

SAN LEANDRO UNIFIED SCHOOL DISTRICT  
SAN LEANDRO, CALIFORNIA  
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**SPECIAL MEETING OF THE BOARD OF EDUCATION - MINUTES**

January 4, 2005

The Board of Education of the San Leandro Unified School District met in special session on January 4, 2005, in the San Leandro Unified School District Office Conference Room 1, 14735 Juniper Street, San Leandro, California.

The meeting was called to order at 6:03 p.m. by President Linda Perry.

**BOARD MEMBERS PRESENT**

Mr. Stephen Cassidy  
Mr. Louis Heystek  
Ms. Linda Perry  
Mr. Ray Davis, Clerk  
Mr. T. W. "Rick" Richards, Vice President  
Mrs. Pauline Cutter, President

**DISTRICT STAFF PRESENT**

Christine Lim, Superintendent  
Leon Glaster, Assistant Superintendent  
Mike Martinez, Assistant Superintendent  
Debbie Wong, Director of Curriculum and Instruction

**PUBLIC COMMENTS**

There were no public comments concerning items on the closed session agenda.

**CLOSED SESSION**

At 6:04 p.m., the Board went into Closed Session regarding Public Employee Discipline/Dismissal/Release; Conference with Labor Negotiator; Public Employee Evaluation, Title: Superintendent pursuant to Government Code Sections 54957 and 54597.6. The closed session was adjourned at

The Board returned to open session 9:54 p.m. with the Pledge of Allegiance. President Cutter said that the Board had been in closed session and that no action was taken.

## **PUBLIC TESTIMONY**

None

## **BOARD MEMBER COMMENTS**

- Mr. Cassidy noticed that his business cards didn't have a union stamp and he would like to have his business cards have a union stamp on them and would pay for the extra charge. He felt it was important that, particularly Board members, business cards have a union stamp indicating that the District used a union print shop. Mrs. Cutter said that she would look into this and would get back to him.
- Mr. Heystek said that he would be on vacation the week of January 17, 2005.
- Ms. Perry said that she is looking forward to the Governor's message on Tuesday.
- Mr. Richards gave a copy of the San Leandro High School *Cargo* to the Superintendent and asked her to make copies for the rest of the Board. He said that he would be out of his office the week of January 10 starting on Tuesday, January 11. He will be unavailable by phone or email during the day but would return any emails in the evening. He said that he will be at the January 10 and January 12 Board meetings.
- Mrs. Cutter said that she met with Mr. Richards and Mr. Davis over the vacation and they discussed the direction of the Board, protocols, etc. In response to their suggestion, it was the consensus of the Board to have the Superintendent report back to them with three or four companies offering team-building activities; including the cost, and an overview of their program. She asked that Board members email their suggestions (preferably someone who has had experience with school boards) to the Superintendent.
- President Cutter shared the applications from two candidates for Trustee Area 6: Lisa Hague, and Leroy Smith, both who attended the orientation and shared the sample interview questions explaining that the set of questions would be the same for each candidate with each Board member asking a different question. She said that the sample questions were just a guideline and if a Board members had certain questions that they would like to ask, they should email them to her and she would make a master list for Monday. She said that the Special Board meeting on January 10 begins at 6:00 with the first interview approximately at 6:20.

The Board continued to discuss the interview process and the letter that will be sent to the candidates.

Mr. Cassidy wanted to know if he could ask a question, based on the candidate's application. Ms. Perry said that for fairness, only standard questions were asked of each candidate so any follow-up question only referred to the original question, otherwise it might appear that the Board was probing and not giving equal time each person.

Mr. Richards thought the Board should have an option to ask specific questions of a candidate.

Mrs. Cutter that there would be a set of generic questions, as then if the Board member choose, he/she could ask a question indicative to that particular candidate.

Superintendent Lim advised contacting Assistant Superintendent of Human Resources, Mike Martinez, because she thought this might be a personnel practice or equity issue.

Ms. Perry stressed that this was a matter of have an equal process.

Mrs. Cutter said that when she received the Board questions, she would be sharing them with Mr. Martinez.

Mrs. Cutter confirmed that based on the discussion, the interviews would not go longer than 40 minutes for each candidate, there would be six generic questions, allowing time to ask a follow-up question specifically pertaining to that candidate if the Board member choose to do so.

## **ADJOURNMENT**

On a motion made by Mr. Heystek and seconded by Mr. Davis the Board adjourned the meeting at 10:10 p.m. by a 6-0 vote.

Respectfully submitted,

Ray Davis, Clerk