Board of Trustees and the county superintendent on a quarterly basis. The fourth quarter Williams Quarterly Uniform Complaint Report Summary is shown in Exhibit A.

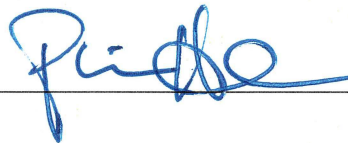
Prepared by: Phil Hillman, Chief Business Official



**FINANCIAL IMPLICATIONS**

None.

Reviewed by: Phil Hillman, Chief Business Official



**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends the Board receive for information the 2024 – 2025 Williams Fourth Quarter Uniform Complaint Report Summary.

Approved by: James Q. Hammond, Superintendent



**Exhibit A**

**2024 – 2025 Williams  
Fourth Quarter Uniform Complaint Report Summary**

**For submission to school district governing board and county office of education**

District Name:

Ontario-Montclair School District

Quarter covered by this report:

4<sup>th</sup> Quarter (Apr - Jun 2025)

<b>3<sup>rd</sup> Quarter</b>	<b>Complaints received</b>	<b>Complaints resolved</b>	<b>Complaints unresolved</b>
<b>Instructional Materials</b>	0	0	0
<b>Facilities</b>	0	0	0
<b>Teacher Vacancy/ Misassignments</b>	0	0	0
<b><u>Totals</u></b>	0	0	0







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](mailto:info@omsd.net)