Ontario-Montclair School District

Regular Meeting of the Board of Trustees

AGENDA

Thursday, November 19, 2026

Central Language Academy
415 East G Street
Ontario, CA 91764

Closed Session: 5:30 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 empoder en 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

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

Board Secretary

Superintendent
Dr. James Q. Hammond

Superintendent's 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, 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[1]. 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.

[1]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, 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 le método de "Área de Fideicomisarios"[1]. La administración del distrito es delegada a empleados profesionales administrativos dirigidos por el superintendente del distrito.

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

QUÉ HACER SI DESEA DIRIGIRSE A LA MESA DIRECTIVA

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

1. Comentarios de los visitantes

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

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

Para ser reconocido correctamente o ser identificado, o ambos en el acta, es necesario que el interlocutor diga y deletree su nombre antes de dirigirse a la mesa directiva.
El presidente preguntará si hay comentarios de la audiencia o de cualquier persona que desee hablar sobre cualquier asunto que **no** esté en el orden del día. El presidente peguntará 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.

[1]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 0NTARIO-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

A G E N D A

Thursday, November 19, 2026
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
Individuals requiring special accommodations or modifications, including, but not limited to, any disabilities, including an American Sign Language interpreter, auxiliary aids and services, accessible seating, or documentation in accessible formats, should **contact the Superintendent's Office, at (909) 418-6445**, as soon as possible, but **at least two days before** the meeting date.

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

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

COMMENTS FROM THE PUBLIC

CLOSED SESSION

BOARD OF TRUSTEES
____ Mrs. Alvarado
____ Mrs. Brake
____ Ms. Galvez
____ Mrs. Martinez
____ Ms. Rivas

Moved_____ Seconded _____ Vote _____

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

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

1. **Personnel Actions**
   a. Public Employee Discipline/Dismissal/Release: Pursuant to Government Code Section 54957

   b. Public Employee Appointment
      - Acting Principal, Sultana Elementary School – One (1)
      - Director, Fiscal Services – One (1)

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

3. **Negotiations/Public Employee Evaluations**
   a. Conference with Labor Negotiator: *Pursuant to Government Code Section 54957.6*
      Agency Negotiator: Hector Macias, Deputy Superintendent, Human Resources
      Employee Organizations: OMTA, OMPTA, 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

E1. Recognize 16 Years of Service from Trustee Elvia M. Rivas as she Retires from the Ontario-Montclair School District Board of Trustees: **Presentation** (Ref. E 1.1-2)

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

The Board values and encourages members of the public to make public comments during its meetings. All individual comments shall be limited to **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. Minutes of the November 5, 2026, Regular Meeting of the Board of Trustees: **Approval** (Ref. a 1.1-6)

b. Business Services

b1. Acceptance of Warrant Registers AP 2627-1119: **Approval** *(Additional Supporting Information Available Under Separate Cover)*

b2. Purchase Orders 603131 – 603321: **Approval** *(Additional Supporting Information Available Under Separate Cover)*

b3. Purchasing and Contracts Report: PCR 2627-06: **Approval** (Ref. b 3.1-4)

Business Services (Continued)

b4. Adoption of Resolution 2026-27-94, Self-Certifying Increased Federal Micro-Purchase Threshold: **Approval** (Ref. b 4.1-5)

b5. Rejection of Liability Claim 2026-27-100: **Approval** (Ref. b 5.1)

b6. Rejection of Liability Claim 2026-27-104: **Approval** (Ref. b 6.1)

b7. Rejection of Liability Claim 2026-27-105: **Approval** (Ref. b 7.1)

b8. Rejection of Liability Claim 2026-27-106: **Approval** (Ref. b 8.1)

c. Human Resources

c1. Certificated Personnel Recommendations Report #CERT2627-1119: **Approval** (Ref. c 1.1-3)

c2. Classified Personnel Recommendations Report #CLA2627-1119: **Approval** (Ref. c 2.1-4)

c3. Ontario-Montclair School District 2027 – 2028 School Year Calendar: **Approval** (Ref. c 3.1-2)

c4. Provisional Internship Permit for Helen Hillman: **Approval** (Ref. c 4.1-2)

c5. Provisional Internship Permit for Shuyuan Qian: **Approval** (Ref. c 5.1-2)

d. Learning & Teaching: None

e. SELPA & Equity: None

H. DISCUSSION/ACTION/PUBLIC HEARING

Superintendent's Office

H1. Set December 17, 2026 as the Official Date of the Annual Organizational Meeting of the Ontario-Montclair School District Board of Trustees for an Election Year: **Approval** (Ref. H 1.1-2)

Moved_____ **Seconded** _____ **Vote** _____

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

Human Resources

H2. Memorandum of Understanding between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association regarding a One-Time Incentive for Early Notification of Retirement/Resignation: **Approval** (Ref. H 2.1-16)

Moved_____ **Seconded** _____ **Vote** _____

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

Human Resources

H3. Memorandum of Understanding between the Ontario-Montclair School District and the California School Employees Association and its Chapter #108 regarding a One-Time Incentive for Early Notification of Retirement/Resignation: **Approval** (Ref. H 3.1-16)

Moved_____ **Seconded** _____ **Vote** _____

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

Human Resources

H4. One-Time Incentive for Early Notification of Retirement/Resignation for Management and Confidential Employees, in alignment with OMTA, OMPTA, and CSEA Associations: **Approval** (Ref. H 4.1-2)

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. Proposed Calendar of Dates for the Regular Meetings of the Ontario-Montclair School District Board of Trustees for the 2027 Calendar Year: **Information** (Ref. L 1.1-2)

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 Board Meeting – Annual Organizational Meeting:
December 17, 2026, at 6:00 PM (Open Session)*
Central Language Academy - 415 East G Street, Ontario, CA 91764
Time and location may change**.** *Please refer to the posted Agenda or visit our District website, *72 hours prior to the Board Meeting.*

M. ADJOURNMENT

Moved_____ **Seconded** _____ **Vote** _____

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

Time: _____

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

Presentations/Recognitions

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Recognize 16 Years of Service from Trustee Elvia M. Rivas as she Retires from the Ontario-Montclair School District Board of Trustees**

REQUESTED ACTION

Receive a presentation to Recognize 16 Years of Service from Trustee Elvia M. Rivas as she Retires from the Ontario-Montclair School District Board of Trustees.

BACKGROUND INFORMATION

Elvia M. Rivas was elected to the Ontario-Montclair School District (OMSD) Board of Trustees in 2010. At the conclusion of her current term in 2026, Trustee Elvia M. Rivas will complete 16 years of distinguished service on the OMSD Board of Trustees, with 11 of those years as President of the Board. Ms. Rivas has spent four terms championing educational excellence, student well-being, and community partnership across Ontario and Montclair. Her tenure has been defined by steady leadership, institutional continuity, and an unwavering commitment to public education.

Throughout her 16 years on the Board, Ms. Rivas repeatedly stepped forward to shoulder key governance responsibilities, serving for many of those years as Board President and Board Vice President. In these roles, she helped guide the District through critical policy decisions, strategic planning, and community engagement initiatives with clarity and grace.

Trustee Elvia M. Rivas is an avid servant-leader in the Inland Empire. Beyond her local Board roles, Ms. Rivas also served as an Ontario-Montclair Kiwanis member, serving 19-years as a Board Member, president for seven years at the club level, lieutenant governor at district level and past trustee for three years of the California-Nevada-Hawaii District for Kiwanis International. In addition, she served as a board member for Ontario Eastern Little League from 2002-2008.

As demonstrated by her service over the many years, her legacy of service does not go unnoticed. OMSD extends a heartfelt thank you to Trustee Elvia M. Rivas for her many years of dedication and commitment to the students, staff, families, the entire Ontario-Montclair School District community, and the Inland Empire.

Prepared by: James Q. Hammond, Superintendent _____

FINANCIAL IMPLICATIONS

Cost of awards and certificates.

Reviewed by: Phil Hillman, Chief Business Official _____

Recognize 16 Years of Service from Trustee Elvia M. Rivas as she Retires from the Ontario-Montclair School District Board of Trustees
November 19, 2026

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board recognize 16 Years of Service from Trustee Elvia M. Rivas as she Retires from the Ontario-Montclair School District Board of Trustees.

Approved by: James Q. Hammond, Superintendent

(Ref. E 1.2)

Consent Calendar

(a) Superintendent's Office

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Minutes of the November 5, 2026, Regular Meeting of the Board of Trustees**

REQUESTED ACTION

Approve the Minutes of the November 5, 2026, 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 November 5, 2026.

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 November 5, 2026.

Approved by: James Q. Hammond, Superintendent _____

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

REGULAR BOARD OF TRUSTEES MEETING
Thursday, November 5, 2026
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 5:31 PM by President Sonia Alvarado.

ROLL CALL

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

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

COMMENTS ON CLOSED SESSION ITEMS: None.

ADJOURNED TO CLOSED SESSION

On a motion by Trustee Brake, seconded by Trustee Galvez, the Board entered into Closed Session at 5:32 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 6:01 PM.

C. PLEDGE OF ALLEGIANCE TO THE FLAG

Pledge of Allegiance was led by Kathleen Gregson, Teacher, Moreno Elementary School.

D. ADOPTION OF AGENDA

Upon a motion by Trustee Galvez 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: None

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

Megan Rainey identified herself as the Associate Director at Uncommon Good, a local nonprofit that helps low-income families thrive. She shared information about the educational services offered to low-income students interested in attending college at no cost to families. Ms. Rainey noted that 14 OMSD students are currently enrolled in the nonprofit and also shared information on graduation rates and universities attended by OMSD students. Ms. Rainey highlighted two additional programs that support families and med students.

(Ref. a 1.2)

G. CONSENT/INFORMATION CALENDAR

On a motion by Trustee Brake, seconded by Trustee Galvez, the Board of Trustees **APPROVED, Consent/Information,** with the exception of Agenda item a2 Adoption of Board Resolution, 2026-27-80, Board Remuneration for Trustee Elvia M. Rivas, by unanimous vote of 5-0-0 by the Board of Trustees.

a. Superintendent's Office

APPROVED, Agenda Item a1, Minutes of the October 15, 2026, Regular Meeting of the Board of Trustees;

PULLED for separate motion, Agenda Item a2, Adoption of Board Resolution, 2026-27-80, Board Remuneration for Trustee Elvia M. Rivas;

APPROVED, Agenda Item a3, Second Reading and Adoption of Board Policies, Administrative Regulations, Board Bylaws, and Exhibits as Listed *(Board Policies and Administrative Regulations was Included in the Agenda was Provided Under Separate Cover)*;

Superintendent's Office
BP 0410: Nondiscrimination in District Programs and Activities
BP, AR, & Exhibit (1 & 2) 1312.3: Uniform Complaints
BB 9240: Board Training
BB 9310: Board Policies

Business Services
BP 3471: Parcel Taxes
BP & AR 7214: General Obligation Bonds

Human Resources
BP & Exhibit (1) 4119.1; 4219.1; 4319.1: Civil & Legal Rights
BP 4131; 4231; 4331: Staff Development
BP & AR 5020: Parent Rights and Responsibilities
BP & AR 5022: Student and Family Privacy Rights
BP & AR 5125: Student Records
BP & AR 5131.4: Student Disturbances
BP 5131.8: Mobile Communications Devices
BP & AR 5141.4: Child Abuse Prevention and Reporting
BP 5141.7: Sun Safety – DELETE
BP 5141.75: Weather Safety
BP & AR 5142: Safety
BP & AR 5145.3: Nondiscrimination/Harassment
BP & Exhibit (1) 5145.6: Parent/Guardian Notifications
BP & AR 5148: Child Care and Development
BP & AR 5148.3: Preschool/Early Childhood Education

Learning & Teaching
BP & AR 6141: Curriculum Development and Evaluation
BP & AR 6159: Individualized Education Program
BP & AR 6159.1: Procedural Safeguards and Complaints for Special Education
BP & AR 6159.2: Nonpublic, Nonsectarian School and Agency Series for Special Education
BP, AR, & Exhibit (1) 6161.1: Selection and Evaluation of Instructional Materials
BP 6161.11: Supplementary Instructional Materials

(Ref. a 1.3)

Learning & Teaching
BP 6163.1: Library Media Centers
BP & Exhibit (1) 6163.4: Student Use of Technology
BP & AR 6164.4: Identification and Evaluation of Individuals for Special Education

b. Business Services:

APPROVED, Agenda Item b1, Acceptance of Warrant Registers AP 2627-1105 *(Additional Supporting Information was Available Under Separate Cover)*;

APPROVED, Agenda Item b2, Purchase Orders 602811 – 603130 *(Additional Supporting Information was Available Under Separate Cover)*;

APPROVED, Agenda Item b3, Purchasing and Contracts Report: PCR 2627-05;

APPROVED, Agenda Item b4, Acceptance of Gifts/Donations (GDR 2627-04);

APPROVED, Agenda Item b5, Budget Adjustments for September 2026;

APPROVED, Agenda Item b6, Governmental 403(b) Pre-Approved Plan Restatement and Statutory Amendments *(Additional Supporting Information was Available Under Separate Cover)*;

c. Human Resources:

APPROVED, Agenda Item c1, Certificated Personnel Recommendations Report #CERT2627-1105;

APPROVED, Agenda Item c2, Classified Personnel Recommendations Report #CLA2627-1105;

APPROVED, Agenda Item c3, Adoption of Resolution 2026-27-82, Recognizing Employees of the Ontario-Montclair School District Reaching Milestones Years of Service in the District within 25 Years of Service and Above;

d. Learning & Teaching:

APPROVED, Agenda Item d1, Adoption of Resolution 2026-27-83 through 2026-27-93, Recognizing Buena Vista Arts-integrated School, Corona Elementary School, Edison Elementary School, Elderberry Elementary School, Howard Elementary School, Monte Vista Elementary School, Ramona Elementary School, Vista Grande Elementary School, Oaks Middle School, Serrano Middle School, and the Ontario-Montclair School District as the 2026 California Educational Results Partnership Honor Roll Award Recipients; and

e. SELPA & Equity:

APPROVED, Agenda Item e1, Ontario-Montclair School District – Sponsored Travel/Conference/Business for Non-District Employees TCB2627-02.

Upon a motion by Trustee Brake and second by Trustee Galvez, the Board of Trustees **APPROVED, Agenda Item a2,** Adoption of Board Resolution, 2026-27-80, Board Remuneration for Trustee Elvia M. Rivas, by a vote of 4-0-1, by the Board of Trustees. Trustee Rivas abstained.

H. DISCUSSION/ACTION/PUBLIC HEARING:

Business Services

The **Public Hearing** opened at 6:08 PM for public comments regarding **Agenda Item H1,** Public Hearing Regarding the Adoption of Resolution 2026-27-94, Granting A Utility Easement to Southern California Edison. The Public Hearing closed at 6:09 PM. There were no comments made.

Upon a motion by Trustee Rivas and seconded by Trustee Martinez, the Board of Trustees **APPROVED, Agenda Item H2,** Adoption of Resolution 2026-27-94, Granting A Utility Easement to Southern California Edison.

I. CALL OUT OF CLOSED SESSION ACTIONS

Dr. Hector Macias, Deputy Superintendent, Human Resources, reported the following call out from Closed Session:

On a motion by Trustee Martinez, seconded by Trustee Rivas, the Board of Trustees voted 5 to 0, to appoint Certificated Management Employee #2026-27-008A as Director of Special Education, effective November 16, 2026.

J. BOARD OF TRUSTEES COMMENTS AND RECOMMENDATIONS

Trustee Martinez shared that she hopes everyone is enjoying the nice weather and thanked the public for their comments and work they undertake to ensure the community succeeds.

Trustee Brake thanked everyone involved in OMSD's Multicultural Festival and shared that it was wonderful to see the cultural projects hosted by different OMSD schools. Trustee Brake also shared that she looks forward to attending upcoming District events, including the TEAMS celebration and CAASPP Perfect Score student celebration.

Trustee Galvez gave a shout-out to Food & Nutrition Services for their kitchen health inspections, noting that 29 of 32 kitchens evaluated have received perfect scores. She also thanked the Dairy Council of California for recognizing staff from Corona ES, Del Norte ES, and Lincoln ES who were nominated as outstanding team members and received personalized Got Milk posters. Trustee Galvez also thanked the Board for the work they do for the District and community during the week and on weekends.

Trustee Rivas thanked OPD and CSO for protecting the community and expressed her appreciation for their work. Trustee Rivas congratulated Trustee Alvarado and Trustee Brake on their reelection and incoming Board Member Diana Gonzalez, sharing her excitement for what is to come for OMSD.

Trustee Alvarado shared that the 2013 Soccer Club is undefeated and is the champion of the past season, with an upcoming game on Saturday. She highlighted the upcoming CAASPP Perfect Score celebration on November 12 and thanked OPD for the TEAMS celebration recognizing Wiltsey MS students. Trustee Alvarado shared that Trustee Brake will represent the Board at the TEAMS celebration as they are scheduled to attend a Board training. Trustee Alvarado also thanked the OMSD Certificated and Classified Staff for supporting OMSD students, she encouraged everyone to sign up for the upcoming Reindeer Run, and shared that the District is expected to receive a positive audit report.

Trustee Alvarado asked Ms. Irma Sanchez, Executive Assistant to the Superintendent, to share information regarding a recognition Superintendent Dr. James Q. Hammond will receive.

Ms. Sanchez shared that the Association of California School Administrators (ACSA) annually selects one individual statewide, to receive the Marcus Foster Memorial Award for their Administrative Excellence. She shared that the award honors the philosophy and legacy of Superintendent Marcus Foster and announced that Superintendent Dr. Hammond as he was selected as the statewide recipient of the Marcus Foster Memorial Award for Administrator Excellence.

Trustee Alvarado thanked Trustee Galvez for representing the Board at the 2026 ACSA Awards Gala.

K. SUPERINTENDENT'S COMMENTS

Superintendent Dr. James Q. Hammond congratulated Trustee Brake and Trustee Alvarado on their reelection and shared that Trustee Rivas has one more Board meeting, where he will have an opportunity to recognize her for the work she has done for the District.

Superintendent Dr. James Q. Hammond commended Certificated and Classified Staff following his attendance at the SBCSS PBIS celebration at the Chaffey College Chino Campus, where all OMSD schools were recognized with either Gold or Platinum PBIS status. Dr. Hammond highlighted the collaboration between teachers and Classified Support Staff in preparing OMSD students for their performance at the County's celebration.

Superintendent Dr. James Q. Hammond thanked Ms. Rainey for her remarks and shared that he would like to learn more about Uncommon Good and explore opportunities to strengthen the partnership. He also shared that Trustee Brake will represent the Board at the TEAMS celebration and asked Officer Montez to extend his appreciation to the Chief of Police for the program. Dr. Hammond concluded his comments by thanking Officer Montez and his colleagues for the work they do.

L. INFORMATION/ANNOUNCEMENTS

L1. California Community Schools Partnership Program;

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 19, 2026 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 Rivas and a second by Trustee Galvez, the Board Meeting adjourned at 6:20 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

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Purchasing and Contracts Report (PCR 2627-06)**

REQUESTED ACTION

Approve the contracts listed in the Purchasing and Contracts Report (PCR 2627-06).

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 2627-06).

Approved by: James Q. Hammond, Superintendent

Purchasing and Contracts Report (PCR 2627-06)
November 19, 2026

The following contracts are included in the November 19, 2026 agenda and are available under separate cover:

1. Notice of Completion for PO 602701 with **EMPIRE EAGLE CONSTRUCTION** for portable repairs at Vineyard STEAM Academy. At a final cost of $36,800. [Originator: Purchasing/Fund: General]

2. Change Order No. 1 (additive) and Notice of Completion for Contract C-267-003, Project AH23 with **BRIDGEROCK CONSTRUCTION INC.,** for Berlyn Elementary School Bldg. B Kinder Restroom Project. Board-approved cost before change order: $546,840; Change order amount: $37,035; Cost after change order: $583,875. [Originator: Purchasing/Fund: General]

3. Award of Bid and CUPCAA Contract C-267-425 with **ROADWAY ENGINEERING & CONSTRUCTION CORP.,** for Lehigh Elementary School Concrete Ramp Project. Effective November 19, 2026 through January 31, 2027. Total cost not to exceed $64,400. [Originator: Purchasing/Fund: General]

4. Contract C-267-462 with **TELVUE CORPORATION** for OMSD Channel 17 TV broadcast annual support. Effective November 24, 2026 through June 30, 2028. Total cost not to exceed $3,766. [Originator: Information Services/Fund: General]

5. Contract C-267-463 with **RAPTOR TECHNOLOGIES, LLC** for Raptor Link API Suite, EventSafe, and Tablet License Subscriptions. Effective January 1, 2027 through December 31, 2027. Total cost not to exceed $2,407. [Originator: Information Services/Fund: General]

6. Contract C-267-464 with **ZAYO EDUCATION, LLC** for Ooma AirDial POTS line replacement equipment, installation, and communication services. Effective January 1, 2027 through December 31, 2030. Total cost not to exceed $14,534. [Originator: Information Services/Fund: General]

7. Contract C-267-506 with **PRISMATIC MAGIC LLC** to provide Chromatic Carnival laser light assemblies as an attendance incentive for students at Kingsley Elementary School. Effective October 22, 2026 through June 30, 2027. Total cost not to exceed $1,300. [Original: Business Services/Fund: Donations]

8. Contract C-267-509 with **KAISER FOUNDATION HEALTH PLAN (ON BEHALF OF KP ENTITIES)** and the Ontario-Montclair School District for a Business Associate Agreement. It outlines the privacy, security, and compliance responsibilities required under HIPAA and related federal/state regulations when the Ontario-Montclair School District acts as a community partner providing outreach, applicant screening, and assistance to clients/students eligible for KP programs, involving access to Protected Health Information (PHI). Effective October 15, 2026 through July 1, 2032. At no cost to the District. [Originator: Learning & Teaching]

9. Contract C-267-510 with **CLASSTIME** to provide professional development and school licenses for strategic thinking in Math for one day at Berlyn, Howard, Lincoln, OMSD Online Academy, Sultana, Vineyard, and one extra day at the District. Effective July 1, 2026 through June 30, 2027. Total cost not to exceed $16,800. [Originator: Learning & Teaching/Fund: General]

10. Contract C-267-512 with **SKATE EXPRESS** for Vineyard STEAM Academy students to participate in a field trip. Effective November 1, 2026 through June 30, 2027. Total cost not to exceed $1,100. [Originator: Business Services/Fund: General]

11. Contract C-267-513 with **KNOTT'S BERRY FARM** for Kingsley Elementary School student performance admission to perform at Knott's Berry Farm in support of the ELOP. Effective November 1, 2026 through June 30, 2027. Total cost not to exceed $2,600. [Originator: Business Services/Fund: ELOP]

12. Contract C-267-514 with **CLASSROOMSCREEN** for licenses for teachers at Vina Danks Middle School. Licenses will assist educators with time saving, tracking student understanding, and with boosting student engagement. Effective November 1, 2026 through June 30, 2027. Total cost not to exceed $2,800. [Originator: Business Services/Fund: General]

13. Contract C-267-515 with **DISCOVERY CUBE ORANGE COUNTY** to provide two field trips for Vineyard STEAM Academy. The educational activities are aligned to and support the science curriculum. Effective November 1, 2026 through June 30, 2027. Total cost not to exceed $2,800. [Originator: Business Services/Fund: General]

14. Contract C-267-516 with **STARFALL** for supplemental instructional materials and software for students at El Camino Elementary School. This material offers engaging and interactive math skills and phonics-based learnings which supports classroom instruction. Effective October 1, 2026 through October 1, 2027. Total cost not to exceed $400. [Originator: Business Services/Fund: Title I]

15. Contract C-267-517 with **NEXTGEN MATH, LLC** for subscription including instructional video library, blended learning groups, blended learning groups, playlist, individualized learning pathways, and testing for Lincoln Elementary School in support of the mathematics curriculum. Effective October 21, 2026 through June 17, 2027. Total cost not to exceed $1,400. [Originator: Business Services/Fund: General]

16. Contract C-267-518 with **THE ART OF EDUCATION UNIVERSITY, LLC** for licenses to support lesson plans and instructional resources designed to support visual arts education at Vineyard STEAM Academy. Effective August 1, 2026 through June 30, 2027. Total cost not to exceed $1,400. [Originator: Business Services/Fund: General Restricted]

17. Contract C-267-519 with **ORANGE COUNTY OFFICE OF EDUCATION** to provide outdoor education activities for students at Richard Haynes Elementary School. The Inside the Outdoors Field Program's educational activities are aligned with and support the science curriculum and provide experiences to strengthen the overall development of students. Effective July 1, 2026 through June 30, 2027. Total cost not to exceed $5,000. [Originator: Business Services/Fund: Donations/Grants/General]

18. Contract C-267-520 with **BYRDSEED, LLC** for online subscription for teachers at Berlyn Elementary School. Teachers will be able to access supplemental materials in support of the GATE curriculum. Effective October 12, 2026 through October 12, 2027. Total cost not to exceed $1,200. [Originator: Business Services/Fund: Title I]

19. Contract C-267-521 with **PALI INSTITUTE, INC.,** to provide outdoor educational activities, including overnight camp for Central Language Academy students. The outdoor educational activities are aligned to and support the science and English language arts curriculum. Total cost not to exceed $25,300. [Originator: Business Services/Fund: Donations/General/ASB/Grants]

20. Amendment M2 to Contract C-267-407 with **PURPLE EASEL LLC** to provide paint lessons to students at Arroyo Elementary School and Monte Vista Elementary School in support of visual arts standards. Amendment is to add services for Elderberry Elementary School, cost, and funding source. Amendment cost not to exceed $4,200 for a revised total cost not to exceed $8,900. All other properties of agreement remain unchanged. [Originator: Business Services/Fund: General/General Restricted/Donations/Title I]

21. Settlement Agreement **SA-2627-05**, OMSD, in collaboration with the parents, drafted a settlement agreement to fund $7,000 for an independent educational evaluation (IEE) in the area of neuropsychology, $2,500 for an IEE in the area of central auditory processing deficits, $3,500 for an IEE in the area of functional behavior, six sessions of vision therapy, and $7,000 in attorney fees.

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Adoption of Resolution 2026-27-94, Self-Certifying Increased Federal Micro-Purchase Threshold**

REQUESTED ACTION

Approve Adoption of Resolution 2026-27-94, Self-Certifying Increased Federal Micro-Purchase Threshold.

BACKGROUND INFORMATION

Effective January 1, 2027, the California Department of Education raised the bid threshold limit for non-construction, competitively bid contracts to $119,100. The new bid limit only applies to (1) the purchase of equipment, materials, and supplies; (2) services, except construction services; and (3) repairs.

The District is currently bound by the federal micro-purchase threshold of $15,000 for applicable transactions funded by federal funds. A "micro-purchase" is an acquisition of supplies or services below the threshold of $15,000 which does not require formal procurement methods such as competitive bidding.

Pursuant to Code of Federal Regulations, § 200.320, non–federal entities, including local public-school districts, may annually self-certify a micro-purchase threshold of up to $50,000 if (1) the non-federal entity qualifies as a low-risk auditee, (2) the non-federal entity has an annual internal institutional risk assessment to identify, mitigate, and manage financial risks, or (3) a higher threshold would be consistent with state law. Presented as Exhibit A, is Resolution 2026-27-94, Self-Certifying Increased Federal Micro-Purchase Threshold. Exhibit B, California Public Contract Code section 20111 is included. Finally, Exhibit C, Letter from the California Department of Education regarding Bidding Threshold, is also included.

Prepared by: Phil Hillman, Chief Business Official _____

FINANCIAL IMPLICATIONS

Adoption of the resolution has no direct fiscal impact. Contracts awarded under the program will be brought individually to the Board with funding information identified.

Reviewed by: Phil Hillman, Chief Business Official _____

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve Adoption of Resolution 2026-27-94, Self-Certifying Increased Federal Micro-Purchase Threshold.

Approved by: James Q. Hammond, Superintendent _____

Exhibit A
ONTARIO-MONTCLAIR SCHOOL DISTRICT

Resolution 2026-27-94
Self-Certifying Increased Federal Micro-Purchase Threshold

WHEREAS, pursuant to 48 C.F.R. section 2.101, an acquisition of supplies or services below the threshold of $15,000 is, for the purpose of federal law, a "micro-purchase" which does not require formal procurement methods such as competitive bidding;

WHEREAS, the Ontario-Montclair School District ("District") is currently bound by the federal micro-purchase threshold of $15,000 for applicable transactions funded by federal funds;

WHEREAS, pursuant to 2 C.F.R. section 200.320, non–federal entities, including local public school districts, may annually self-certify a micro-purchase threshold of up to $50,000 if (1) the non-federal entity qualifies as a low-risk auditee, (2) the non-federal entity has an annual internal institutional risk assessment to identify, mitigate, and manage financial risks, or (3) a higher threshold would be consistent with state law;

WHEREAS, the District may permissibly self-certify a higher micro-purchase threshold under the third potential justification set forth above because it would be consistent with state law, since California has higher thresholds. Specifically, California law requires competitive bidding of public project contracts above $15,000, as further set forth in Public Contract Code section 20111, a copy of which is attached hereto as Attachment B;

WHEREAS, for contracts and purchases for other goods and services, California generally requires competitive bidding for contracts and purchases over $119,100. This threshold is in accordance with Public Contract Code section 20111(a), as has been adjusted pursuant to statute by the California Department of Education, as documented in the letter attached hereto as Attachment C; and

WHEREAS, in accordance with the above, the District is justified in self-certifying a micro-purchase threshold of $50,000 for contracts other than public projects, and a threshold of $15,000 for public projects.

NOW, THEREFORE BE IT RESOLVED by the Board as follows:

1. The above recitals are true and correct.

2. The Board hereby self-certifies a limit of $50,000 for federally funded micro-purchases that are not public projects provided that such purchases comply with all applicable laws.

3. The Board hereby self-certifies a limit of $15,000 for federally funded micro-purchases that are public projects provided that such purchases comply with all applicable laws.

4. The Board hereby instructs District staff to retain this resolution, as well as its exhibits, for a period of three years, in accordance with 2 C.F.R. § 200.334.

This Resolution shall take effect upon adoption by a majority of all members of the Board.

On motion of _____, and seconded by _____, this resolution was adopted on _____, by the following vote:

AYES _____ NOES _____ ABSENT _____ ABSTENTIONS _____

PASSED AND ADOPTED this _____ at a Regular Meeting of the Board of Trustees of the Ontario-Montclair School District.

_____
President

ATTEST:

_____
Clerk

Attachment B
California Public Contract Code section 20111

(a) (1) The governing board of any school district, in accordance with any requirement established by that governing board pursuant to subdivision (a) of Section 2000, shall let any contracts involving an expenditure of more than fifty thousand dollars ($50,000) for any of the following:

(A) The purchase of equipment, materials, or supplies to be furnished, sold, or leased to the district.

(B) Services, except construction services.

(C) Repairs, including maintenance as defined in Section 20115, that are not a public project as defined in subdivision (c) of Section 22002.

(2) The governing board shall let the contract to the lowest responsible bidder who shall give security as the board requires, or else reject all bids.

(b) (1) The governing board shall let any contract for a public project, as defined in subdivision (c) of Section 22002, involving an expenditure of fifteen thousand dollars ($15,000) or more, to the lowest responsible bidder who shall give security as the board requires, or else reject all bids. All bids for construction work shall be presented under sealed cover, and shall be accompanied by one of the following forms of bidder's security:

(A) Cash.

(B) A cashier's check made payable to the school district.

(C) A certified check made payable to the school district.

(D) A bidder's bond executed by an admitted surety insurer, made payable to the school district.

(2) Upon award to the lowest bidder, the security of an unsuccessful bidder shall be returned in a reasonable period of time, but in no event shall that security be held by the school district beyond 60 days from the time the award is made.

(c) Procurement bid solicitations and awards made by a school district approved to operate at least one federal nonprofit child nutrition program for purchases in support of those programs shall be consistent with the federal procurement standards in Sections 200.318 to 200.326, inclusive, of Part 200 of Title 2 of the Code of Federal Regulations. These awards shall be let to the most responsive and responsible party. The price shall be the primary consideration, but not the only determining factor.

(d) This section applies to all equipment, materials, or supplies, whether patented or otherwise, and to contracts awarded pursuant to subdivision (a) of Section 2000. This section shall not apply to professional services or advice, insurance services, or any other purchase or service otherwise exempt from this section, or to any work done by day labor or by force account pursuant to Section 20114.

(e) Commencing January 1, 1997, the Superintendent of Public Instruction shall annually adjust the dollar amounts specified in subdivision (a) to reflect the percentage change in the annual average value of the Implicit Price Deflator for State and Local Government Purchases of Goods and Services for the United States, as published by the United States Department of Commerce for the 12-month period ending in the prior fiscal year. The annual adjustments shall be rounded to the nearest one hundred dollars ($100).

Attachment C
Letter from the California Department of Education regarding Bidding Threshold

December 8, 2025

Dear County and District Superintendents, County and District Chief Business Officials, and Charter School Administrators:

Annual Adjustment to Bid Threshold for Contracts Awarded by School Districts

Public Contract Code (*PCC*) Section 20111(a) requires school district governing boards to competitively bid and award any contracts involving an expenditure of more than $50,000, adjusted for inflation, to the lowest responsible bidder. Contracts subject to competitive bidding include:

1. Purchase of equipment, materials, or supplies to be furnished, sold, or leased to the school district.
2. Services that are not construction services.
3. Repairs, including maintenance as defined in *PCC* Section 20115, that are not public projects as defined in *PCC* Section 22002(c).

The State Superintendent of Public Instruction (State Superintendent) is required to annually adjust the $50,000 amount specified in *PCC* Section 20111(a) to reflect the percentage change in the annual average value of the Implicit Price Deflator for State and Local Government Purchases of Goods and Services for the United States, as published by the United States Department of Commerce, Bureau of Economic Analyst (BEA) for the 12-month period ending in the prior fiscal year. The inflation adjustment is rounded to the nearest one hundred dollars ($100).

Pursuant to the above calculation, and effective January 1, 2026, the State Superintendent has determined that the inflation adjusted bid threshold will increase from $114,800 to $119,100. Shown below are the inflation adjusted bid thresholds for the current and two prior years.

Calendar Year	Bid Threshold	Percentage Change in Implicit Price Deflator
2024	$114,500	4.79%
2025	$114,800	0.259%
2026	$119,100	3.772%

Also note that public projects as defined in *PCC* Section 22002(c), such as construction or reconstruction of publicly owned facilities, have a lower bid threshold of $15,000 that is not adjusted for inflation. For more information on bidding requirements for all projects, refer to *PCC* sections 20110 to 20118.4.

This letter is posted on the Office of Financial Accountability and Information Services Correspondence web page at https://www.cde.ca.gov/fg/ac/co/.

If you have questions regarding this matter, please contact the Office of Financial Accountability and Information Services by email at sacsinfo@cde.ca.gov.

Sincerely,

Masha Lutsuk, Administrator
Financial Accountability and Information Services
School Fiscal Services Division
ML:hvt

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Rejection of Liability Claim 2026-27-100**

REQUESTED ACTION

Approve Rejection of Liability Claim 2026-27-100.

BACKGROUND INFORMATION

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

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

- Claim 2026-27-100

Prepared by: Phil Hillman, Chief Business Official

FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board approve rejection of Liability Claim 2026-27-100.

Approved by: James Q. Hammond, Superintendent

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Rejection of Liability Claim 2026-27-104**

REQUESTED ACTION

Approve Rejection of Liability Claim 2026-27-104.

BACKGROUND INFORMATION

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

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

- Claim 2026-27-104

Prepared by: Phil Hillman, Chief Business Official

FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board approve rejection of Liability Claim 2026-27-104.

Approved by: James Q. Hammond, Superintendent

(Ref. b 6.1)

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Rejection of Liability Claim 2026-27-105**

REQUESTED ACTION

Approve Rejection of Liability Claim 2026-27-105.

BACKGROUND INFORMATION

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

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

- Claim 2026-27-105

Prepared by: Phil Hillman, Chief Business Official

FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board approve rejection of Liability Claim 2026-27-105.

Approved by: James Q. Hammond, Superintendent

(Ref. b 7.1)

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Rejection of Liability Claim 2026-27-106**

REQUESTED ACTION

Approve Rejection of Liability Claim 2026-27-106.

BACKGROUND INFORMATION

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

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

- Claim 2026-27-106

Prepared by: Phil Hillman, Chief Business Official _____

FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official _____

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board approve rejection of Liability Claim 2026-27-106.

Approved by: James Q. Hammond, Superintendent _____

(Ref. b 8.1)

Consent Calendar

(c) Human Resources

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Certificated Personnel Recommendations Report #CERT2627-1119**

REQUESTED ACTION

Approve Certificated Personnel Recommendations.

EMPLOYMENT

NAME	ASSIGNMENT	EFFECTIVE
None.		

ASSIGNMENT, CLASSIFICATION, SCHEDULE CHANGE, TITLE CHANGE

NAME	ASSIGNMENT	EFFECTIVE
Tiffany Barnett	Assistant Principal/Howard to Sultana	11/16/2026
Sabrina Blake	Assistant Principal/Monte Vista to Acting Principal/Monte Vista	01/01/2027
Stefany Olmos	Assistant Principal/Bon View to Howard (Term: 11/16/2026 through 05/20/2027)	11/16/2026

REHIRE

NAME	ASSIGNMENT	EFFECTIVE
None.		

CERTIFICATED SUBSTITUTES

NAME	ASSIGNMENT	EFFECTIVE
Keren Olea	Certificated Substitute	10/22/2026
Edward Villalobos	Certificated Substitute	10/26/2026

Certificated Personnel Recommendations Report #CERT2627-1119
November 19, 2026

REQUESTS FOR LEAVE OF ABSENCE

NAME	LEAVE REQUEST	EFFECTIVE
Stacee Beeson	Teacher/Bon View Medical Leave	11/06/2026-01/05/2027
Irma Cazares	Teacher/Sultana Extended Medical Leave	11/08/2026-01/31/2027
Arielle Dieudonne	Teacher/Hawthorne Extended Medical Leave	10/22/2026-11/09/2026
Nicole Ehrhorn	Teacher/Howard Extended Medical Leave	11/03/2026-12/09/2026
Ryan Escalante	Outreach Consultant/Moreno Medical Leave	10/14/2026-11/04/2026
Genesis Hernandez	Speech Language Pathologist/Briggs-SPED Extended Medical Leave	11/24/2026-12/08/2026
Adriana Loera	Teacher/Central Medical Leave	11/04/2026-12/04/2026
Brian McNeeley	Teacher/Edison Extended Medical Leave	11/01/2026-01/01/2027
Lois Ndicu	Teacher/Elderberry Medical Leave	10/31/2026-12/02/2026
Andreina Ornelas	Teacher/Central Medical Leave	10/30/2026-01/08/2027
Susan Perkins	Teacher/Lehigh Extended Medical Leave	11/02/2026-11/15/2026
Jarred Shell	Teacher/De Anza Extended Medical Leave	10/25/2026-11/10/2026
Elizabeth Vasquez	School Psychologist/Briggs-SPED Extended Medical Leave	11/04/2026-02/02/2027
Minzhi Zhang	Teacher-Dual Language/Montera Extended Medical Leave	10/23/2026-12/04/2026

Certificated Personnel Recommendations Report #CERT2627-1119
November 19, 2026

REVISED APPROVED LEAVE OF ABSENCE

NAME	ASSIGNMENT	APPROVED DATES	REVISED DATES

None.

VARIABLE TERM WAIVER

NAME	ASSIGNMENT	EFFECTIVE

None.

RETIREMENT, RESIGNATION, RELEASE AND TERMINATION

NAME	ASSIGNMENT	EFFECTIVE
Amy D'Andrea	Acting Principal/Sultana	12/31/2026
Wenshiun Hsu	Teacher/Montera	12/17/2026
Kayleen Valencia	SPED Teacher/Lehigh	11/30/2026

REPORT OF ACTION TAKEN BY THE BOARD OF TRUSTEES IN CLOSED SESSION ON NOVEMBER 5, 2026:

Position Title: Director

On a motion by Trustee Martinez, seconded by Trustee Rivas, the Board of Trustees voted 5 to 0, to appoint Certificated Management Employee Case #2026-27-008A as Director I, Special Education, effective November 16, 2026.

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

Reviewed by: Phil Hillman, Chief Business Official

Approved by: James Q. Hammond, Superintendent

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Classified Personnel Recommendations Report #CLA2627-1119**

REQUESTED ACTION

Approve Classified Personnel Recommendations.

EMPLOYMENT

NAME	ASSIGNMENT	EFFECTIVE
Sophia Armas	Proctor/Monte Vista	11/02/2026
Nancy Balmaceda	Proctor/Sultana	11/04/2026
Ana Belmontes	IA-Learning Needs/Lehigh	11/02/2026
Angela Favela	Instructional Asst./Corona	11/04/2026
Katrina Garzo	School Office Asst. II/Serrano	11/09/2026
Roussaila Hamilton	IA-Learning Needs/Del Norte	11/02/2026
Andrea Hernandez	Library Media Asst./El Camino	11/18/2026
Leo Hernandez	Custodian/Linda Vista and De Anza	10/28/2026
Alejandro Hinojosa	PE Asst./Briggs-L&T	10/28/2026
Kiara Jones	Proctor/Bon View	11/02/2026
Soksann Khen	Food Service Asst. I/Moreno	11/02/2026
Alicia Lopez	Proctor/Berlyn	11/02/2026
Addysin Martinez	PE Asst./Briggs-L&T	11/09/2026
Daisy Mendoza	School Family Outreach Asst./Lehigh	11/02/2026
Isabel Montes	IA-Learning Needs/Monte Vista	11/02/2026
Marisol Rivas	School Office Asst. II/Oaks	11/02/2026
Jessica Rodriguez	School Family Outreach Asst./Howard	11/09/2026
Luz Rodriguez	Special Needs Program Asst./Sultana	11/16/2026
Rosa Ruiz	Student Mentor & Campus Asst./Euclid	11/02/2026
Maria Zavala	Proctor/Oaks	11/02/2026

ASSIGNMENT, CLASSIFICATION, SCHEDULE CHANGE, TITLE CHANGE

NAME	ASSIGNMENT	EFFECTIVE
Kimberly Cortez-De La Cruz	IA-Learning Needs/Sultana to Vineyard – (Cancelled)	10/27/2026
Andrea Hermann	Fiscal Technician/Briggs-Operations to Supervisor/Briggs-Operations	11/20/2026
Maya Luna	School Family Outreach Asst./Euclid to IA-Learning Needs/De Anza	10/27/2026

(Ref. c 2.1)

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

NAME	ASSIGNMENT	EFFECTIVE
Samantha Macias	IA-Preschool Inclusion/Linda Vista to Early Childhood Education Asst./Bon View	11/02/2026
Michelle Perez	Speech Language Pathologist Asst./Briggs-SPED to IA-Learning Needs/Transportation	11/02/2026
Jennifer Pinillos Pinedo	Library Media Technician/Vina Danks to School Family Outreach Asst./Vina Danks	11/02/2026
Richard Quach	Car Driver/Transportation to Bus Driver	11/02/2026
Ashley Williams	PE Asst./Briggs-L&T to Student Mentor & Campus Asst./Arroyo	11/02/2026

CLASSIFIED SUBSTITUTES

NAME	ASSIGNMENT	EFFECTIVE
Mireya Angel	Substitute Proctor	10/30/2026
Dalena Dinh	Substitute Behavior Intervention Asst./Instructional Asst./ Learning Needs/PE Asst./Special Needs Program Asst.	10/30/2026
Pearlita Gallardo	Substitute Proctor	10/30/2026
Leilany Gamboa	Substitute AVID Tutor	10/26/2026
Luke Garza	Substitute PE Asst./Special Needs Program Asst.	10/30/2026
Betsaida Gomez	Substitute Instructional Asst./Learning Needs/Proctor	10/30/2026
Midnight Kaos Kallas	Substitute Classified Trainer	10/21/2026
Aryn Marshall	Substitute Instructional Asst./Learning Needs/ School Office Asst.	10/23/2026
Dayzsanae Taylor	Substitute Custodian	10/23/2026

REHIRE

NAME	ASSIGNMENT	EFFECTIVE

None.

SHORT TERM ASSIGNMENT CLASSIFIED PERMANENT EMPLOYEES AND SUBSTITUTES

NAME	ASSIGNMENT	EFFECTIVE

None.

Classified Personnel Recommendations Report #CLA2627-1119
November 19, 2026

REQUESTS FOR LEAVE OF ABSENCE

NAME	LEAVE REQUEST	EFFECTIVE
Silvia Aguirre	LVN/Mariposa Intermittent Leave	10/16/2026-04/06/2027
Mariela Alvarez	Senior Translator-Spanish/Briggs-L&T Extended Medical Leave	10/23/2026-11/24/2026
Maricruz Aranda	Special Needs Program Asst./Elderberry Medical Leave	10/26/2026-11/16/2026
Norma Arredondo-Fernandez	Clinical Therapist I/Health & Wellness Extended Medical Leave	10/21/2026-11/30/2026
Alejandra Ballar	Special Needs Program Asst./Serrano Extended Medical Leave	11/04/2026-12/04/2026
Thomas Easley	Senior Warehouse Worker/Central Production Kitchen Medical Leave	10/22/2026-11/06/2026
Wendy Elizalde	IA-Learning Needs/Arroyo Extended Medical Leave	11/09/2026-11/24/2026
Guadalupe Fregoso	IA-Learning Needs/Del Norte Medical Leave	10/26/2026-02/15/2027
Deanne Garcia	Proctor/Buena Vista Extended Medical Leave	11/02/2026-11/15/2026
Rebeca Garcia	School Office Asst. I/Lehigh Medical Leave	10/26/2026-11/08/2026
Grace Hernandez	Bus Driver/Transportation Extended Medical Leave	10/28/2026-11/28/2026
Jaimee Juarez	Proctor/Howard Medical Leave	11/20/2026-12/10/2026
Jessica Mancera	Administrative Asst. II/Briggs-L&T Medical Leave	11/02/2026-12/24/2026
Maria Montanez	Food Service Asst. II/Vina Danks Extended Medical Leave	11/04/2026-11/17/2026
Alejandra Ramirez	School Office Asst. I/Buena Vista Intermittent Leave	10/19/2026-04/19/2027
Gilbert Ruiz	Lead Locksmith/Briggs-Operations Medical Leave	10/30/2026-11/13/2026

(Ref. c 2.3)

REQUESTS FOR LEAVE OF ABSENCE (continued)

NAME	LEAVE REQUEST	EFFECTIVE
Lori Smith	Bus Driver/Transportation Extended Medical Leave	11/01/2026-12/31/2026
Lesley Stevens	Food Service Asst. III/Central Production Kitchen Medical Leave	10/29/2026-11/15/2026
Manal Tadrous	IA-Learning Needs/Oaks Medical Leave	10/22/2026-11/22/2026
Victor Vallejo	Budget Analyst/Briggs-Fiscal Services Extended Medical Leave	11/01/2026-11/06/2026

REVISED APPROVED LEAVE OF ABSENCE

NAME	ASSIGNMENT	APPROVED DATES	REVISED DATES

None.

RETIREMENT, RESIGNATION, PROBATIONARY RELEASE, LAYOFF AND TERMINATION

NAME	ASSIGNMENT	EFFECTIVE
Carol Bourland	Classified Trainer/Arroyo	12/17/2026
John Froio	Lead HVAC/Briggs-Operations	12/30/2026
Danary Hernandez	Special Needs Program Asst./Berlyn	11/03/2026
Virginia Jimenez	Proctor/Corona	11/06/2026
Alyssa Johnson	Instructional Asst./Elderberry	10/30/2026
Seth Labastida	Lead Carpenter/Briggs-Operations	10/30/2026
Lonyae Miller	IA-Learning Needs/Euclid	10/24/2026
Janell Sanchez	Instructional Asst./Haynes	11/13/2026
Alma Tilley	School Office Asst./Edison	12/30/2026
Jenifer Valle	Proctor/Vineyard	10/29/2026

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

Reviewed by: Phil Hillman, Chief Business Official

Approved by: James Q. Hammond, Superintendent

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Ontario-Montclair School District 2027 – 2028 School Year Calendar**

REQUESTED ACTION

Approve the Ontario-Montclair School District 2027 – 2028 School Year Calendar.

BACKGROUND INFORMATION

The Ontario-Montclair School District (OMSD) Calendar Committee is composed of representatives from the Ontario-Montclair Teachers Association (OMTA), the California School Employees Association (CSEA) Chapter #108, the Learning & Teaching Division, site administrators (principals and assistant principals), and the Human Resources Division. The committee develops the District's annual instructional calendar through a collaborative process that incorporates input from staff and the community. Recognizing that OMSD and the Chaffey Joint Union High School District (CJUHSD) serve many of the same families, the committee has historically sought to align the OMSD calendar as closely as possible with the CJUHSD calendar to support consistency and convenience for students, staff, and families across both districts.

For the 2027 – 2028 school year, the Calendar Committee recommends a key modification to the certificated employee work year: one (1) of the non-student teacher preparation day has been moved from the last day of the work year to the first day before students return. This adjustment provides certificated staff with an additional day at the start of the school year to establish their classroom learning environments, collaborate with colleagues, and organize critical site-level logistics that support a smooth and effective opening of schools.

Following discussion and review, the committee respectfully submits the attached OMSD 2027 – 2028 School Year Calendar (Exhibit A) for Board of Trustees approval.

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Ontario-Montclair School District 2027 – 2028 School Year Calendar.

Approved by: James Q. Hammond, Superintendent

(Ref. c 3.1)

EXHIBIT A

ONTARIO-MONTCLAIR SCHOOL DISTRICT

2027-2028 District Calendar

July 2027

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

Student Days **0** To Date: **0**

August 2027

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

Student Days **17** To Date: **17**

September 2027

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

Student Days **21** To Date: **38**

October 2027

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

Student Days **20** To Date: **58**

November 2027

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

Student Days **15** To Date: **73**

December 2027

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

Student Days **16** To Date: **89**

January 2028

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

Student Days **15** To Date: **104**

February 2028

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

Student Days **19** To Date: **123**

March 2028

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

Student Days **23** To Date: **146**

April 2028

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

Student Days **15** To Date: **161**

May 2028

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

Student Days **19** To Date: **180**

June 2028

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

Student Days **0** To Date: **180**

July 2027
July 5 — Independence Day (observed)

August 2027
Aug 3-6 — Teacher Preparation Days
Aug 9 — First Day for Students

September 2027
Sept 6 — Labor Day

October 2027
Oct. 4-8 — Middle School Parent Conference
Oct 11 — Non-School Day

November 2027
Nov 5 — Elem. School Min. Day - Report Card
Nov 11 — Veterans Day
Nov 12 — Schools & District Closed
Nov. 15-19 — Elementary School Parent Conference
Nov 22-26 — Thanksgiving Break

December 2027
Dec 22 — Middle School Min. Day - Report Card
Dec 23-31 — Winter Break

January 2028
Jan 3-7 — Winter Break
Jan 17 — Martin Luther King Jr. Day

February 2028
Feb 14 — Lincoln's Birthday
Feb 21 — Presidents' Day
Feb 28-March 3 — Middle School Parent Conferences

March 2028
March 1-3 — Middle School Parent Conference
March 3 — Elem. School Min Day - Report Card
March 13-17 — Elementary School Parent Conference

April 2028
April 3-7 — Spring Break

May 2028
May 5 — Middle School Report Card Day
May 25 — Last Day for Students
May 29 — Memorial Day

June 2028
June 19 — Juneteenth (observed)

Elementary Schools	**1st Trimester : 58 days**	Aug 9 - Oct. 29
	2nd Trimester: 63 days	Nov 1 - Feb 25
	3rd Trimester: 59 days	Feb 28 - May 25
Middle Schools	1st Progress Report	September 24
	2nd Progress Report	November 5
	1st Semester: 89 days	December 22
	1st Progress Report	February 18
	2nd Progress Report	March 31
	2nd Semester: 91 days	May 25

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

Board approved on:

(Ref. c 3.2)

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Provisional Internship Permit for Helen Hillman**

REQUESTED ACTION

Approve the recommendation for Provisional Internship Permit (PIP) for Helen Hillman.

BACKGROUND INFORMATION

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

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

The District is requesting a PIP authorizing Helen Hillman to be in a Special Education SDC Mild/Moderate Teacher position at Lehigh Elementary School.

Helen Hillman earned her Bachelor of Arts degree in Psychology from the University of California. She is currently enrolled in a dual teaching credential and Master's Degree in Education program at the University of La Verne. Upon successful completion of the program requirements, she will earn both a Multiple Subject Teaching Credential and an Education Specialist Instruction Credential in Mild to Moderate Support Needs.

Prior to joining the Ontario-Montclair School District as a certificated substitute teacher, Ms. Hillman gained extensive professional experience in various leadership and direct-service roles supporting individuals with disabilities. Her background includes working in residential group homes, behavioral services agencies, and the Regional Center of Orange County. Through her roles as a Regional Center Case Manager, Assistant Behavioral Consultant, Qualified Intellectual Disabilities Professional (QIDP), and Residential Group Home Administrator, Ms. Hillman has developed extensive hands-on experience and practical knowledge in supporting individuals with disabilities. Her diverse professional background has provided her with valuable insight into the unique needs, challenges, and support strategies necessary to serve this population effectively.

Provisional Internship Permit for Helen Hillman
November 19, 2026

Upon approval by the Board of Trustees and issuance of a PIP in Special Education Mild to Moderate Support Needs, Ms. Hillman will be authorized to serve as a Special Education Teacher in an SDC Mild/Moderate setting for the 2026 – 2027 school year.

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Recommended Provisional Internship Permit (PIP) for Helen Hillman.

Approved by: James Q. Hammond, Superintendent

(Ref. c 4.2)

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Provisional Internship Permit for Shuyuan Qian**

REQUESTED ACTION

Approve the recommendation for Provisional Internship Permit (PIP) for Shuyuan Qian.

BACKGROUND INFORMATION

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

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

The District is requesting a PIP authorizing Shuyuan Qian to be in a Teacher Elementary, Dual Language position at Montera Elementary School.

Shuyuan Qian earned her Bachelor of Science degree in Finance and Accounting Management with a minor in Information Technology from Northeastern University. In addition, she received her Master of Science Degree in Finance from Hong Kong University of Science and Technology. Ms. Qian will be pursuing a Multiple Subject Teaching Credential upon admission into a CTC-approved program.

Prior to pursuing teaching, Ms. Qian was a Finance Project Manager and Strategic Analyst in Shanghai, China. Her educational and professional background has prepared her to manage international projects coordinating timelines, deliverables, and multiple stakeholders across Mandarin and English speakers. During her undergraduate studies in Northeastern University, she tutored high school students in AP Economics. Additionally, Ms. Qian has volunteer experience at a children's hospital, where she spent time playing the piano, reading, and facilitating group activities with children.

Upon approval by the Board of Trustees and issuance of a PIP in Multiple Subjects with a Bilingual Authorization in Mandarin, Ms. Qian will be authorized to serve as a Teacher Elementary, Dual Language for the 2026 – 2027 school year.

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

(Ref. c 5.1)

FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official _____

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the Recommended Provisional Internship Permit (PIP) for Shuyuan Qian.

Approved by: James Q. Hammond, Superintendent _____

Consent Calendar

(d) Learning & Teaching

Consent Calendar: (d) Learning & Teaching

NONE

Consent Calendar

(e) SELPA & Equity

Consent Calendar: (e) SELPA

NONE

Discussion/Action/Public Hearing

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Set December 17, 2026 as the Official Date of the Annual Organizational Meeting of the Ontario-Montclair School District Board of Trustees for an Election Year**

REQUESTED ACTION

Approve to Set December 17, 2026 as the official date of the Annual Organizational Meeting of the Ontario-Montclair School District Board of Trustees for an Election Year.

BACKGROUND INFORMATION

Education Code sections 5017 and 35143 require that governing boards hold an annual organizational meeting and that each member of the board be notified in writing of the date and time selected.

Effective January 1, 2022, annual organizational meetings in years in which no regular election for governing board members is conducted shall be held on any date in December, but no later than December 20. Unless otherwise provided by rule of the governing board, the day and time of the annual meeting shall be selected, in a year in which no such regular election for governing board members is conducted, by the board at its last regular meeting held immediately before the organizational meeting.

The board shall notify the county superintendent of schools of the day and time selected. The clerk of the board shall, within 15 days before the date of the annual meeting, notify in writing all members and members-elect of the date and time selected for the meeting.

The November 19, 2026 Regular Meeting date, meets the Education Code timeline for selecting a date for the Annual Organizational Board Meeting and authorizes Superintendent Dr. James Q. Hammond to submit the required Organizational Meeting forms to the San Bernardino County Superintendent of Schools.

The Annual Organizational Board Meeting includes election of President, Vice President, Clerk, Legislative Representative, Representative to County Committee on School District Organization, and an Alternate Representative for the County Committee on School District Organization. The Representative for the County Committee serves as its voting representative/elector at the annual October Meeting of School District Organization and each representative shall have one vote for each vacant position to be filled at the 2026 election of members to the County Committee on School District Organization. The alternate serves to represent in the case the Representative is unable to attend the meetings.

At the December organizational meeting, the Board of Trustees will also review and set dates for Board Meetings for the upcoming calendar year. The proposed dates for 2027 Board meetings will be submitted in draft format at the Regular Meeting of November 19, 2026.

Prepared by: James Q. Hammond, Superintendent

Set December 17, 2026 as the Official Date of the Annual Organizational Meeting of the Ontario-Montclair School District Board of Trustees for an Election Year
November 19, 2026

FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official _____

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board Set December 17, 2026 as the Official Date of the Annual Organizational Meeting of the Ontario-Montclair School District Board of Trustees for an Election Year.

Approved by: James Q. Hammond, Superintendent _____

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

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

REQUESTED ACTION

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

BACKGROUND INFORMATION

The Ontario-Montclair School District (OMSD) and the Ontario-Montclair Teachers Association (OMTA) have reached an Agreement (See Exhibit A) to incentivize early notification of retirement/resignation. It will allow early preparation and planning of the District's hiring and position control practices for the 2027 – 2028 school year. It is in the best fiscal interests of the District to have information regarding certificated employee resignations and retirements prior to the end of the current 2026 – 2027 school year.

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

1. With District approval, an early notification incentive shall be paid to each permanent certificated employee of the District who submits a non-revocable letter of resignation or retirement from District Employment with an effective date between May 1, 2027 to June 30, 2027 to the Human Resources Office no later than 4:00 p.m. on or before January 15, 2027 for $2,500; and

2. Agree not to return to District employment as a permanent certificated employee until after June 30, 2028.

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

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

The lump sum shall be paid no later than July 1, 2027. This agreement is for the period of July 1, 2026 through June 30, 2027.

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

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

FINANCIAL IMPLICATIONS

The estimated cost for the MOU for a one-time incentive for early notification of retirement/resignation, is estimated at approximately $65,145. This is based on irrevocable notifications from prior years.

Reviewed by: Phil Hillman, Chief Business Official

SUPERINTENDENT'S RECOMMENDATION

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

Approved by: James Q. Hammond, Superintendent

Exhibit A

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

October 21, 2026

MEMORANDUM OF UNDERSTANDING

ONE-TIME INCENTIVE FOR EARLY NOTIFICATION OF RETIREMENT/RESIGNATION

WHEREAS, the Ontario-Montclair School District (District) and the Ontario-Montclair Teachers Association (OMTA) are Parties to a Collective Bargaining Agreement (CBA), effective from July 1, 2026 through June 30, 2027; and

WHEREAS, for purposes of preparing and planning the District's hiring and position control practices for the 2027-2028 school year, it is in the best fiscal interests of the District to have information regarding certificated employee resignations and retirements prior to the end of the current 2026-2027 school year; and

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

WHEREAS, the Parties seek to provide a one-time incentive to eligible employees who provide early notification to the District of their retirement/resignation effective at the end of the 2026-2027 school year.

NOW THEREFORE, THE PARTIES AGREE:

1. With District approval, an early notification incentive shall be paid to each permanent certificated employee of the District who submits a non-revocable letter of resignation or retirement from District employment with an effective date between May 1, 2027 to June 30, 2027, and provides early notification as specified in this Memorandum of Understanding.

2. Any permanent District certificated employee, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum of $2,500 if submitted to the Human Resources Office no later than 4:00 p.m. on or before January 15, 2027. Each such participant is solely responsible for all tax consequences of accepting the incentive.

3. Certificated employees agree not to return to District employment as a permanent certificated employee until after June 30, 2028.

4. Certificated employees who work less than a full-time assignment shall be eligible to receive a pro-rated lump sum in return for their submission of an early notification of irrevocable resignation or retirement.

5. This MOU is for the 2026-2027 school year only and expires by its own terms on June 30, 2027. The Parties agree that this MOU is non-precedential and applies only to the terms specifically agreed to and described. Nothing in this MOU waives, modifies, or amends any provisions of the CBA except as provided herein.

This MOU is non-precedent setting.

For the District

10/26/26

Hector Macias, Ph.D. *Date*
Deputy Superintendent, Human Resources
Ontario-Montclair School District

For the Association

10/26/26

Tisha Curry *Date*
President
Ontario-Montclair Teacher Association

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 (Statues of 2004, Chapter 25), Government Code 3547.5 & 3540.2.

SUMMARY OF PROPOSED AGREEMENT

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

To be acted upon by the Governing Board at its meeting on :	*(enter Date)*	11/19/2026
Budget Revisions to be INPUT no later than 45 days after approval: ***(will calc + 45 days)***		1/3/2027
Estimated Agreement Payment Date	*(enter Date)*	6/30/2027

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:	Ontario-Montclair Teachers Association (OMTA)	1,177.0
Classified:		0.0

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on:	(enter Begin Date)	7/1/2026
and ending on:	(enter End Date)	6/30/2027

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):*	$ 143,895,348.00
Current Year Salary Cost After Settlement *(Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):*	$ 143,957,848.00
Total Cost Increase or (Decrease):	***$62,500.00***
Percentage Increase or (Decrease):	***0.04%***

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	0
Indicate Total # of Work Days to be provided for fiscal year:	Various
Indicate Total # of Instructional Days to be provided for fiscal year:	180

SUMMARY OF PROPOSED AGREEMENT

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

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

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

Statutory Benefits: *(object 3XXX less 34XX)*
(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Statutory Benefit Costs:

Current Costs:	$ 34,723,145.00
Proposed Costs:	$ 34,723,145.00
Total Cost Increase or (decrease):	$0.00
Percentage Change:	0.00%

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

Current Costs:	$ 18,375,392.00
Proposed Costs:	$ 18,375,392.00
Total Cost Increase or (decrease):	$0.00
Percentage Change:	0.00%

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

26-27: Health Benefit Cap: Single - $11,984, Two Party - $22,768, Family - $31,576

Current Cap:	$ 31,576.00	
Proposed Cap:	$ 31,576.00	
Average Capped Amount increase or (decrease) per employee	$0.00	0.00%

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

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

Current Year Combined Cost Before Settlement: *(data pulls from above)*
(Based on YTD Actuals Projected through 6/30 and current agreement)

Salaries	$ 143,895,348.00	
Benefits	$ 53,098,537.00	
Total:		$ 196,993,885.00

Current Year Cost After Settlement: *(data pulls from above)*
(Include any retroactive pay increases or (decreases) or one-time bonuses/stipends or (reductions)):

Salaries	$ 143,957,848.00	
Benefits	$ 53,098,537.00	
Total:		$ 197,056,385.00

TOTAL COST INCREASE OR (DECREASE) *(This amount should tie to the multiyear projection sections for 1XXX-3XXX)*	$62,500.00
PERCENTAGE CHANGE	0.03%
1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):	$ 1,786,184.93

(Ref. H 2.6)

SUMMARY OF PROPOSED AGREEMENT

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

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

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

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

Per Memorandum of Understanding (MOU): With District approval, an early notification incentive shall be paid to each permanent certificated employee of the District who submits a non-revocable letter of resignation or retirement from the District with an effective date between May 1, 2027 to June 30, 2027. The incentive is in the form of a lump sum of $2,500 if submitted to the Human Resource Office no later than 4pm on or before January 15, 2027. Each participant is solely responsible for the tax consequences.

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)***	$ 433,642,122.00
Minimum State Reserve Percentage **(input %)**	3%
Minimum State Reserve Requirement: ***(Formula includes Total Exp/Uses x Minimum Reserve %)***	$ 13,009,263.66

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)** **1/3/2027**

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.

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.		Current Fiscal Year 2026-2027			
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board-Approved Budget Before Settlement - As of June 18, 2026	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA		**ADA= 16,086.54**	**CERT FTE: 1,177**	**CLASS FTE: 1,352**	**ADA= 16,086.54**
LCFF Sources	(8010-8099)	275,449,316.00	0.00	0.00	275,449,316.00
Remaining Revenues	(8100-8799)	128,410,078.00	0.00	0.00	128,410,078.00
TOTAL		**403,859,394.00**	**0.00**	**0.00**	**403,859,394.00**
OPERATING EXPENDITURES					
1000 Certificated Salaries		159,447,508.00	62,500.00	0.00	159,510,008.00
2000 Classified Salaries		76,080,858.00	0.00	0.00	76,080,858.00
3000 Benefits		118,732,547.00	2,645.00	0.00	118,735,192.00
4000 Instructional Supplies		15,557,797.00	0.00	0.00	15,557,797.00
5000 Contracted Services		47,807,045.00	0.00	0.00	47,807,045.00
6000 Capital Outlay		11,931,629.00	0.00	0.00	11,931,629.00
7000 Other		(836,407.00)	0.00	0.00	(836,407.00)
TOTAL		**428,720,977.00**	**65,145.00**	**0.00**	**428,786,122.00**
OPERATING SURPLUS (DEFICIT)		**(24,861,583.00)**	**(65,145.00)**	**0.00**	**(24,926,728.00)**
Other Sources and Transfers In		931,694.00	0.00	0.00	931,694.00
Other Uses and Transfers Out		4,856,000.00	0.00	0.00	4,856,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE		**(28,785,889.00)**	**(65,145.00)**	**0.00**	0.00 **(28,851,034.00)**
BEGINNING FUND BALANCE 9791-92		119,594,929.00			119,594,929.00
Prior-Year Adjustments 9793-95		0.00		0.00	0.00
NET BEGINNING BALANCE		**119,594,929.00**		**0.00**	**119,594,929.00**
ENDING FUND BALANCE (EFB)		**90,809,040.00**	**(65,145.00)**	**0.00**	**90,743,895.00**
COMPONENTS OF ABOVE EFB:					
Nonspendable (9711-9719)		1,293,329.00	0.00	0.00	1,293,329.00
Restricted (9740)		36,172,129.00	0.00	0.00	36,172,129.00
Committed (9750/9760)		40,336,272.69	(67,099.35)	0.00	40,269,173.34
Assigned (9780)		0.00	0.00	0.00	0.00
Reserve Economic Uncertainties (9789)		**13,007,309.31**	**1,954.35**	**0.00**	**13,009,263.66**
Unassigned/Unappropriated (9790)		**0.00**	**0.00**	**0.00**	**0.00**
State Minimum Reserves %		***3.00%***	***Meets***		***3.00%***
Are budgets in balance?		***In Balance***			***In Balance***
Did you adjust reserves? s/b $0		***$0.00***	***OK***		***$0.00***
FUND 17 RESERVES (9789) or N/A		$ -			$ -

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

N/A

SUMMARY OF PROPOSED AGREEMENT

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

		First Subsequent Year 2027-2028			
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board-Approved Budget Before Settlement - As of June 18, 2026	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA		**ADA= 15,692.21**	**CERT FTE: 1,169**	**CLASS FTE: 1,352**	**ADA= 15,692.21**
LCFF Sources	(8010-8099)	277,616,452.00	0.00	0.00	277,616,452.00
Remaining Revenues	(8100-8799)	122,546,309.00	0.00	0.00	122,546,309.00
TOTAL		**400,162,761.00**	**0.00**	**0.00**	**400,162,761.00**
OPERATING EXPENDITURES					
1000 Certificated Salaries		153,743,213.00	0.00	0.00	153,743,213.00
2000 Classified Salaries		75,359,434.00	0.00	0.00	75,359,434.00
3000 Benefits		115,299,841.00	0.00	0.00	115,299,841.00
4000 Instructional Supplies		10,851,246.00	0.00	0.00	10,851,246.00
5000 Contracted Services		47,829,684.00	0.00	0.00	47,829,684.00
6000 Capital Outlay		3,398,423.00	0.00	0.00	3,398,423.00
7000 Other		(486,407.00)	0.00	0.00	(486,407.00)
TOTAL		**405,995,434.00**	**0.00**	**0.00**	**405,995,434.00**
OPERATING SURPLUS/(DEFICIT)		**(5,832,673.00)**	**0.00**	**0.00**	**(5,832,673.00)**
Other Sources and Transfers In		131,694.00	0.00	0.00	131,694.00
Other Uses and Transfers Out		5,056,000.00	0.00	0.00	5,056,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE		**(10,756,979.00)**	**0.00**	**0.00**	**(10,756,979.00)**
BEGINNING FUND BALANCE (9791)					
(Pulls from prior year EFB)		90,743,895.00			90,743,895.00
Prior-Year Adjustments (9792-9795)					0.00
NET BEGINNING BALANCE		**90,743,895.00**			**90,743,895.00**
ENDING FUND BALANCE (EFB)		**79,986,916.00**	**0.00**	**0.00**	**79,986,916.00**
COMPONENTS OF EFB (above):					
Nonspendable (9711-9719)		1,293,329.00	0.00	0.00	1,293,329.00
Restricted (9740)		28,470,146.00	0.00	0.00	28,470,146.00
Committed (9750/9760)		37,891,897.98	0.00	0.00	37,891,897.98
Assigned (9780)		0.00	0.00	0.00	0.00
Reserve Economic Uncertainties		**12,331,543.02**	**0.00**	**0.00**	**12,331,543.02**
Unassigned/Unappropriated (9790)		**0.00**	**0.00**	**0.00**	**0.00**
State Minimum Reserves %		*3.00%*	*Meets*		*3.00%*
Are budgets in balance?		*In Balance*			*In Balance*
Did you adjust reserves? s/b $0		*$ 0.00*	*Undesignated Amount*		*$ 0.00*
FUND 17 RESERVES (9789) or N/A		$ -			$ -

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

N/A

(Ref. H 2.9)

SUMMARY OF PROPOSED AGREEMENT

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

		Second Subsequent Year 2028-2029			
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board-Approved Budget Before Settlement - As of June 18, 2026	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA		ADA= 15,451.16	CERT FTE: 1,164	CLASS FTE: 1,352	ADA= 15,451.16
LCFF Sources	(8010-8099)	277,264,486.00	0.00	0.00	277,264,486.00
Remaining Revenues	(8100-8799)	122,635,183.00	0.00	0.00	122,635,183.00
	TOTAL	**399,899,669.00**	**0.00**	**0.00**	**399,899,669.00**
OPERATING EXPENDITURES					
1000 Certificated Salaries		155,043,999.00	0.00	0.00	155,043,999.00
2000 Classified Salaries		76,148,316.00	0.00	0.00	76,148,316.00
3000 Benefits		115,848,340.00	0.00	0.00	115,848,340.00
4000 Instructional Supplies		10,961,423.00	0.00	0.00	10,961,423.00
5000 Contracted Services		48,619,214.00	0.00	0.00	48,619,214.00
6000 Capital Outlay		2,651,444.00	0.00	0.00	2,651,444.00
7000 Other		(486,407.00)	0.00	0.00	(486,407.00)
	TOTAL	**408,786,329.00**	**0.00**	**0.00**	**408,786,329.00**
OPERATING SURPLUS/(DEFICIT)		**(8,886,660.00)**	**0.00**	**0.00**	**(8,886,660.00)**
Other Sources and Transfers In		131,694.00	0.00	0.00	131,694.00
Other Uses and Transfers Out		5,256,000.00	0.00	0.00	5,256,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE		**(14,010,966.00)**	**0.00**	**0.00**	**(14,010,966.00)**
BEGINNING FUND BALANCE (9791)					
(Pulls from prior year EFB)		79,986,916.00			79,986,916.00
Prior-Year Adjustments (9792-9795)					0.00
NET BEGINNING BALANCE		**79,986,916.00**			**79,986,916.00**
ENDING FUND BALANCE (EFB)		**65,975,950.00**	**0.00**	**0.00**	**65,975,950.00**
COMPONENTS OF EFB (above):		*(use whole rounded numbers only)*			
Nonspendable (9711-9719)		1,293,329.00			1,293,329.00
Restricted (9740)		19,969,580.00			19,969,580.00
Committed (9750/9760)		32,291,771.13			32,291,771.13
Assigned (9780)		0.00	0.00		0.00
Reserve Economic Uncertainties		**12,421,269.87**	**0.00**	**0.00**	**12,421,269.87**
Unassigned/Unappropriated (9790)		**0.00**	**0.00**	**0.00**	**0.00**
State Minimum Reserves %		*3.00%*	*Meets*		*3.00%*
Are budgets in balance?		*In Balance*			*In Balance*
Did you adjust reserves? s/b $0		*$0.00*	*Undesignated Amount*		*$0.00*
FUND 17 RESERVES (9789) or N/A		$ -			$ -

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

N/A

(Ref. H 2.10)

SUMMARY OF PROPOSED AGREEMENT

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

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

N/A - One year agreement.

Section 11:

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

N/A - One year agreement.

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

Per Memorandum of Understanding (MOU): With District approval, an early notification incentive shall be paid to each permanent certificated employee of the District who submits a non-revocable letter of resignation or retirement from the District with an effective date between May 1, 2027 to June 30, 2027. The incentive is in the form of a lump sum of $2,500 if submitted to the Human Resource Office no later than 4pm on or before January 15, 2027. Each participant is solely responsible for the tax consequences.

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):

			Estimated
(A)	Current-year (CY) LCFF Average Rate per ADA: (CY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 57)		$16,241.00
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 57)		$15,638.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)		*603.00*
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)		*3.86%*
(E)	ADA Increase/(Decrease) from Prior Year as %		*(1.31%)*
	Current year P-2 LCFF funded ADA (greater of PY guarantee or current year)	16,959.90	
	Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	17,185.02	
(F)	Total LCFF % increase or (decrease) plus ADA % change		*2.55%*
(G)	Indicate Total Settlement Percentage Change from Section 5		*0.03%*

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 Govenment 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	11/3/26 *Date*
Chief Business Official - signature	11/3/26 *Date*

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Thursday, November 19, 2026 ***took action to approve the proposed Agreement with the*** Ontario-Montclair Teachers Association (OMTA) ***Bargaining Unit.***

President, Governing Board - signature	(Ref. H 2.12) *Date*

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

Ontario-Montclair School District (OMSD) SCHOOL DISTRICT

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

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

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

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

Ontario-Montclair Teachers Association (OMTA) **BARGAINING UNIT**

To be acted upon by the Governing Board at its meeting on	*11/19/26*

A. **PERIOD OF AGREEMENT:**

The proposed bargaining agreement covers the period beginning	*07/01/26*
and ending	*06/30/27*
for the following fiscal years	, ,

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	*$196,993,885.00*
2.	Current Year Costs After Agreement	*$197,056,385.00*
3.	Total Cost Change	*$62,500.00*
4.	Percentage Change	*0.03%*
5.	Value of a 1% Change	*$1,786,184.93*

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	*$53,098,537.00*
2.	Cost of Benefits After Agreement	*$53,098,537.00*
3.	Percentage Change in Total Costs	

E. **IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES**

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

1.	Based On Total Expenditures and Other Uses in the General Fund of:	*$433,642,122.00*
2.	Percentage Reserve Level State Standard for District:	*3.0%*
3.	Amount of State Minimum Reserve Standard:	*$13,009,263.66*

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)	*$13,009,263.66*
5.	Unassigned/Unappropriated (Object 9790)	
6.	**Total Reserves: (Object 9789 + 9790)**	*$13,009,263.66*

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	*$13,009,263.66*
9.	Percentage of General Fund Expenditures/Uses	*3.00%*

Difference between District Reserves and Minimum State Requirement

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

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

F. **MULTIYEAR CONTRACT AGREEMENT PROVISIONS**

N/A - One year agreement.

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

N/A - One year agreement.

H. **NARRATIVE OF AGREEMENT**

Per Memorandum of Understanding (MOU): With District approval, an early notification incentive shall be paid to each permanent certificated employee of the District who submits a non-revocable letter of resignation or retirement from the District with an effective date between May 1, 2027 to June 30, 2027. The incentive is in the form of a lump sum of $2,500 if submitted to the Human Resource Office no later than 4pm on or before January 15, 2027. Each participant is solely responsible for the tax consequences.

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 Govenment 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	11/3/2026 *Date*
Chief Business Official- signature	11/3/26 *Date*

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on **11/19/2026** *took action to approve the proposed Agreement with the* **Ontario-Montclair Teachers Association (OMTA)** *Bargaining Unit.*

President, Governing Board (signature)	*Date*

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

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

REQUESTED ACTION

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

BACKGROUND INFORMATION

The Ontario-Montclair School District and the California School Employees Association have reached an Agreement to incentivize early notification of retirement/resignation. It will allow early preparation and planning of the District's hiring and position control practices for the 2027 – 2028 school year. It is in the best fiscal interests of the District to have information regarding classified employee resignations and retirements prior to the end of the current 2026 – 2027 school year.

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

1. Classified employees electing to receive an early notification incentive pursuant to this MOU must meet all of the following criteria:

    a. Currently have a status as a permanent employee;

    b. Submit a non-revocable letter of retirement/resignation from District employment, with an effective date between May 1, 2027 through June 30, 2027, to the Human Resources Office no later than 4:00 p.m. on or before January 15, 2027; and

    c. Agree not to return to District employment as a permanent employee until June 30, 2028.

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

Submitted On or Before January 15, 2027

5.5 – 8 hours: $2,500
4.5 – 5.4 hours: $2,000
4.0 – 4.4 hours: $1,250
.25 – 3.9 hours: $350

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

The lump sum shall be paid no later than June 30, 2027. This agreement is for the period of July 1, 2026 through June 30, 2027.

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

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

FINANCIAL IMPLICATIONS

The estimated cost for the MOU for a one-time incentive for early notification of retirement/resignation, is estimated at approximately $59,384. This is based on irrevocable notifications from prior years.

Reviewed by: Phil Hillman, Chief Business Official

SUPERINTENDENT'S RECOMMENDATION

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

Approved by: James Q. Hammond, Superintendent

EXHIBIT A

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, CA

October 21, 2026

MEMORANDUM OF UNDERSTANDING

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

ONE TIME INCENTIVE FOR EARLY NOTIFICATION OF RETIREMENT/RESIGNATION

WHEREAS, the Ontario-Montclair School District (District) and the California School Employee Association (CSEA) are Parties to a Collective Bargaining Agreement (CBA), effective from July 1, 2026 through June 30, 2027; and

WHEREAS, for purposes of preparing and planning the District's hiring and position control practices for the 2027-2028 school year, it is in the best interest of the District to have early information regarding classified employee resignations and retirements; and

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

WHEREAS, the Parties seek to provide a one-time incentive to eligible employees who provide early notification to the District of their retirement/resignation effective at the end of the 2026-2027 school year.

NOW THEREFORE, THE PARTIES AGREE:

1. The District shall pay an early notification incentive to each permanent classified employee of the District who elects to separate from District employment **effective May 1, 2027 to June 30, 2027,** and provides early notification as specified in this Agreement.

2. Any permanent District classified employee, regardless of age or length of service, may elect to receive an early notification incentive in the form of a lump sum, prorated as indicated below:

Submitted On or Before January 15, 2027

5.5 – 8 hours: $2,500
4.5 – 5.4 hours: $2,000
4.0 – 4.4 hours: $1,250
.25 – 3.9 hours: $350

(Ref. H 3.3)

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

3. Classified employees electing to receive an early notification incentive pursuant to this Agreement must meet all of the following criteria:

   a. Currently have status as a permanent classified employee; and
   b. Submit a non-revocable letter of resignation or retirement from District employment, with an effective date between of May 1, 2027, through June 30, 2027, to the Human Resources Office no later than 4:00 p.m. on January 15, 2027; and
   c. Agree not to return to District employment as a permanent classified employee until after June 30, 2028.

4. This Agreement is for the 2026-2027 school year only and expires by its own terms on June 30, 2027. The Parties agree that this Agreement is non-precedential and applies only to the terms specifically agreed to and described. Nothing in this Agreement waives, modifies, or amends any provisions of the CBA except as provided herein.

This Agreement is non-precedent setting.

Dr. Hector Macias
Deputy Superintendent, Human Resources

Chris Vargas-Rojas President
California School Employee Association

11/3/2026
Date

11/03/26
Date

Exhibit B

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

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE	Ontario-Montclair School District (OMSD)	SCHOOL DISTRICT
WITH THE	California School Employees Association (CSEA)	BARGAINING UNIT (BU)

To be acted upon by the Governing Board at its meeting on :	*(enter Date)*	11/19/2026
Budget Revisions to be INPUT no later than 45 days after approval: ***(will calc + 45 days)***		1/3/2027
Estimated Agreement Payment Date	*(enter Date)*	6/30/2027

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:		0.0
Classified:	California School Employees Association (CSEA)	1,352.0

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on:	(enter Begin Date)	7/1/2026
and ending on:	(enter End Date)	6/30/2027

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):*	$ 68,137,817.00
Current Year Salary Cost After Settlement *(Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):*	$ 68,191,567.00
Total Cost Increase or (Decrease):	***$53,750.00***
Percentage Increase or (Decrease):	***0.08%***

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	**0**
Indicate Total # of Work Days to be provided for fiscal year:	**Various**
Indicate Total # of Instructional Days to be provided for fiscal year:	**180**

(Ref. H 3.5)

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:	$ 24,464,741.00
Proposed Costs:	$ 24,470,375.00
Total Cost Increase or (decrease):	***$5,634.00***
Percentage Change:	***0.02%***

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

Current Costs:	$ 14,623,295.00
Proposed Costs:	$ 14,623,295.00
Total Cost Increase or (decrease):	***$0.00***
Percentage Change:	***0.00%***

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

26-27: Health Benefit Cap: Single - $11,984, Two Party - $22,768, Family - $31,576

Current Cap:	$ 31,576.00	
Proposed Cap:	$ 31,576.00	
Average Capped Amount increase or (decrease) per employee	***$0.00***	**0.00%**

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

Section 5: TOTAL COST INCREASE OR (SAVINGS) FOR SALARIES AND BENEFITS IN THE PROPOSED AGREEMENT:
Current Year Combined Cost Before Settlement: *(data pulls from above)*
(Based on YTD Actuals Projected through 6/30 and current agreement)

Salaries	***$ 68,137,817.00***	
Benefits	***$ 39,088,036.00***	
Total:		***$ 107,225,853.00***

Current Year Cost After Settlement: *(data pulls from above)*
(Include any retroactive pay increases or (decreases) or one-time bonuses/stipends or (reductions)):

Salaries	***$ 68,191,567.00***	
Benefits	***$ 39,093,670.00***	
Total:		***$ 107,285,237.00***

TOTAL COST INCREASE OR (DECREASE) *(This amount should tie to the multiyear projection sections for 1XXX-3XXX)*	***$59,384.00***
PERCENTAGE CHANGE	***0.06%***
1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):	***$ 926,025.58***

SUMMARY OF PROPOSED AGREEMENT

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

OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

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

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

Per MOU: The District shall pay an early notification incentive to each permanent classified employee of the District who elects to separate from District employment effective May 1, 2027 to June 30, 2027. The notification must be submitted to Human Resources on or before January 15, 2027. The incentive will be paid in one lump sum, prorated as indicated: 5.5-8 hours: $2,500. 4.5-5.4 hours: $2,000. 4.0-4.4 hours: $1,250. 0.25 - 3.9 hours: $350. Each participant is solely responsible for all tax consequences of accepting the incentive.

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)***	$	433,636,361.00
Minimum State Reserve Percentage **(input %)**		**3%**
Minimum State Reserve Requirement: ***(Formula includes Total Exp/Uses x Minimum Reserve %)***	$	**13,009,090.83**

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)** **1/3/2027**

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.

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.

		Current Fiscal Year 2026-2027			
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board-Approved Budget Before Settlement - As of June 18, 2026	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA		ADA= 16,086.54	CERT FTE: 1,177	CLASS FTE: 1,352	ADA= 16,086.54
LCFF Sources	(8010-8099)	275,449,316.00	0.00	0.00	275,449,316.00
Remaining Revenues	(8100-8799)	128,410,078.00	0.00	0.00	128,410,078.00
	TOTAL	**403,859,394.00**	**0.00**	**0.00**	**403,859,394.00**
OPERATING EXPENDITURES					
1000 Certificated Salaries		159,447,508.00	0.00	0.00	159,447,508.00
2000 Classified Salaries		76,080,858.00	53,750.00	0.00	76,134,608.00
3000 Benefits		118,732,547.00	5,634.00	0.00	118,738,181.00
4000 Instructional Supplies		15,557,797.00	0.00	0.00	15,557,797.00
5000 Contracted Services		47,807,045.00	0.00	0.00	47,807,045.00
6000 Capital Outlay		11,931,629.00	0.00	0.00	11,931,629.00
7000 Other		(836,407.00)	0.00	0.00	(836,407.00)
	TOTAL	**428,720,977.00**	**59,384.00**	**0.00**	**428,780,361.00**
OPERATING SURPLUS (DEFICIT)		**(24,861,583.00)**	**(59,384.00)**	**0.00**	**(24,920,967.00)**
Other Sources and Transfers In		931,694.00	0.00	0.00	931,694.00
Other Uses and Transfers Out		4,856,000.00	0.00	0.00	4,856,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE		**(28,785,889.00)**	**(59,384.00)**	**0.00**	0.00 **(28,845,273.00)**
BEGINNING FUND BALANCE 9791-92		119,594,929.00			119,594,929.00
Prior-Year Adjustments 9793-95		0.00		0.00	0.00
NET BEGINNING BALANCE		**119,594,929.00**		**0.00**	**119,594,929.00**
ENDING FUND BALANCE (EFB)		**90,809,040.00**	**(59,384.00)**	**0.00**	**90,749,656.00**
COMPONENTS OF ABOVE EFB:					
Nonspendable (9711-9719)		1,293,329.00	0.00	0.00	1,293,329.00
Restricted (9740)		36,172,129.00	0.00	0.00	36,172,129.00
Committed (9750/9760)		40,336,272.69	(61,165.52)	0.00	40,275,107.17
Assigned (9780)		0.00	0.00	0.00	0.00
Reserve Economic Uncertainties (9789)		**13,007,309.31**	**1,781.52**	**0.00**	**13,009,090.83**
Unassigned/Unappropriated (9790)		**0.00**	**0.00**	**0.00**	**0.00**
State Minimum Reserves %		***3.00%***	***Meets***		***3.00%***
Are budgets in balance?		***In Balance***			***In Balance***
Did you adjust reserves? s/b $0		***$0.00***	***Undesignated Amount***		***$0.00***
FUND 17 RESERVES (9789) or N/A		$ -			$ -

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

N/A

(Ref. H 3.8)

SUMMARY OF PROPOSED AGREEMENT

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

		First Subsequent Year 2027-2028			
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board-Approved Budget Before Settlement - As of June 18, 2026	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA		**ADA= 15,692.21**	**CERT FTE: 1,169**	**CLASS FTE: 1,352**	**ADA= 15,692.21**
LCFF Sources	(8010-8099)	277,616,452.00	0.00	0.00	277,616,452.00
Remaining Revenues	(8100-8799)	122,546,309.00	0.00	0.00	122,546,309.00
	TOTAL	**400,162,761.00**	**0.00**	**0.00**	**400,162,761.00**
OPERATING EXPENDITURES					
1000 Certificated Salaries		153,743,213.00	0.00	0.00	153,743,213.00
2000 Classified Salaries		75,359,434.00	0.00	0.00	75,359,434.00
3000 Benefits		115,299,841.00	0.00	0.00	115,299,841.00
4000 Instructional Supplies		10,851,246.00	0.00	0.00	10,851,246.00
5000 Contracted Services		47,829,684.00	0.00	0.00	47,829,684.00
6000 Capital Outlay		3,398,423.00	0.00	0.00	3,398,423.00
7000 Other		(486,407.00)	0.00	0.00	(486,407.00)
	TOTAL	**405,995,434.00**	**0.00**	**0.00**	**405,995,434.00**
OPERATING SURPLUS/(DEFICIT)		**(5,832,673.00)**	**0.00**	**0.00**	**(5,832,673.00)**
Other Sources and Transfers In		131,694.00	0.00	0.00	131,694.00
Other Uses and Transfers Out		5,056,000.00	0.00	0.00	5,056,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE		**(10,756,979.00)**	**0.00**	**0.00**	**(10,756,979.00)**
BEGINNING FUND BALANCE (9791)					
(Pulls from prior year EFB)		90,749,656.00			90,749,656.00
Prior-Year Adjustments (9792-9795)					0.00
NET BEGINNING BALANCE		**90,749,656.00**			**90,749,656.00**
ENDING FUND BALANCE (EFB)		**79,992,677.00**	**0.00**	**0.00**	**79,992,677.00**
COMPONENTS OF EFB (above):					
Nonspendable (9711-9719)		1,293,329.00	0.00	0.00	1,293,329.00
Restricted (9740)		28,470,146.00	0.00	0.00	28,470,146.00
Committed (9750/9760)		37,897,658.98	0.00	0.00	37,897,658.98
Assigned (9780)		0.00	0.00	0.00	0.00
Reserve Economic Uncertainties		**12,331,543.02**	**0.00**	**0.00**	**12,331,543.02**
Unassigned/Unappropriated (9790)		**0.00**	**0.00**	**0.00**	**0.00**
State Minimum Reserves %		*3.00%*	*Meets*		*3.00%*
Are budgets in balance?		*In Balance*			*In Balance*
Did you adjust reserves? s/b $0		*$ 0.00*	*Undesignated Amount*		*$ 0.00*
FUND 17 RESERVES (9789) or N/A		$ -			$ -

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

N/A

(Ref. H 3.9)

SUMMARY OF PROPOSED AGREEMENT

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

		Second Subsequent Year 2028-2029			
		(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
		Latest Board-Approved Budget Before Settlement - As of June 18, 2026	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	Projected District Budget After Settlement of Agreement (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA		**ADA= 15,451.16**	**CERT FTE: 1,164**	**CLASS FTE: 1,352**	**ADA= 15,451.16**
LCFF Sources	(8010-8099)	277,264,486.00	0.00	0.00	277,264,486.00
Remaining Revenues	(8100-8799)	122,635,183.00	0.00	0.00	122,635,183.00
	TOTAL	**399,899,669.00**	**0.00**	**0.00**	**399,899,669.00**
OPERATING EXPENDITURES					
1000 Certificated Salaries		155,043,999.00	0.00	0.00	155,043,999.00
2000 Classified Salaries		76,148,316.00	0.00	0.00	76,148,316.00
3000 Benefits		115,848,340.00	0.00	0.00	115,848,340.00
4000 Instructional Supplies		10,961,423.00	0.00	0.00	10,961,423.00
5000 Contracted Services		48,619,214.00	0.00	0.00	48,619,214.00
6000 Capital Outlay		2,651,444.00	0.00	0.00	2,651,444.00
7000 Other		(486,407.00)	0.00	0.00	(486,407.00)
	TOTAL	**408,786,329.00**	**0.00**	**0.00**	**408,786,329.00**
OPERATING SURPLUS/(DEFICIT)		**(8,886,660.00)**	**0.00**	**0.00**	**(8,886,660.00)**
Other Sources and Transfers In		131,694.00	0.00	0.00	131,694.00
Other Uses and Transfers Out		5,256,000.00	0.00	0.00	5,256,000.00
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE		**(14,010,966.00)**	**0.00**	**0.00**	**(14,010,966.00)**
BEGINNING FUND BALANCE (9791)					
(Pulls from prior year EFB)		79,992,677.00			79,992,677.00
Prior-Year Adjustments (9792-9795)					0.00
NET BEGINNING BALANCE		**79,992,677.00**			**79,992,677.00**
ENDING FUND BALANCE (EFB)		**65,981,711.00**	**0.00**	**0.00**	**65,981,711.00**
COMPONENTS OF EFB (above):		*(use whole rounded numbers only)*			
Nonspendable (9711-9719)		1,293,329.00			1,293,329.00
Restricted (9740)		19,969,580.00			19,969,580.00
Committed (9750/9760)		32,297,532.13			32,297,532.13
Assigned (9780)		0.00	0.00		0.00
Reserve Economic Uncertainties		**12,421,269.87**	**0.00**	**0.00**	**12,421,269.87**
Unassigned/Unappropriated (9790)		**0.00**	**0.00**	**0.00**	**0.00**
State Minimum Reserves %		*3.00%*	*Meets*		*3.00%*
Are budgets in balance?		*In Balance*			*In Balance*
Did you adjust reserves? s/b $0		*$0.00*	*Undesignated Amount*		*$0.00*
FUND 17 RESERVES (9789) or N/A		$ -			$ -

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

N/A

(Ref. H 3.10)

SUMMARY OF PROPOSED AGREEMENT

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

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

N/A - One year agreement.

Section 11:

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

N/A - One year agreement.

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

Per MOU: The District shall pay an early notification incentive to each permanent classified employee of the District who elects to separate from District employment effective May 1, 2027 to June 30, 2027. The notification must be submitted to Human Resources on or before January 15, 2027. The incentive will be paid in one lump sum, prorated as indicated: 5.5-8 hours: $2,500. 4.5-5.4 hours: $2,000. 4.0-4.4 hours: $1,250. 0.25 - 3.9 hours: $350. Each participant is solely responsible for all tax consequences of accepting the incentive.

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):

			Estimated
(A)	Current-year (CY) LCFF Average Rate per ADA: (CY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 57)		$16,241.00
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 57)		$15,638.00
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)		*603.00*
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)		*3.86%*
(E)	ADA Increase/(Decrease) from Prior Year as %		*(1.31%)*
	Current year P-2 LCFF funded ADA (greater of PY guarantee or current year)	16,959.90	
	Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	17,185.02	
(F)	Total LCFF % increase or (decrease) plus ADA % change		*2.55%*
(G)	Indicate Total Settlement Percentage Change from Section 5		*0.06%*

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 Govenment Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review **10 days prior to the board meeting that will ratify the agreement** .*

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

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

District Superintendent - signature	10 Nov 2026 *Date*
Chief Business Official - signature	11/9/26 *Date*

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Thursday, November 19, 2026 ***took action to approve the proposed Agreement with the*** California School Employees Association (CSEA) ***Bargaining Unit.***

(Ref. H 3.12)

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	*11/19/26*

A. **PERIOD OF AGREEMENT:**

The proposed bargaining agreement covers the period beginning	*07/01/26*
and ending	*06/30/27*
for the following fiscal years	*, ,*

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	*$107,225,853.00*
2.	Current Year Costs After Agreement	*$107,285,237.00*
3.	Total Cost Change	*$59,384.00*
4.	Percentage Change	*0.06%*
5.	Value of a 1% Change	*$926,025.58*

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*

(Ref. H 3.13)

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	*$39,088,036.00*
2.	Cost of Benefits After Agreement	*$39,093,670.00*
3.	Percentage Change in Total Costs	*0.01%*

E. **IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES**

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

1.	Based On Total Expenditures and Other Uses in the General Fund of:	*$433,636,361.00*
2.	Percentage Reserve Level State Standard for District:	*3.0%*
3.	Amount of State Minimum Reserve Standard:	*$13,009,090.83*

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)	*$13,009,090.83*
5.	Unassigned/Unappropriated (Object 9790)	
6.	**Total Reserves: (Object 9789 + 9790)**	*$13,009,090.83*

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	

TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	*$13,009,090.83*
9.	Percentage of General Fund Expenditures/Uses	*3.00%*
	Difference between District Reserves and Minimum State Requirement	

(Ref. H 3.14)

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

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

F. **MULTIYEAR CONTRACT AGREEMENT PROVISIONS**

N/A - One year agreement.

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

N/A - One year agreement.

H. **NARRATIVE OF AGREEMENT**

Per MOU: The District shall pay an early notification incentive to each permanent classified employee of the District who elects to separate from District employment effective May 1, 2027 to June 30, 2027. The notification must be submitted to Human Resources on or before January 15, 2027. The incentive will be paid in one lump sum, prorated as indicated: 5.5-8 hours: $2,500. 4.5-5.4 hours: $2,000. 4.0-4.4 hours: $1,250. 0.25 - 3.9 hours: $350. Each participant is solely responsible for all tax consequences of accepting the incentive.

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

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

General Funding Sources.

(Ref. H 3.15)

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 Govenment Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

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

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

District Superintendent - signature	10 NOV 2026 *Date*
Chief Business Official- signature	12/9/26 *Date*

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on 11/19/2026 *took action to approve the proposed Agreement with the* California School Employees Association (CSEA) *Bargaining Unit.*

President, Governing Board (signature)	*Date*

(Ref. H 3.16)

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **One-Time Incentive for Early Notification of Retirement/Resignation for Management and Confidential Employees, in alignment with OMTA, OMPTA, and CSEA Associations**

REQUESTED ACTION

Approve the One-Time Incentive for Early Notification of Retirement/Resignation for Management and Confidential Employees, in alignment with OMTA, OMPTA, and CSEA Associations.

BACKGROUND INFORMATION

In these current challenging fiscal times, having advanced notification of management retirements/resignation serves the District to project more accurate fiscal allocations. Management and Confidential employees will be offered the same incentive for early notification of retirement/resignation as our certificated and classified employees. It will allow early preparation and planning of the District's hiring and position control practices for the 2027 – 2028 school year. It is in the best fiscal interests of the District to have information regarding management employee retirements/resignations prior to the end of the current 2026 – 2027 school year.

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

a. Currently have status of a permanent Management and Confidential employee;

b. Submit a non-revocable letter of resignation or retirement from District employment, with an effective date between May 1, 2027 to June 30, 2027, to the Human Resources Office no later than 4:00 p.m. on or before January 15, 2027 for $2,500; and

c. Agree not to return to District employment as a permanent Management and Confidential employee until after June 30, 2028.

Pending Board approval, employees will receive a lump sum as indicated in the aforementioned language. Those who work less than a full-time assignment shall be eligible to receive a pro-rated lump sum. The lump sum shall be paid no later than June 30, 2027 for Classified Management and July 1, 2027 for Certificated Management. This incentive is for the period of July 1, 2026 through June 30, 2027.

Prepared by: Hector Macias, Deputy Superintendent, Human Resources

One-Time Incentive for Early Notification of Retirement/Resignation for Management and Confidential Employees, in alignment with OMTA, OMPTA, and CSEA Associations
November 19, 2026

FINANCIAL IMPLICATIONS

The estimated cost for the one-time incentive for early notification of retirement/resignation, is estimated at approximately $8,279. This is based on irrevocable notifications from prior years.

Reviewed by: Phil Hillman, Chief Business Official _____

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board approve the One-Time Incentive for Early Notification of Retirement/Resignation for Management and Confidential Employees, in alignment with OMTA, OMPTA, and CSEA Associations.

Approved by: James Q. Hammond, Superintendent _____

Information/Announcements

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California

November 19, 2026

TO: Sonia Alvarado, President and Board of Trustees

FROM: James Q. Hammond, Superintendent

SUBJECT: **Proposed Calendar of Dates for the Regular Meetings of the Ontario-Montclair School District Board of Trustees for the 2027 Calendar Year**

REQUESTED ACTION

Receive for Information the Proposed Calendar of Dates for the Regular Meetings of the Ontario-Montclair School District Board of Trustees for the 2027 Calendar Year.

BACKGROUND INFORMATION

Each year, at the Annual Organizational Board Meeting, the Board of Trustees will establish a calendar of meetings for the next calendar year. This is a DRAFT of the proposed 2027 Board meeting dates in preparation for the Annual Organizational Meeting. A schedule of the draft meeting dates is included as Exhibit A. The proposed calendar will be presented to the Board of Trustees for approval at the Annual Organizational Meeting on December 17, 2026.

It has been District practice that two (2) meetings are scheduled each month. Exceptions are made to the Board meeting schedule based on agenda needs, holiday observances, or vacation schedules for Board and staff members.

Prepared by James Q. Hammond, Superintendent _____

FINANCIAL IMPLICATIONS

None.

Reviewed by: Phil Hillman, Chief Business Official _____

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends the Board of Trustees receive for information the Proposed Calendar of Dates for the Regular Meetings of the Ontario-Montclair School District Board of Trustees for the 2027 Calendar Year.

Approved by: James Q. Hammond, Superintendent _____

(Ref. L 1.1)

Exhibit A

ONTARIO-MONTCLAIR SCHOOL DISTRICT
Ontario, California
Superintendent's Office

DRAFT

Board Meeting Dates for Calendar Year 2027

Start of Calendar Year
January 21, 2027

February 4, 2027
February 18, 2027

March 11, 2027**

April 22, 2027**

May 6, 2027
May 20, 2027*
(*Student Last Day)

June 3, 2027
June 17, 2027
End of Fiscal Year

July 1, 2027

August 5, 2027

September 16, 2027

October 7, 2027
October 21, 2027

November 4, 2027

December 16, 2027
Annual Organizational Board Meeting

The location for all meetings is TBD. Please refer to posted agenda for location information.
**Denotes not 1st or 3rd Thursday of the month

2027 Dates for Possible Conflict Consideration

(May affect agenda due dates/preparation/Friday packet/Board meeting dates)

December 18, 2026 - January 1, 2027	Winter Recess/Holidays
January 18, 2027 (Monday)	Dr. Martin Luther King Jr. Holiday
February 8, 2027 (Monday)	Lincoln's Birthday
February 15, 2027 (Monday)	Presidents' Day
March 29 - April 2, 2027	Spring Recess
April 3-7, 2027	National School Boards Association Annual Conference
May 20, 2027 (Thursday)	Student Last Day of 2026 – 2027 School Year
May 31, 2027 (Monday)	Memorial Day
June 18, 2027 (Friday)	Juneteenth Holiday
June 21-23, 2027	NALEO Annual Conference
July 5, 2027 (Monday)	Independence Day Holiday
August 9, 2027 (Monday)	First Day of School 2027 – 2028
September 6, 2027 (Monday)	Labor Day Holiday
November 11, 2027 (Thursday)	Veterans Day
November 12, 2027 (Friday)	District Closure
November 22-26, 2027	Thanksgiving Holiday
December 1-3, 2027	2027 CSBA Annual Conference (SAC)
December 23, 2027 - January 7, 2028	Winter Recess/Holidays

(Ref. L 1.2)


PERFORMING ARTS CENTER
LOBBY ENTRAN
LIGHTNING

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