

Rubidoux Community Services District

Board of Directors

Diana Leja, President
Leslie Altamirano, Vice-President
Bernard Murphy
John Skerbelis
Hank Trueba, Jr.



General Manager

Brian R. Laddusaw

Water Resource Management Refuse Collection Street Lights Fire / Emergency Services Weed Abatement

NOTICE AND AGENDA FOR THE RUBIDOUX COMMUNITY SERVICES DISTRICT SPECIAL BOARD MEETING

Thursday, March 12, 2026, at 4:00 PM

During this special meeting of the Rubidoux Community Services District Board of Directors, members of the public will have the choice to attend and address the Board in person or attend and address the Board via Zoom.

Members of the public wanting to attend and/or address the Board virtually may do so by using the Zoom App or website for free at: <https://zoom.us/>

- Meeting ID is **994 957 9980**
- Passcode is: rcsd
- Call into the meeting number 1-669-444-9171

Only one person at a time may speak by telephone or Zoom and only after being recognized by the President of the Board.

Closed Session: At any time during the regular session, the Board may adjourn to a closed executive session to consider matter of litigation, personnel, negotiations, or to deliberate on decisions as allowed and pursuant with the open meetings laws. Discussion of litigation is within the Attorney/Client privilege and may be held in closed session.

Authority: Government code 11126-(a) (d) (q).

ADDITIONS TO THE AGENDA

In accordance with Section 54954.2 of the Government Code (Brown Act), additions to the agenda require a two-thirds vote of the entire Board, or, if fewer than two-thirds of the members are present, a unanimous vote of those members present, making findings that there is a need to take immediate action and that the need for action came to the attention of the District subsequent to the posting of the agenda.

1. **CALL TO ORDER** – Diana Leja, President
2. **PLEDGE OF ALLEGIANCE** – General Manager
3. **ROLL CALL** – General Manager
4. **PUBLIC COMMENTS**

Members of the public are encouraged to address the Board of Directors. Anyone who wishes to speak on an item not on the published agenda must submit a comment request card to the General Manager or designee. Each speaker should begin by identifying themselves for the record and is allowed up to five minutes.

No one may give their time to a speaker during the public comment period of the meeting. It is requested that all present refrain from any action that might disrupt the orderly course of the meeting. Coarse, crude, profane, or vulgar language, or unsolicited comments from the audience, which disrupts or disturbs the Board meeting, may result in exclusion from the meeting.

The Ralph M. Brown Act, Government Code 54950, et. seq. prohibits members of the Board of Directors from taking formal action or discuss items not on the published agenda. As a result, immediate response to public comment may be limited.

5. **ACTION / DISCUSSION ITEMS**

- A. **DM 2026-19:** Board Governance Education and Training Workshop – Consultant: Institute for Local Government

6. **DIRECTORS COMMENTS AND REQUESTS**

7. **NEXT MEETING**

Thursday, March 19, 2026, at 4:00 p.m.

8. **ADJOURNMENT**

Any person with a disability who requires a modification or accommodation in order to participate in this meeting, or any person with limited English proficiency (LEP) who requires language assistance to communicate with the Rubidoux Community Services District Board of Directors during the meeting, should contact the Rubidoux Community Services District Administrative Department, at (951) 684-7580 or admin@rcsd.org, no fewer than two (2) business days prior to this meeting to enable the Rubidoux Community Services District to make reasonable arrangements to assure accessibility or language assistance for this meeting.

DECLARATION OF POSTING

I, Brian Laddusaw, General Manager and Board Secretary to the Rubidoux Community Services District, certify that a copy of this has been posted in the District's main office, 3590 Rubidoux Blvd., Jurupa Valley, and on its website no less than seventy-two (72) hours before the start of the meeting.



Brian Laddusaw
General Manager-Secretary

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DIRECTORS MEMORANDUM 2026-19

March 12, 2026

To: Rubidoux Community Services District
Board of Directors

Subject: Board Governance Education and Training Workshop – Consultant: Institute for Local Government

BACKGROUND:

Effective governance is fundamental to the success of any public agency. Governing boards establish the organization's vision, adopt policies, provide strategic oversight, and ensure accountability to the communities they serve. Strong governance practices help foster productive relationships between elected officials and executive staff, improve decision-making processes, and support transparency and public trust.

To support continued organizational effectiveness and strengthen governance practices, the Rubidoux Community Services District ("District") has engaged the Institute for Local Government (ILG) to facilitate a Board Governance Education and Training Workshop. The workshop is designed to provide a governance refresher for the District's Board of Directors and executive leadership, reinforce best practices for high-performing governing teams, and assist in identifying potential updates or enhancements to the District's governance policies and tools.

ILG specializes in governance education for local public agencies and works with governing boards to strengthen leadership practices, clarify roles and responsibilities, and promote collaborative relationships between elected officials and staff.

Discussion

As part of the engagement, ILG conducted assessment interviews with individual Board members to better understand the Board's current governance practices, expectations for the workshop, and potential opportunities for strengthening collaboration and leadership effectiveness. The consultant will summarize key themes from these interviews during the workshop to facilitate discussion among Board members.

The training session will be conducted as a workshop focused on the foundational principles of effective governance, leadership dynamics, and communication among governing teams. The workshop will explore the attributes commonly associated with high-performing governing boards, including clear roles and responsibilities, constructive communication, effective meeting practices, and a culture of accountability and mutual respect.

Board members will also participate in a leadership self-assessment exercise and facilitated discussion focused on effective public-sector leadership and the dynamics that contribute to strong governing teams. Additional discussion will focus on communication and leadership styles, providing an opportunity for participants to better understand how differing approaches to communication and decision-making can influence board deliberations and collaboration.

The workshop will also provide an overview of governance tools and policies frequently used by high-performing public agencies, such as board norms, governance handbooks, policy frameworks, and meeting protocols. Through facilitated discussion, the Board will have the opportunity to consider which tools may be beneficial for the District to adopt or utilize more consistently moving forward.

The training will conclude with a reflection exercise allowing participants to identify key takeaways and potential next steps for strengthening governance practices at the District.

Organizational Benefits

Governance training provides significant value to public agencies by strengthening alignment between elected officials and executive leadership. High-functioning governing boards operate most effectively when there is a shared understanding of roles, expectations, and decision-making processes. Governance education helps reinforce these principles while encouraging open communication, collaborative leadership, and thoughtful policy development.

For organizations such as the District that provide essential public services, maintaining strong governance practices supports more effective strategic planning, clearer policy direction, and improved oversight of complex operational responsibilities. Periodic governance training also provides an opportunity for governing teams to reflect on how they work together, reinforce shared goals, and ensure governance structures continue to support the long-term mission of the organization.

RECOMMENDATION:

This item is provided for informational purposes. The Board Governance Education and Training Workshop will be conducted as scheduled.

Respectfully,



BRIAN R. LADDUSAW, CPA
General Manager

Attachment(s):

1. Workshop Agenda

RCSD Board Governance Workshop

Thursday, March 12, 2026 - 4:00pm

Time	Item	Handout
4:00-4:05	General Manager <ul style="list-style-type: none"> • Call to Order/Pledge/Roll Call • Public Comments • Welcome and Opening Comments 	<i>District Posted Agenda</i>
4:05-4:20	Consultant Welcome and Introductions <ul style="list-style-type: none"> • Agenda Review & Meeting Goals • How We Approach This Work 	<i>Consultant Agenda</i>
4:20-4:25	Setting the Stage/Why Good Governance is Important	
4:25-4:40	Review Key Themes from Assessment Interviews <ul style="list-style-type: none"> • Review Themes • Discussion 	
4:40-4:50	Foundations for High-Performing Boards	
4:50-5:35	Effective Leadership <ul style="list-style-type: none"> • Self-Assessment • Attributes of Effective Leadership • Group Discussion 	<i>Self-Assessment Worksheet</i>
<i>Break (25 minutes)</i>		
6:00-6:30	Communication & Leadership Styles Exercise	
6:30-6:50	Governance Principles, Policies & Tools <ul style="list-style-type: none"> • Overview of tools • Discussion: <ul style="list-style-type: none"> ○ What tools would you like to see the District use/use more of? 	
6:50-7:05	Reflections	<i>Reflections Worksheet</i>
7:05-7:15	Closing Remarks/Wrap Up	
Adjourn		