CHULA VISTA ELEMENTARY SCHOOL DISTRICT

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EACH CHILD IS AN INDIVIDUAL OF GREAT WORTH

MINUTES
BOARD OF EDUCATION

Regular Meeting – April 16, 2025

Closed Session – 3:00 P.M.
Open Session – 6:00 P.M.

Dr. Lowell J. Billings Board Room, Education Service and Support Center
Streamed Online

ORDER OF BUSINESS

1. OPENING PROCEDURES

President Ugarte called the meeting to order at 3:03 P.M. with all Board Members present.

A. Roll Call

Members Present:
Ms. Lucy Ugarte, President
Mr. Francisco Tamayo, Vice President
Ms. Delia Dominguez Cervantes, Clerk
Ms. Keren Ramirez Dominguez, Member
Ms. Jessica R. Tolston, Member

Members Absent:
None

Others Present:
Dr. Eduardo Reyes, Superintendent
Ms. Sharon Casey, Asst. Supt. Student Services
Ms. Jessica Morales, Area Asst. Supt., Innovation and Instruction
Mr. Jason Romero, Asst. Supt. Human Resources
Mr. Mark Pong, Asst. Supt. of Business Services and Support
Ms. Maria Montgomery, Executive Director, Instructional Services and Support
Ms. Lalaine Perez, Executive Director, Language Development/State & Federal Program
Ms. Giovanna Castro, Director of Communications

Ms. Araceli Guzman, Supt. and Board of Education Administrative Manager
Ms. Paloma Romo, Secretary II

2. APPROVE AGENDA

A. Approval of Agenda

Motion: DOMINGUEZ CERVANTES, Second: TAMAYO, Vote: UNANIMOUS

3. ORAL COMMUNICATIONS ON CLOSED SESSION ITEMS

A. Oral Communications for Closed Session Items

The Oral Communications section provides the public with an opportunity to address the Board on closed session items only. Persons wishing to be heard may attend in person and should complete a "Request to Be Heard" card and submit it to the Recording Secretary before the start of the meeting. Speakers are requested to limit their remarks to three minutes and speak in a respectful and professional manner. The Board shall limit the total time for public input on each topic to 20 minutes. With Board consent, the President may increase or decrease the time allowed for public comments depending on the number of persons wishing to be heard. The Board of Trustees cannot legally take action or respond to matters not posted on the public agenda due to government code, but will refer the matter to the Superintendent for review and report.

No speakers.

4. ADJOURN TO CLOSED SESSION

A. Closed Session Information

President Ugarte adjourned to closed session at 3:06 P.M. in accordance with the following:

B. Government Code Sections 3549.1(d) and 54957.6: Collective Bargaining/Employee Negotiations; Agency Negotiators: Adams Silva & McNally LLP; Employee Organizations: Chula Vista Classified Employees Organization (CVCEO); Chula Vista Educators (CVE); Nonrepresented Employees; Administrators Association Chula Vista (AACV)

C. Government Code Section 54957(b)(1): Public Employee Discipline/Dismissal/ Release

D. Conference with Legal Counsel Anticipated Litigation Pursuant to Government Code Section 54956.9 Subsection D2 (4 Cases) REVISION

E. Government Code Section 54956.8: Conference with Real Property Negotiator Property Location: 845 Broadway, Chula Vista, CA 91911, APN# 572-270-6200/760-235-7300 Negotiating Parties: Chula Vista Elementary School District and Metropolitan Area Advisory Committee on Anti-Poverty of San Diego County, Inc. (MAAC)

F. Education Code Section 35146: Consider Waiver of Student Expulsion Hearing and Stipulated Suspended Expulsion Agreement Student No. 615792

G. Government Code Section 54956.9(d)(1): Conference with Legal Counsel – Existing Litigation in Office of Administrative Hearings, Case No. 2024101087

H. Government Code Section 54956.9(d)(1): Conference with Legal Counsel – Existing Litigation in Office of Administrative Hearings, Case No. 2024101124

5. RECONVENE TO OPEN SESSION

A. Call to Order/Roll Call

President Ugarte reconvened to open session at 6:10 P.M. with all Board Members present.

Members Present:
Ms. Lucy Ugarte, President
Mr. Francisco Tamayo, Vice President
Ms. Delia Dominguez Cervantes, Clerk
Ms. Keren Ramirez Dominguez, Member
Ms. Jessica R. Tolston, Member

Members Absent:
None.

Others Present:

Dr. Eduardo Reyes, Superintendent
Ms. Sharon Casey, Asst. Supt. Student Services
Ms. Jessica Morales, Area Asst. Supt., Innovation and Instruction
Mr. Jason Romero, Asst. Supt. Human Resources
Mr. Mark Pong, Asst. Supt. Business Services and Support
Ms. Maria Montgomery, Executive Director, Instructional Services and Support
Ms. Lalaine Perez, Executive Director, Language Development/State & Federal Program
Ms. Giovanna Castro, Director of Communications
Ms. Araceli Guzman, Supt. and Board of Education Administrative Manager
Ms. Paloma Romo, Secretary II

B. Report Out from Closed Session

Government Code Section 54957(b)(1): Public Employee Discipline/Dismissal/ Release

Employee No. 2010425990

Motion: TAMAYO, Second: TOLSTON, Vote: UNANIMOUS

Conference with Legal Counsel Anticipated Litigation Pursuant to Government Code Section 54956.9 Subsection D2 (1 Case)

Petition for Late Claim of Minor I.C.

Motion: TAMAYO, Second: TOLSTON,
Vote: Ayes: RAMIREZ DOMINGUEZ, TAMAYO, TOLSTON, UGARTE
Absent: NONE; Noes: NONE; Abstain: DOMINGUEZ CERVANTES

Government Code Section 54956.9(d)(1): Conference with Legal Counsel – Existing Litigation in Office of Administrative Hearings, Case No. 2024101124

Motion: TAMAYO, Second: RAMIREZ DOMINGUEZ, Vote: UNANIMOUS

Government Code Section 54956.9(d)(1): Conference with Legal Counsel – Existing Litigation in Office of Administrative Hearings, Case No. 2024101087

Motion: TAMAYO, Second: TOLSTON, Vote: UNANIMOUS

Education Code Section 35146: Consider Waiver of Student Expulsion Hearing and Stipulated Suspended Expulsion Agreement Student No. 615792

Motion: TAMAYO, Second: TOLSTON, Vote: UNANIMOUS

Conference with Legal Counsel Anticipated Litigation Pursuant to Government Code Section 54956.9 Subsection D2 (1 Case)

Investigate Trustee Tamayo, as requested by Trustee Tamayo: initiate an investigation with a neutral third-party into the allegations regarding inappropriate managing of contracts for Trustee Tamayo, as requested by Trustee Tamayo

Motion: DOMINGUEZ CERVANTES, Second: TOLSTON,
Vote: Ayes: DOMINGUEZ CERVANTES, *RAMIREZ DOMINGUEZ, TOLSTON, UGARTE*
Absent: NONE; Noes: NONE; Abstain: TAMAYO

Conference with Legal Counsel Anticipated Litigation Pursuant to Government Code Section 54956.9 Subsection D2 (1 Case)

Investigate, per Superintendent Reyes request: initiate an investigation with a neutral third-party investigator, the allegations regarding inappropriate managing of contracts by Dr. Reyes.

Motion: DOMINGUEZ CERVANTES, Second: TOLSTON, Vote: UNANIMOUS

Conference with Legal Counsel Anticipated Litigation Pursuant to Government Code Section 54956.9 Subsection D2 (1 Case)

Item to investigate, using a neutral third-party, allegations of retribution by Trustee Dominguez Cervantes against an employee

Motion: TOLSTON, Second: UGARTE,
Vote: Ayes: RAMIREZ DOMINGUEZ, TOLSTON, TAMAYO, UGARTE
Absent: NONE; Noes: NONE; Abstain: DOMINGUEZ CERVANTES

President Ugarte reconvened to open session at 6:15 P.M. with all Board Members present.

C. Pledge of Allegiance

President Ugarte called on Mr. Jason Romero to lead the Pledge of Allegiance.

6. APPROVE AGENDA

A. Approval of Agenda

Motion: TAMAYO, Second: DOMINGUEZ CERVANTES, Vote: UNANIMOUS

7. COMMUNICATIONS TO THE BOARD OF EDUCATION

A. Chula Vista Classified Employees Organization

President Angela Reed shared heartfelt remarks in alignment with the District's recognition of Bus Driver Day and Classified Employee Week. She emphasized the importance of not only celebrating the contributions of classified employees but also ensuring that expressions of appreciation are matched with meaningful action and respect in the workplace.

While acknowledging the District's appreciation efforts, President Reed cautioned that words may ring hollow when employees continue to face scrutiny and inequities. She noted that CVCEO works diligently alongside the District to address daily issues impacting classified staff. Examples included:

1. Inadequate compensation for substitute classified employees, resulting in a limited pool of applicants.
2. Routine assignment of duties outside of job descriptions at school sites.
3. Imposition of arbitrary standards and requirements on classified employees.

She raised particular concern regarding paraprofessionals in Special Education, who are often expected to perform specialized healthcare procedures—such as tube feeding and colonoscopy care—despite not being medically qualified or appropriately certified. These tasks typically require CPR certification, which is not included in their job description. Additionally, paraprofessionals are frequently assigned to lunch supervision during field trips without compensation, in contrast to their certificated counterparts.

President Reed also addressed the physical and emotional challenges classified staff endure, such as exposure to violent student behavior. She called for increased behavior support services and professional development in de-escalation, intervention strategies, and mental health resources. Furthermore, she highlighted the shortage of sanitation supplies, which places custodians under undue pressure and criticism despite unrealistic expectations.

B. Chula Vista Educators

Mr. Thomas Perezchica read a statement for President Rosi Martinez.

On behalf of CVE, congratulations to all the Teachers of the Year recognized tonight. There is no doubt that we have the most amazing, hard-working teachers

in this district. This is just an opportunity to highlight a handful of them and uplift their dedication and positive impact on students in Chula Vista.

We are happy to have our Tentative Agreement in front of you tonight for approval. We are very proud of our bargaining team that is dedicated to continuing to improve our contract language. In the agenda you also have our sunshine that we will begin to negotiate soon. We are especially thankful that the board and the district recognize the importance of supporting the Community Schools structure to best support our students and their communities.

We cannot focus on our negotiations yet since during this time of year we continue to be challenged with the displacement process. The biggest barrier we face is the process taken for projections. This is not the first year we have brought up this concern. As elementary school teachers, we are not only encouraged but expected to establish community within our school sites but then we get moved around like chess pieces with no regard to the impact on the community. We ask that the district look for better ways to move forward to avoid unnecessary stress and disruption to our teachers and their school sites.

Finally, we want to recognize the hard work that is going into the Rigorous Learning for All. CVE appreciates the collaborative relationship that we have established through Consultation and look forward to continuing the work in service of our students.

C. Administrators Association Chula Vista

President Theresa Corona opened her remarks by affirming that students are the reason all staff members do the work they do. She emphasized that the wellbeing, growth, and success of students—and the overall health of the school system—must remain the guiding force behind every decision and action.

She commended principals, associate principals, and staff across the District for their deep commitment to their school communities, ensuring that students are safe, supported, and appropriately challenged. At its core, she said, leadership is about doing what is best for students.

President Corona highlighted the significant progress AACV has made in recent months, crediting the organization's strong collaboration with the District. This progress has been achieved through shared decision-making, consultation, and joint engagement with CVE and District leadership, all supported by open lines of communication.

She expressed gratitude for the opportunity AACV has had to contribute meaningfully to discussions that shape the future of schools and the District. These steps reflect the kind of professional partnership and alignment needed to sustain a student-centered culture.

8. ORAL COMMUNICATIONS

A. Oral Communications Guidelines

The Oral Communications section provides the public with an opportunity to address the Board on non-agenda items. Persons wishing to be heard may attend in person and should complete a "Request to Be Heard" card and submit it to the Recording Secretary before the start of the meeting. Speakers are requested to limit their remarks to three minutes and speak in a respectful and professional manner. The Board shall limit the total time for public input on each topic to 20 minutes. With Board consent, the President may increase or decrease the time allowed for public comments depending on the number of persons wishing to be heard. The Board of Trustees cannot legally take action or respond to matters not posted on the public agenda due to government code but will refer the matter to the Superintendent for review and report.

There were 10 speakers.

- Terri Torres, staff member, spoke on behalf of classified substitutes, advocating for more competitive pay to ensure fair compensation and improved recruitment and retention.
- Rosemary Lowery, parent and community member, expressed concern over recent publications alleging conflicts of interest involving the District.
- Barbara Poukkula, CVCEO Vice President of Communications, expressed concern regarding the growing number of unfilled substitute assignments, attributing the issue to low wages for classified employees, which continues to impact the availability and recruitment of substitute staff.
- Rebecca Reed, clerical substitute, discussed the dire need for subs districtwide, concerns with unfilled assignments, and minimum wage pay of $16.50/hr.
- Claudia Perezchica, Behavioral Specialist Instructional Assistant at Greg Rogers Elementary, expressed concern that low wages for classified substitutes are contributing to a shortage of available substitutes and an increasing number of unfilled assignments.
- Noelle Cravens, parent, praised the Board's decision to conduct investigations, and expressed concerns over recent publications alleging conflicts of interest involving the District.
- Bertha Lopez, community member commended Voice of San Diego for recent publications regarding CVESD's conflict of interest allegations and praised the Board for their decision to conduct a third-party investigation.
- Michelle Braaton expressed concern about the lack of competitive classified substitute pay.
- Viridiana Ward, parent, expressed concern with the transportation department mishandling incidents related to autistic children.
- Renee Olmeda from The Learning Choice Academy extended an invitation to two upcoming events: Annual Research Project Showcase on May 19th, and the High School Graduation, on May 30th, at Balboa Park.

9. ORAL PRESENTATIONS AND WRITTEN REPORTS

A. District Safety/Health Update

Mr. Jason Romero provided a comprehensive update on district safety initiatives:

- Campus Security Cameras: Full implementation of security cameras at all sites is expected by June 30, 2025.
- Safety Window Tinting: A proposal has been requested to install safety window tints at all schools. These tints darken classrooms when lights are turned off, preventing exterior visibility and enhancing lockdown effectiveness. Additionally, the tinting makes glass shatter-resistant, addressing concerns that blinds are either ineffective or not consistently used during emergencies.
- School Access Control: In response to concerns about ease of access to campuses, the District is pursuing the installation of a buzzer entry system. The system would include an exterior-facing camera and allow controlled entry only after visitor clearance. A quote is currently being obtained.
- Traffic Safety Collaboration: The District is working closely with school traffic control teams and the City. Recommendations have been provided to the City, which is responsible for implementing public-site traffic adjustments.
- Traffic Survey: A third-party firm will conduct a traffic safety survey at 13 schools. The study, scheduled within the next two months, will inform recommendations made to the City's traffic division. Currently, many schools rely on cones to block off traffic for student safety.
- Human Resources and Safety Training: The hiring process has been streamlined, with fingerprinting and health screenings now conducted in-house. The District is also implementing internal CPR training. Safety Manager Ahmed is already certified, and staff member Darren is scheduled for training. CPR equipment will be purchased, allowing the District to reduce training costs by half.

Board Members had an opportunity to comment and ask questions.

B. Presentation of Second Chance Breakfast and Community Schools

Ms. Sharon Casey provided an update on the Second-Chance Breakfast program by Community Schools.

After the March Board meeting, the coordinator implemented a short-term solution for placing a grab-n-go cart in the front office at the eight Community Schools. The carts are accessible to students arriving late.

The long-term objective is to work with Child Nutrition Services (CNS) to provide second-chance breakfast for all other schools. The guidelines for the U.S. Department of Agriculture (USDA) state that snacks must be served before 10 am and must be an hour between both meals. Students would swipe the meal card, but they cannot have two meals. It might impose a conflict with bell schedules at the remaining schools.

President Ugarte stated that this program was in place prior to COVID, but many schools stopped post COVID. She also requested data on students acting out. The

first question for them should be if they had breakfast. This will help determine if there is a need for this service and if it is sustainable. Ms. Casey does not know why some schools stopped but she will check with CNS on the reason behind it.

Board Member Tolston asked if any schools currently have the long-term solution in place. Ms. Casey shared that Otay and Rice currently do. Additionally, she is working with lead principals, to help schools implement this program.

Board Member Ramirez Dominguez suggested less sugary options for breakfast. Ms. Casey affirmed that there are very clear, healthy guidelines.

Vice President Tamayo requested data on the number of students taking advantage of second chance breakfast. This will guide us on the need. Ms. Casey will provide information in a Board update.

10. CONSENT CALENDAR

A. Approval of Consent Calendar

The following items listed under Consent Calendar are considered by the Board in one action. There will be no discussion on these items prior to the time the Board votes on the motion unless members of the Board, staff, or public request specific items to be discussed and/or removed from the Consent Calendar.

Prior to approval of Consent Calendar, Items 10.C. E, K, 10.E., 10.F., 10.K., 10.N., and 10.O. were pulled by the Public. The staff pulled Items 10.C., and 10.PP.

Items 10.C. Subsection K, 10.D.-10.O., 10.AA., 10.DD., 10.EE., 10.FF., 10.HH., 10.II., 10.KK., and 10.PP. were pulled Board Member Ramirez Dominguez, Items 10.G.-10.L. by Board Member Tolston, 10.C. Subsection G., 10.E., 10.G.10.L., 10.M., 10.N., 10.PP. by Clerk Dominguez Cervantes, and Item 10.E. by Vice President Tamayo.

President Ugarte announced that, moving forward, all votes will be stated individually. The Recording Secretary will call each Board Member by last name and record their vote accordingly.

Motion: TAMAYO, Second: DOMINGUEZ CERVANTES, Vote: UNANIMOUS

B. Adopt Board of Education Meeting Minutes: Regular Meeting and Special Meeting

C. Approve and/or Ratify Human Resources Items A Through K **(2024-25.097)**

There was one speaker:

- Parent Noelle Cravens referenced a recent article regarding an investigation involving a staff member who recently resigned and asked if the findings would be disclosed to the public.

  Dr. Reyes responded that an employee may resign at any time; however, a resignation does not halt or influence the course of an investigation. He added that once the investigation is completed, its disclosure to the public is subject to Board approval.

There was one speaker for Subsection K Consultants:

- Parent Noelle Cravens inquired about Voler Strategic Advisors, specifically regarding the services provided, associated cost benefits, and whether Board approval was required prior to the commencement of services.

  Dr. Reyes responded that Voler is a communications firm that supports numerous school districts in areas such as marketing strategies, crisis management, and emergency response efforts.

Board Member Ramirez Dominguez inquired on:

Subsection K Consultants:

- Transfinder School Bus Routing Software System: Is the update necessary? Mr. Pong explained that the update is required, as the system is transitioning from a desktop-based platform to a cloud-based system. He also noted that this change results in a cost difference.

Board Member Dominguez Cervantes inquired on:

Subsection G Release of Temporary Certificated Employees Effective End of the 2023-24 School Year:

- Addressed a typographical error in the item title, which referenced a release date at the end of the 2023–24 school year. She believes it should instead reflect the 2024–25 school year. Dr. Reyes confirmed the correction, noting the date should read 2024–25.

Motion: TAMAYO, Second: TOLSTON, Vote: UNANIMOUS

D. Approve Agreement with Elite Athlete Services, Inc., and Chula Vista Elementary School District

Board Member Ramirez Dominguez expressed interest in holding similar events more regularly and in expanding opportunities to include more parents. Dr. Reyes expressed strong support for these efforts and confirmed that such events will continue.

Motion: RAMIREZ DOMINGUEZ, Second: TAMAYO, Vote: UNANIMOUS

E. Approve Agreement on Fiscal Crisis Management Assistant Team (FCMAT) in the Human Resources Services and Support Department and Business Services and Support Department

There was one speaker:

- Parent Noelle Cravens asked whether the District has previously hired the agency conducting the audit and inquired about the anticipated duration of the process.

  Dr. Reyes responded that while the agency is currently supporting districts in the Los Angeles area due to the wildfires, they will begin work with the District as soon as that support concludes.

  Mr. Pong added that FCMAT is a reputable statewide organization based in Sacramento that assists school districts throughout California.

  Clerk Dominguez Cervantes noted that two bullet points under Section 1: Budget Development were duplicated. Dr. Reyes acknowledged the duplication

and confirmed the item should be listed only once. He also clarified that the scope of work was previously discussed at last month's meeting and presented to FCMAT, who drafted the proposed list of services as stated on this agenda item.

Clerk Dominguez Cervantes further requested a revision in Section 2, recommending the removal of the words "may" and "be" so the language reads: "The review will include, not limited to…"

She also referenced her original request for the audit during the July meeting and asked that the **contract bidding process** be added to the scope of services. Dr. Reyes agreed to communicate this addition to FCMAT and noted that the change may result in an increased cost.

Approved with revisions to modify the wording in Section 1, and to amend the scope of the audit in Section 2.

Motion: TAMAYO, Second: RAMIREZ DOMINGUEZ, Vote: UNANIMOUS

F. Approve Agreement Between Active Internet Technologies, dba Finalsite and the Chula Vista Elementary School District Related to the District's Website and Communications Systems, for the Period of April 17, 2025, Through May 31, 2030

Board Member Ramirez Dominguez requested clarification regarding the agreement. Senior Director of Information Technology Jacob Angelo explained that the District currently uses School Messenger, which is part of PowerSchool, but noted it is an antiquated system.

He shared that Finalsite is a modernized communications platform that will improve the efficiency and consistency of messaging. With Finalsite, all school websites will operate under a single, unified system, providing uniform messaging, a standardized platform, and a more accessible portal for parents.

Director of Communications Giovanna Castro noted that the new system will allow for faster, streamlined communication with families and staff, especially during critical situations. Additionally, Finalsite is more cost-effective compared to maintaining multiple, separate platforms.

Motion: TAMAYO, Second: DOMINGUEZ CERVANTES, Vote: UNANIMOUS

G. Adopt Resolution Designating the Month of April as National Month of the Military Child in the Chula Vista Elementary School District **(2024-25.098)**

Board Member Tolston emphasized the importance of acknowledging and supporting children of military families. She shared a personal connection, noting that her own son is part of a military family, and that her late husband—a veteran—was certified to have passed away due to a service-related injury. In honor of military families, she read the resolution aloud in its entirety.

Motion: TOLSTON, Second: RAMIREZ DOMINGUEZ, Vote: UNANIMOUS

H. Adopt Resolution in Recognition of Classified School Employees and Designating May 18-24, 2025, as Classified School Employee Week in the Chula Vista Elementary School District **(2024-25.099)**

Board Member Ramirez Dominguez read the resolution aloud in its entirety in honor of classified school employees.

Motion: RAMIREZ DOMINGUEZ, Second: TOLSTON, Vote: UNANIMOUS

I. Adopt Resolution in Recognition of Bus Driver's on April 22, 2025, as School Bus Driver's Appreciation Day in the Chula Vista Elementary School District **(2024-25.100)**

Vice President Tamayo read the resolution aloud in its entirety in honor of bus drivers.

Motion: TAMAYO, Second: DOMINGUEZ CERVANTES, Vote: UNANIMOUS

J. Adopt Resolution in Recognition of Teachers and Designating May 14, 2025, as Day of the Teacher in the Chula Vista Elementary School District **(2024-25.101)**

Clerk Dominguez Cervantes read the resolution aloud in its entirety in honor of teachers.

Motion: DOMINGUEZ CERVANTES, Second: RAMIREZ DOMINGUEZ, Vote: UNANIMOUS

K. Adopt Resolution in Recognition of School Nurses and Designating May 7, 2025, as School Nurse Day in the Chula Vista Elementary School District **(2024-25.102)**

President Ugarte read the resolution aloud in its entirety in honor of school nurses.

Motion: TAMAYO, Second: DOMINGUEZ CERVANTES, Vote: UNANIMOUS

L. Adopt Resolution in Recognition of Principals' and Designating May 1, 2025, as School Principals' Day in the Chula Vista Elementary School District **(2024-25.103)**

Superintendent Dr. Reyes read the resolution aloud in its entirety in honor of principals.

Motion: TAMAYO, Second: RAMIREZ DOMINGUEZ, Vote: UNANIMOUS

M. Approve Service of Final Layoff Notices to Certain Certificated Employees

Board Member Ramirez Dominguez reflected on her previous vote regarding layoff notices and expressed that she now believes it was not the right decision. She requested to recount her vote. President Ugarte clarified that while the Board may vote on the current item, it is not possible to recount a previous vote.

Clerk Dominguez Cervantes reflected on her vote during February's Board meeting. She was compelled to approve the item with the removal of teachers from the list. However, she understood approving the complete list was necessary to move the budget along. Additionally, Dr. Reyes committed to working with Human Resources on reinstating teachers. She now requests an update on the process of reinstating teachers.

Mr. Romero explained that the District is currently in the displacement phase. When school sites experience a drop in enrollment, positions must be reduced, resulting in teacher displacement.

He shared that the District recently met with CVE to review the process. Currently, 28 teachers are displaced, but there are 45 open positions. Displaced teachers have first priority for these vacancies. In the initial round, 18 of the 28 teachers received their first or second choice of assignment. The process is now in its second phase, during which the remaining displaced teachers are being matched to the remaining openings, based on qualifications and credential requirements. This is a CVE-approved process

Motion: TAMAYO, Second: TOLSTON, Vote: FAILS
Vote: Ayes:, TOLSTON, TAMAYO, Absent: NONE;
Noes: DOMINGUEZ CERVANTES, RAMIREZ DOMINGUEZ, UGARTE; Abstain: NONE

N. Approve Services of Final Layoff Notices to Certain Classified Employees

Board Member Ramirez Dominguez expressed concern over the number of vacant positions for Special Education, Behavioral, and Regular Education Instructional Aides (IAs) and questioned why laid-off employees were not being placed in those roles.

Mr. Romero clarified that all IAs from eliminated positions had already been placed in IA roles for the upcoming school year. For example, an IA whose English Language Learner (ELL) position was eliminated has been reassigned to a Special Education IA role and notified accordingly.

Clerk Dominguez Cervantes disagrees that the affected employees have been notified of a reassignment. She added that a couple of employees approached her stating that they have not been notified of a reassignment, and it appears that the CVCEO President concurs.

President Ugarte inquired why the eliminated positions are being left open and whether, once layoff employees are placed elsewhere, the Board could vote to eliminate the full-time equivalents (FTEs) no longer funded.

Mr. Pong explained that some of the positions were part of potential budget reduction measures, and that School Site Councils (SSCs) help to determine what positions are needed at each site.

Executive Director of Human Resources Jorge Mora noted that the layoff process began two months ago in collaboration with CVCEO. While layoffs occurred primarily in general education IA roles, Human Resources is working with the union to explore placing laid-off employees in other classifications. However, all positions must be posted and filled through the proper process.

Dr. Reyes recommended proceeding with the item but removing IA and IA ELL positions from the layoff list.

Mr. Romero confirmed that the exhibit detailing the affected positions was included in the prior month's agenda item.

Vice President Tamayo requested a short recess to allow Human Resources to retrieve the Exhibit and make copies available to the public.

President Ugarte announced a break at 8:15 P.M., and the meeting reconvened at 8:28 P.M..

Upon reconvening, Clerk Dominguez Cervantes requested clarification of the assignments, and Vice President Tamayo on the total number of reductions. Mr. Romero clarified that the total FTE (Full-Time Equivalent) reduction proposed was 14.94, as stated in the Exhibit.

Dr. Reyes again suggested removing IA and IA ELL positions from the list. Board Member Ramirez Dominguez raised concerns about the proposed firing of 2.42 Noon Duty Supervisor FTEs, noting that the District recently hired seven.

Dr. Reyes responded, making it very clear, that employees are being laid off, not fired, and that FTE refers to position hours, not headcount.

Vice President Tamayo voiced concern about schools using site budgets to create positions one year and eliminate them the next. He acknowledged his opposition to the cuts but recognized that they are necessary due to the District's budget deficit, stating: *"We have a system that is not sustainable and cannot maintain all these positions."* Mr. Romero further explained that if the District does not take action to these site layoffs, the District would end up being responsible for funding them, yet the site may no longer have the need.

Clerk Dominguez Cervantes suggested hiring these positions on a temporary assignment similar to temporary teachers.

There was one public comment:

- Rosemary Lowery spoke in support of retaining the Coordinator of Parent Engagement Liaison position.

Clerk Dominguez Cervantes asked how parent engagement services would continue at the site level without the coordinator position. She disagrees with eliminating the Parent Engagement Liaison Coordinator position.

Dr. Reyes responded that while the position is being eliminated, the Communications Department, led by Ms. Castro and her team, would assume responsibility for outreach and site support. He emphasized that services are not being cut—only the position. He added that the fiscal impact of the position, including benefits, totals $140,000/year.

Vice President Tamayo motioned to approve the item with the exception of the following positions, which would be removed from the layoff list:

- Instructional Aide (IA)
- Instructional Aide – English Language Learner (IA ELL)

Clerk Dominguez Cervantes proposed an amendment to also remove the Parent Engagement Liaison position from the list of eliminations. She emphasized that parent partnerships with staff are critical to student success and should be supported through dedicated roles.

Vice President Tamayo motioned to approve the item with the exception of the following positions, which would be removed from the layoff list:

- Instructional Aide (IA)
- Instructional Aide – English Language Learner (IA ELL)
- Noon Duty Supervisors

The Board proceeded with the motion and approved the amendment.
Motion: TAMAYO, Second: TOLSTON
Vote: Ayes: RAMIREZ DOMINGUEZ, TAMAYO, TOLSTON,
Absent: NONE; Noes: DOMINGUEZ CERVANTES, UGARTE; Abstain: NONE

O. Ratify Student Attendant Campus Substitute Employees

Board Member Ramirez Dominguez requested clarification on this item.

Mr. Romero explained that the proposal mirrors the District's existing model for district-assigned teacher substitutes, who receive a higher salary in exchange for being guaranteed daily work across various sites based on need. These positions are often referred to as "roving" substitutes.

Board Member Tolston requested a budget analysis that also includes other classified substitute positions.

Dr. Reyes confirmed that Mr. Pong will prepare and provide a comprehensive budget analysis, which will include:
- The cost associated with each classified substitute position
- An outline of potential services that may need to be reduced in order to fund the proposed increases

Motion: TAMAYO, Second: DOMINGUEZ, CERVANTES, Vote: UNANIMOUS

P. Review and Accept Quarterly Report to the San Diego County Office of Education on Williams Complaints for the Period of January Through March 2025

Q. Approve Agreement with the San Diego County Office of Education for Life Science Camps for Military-Connected Students for the Period of June 1, 2025, Through May 31, 2028

R. Request Approval to Apply for a Waiver to Authorize Title I Schoolwide Program for Sonia Sotomayor and Thurgood Marshall Elementary Schools for the 2025-26 School Year

S. Approve Agreement with Student Achievement Partners (District Impact Lab) for the Period of March 17, 2025, Through June 30, 2026

T. Approve Agreement with McGraw Hill for Achieve3000® Boost Literacy Licenses and Comprehensive Support for the Period of July 1, 2025, Through June 30, 2026

U. Approve Agreement with Balfour Beatty Construction for Preconstruction and Construction Management Services for Mae L. Feaster Charter School Portable and Parking Lot Project, for the Period of April 17, 2025, Through Completion of the Project

V. Approve Annual Requests for Use of District Facilities from Nonprofit and Community Organizations, Clubs, and Associations, and Certain Commercial Organizations, for the Period of July 1, 2025, Through June 30, 2026

W. Approve Agreement with Balfour Beatty Construction for Preconstruction and Construction Management Services for Renovations, Including Heating, Ventilating, and Air-Conditioning and Roof Renovations at Fred H. Rohr Elementary School from April 17, 2025, Through Completion of the Project

X. 1) Approve Retention Release for Bid Package No. 23/24-22 – Prime Contractor for Repairs, Replacement, and New Installation of Concrete Work and Minor Grading at Multiple School Sites to CMT Engineering, Inc.; and

2) Approve Notice of Completion for Bid Package No. 23/24-22 – Prime Contractor to CMT Engineering, Inc.

Y. Approve Renewal of Sourcewell Contract No. 030122-EFM for Fleet Management Services with Enterprise Fleet Management, Inc., for the Period of April 19, 2025, Through April 18, 2026

Z. Adopt Resolution Authorizing Utilization of the South County Support Services Piggyback Bid No. 2122-SC11-01 School Buses and Vans for the Purchase of Two Passenger Vans in the Amount of $144,275 for the Period of April 17, 2025, Through November 3, 2025 **(2024-25.104)**

AA. Approve Membership Registration with Equalis Group for Access to Cooperative Purchasing Contracts

Board Member Ramirez Dominguez requested clarification on the item.

Mr. Pong explained that the California Joint Exercise of Powers Act (JPA) authorizes public agencies in California to jointly exercise shared powers—such as procurement and contracting—with other public agencies, including those out of state. He noted that this membership allows multiple agencies to access lower pricing through collective purchasing. He also stated that this JPA membership would be an addition to the District's existing memberships with other JPAs.

Vice President Tamayo added that JPA conduct the bidding process, which is typically faster and more efficient than having each district conduct its own bids. He noted that this process benefits multiple districts across California.

Motion: TAMAYO, Second: TOLSTON,
Vote: Ayes: TAMAYO, TOLSTON, UGARTE, Absent: NONE;
Noes: DOMINGUEZ CERVANTES, RAMIREZ DOMINGUEZ, Abstain: NONE

BB. Ratify Renewal of Utilization of the Hemet Unified School District Bid No. PUR2023-01 Furniture Bid for the Period of March 15, 2025, Through March 15, 2026

CC. Approve Award of Bid No. 24/25-9 Maxwell Yard Flooring Project to Stonhard, Division of StonCor Group, Inc., in the amount of $282,975 for the Period of April 17, 2025, Through Completion of Project

DD. 1) Adopt Resolution Authorizing Utilization of the Gonzales Unified School District Bid No. 01-2023 for the Purchase, Lease, Additive Items, Movement, Relocation, Dismantling, and Removal of Division of The State Architect Approved Portable Buildings with Class Leasing, LLC, for the Period of April 17, 2025, Through January 4, 2026; **(2024-25.105)**

2) Adopt Resolution Authorizing Utilization of the Hesperia Unified School District Bid No. 22-001 for the Purchase, Lease, Additive Items, Movement, Relocation, Dismantling, and Removal of Division of The State Architect Approved Portable Buildings with Silver Creek Modular, LLC, for the Period of April 17, 2025, Through November 8, 2025; and **(2024-25.106)**

3) Adopt Resolution Authorizing Utilization of the Santa Rita Union School District Project No. 21024 for the Purchase, Lease, Additive Items, Movement, Relocation, Dismantling, and Removal of Division of The State Architect Approved Portable Buildings with Mobile Modular Management Corporation, for the Period of April 17, 2025, Through February 2, 2027 **(2024-25.107)**

Board Member Ramirez Dominguez requested clarification on this item.

Mr. Pong explained that the resolutions pertain to bids for portable buildings. The approval of all three resolutions provides the District with flexibility to utilize multiple vendors as needed.

Motion: TAMAYO, Second: TOLSTON, Vote: UNANIMOUS

EE. Ratify Agreement with Architects Mosher Drew for Architectural Services for the Playground Renovation Project at Various Sites in the Amount of $51,000 for the Period of March 24, 2025, Through Completion of the Project

Board Member Ramirez Dominguez requested clarification on what is included in the project cost.

Dr. Reyes explained that the cost covers the architect's services, and that there are three primary components to the project:

1. Purchase of the new playground structure
2. Removal of the existing structure
3. Architectural services

Mr. Pong added that the project requires approval from the Department of State Architect (DSA), and confirmed that the selected architect is the most cost-effective option available.

Motion: RAMIREZ DOMINGUEZ, Second: TAMAYO, Vote: UNANIMOUS

FF. Approve Renewal of Sourcewell Contract No. 030321-SEC for Copiers, Printers, and Multi-Function Devices with Related Supplies, Accessories, and Services for the Period of April 19, 2025, Through April 18, 2026

Motion: TAMAYO, Second: DOMINGUEZ CERVANTES, Vote: UNANIMOUS

GG. 1) Approve Retention Release for Bid Package No. 23/24-23 – Prime Contractor for Asphalt Patch and Repair Project at Multiple School Sites to SealRight Paving, Inc.; and

2) Approve Notice of Completion for Bid Package No. 23/24-23 – Prime Contractor to SealRight Paving, Inc.

HH. Adopt Resolution Authorizing Utilization of the Kings County Office of Education Project No. 2024-04 with SoftChoice Corporation for Microsoft Licensing, in the Amount of $507,761.35 for the Period of June 1, 2025, Through May 31, 2026 **(2024-25.108)**

Board Member Ramirez Dominguez asked whether the agreement represents the most cost-effective option.

Mr. Pong explained that the Kings County Office of Education serves as the lead agency in California for negotiating with Microsoft, securing pricing on behalf of participating districts.

Vice President Tamayo added that the agreement results in a 60–70% savings off the retail price, compared to what the District would pay if it pursued an individual bid.

Motion: DOMINGUEZ CERVANTES, Second: TAMAYO, Vote: UNANIMOUS

II. 1) Approve Retention Release for Bid Package No. 23/24-24 – Prime Contractor for Replacement of Medium Voltage Switch Equipment at the District Education Services and Support Center to Top Line, Inc.; and

2) Approve Notice of Completion for Bid Package No. 23/24-24 – Prime Contractor to Top Line, Inc.

Motion: RAMIREZ DOMINGUEZ, Second: TAMAYO, Vote: UNANIMOUS

JJ. Approve Renewal of Bid No. 23/24-20, Transportation Service, with Willy's Electronic Supply Co., Inc., for the Period of April 18, 2025, Through April 17, 2026

KK. Approve Rejection of Bid for District Playground Renovation Project and Authorize Staff to Rebid Bid Package No. 24/25-16

Board Member Ramirez Dominguez requested clarification on the reason for a recent bid rejection.

Dr. Reyes explained that although the bid was initially approved, a final review by Mr. Pong's office determined that the vendor did not meet the required licensing qualifications for the project. As a result, the bid was rejected.

Clerk Dominguez Cervantes inquired about the temporary discontinuation of the playground structure at Castle Park Elementary.

Mr. Pong clarified that there are two types of playground projects: replacements and repairs. The Castle Park project falls under repairs, and the necessary part

has already been ordered. He committed to providing the Board with a list of all current playground repair sites.

Motion: TAMAYO, Second: RAMIREZ DOMINGUEZ, Vote: UNANIMOUS

LL. Adopt Resolution Approving the Chula Vista Elementary School District's 2024-25 Education Protection Account Expenditures **(2024-25.109)**

MM. Approve Renewal of Bid No. 23/24-19 Alternative Transportation Service to Alternative Logistics Technology Holdco, LLC, dba Everdriven, First Student, Inc., and Nomad Transit, LLC, for the Period of April 18, 2025, Through April 17, 2026

NN. Ratify Agreement with Balfour Beatty Construction for Preconstruction and Construction Management Services for Renovations, Including Heating, Ventilating, and Air-Conditioning Replacements and Roof Replacements at Multiple District Sites from March 5, 2025, Through Completion of the Project

OO. Ratify Purchase Orders, Warrants, and Checks Written/Issued Through March 31, 2025 **(2024-25.110)**

PP. Approve and/or Ratify Inservice/Travel Requests (2024-25.111)

Dr. Reyes requested to add Trustees Ugarte, Tamayo, Tolston, and Ramirez Dominguez to the travel list for the 24th Annual Biliteracy Symposium. Trustee Dominguez Cervantes stated that she will also be attending the symposium but will be covering the cost personally.

Board Member Ramirez Dominguez inquired about the Project Zero Classroom 2025 travel item.

Ms. Morales explained that this is a five-day professional development institute, highlighting the value and benefits of the experience for participants, and certifies them to become trainers to our staff. She confirmed that costs are fully funded through grant and medical funds.

Motion: TAMAYO, Second: TOLSTON, Vote: UNANIMOUS

President Ugarte called on Assistant Superintendent of Human Resources Mr. Jason Romero.

Mr. Romero proudly announced newly hired employees and promoted employees. He feels great pride to be able to promote employees who have grown within the District.

11. PUBLIC HEARINGS

A. Public Hearing Guidelines

The Public Hearings section provides the public with an opportunity to address the Board on specific items. Persons wishing to address the Board on any public hearing items must complete a "Request to Be Heard" card and submit it to the Recording Secretary before the start of the meeting. Speakers are requested to limit their remarks to three minutes and speak in a respectful and professional

manner. The Board shall limit the total time for input on each public hearing item to 20 minutes. With Board consent, the President may increase or decrease the time allowed for public comments on each public hearing item depending on the topic and the number of persons wishing to be heard.

B. (1) Conduct Public Hearing to Receive Input on the Initial Collective Negotiations Proposal from the Chula Vista Educators (CVE) to the Chula Vista Elementary School District (CVESD) for the 2025-26 School Year

(2) Conduct Public Hearing to Receive Input on the Initial Collective Negotiations Proposal from the Chula Vista Elementary School District (CVESD) to the Chula Vista Educators (CVE) for the 2025-26 School Year

President Ugarte opened the public hearing, said no comments were received, and closed the public hearing.

Clerk Dominguez Cervantes asked whether she is permitted to ask questions regarding the negotiated articles.

President Ugarte clarified that she may not, as those items are negotiated through the negotiating team and are not open for discussion by individual Board Members.

Motion: TAMAYO, Second: DOMINGUEZ CERVANTES, Vote: UNANIMOUS

C. (1) Conduct Public Hearing to Receive Input on the Tentative Agreement with Chula Vista Educators; and

(2) Ratify the Tentative Agreement with Chula Vista Educators for the Period of July 1, 2023, Through June 30, 2026

President Ugarte opened the public hearing.

There was one speaker:

- Rosemary Lowery commended the Safety Article 14 and soliciting parent involvement.

President Ugarte closed the public hearing.

Motion: TAMAYO, Second: DOMINGUEZ CERVANTES, Vote: UNANIMOUS

12. ADMINISTRATIVE ACTION ITEMS

A. Approve Submission of Declaration of Need for Fully Qualified Educators for the 2025-26 School Year

Mr. Romero explained that the Declaration of Need is brought forward annually as a precautionary measure, allowing the District to hire non-credentialed teachers only if necessary. He noted that this provision was used more frequently during the pandemic by multiple districts across the state.

At present, all teachers in the District are fully credentialed, and the declaration is rarely utilized.

Motion: TAMAYO, Second: TOLSTON, Vote: UNANIMOUS

B. Adopt Resolution Approving an Agreement for Repair of Photo Voltaic Solar Systems with ENGIE Services U.S., Inc., in the Amount of $219,007.59 for the Period of April 17, 2025, Through Completion of Project **(2024-25.112)**

Mr. Pong explained that the resolution allows the District to contract directly with Engie, the only company to submit a bid following the job walk, despite three companies initially participating.

Clerk Dominguez Cervantes inquired about the cost savings from the solar panels. Mr. Pong responded that the District has saved $4.3 million this year and stated that he will provide a detailed breakdown in an upcoming Board update.

Motion: TAMAYO, Second: TOLSTON, Vote: UNANIMOUS

13. GENERAL INFORMATION ITEMS/REPORTS

A. Report Calendar to Board of Education

Clerk Dominguez Cervantes requested:

- Unspent Title I Funds

  Requested a plan outlining how Title I schools will spend carryover (unspent) funds, emphasizing that these schools are in urgent need of services and supplies.

  Ms. Morales explained that, with support from the Leadership and Learning Team, school sites receive guidance on allowable expenditures and are required to submit a plan detailing how they will spend unspent Title I funds in a timely manner going into the following year.

  President Ugarte requested a presentation to the Board clarifying what Title I funds can be used for.

- Traffic Danger on J Street Corridor

- Restore PNL Day During the Border Fires with Arroyo Vista
  Dr. Reyes stated that this was addressed shortly after the fires. The District had a conversation and agreement with CVE which was fulfilled.

- Status of Reports Previously Requested and not yet provided
  Dr. Reyes shared that, as part of every Friday Board Update, on the final page, he includes a running list of requested reports and the status of each. The list provides the title of each report, the date it was completed, and relevant comments or notes regarding the report.

- Status of Water Stations
  Inquired if water purifiers or water stations have been installed in the west side schools.

  Dr. Reyes will have a status update added to the safety presentation at the next Board meeting.

President Ugarte requested:

- Report on Title III Fund Expenditures
- Update on excess process for teachers

14. BOARD COMMUNICATIONS

A. Members of the Board of Education Communications to the Public

Board Member Ramirez Dominguez visited Hilltop Elementary and the Health Station.

Board Member Tolston acknowledged the teachers that were recognized at this meeting. She attended the VAPA performance at Arroyo Vista.

Clerk Dominguez Cervantes acknowledged the teachers that were recognized at this meeting. She attended the 2nd Binational Symposium, the DAC/DELAC Meeting. She also suggested that the Board reinstate remote access for parents and community members to increase participation in Board meetings.

Vice President Tamayo acknowledged the teachers that were recognized at this meeting.

President Ugarte acknowledged the teachers that were recognized at this meeting, and commended IT with communications support. She attended the Salute to Purple Star Schools

15. SUPERINTENDENT'S COMMUNICATION

A. Superintendent's Communications to the Public

Dr. Reyes thanked everyone for their hard work and expressed his appreciation of all students, parents, and staff. He also thanked parents attending and participating in Board meetings.

16. ADJOURNMENT

A. Adjourn the Meeting

President Ugarte adjourned the meeting at 9:46 P.M.
Motion: TAMAYO, Second: TOLSTON, Vote: UNANIMOUS

B. The next Regular Meeting of the Board of Education of the Chula Vista Elementary School District will be held on May 21, 2025, at 4:00 PM for Closed Session and 6:00 PM for the Open Session.

Eduardo Reyes, Ed.D. Secretary

Delia Dominguez Cervantes, Clerk