

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

REGULAR BOARD OF TRUSTEES MEETING

Thursday, November 7, 2024
MINUTES

A. CALL TO ORDER

A regular 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; and Trustees Sarah S. Galvez and Flora Martinez.

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

COMMENTS ON CLOSED SESSION ITEMS

No comments made.

ADJOURNED TO CLOSED SESSION

On a motion by Trustee Brake, seconded by Trustee Galvez, 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 6:03 PM.

C. PLEDGE OF ALLEGIANCE TO THE FLAG

Pledge of Allegiance was led by Sarah S. Galvez, Board Member.

D. ADOPTION OF AGENDA

Upon a motion by Trustee Galvez and seconded by Trustee Martinez, 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 the California Community Schools Partnership Program as Presented by Robert F. Gallagher, Assistant Superintendent, Learning & Teaching and Cara Molina, Executive Director, Health & Wellness 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:

Regina Purcell expressed gratitude to the Board for their support and also shared about her concerns related to the limited resources for newcomer students. Ms. Purcell noted that previous support systems, had been successful and urged the Board to consider reinstating more robust support to help these students succeed academically.

Tracy Lee Taylor, identified herself as president of the OMTA and representing approximately 1,300 staff members. Ms. Taylor shared her concerns about benefits funding and disparities in health insurance costs compared to last year. Ms. Taylor shared that while top administrators receive fully paid benefits, lower-wage employees face higher costs. Ms. Taylor acknowledged that due to low COLA adjustments and budget constraints, salaries would not increase this year.

Trudy Cowan represented OMSD teachers. Ms. Cowan expressed her concerns on the tight deadline of only five days to submit grades after the trimester closes in early October. Ms. Cowan also shared concerns about the challenges of inflation, rising grocery costs, and increasing health insurance expenses, which significantly impact staff. Ms. Cowan requested the District's consideration for additional support with health benefits.

G. CONSENT/INFORMATION CALENDAR

On a motion by Trustee Brake, seconded by Trustee Martinez, 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, October 3, 2024 Regular Meeting Minutes of the Board of Trustees;

b. Business Services

APPROVED, Agenda Item b1, Acceptance of Warrant Registers AP 2425-1107 (*Additional Supporting Information was Available Under Separate Cover*);

APPROVED, Agenda Item b2, Purchase Orders 452859 – 453491 (*Additional Supporting Information was Available Under Separate Cover*);

APPROVED, Agenda Item b3, Purchasing and Contracts Report (PCR) 2425-05;

APPROVED, Agenda Item b4, Acceptance of Gifts/Donations Report: GDR2425-04;

APPROVED, Agenda Item b5, Rejection of Liability Claim 2023-24-011;

APPROVED, Agenda Item b6, Adoption of Resolution 2024-25-54, Authorization to Participate in the Zero Emission School Bus and Infrastructure (ZESBI) Incentive Project;

APPROVED, Agenda Item b7, Budget Adjustments – September 2024;

c. **Human Resources:**

APPROVED, Agenda Item c1, Certificated Personnel Recommendations Report #CERT2425-1107;

APPROVED, Agenda Item c2, Classified Personnel Recommendations Report #CLA2425-1107;

APPROVED, Agenda Item c3, 2025 – 2026 Ontario-Montclair School District School Year Calendar;

APPROVED, Agenda Item c4, Adoption of Resolution 2024-25-55, Recognizing December 2, 2024 as California Day of the Special Educator;

APPROVED, Agenda Item c5, Revised Job Description for Director of Information Services;

APPROVED, Agenda Item c6, Provisional Internship Permit for Alyssa Roman;

APPROVED, Agenda Item c7, Provisional Internship Permit for Danwa Chen;

APPROVED, Agenda Item c8, Provisional Internship Permit for Jingjing Mai;

d. **Learning & Teaching:**

APPROVED, Agenda Item d1, Ontario-Montclair School District School Sponsored Overnight Field Trip List FT2425-03;

APPROVED, Agenda Item d2, Ontario-Montclair School District – Sponsored Travel/Conference/Business for Non-District Employees TCB2425-03;

e. **SELPA:** None.

H. DISCUSSION/ACTION/PUBLIC HEARING:

Superintendent's Office

Upon a motion by Trustee Martinez and seconded by Trustee Brake, the Board of Trustees **APPROVED, Agenda Item H1, First Reading, Waive Second Reading, and Adoption of Resolution 2024-25-56, Adopting a Conflict of Interest Code, by unanimous vote of 5-0-0, by the Board of Trustees.**

Human Resources

Upon a motion by Trustee Martinez and seconded by Trustee Alvarado, the Board of Trustees **APPROVED, Agenda Item H2, Adoption of Resolution 2024-25-57, Allowing Legal Provisions Authorizing Staff to Teach Local Assignments for the 2024 – 2025 School Year, by unanimous vote of 5-0-0, by the Board of Trustees.**

Human Resources

Upon a motion by Trustee Alvarado and seconded by Trustee Brake, the Board of Trustees **APPROVED, Agenda Item H3, Memorandum of Understanding between Ontario-Montclair School District and the Ontario-Montclair Teachers Association regarding a One-Time Incentive for Early Notifications of Retirement/Resignation, by unanimous vote of 5-0-0, by the Board of Trustees.**

Human Resources

Upon a motion by Trustee Galvez and seconded by Trustee Martinez, the Board of Trustees **APPROVED, Agenda Item H4**, Memorandum of Understanding between Ontario-Montclair School District and the California School Employees Association and its Chapter #108 regarding a One-Time Incentive for Early Notifications of Retirement/Resignation, by unanimous vote of 5-0-0, by the Board of Trustees.

Human Resources

Upon a motion by Trustee Alvarado and seconded by Trustee Brake, the Board of Trustees **APPROVED, Agenda Item H5**, One-Time Incentive for Early Notifications of Retirement/Resignation for Management and Confidential Employees, by unanimous vote of 5-0-0, by the Board of Trustees.

Human Resources

Upon a motion by Trustee Galvez and seconded by Trustee Alvarado, the Board of Trustees **APPROVED, Agenda Item H6**, Memorandum of Understanding between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association regarding Collaborative Classroom Models.

Business Services

Upon a motion by Trustee Brake and seconded by Trustee Martinez, the Board of Trustees **APPROVED, Agenda Item H7**, Memorandum of Understanding between the Ontario-Montclair School District and the Ontario-Montclair Professional Therapist Association for Occupational Therapist and Physical Therapist Compensation Based on Caseload, by unanimous vote of 5-0-0, by the Board of Trustees.

Superintendent's Office

Upon a motion by Trustee Brake and seconded by Trustee Martinez, the Board of Trustees **APPROVED, Agenda Item H8**, 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 0410: Nondiscrimination in District Programs and Activities

BP & AR 0450: Comprehensive Safety Plan

BP & AR 0460: Local Control and Accountability Plan

BP 0470: COVID-19 Mitigation Plan (**DELETE**)

BP 0500: Accountability

BP & AR 0510: School Accountability Report Card

BP 0520: Intervention in Underperforming Schools

AR 1220: Citizen Advisory Committees

AR & Exhibit (1 & 2) 1312.4: Williams Uniform Complaint Procedures

BP 1431: Waivers

Business Services

AR 3350: Travel Expenses

BP & AR 3516: Emergencies and Disaster Preparedness Plan

AR & Exhibit 1 3517: Facilities Inspection

BP & AR 3550: Food Service/Child Nutrition Program

BP & AR 3551: Food Service Operations/Cafeteria Fund

BP & AR 3553: Free And Reduced-Price Meals

Human Resources

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

Human Resources (Continued)

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

Learning & Teaching

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

I. CALL OUT OF CLOSED SESSION ACTIONS

Hector Macias, Assistant Superintendent, Human Resources reported the following call out from Closed Session:

On a motion by Trustee Martinez, a second by Trustee Alvarado, a vote of 5 to 0, the Board of Trustees took action to suspend without pay for five days from employment as a permanent Classified Employee Case #D-2024-25-001 per Ed Code 44939. The District will be coordinating those suspension days.

BOARD OF TRUSTEES COMMENTS AND RECOMMENDATIONS

Trustee Martinez expressed her gratitude to the audience for attending the Board meeting.

Trustee Alvarado shared about her recent visits to various events and school sites, praising the Certificated and Classified Support Staff for their excellent work with students and their involvement in extracurricular activities. Trustee Alvarado highlighted that OMSD families are delighted with the school's efforts and wished everyone a restful Thanksgiving break.

Trustee Galvez reassured the audience the Board is listening and thanked them for their input. Trustee Galvez commended the Information Services Department for supporting district-wide events and highlighted the success of National School Bus Safety Week. Trustee Galvez also commended the Print Shop for enhancing the aesthetics of school sites and district offices and concluded her comments by reminding everyone to stay safe in windy conditions.

Trustee Rivas thanked the Ontario Police Officers and OMSD Campus Safety Officers for their presence and the attendees for their contribution to the District's success. Trustee Rivas extended her wishes for a happy and safe Thanksgiving break to all.

SUPERINTENDENT'S COMMENTS

Superintendent Dr. James Q. Hammond expressed appreciation for the public comments and recalled his visits to Vernon Middle School when Ms. Santos taught newcomers. He noted a shift at the secondary level to avoid segregated classrooms and promote inclusion. Dr. Hammond mentioned he would collaborate with Assistant Superintendent Bob Gallagher, Multilingual Learning Director Arlene Rodriguez and Regional Director Kim Tovar to enhance bilingual support for struggling students.

Superintendent Dr. Hammond also thanked Tracy and Trudy for their feedback and reassured every one of the Board's commitments to being effective fiscal stewards while also focusing on maximizing resources for salaries and benefits. Dr. Hammond shared his optimism about this year's negotiations, noting the small differences in benefits and the need for timely meetings. Dr. Hammond stressed the importance of prioritizing salary and benefit discussions to avoid staggered and spaced-out negotiation dates, and urged for more focused meetings to address these and other topics efficiently.

Superintendent Dr. Hammond highlighted community engagement happening across OMSD, noting that approximately 85 parents attended a workshop at the OMSD Parent Ed Center led by Collin Henderson, who also conducted a professional development session at De Anza Middle School later that afternoon. Dr. Hammond thanked Dr. Hughes-Hunter and Irma Sanchez for facilitating these events. Dr. Hammond concluded his comments by highlighting the parent workshop at the West End SELPA, and thanked Dr. Hughes-Hunter for her leadership in having OMSD's Parent Ed Center recognized at a regional level.

INFORMATION/ANNOUNCEMENTS

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

L2. Future Agenda Items

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

L3. Next Regular Board Meeting:

November 21, 2024 at 6:00 PM (Open Session) *

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

Time and location may change.

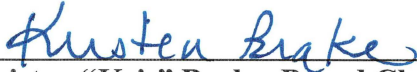
*Please refer to the posted Agenda or visit our District website,

72-hours prior to the Board Meeting

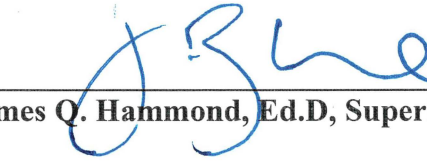
M. ADJOURNMENT

On a motion from Trustee Alvarado and a second by Trustee Martinez, the Board Meeting adjourned at 6:48 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: 21 November 2022

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