

SAN LEANDRO UNIFIED SCHOOL DISTRICT  
SAN LEANDRO, CALIFORNIA  
[www.sanleandro.k12.ca.us](http://www.sanleandro.k12.ca.us)

**REGULAR MEETING OF THE BOARD OF EDUCATION - MINUTES**

February 16, 2005

The Board of Education of the San Leandro Unified School District met in regular session on February 16, 2005, in the San Leandro City Council Chambers, 835 East 14th Street, San Leandro, California.

The meeting was called to order at 6:05 p.m. by President Pauline Cutter.

**BOARD MEMBERS PRESENT**

Mr. Stephen Cassidy  
Mrs. Hague  
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  
Michael Martinez, Assistant Superintendent  
Linda Pollard, Administrative Assistant

**PUBLIC COMMENTS REGARDING CLOSED SESSION AGENDA**

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

**CLOSED SESSION**

At 6:07 p.m., the Board went into closed session for Student Expulsions; Public Employee Performance Evaluation, Title: Superintendent; Public Employee Discipline/Dismissal/Release; and Conference with Labor Negotiator pursuant to Educational Code Sections 35146 and 49818(c); and Government Code Sections 54957, and 54957.6. The closed session was adjourned at 7:10 p.m.

The Board returned to open session at 7:17 p.m. with the Pledge of Allegiance to the Flag. President Cutter said the Board had been in closed session and on a motion made by Mr. Davis and seconded by Mr. Richards, the Board accepted the resignation of certificated employee #8984 by a 7-0 vote.

## **APPROVAL OF AGENDA**

President Cutter requested that 4.5-CF, Relocation of Weight Room for Metal Shop Program and 1.13-CF, Career Technical Education Committee (Vocational Education Committee) be moved to follow the presentations.

Mr. Richards requested that Human Resource Conference Items 2.1-CF, 2.2-CF and Human Resource Information Items 2.1-CF and 2.2-CF regarding sexual harassment be pulled until the next meeting because of the different revised versions circulating, no time to review the revisions, and the need for clarification of Board Bylaw 9311 and 9313, regarding procedures governing Board Policies and Administrative Regulations. Superintendent Lim said that she would research his request.

On a motion made by Mr. Richards and seconded by Mr. Davis, the Board approved the agenda for the regular meeting of February 16, 2005 by a 7-0 vote as amended.

**REPORTS** Student Representatives' Reports – San Leandro High School student representative, Sharon Ma, updated the Board on school activities including basketball, wrestling and soccer season are ending; wrestling championship is coming up; California High School Exit Exam testing was Feb. 8 and 9; PCT and Staff Development have been focusing on WASC preparation and self-study; Back-To-School Night was Feb. 9 and was well attended; Rotary speech contest; Senior Bowling Night; African American Achievement Awards will be Feb. 18 at the Marina Community Center; African American Career Faire was Feb. 10; *Taste of Jazz* Concert will be Feb. 23 at the Marina Community Center.

Mr. Heystek noticed that the date of the *Taste of Jazz* was listed in the high school newsletter to parents as March 1 and suggested bringing it to Mr. Tobin's attention for clarification.

## **PRESENTATIONS**

- \* President Cutter presented a Certificate of Appreciation to Eden Area Regional Occupational Program (ROP) Student of the Month for February 2005, Charles Brandon Polk for Computer Graphics Program.
- \* Cyril Bonnano, Director of Eden ROP gave a presentation on the programs that support Career Technical Education at San Leandro High School and shared other opportunities available to students during the week where organizations across the nation are recognizing and honoring the importance of Career and Technical Education.

He explained for the new Board members that Eden Area Regional Occupational Program (ROP) was a career training program offered by a joint venture of Castro Valley, Hayward, San Leandro, and San Lorenzo school districts to help prepare students to realize their potential through relevant training today for tomorrow's careers, opportunities through affordable classes, and partnership with business, industry and education. He said there were seventy-three ROCPs (Centers or Programs) in the state of California and we were very fortunate to have a Center program in Hayward as well as a program at the school sites. He said that currently ROP offers twenty-two sections at San Leandro High School and students could receive up to 40 units of elective credit or some of the courses give academic credit toward graduation as well as U.C. approved courses. He said that ROP was part of the state educational system and funded as such, but is capped, so that many of the courses offered are limited and spread out between the high schools and cap stone courses are offered at the center. Mr. Bonnano said that the focus of the program was to compliment the school courses not duplicate the District's efforts.

Karen Huff, the off site coordinator who was in attendance, attends advisory meetings, and works with the San Leandro High school administrators to determine program needs and how ROP can complement each other. Through Ms. Huff's expertise, ROP has developed a promotional video that they are trying to show at all the communities and give to the high schools so that students understand the regional occupational and career education program.

Mr. Bonnano shared a Career Pathways brochure listing the Hayward Center Programs, the ROP 2005-2006 course catalog, goals, and the list of the twenty-two programs offered at San Leandro High (an increase that has doubled since 1998), with the Board.

Mr. Bonnano concluded saying that ROP would continue to work with the principal discussing programs that would best meet students' needs and hoped that more students and parents would see the value of the relevance that ROP provides and realize the connection between academics and the real world.

The Board thanked the ROP staff for their presentation.

Mr. Davis said that through the Leadership San Leandro Program, he had an opportunity to tour the facilities, and it was phenomenal. Mr. Davis was concerned about the impact the proposed Bush budget would have on career technical education.

Mr. Cassidy asked about the funding sources and how many students, who were enrolled at the high school or Lincoln, were attending programs at the Hayward Center.

Mr. Bonnano explained that they are capped by Prop. 13, and that their funding from the state, (which makes up about 95%) is based on Actual Daily Attendance (ADA) and currently about 150 students from San Leandro attend the Center.

## **CONFERENCE**

### Business, Operations and Facilities

#### 4.5-CF Relocation of Weight Room for Metal Shop Program

The Board discussed and considered the relocation of weight room for the Metal Shop Program at San Leandro High School.

Superintendent Lim explained that at the February 1 Board Meeting a District Vocational Educational Ad Hoc Committee was formed, consisting of Ray Davis (Chair), Stephen Cassidy, and Linda Perry. They met on February 7 at the high school to explore ideas and to get input from the high school leadership and the education committee. As a result of the meeting they asked Mr. Glaster to solicit some support from our risk management program to look at options for locations of the metal shop.

Mr. Glaster said that he met with Ben Hertzler, Tim Cummings, and Antonio Farias from Keenan & Associates; the Vocational Education advisor and local sheet metal and air systems businessman, George Heubel; and Lance Gunderson, Vocation Education Department Chair and inspected the current weight room, Shop 3, Shop 2, & Shop1 to see the feasibility of moving and replacing it with the metal shop. The key findings of the inspection included:

- The weight room space is only large enough to hold 10-14 student workstations;
- Ventilation is needed to be upgraded;
- Recommended that new equipment be used or donated equipment be thoroughly checked out to assure that OSHA requirements are met (older equipment may not meet the standards and requirements which have significantly changed)

Mr. Glaster felt that in order to complete a meaningful professional design project and renovate space for a metal shop, additional information needed to be gathered, and the District would need to go through a Department of State Architects (DSA) process which takes about four months.

Linda Granger presented and summarized the pros and cons of three options: (1) Convert Shop 5 (current weight room) into a metal

shop; (2) Convert Shop 3 (currently drafting and math classes); (3) Convert Shop 2 into metal shop; (currently converted into three classrooms). Ms. Granger said that there were more logistical problems than easy answers.

Lance Gunnerson said it would be a benefit to bring a metal program back however there was still a great deal to work out and concerns on how this could be accomplished. He added that potential equipment donors needed the District to guarantee the materials would be put to use before agreeing to donate, "He said that the department did have concerns and would like to look at all of the classrooms and see how this could best be achieved thus requiring more time to plan this effectively. He would hate to see our resources drained, by not thinking this through. Mr. Gunderson said they are looking into other ideas on how to fund these programs and also that other site programs needed to be looked at before we instill this metal program.

The Board thanked staff for an informational presentation.

Mr. Davis indicated that the original timeline was set for the fall of 2005; however, tonight he was hearing that more information was needed and staff was recommending postponing the program until the fall of 2006. Mr. Gunderson explained the dilemma. He said that if donors are going to donate this equipment, "they don't want to see it sitting around." He felt that not enough research had been done and Ms. Granger wanted to be sure that the school would be providing a quality program.

Mr. Heystek requested additional information regarding what the Master Plan dictates regarding placing additional portables; the recruitment plan; course proposal and outline. He felt that with the necessary additional information and research, we could provide a program in the next full school year.

Mr. Cassidy said that he was disappointed that the metal program would not be returning this fall, but he understood the constraints. He wanted to be sure that the District's didn't inadvertently miss any deadlines and requested that site staff keep the Superintendent and Board informed of what dates are down the road.

Ms. Perry appreciated all the work that was done. She asked Mr. Glaster about the timeline. Mr. Glaster said that we need to define the options and walk the site with the architectural firm. He added that it needed to be a wholesome, thoughtful plan with a lot of insight, a professional need to be brought in for direction and we also needed direction from the high school.

Ms. Perry also wanted to know who certifies the safety of the equipment and meeting the OSHA requirements. Mr. Gunderson said that would be done by those who know the equipment: the professional, the teacher, and the Career Technical Advisory Committee.

She was concerned about the program matching the two sections of welding offered by the ROP so that students could go through the program and be ready for a union apprenticeship program etc., and the curriculum change. She wondered if there was a way to bring it back in the spring. Ms. Granger felt that if you are really talking about redesigning the metal program you need time to build a program. She would like to see the District work with the Chamber Task Force and the business community to design the course and then go through the curriculum approval process as any new course would.

Mrs. Hague asked about the history of the metal shop. Mr. Gunderson said that originally it was a small machine shop connected with the auto program.

Mr. Richard asked all the necessary information requested by the potential donor was collected and they were given a timeline was there a location to temporarily store this equipment until we could get the program up and running.

Mrs. Cutter suggested offering an "A/B" type course such as a combination metal/welding along with another course as a way to entice students and help introduce students to the courses.

President Cutter reiterated and the Board agreed that the District would provide the site with the footprints, and facilities master plan, and in return the sites would provide a recruitment plan, proposal, and timeline that the District and Board would need to adhere.

In response to Mr. Davis' questions regarding the timeline, Ms. Granger felt that there were three issues: facilities, curriculum, and equipment that needed to be addressed and given the curriculum approval process, the desire to make sure that we were doing something that the community wanted, and the need to do everything in a quality way, she saw the program beginning in the fall of 2006.

It was the consensus of the Board for the site to draw up an "ideal" and "realistic" plan and come back to the Board with a report.

## General Services

### 1.13-CF Career Technical Education Committee (Vocational Education Committee)

The Board discussed and considered creating a new Board standing committee, Career Technical Education Committee (Vocational Education Committee).

#### **PUBLIC COMMENT**

- Heidi Finberg from the San Leandro Chamber of Commerce said that the Chamber appreciated that the Board was taking a more proactive focus on career technical education adding that the Chamber has had a task force focused on vocational education for the past year, which is a collaboration of the business community, teachers, Board trustees, and school district administration and has been very successful. Her concern regarding the creation of a Board standing committee was the ability of the business community to fully participate. She added that it was the goal of the Chamber to facilitate the connection between the career technical students with the business community. She looked forward to continuing their partnership and hoped that whatever the decision was tonight, it would be inclusive and that the Chamber would be equal partners at the table.

Mr. Davis, Chair, of the Vocational Ad Hoc committee reported that the meeting included a very healthy exchange of ideas from the representatives from ROP, maintenance, San Leandro Chamber, and concerned business people; however, the committee didn't come to any conclusions regarding whether a standing committee should be established. He would like to see the creation of this committee move forward because it reinforces the importance the Board plays on the career/technical program.

Mr. Heystek appreciated Heidi Finberg reaffirming the Chambers commitment. He recalled previous discussions on this and felt that establishing a standing committee for one issue was not wise, it would show favoritism and we needed to look at all programs. He would rather have the site create the program and go through the channels and he recommended not forming a committee, thus allowing businesses to be more fully involved and allowing the site and departments to bring recommendations to the Board so that we were not micromanaging this process.

Mr. Cassidy recommended creating a career technical committee stating that it was well suited to have its own committee such as the

Facilities/Technology Committee. He didn't believe that the conduct and organization of the Board had served this program well in the past and believed that the program was important and should have a committee overseeing it. It was his opinion that if the Board was truly committed to seeing a vigorous career technical education program, they needed to put their own personal time and energy into seeing that the program moves forward and that there was a committee that the Board and staff would attend.

Ms. Perry said that some people who attended the meeting felt that this was another layer of what we already had such as the Business Advisory group, DECA, the Chamber, etc. and what would be the value of adding another Board committee. She heard from the school sites and others that there was already a leadership structure such as Curriculum Council, and School Site Council. She also had concerns about separating out single issues. She would rather see regular reports to the Board from these groups and she did not support creating this Board committee.

Mrs. Hague saw the importance of career technical education and liked seeing the options being offered to the students as well as providing a link between the school and community. She felt that the Board had a strong commitment to Voc. Ed; yet, she had concerns about adding levels of confusion to it and at this time was not in favor of the committee; however she was greatly in favor of the program.

Mr. Richards said his intension was not to address a single issue but more as providing an overall guidance for career technical education. He suggested following a similar format to the City/District Liaison committee. He thought there was a need and desire from every Board member and District to see the CTE program flourish and he would like to see some of the old programs brought back and the current ones stay in tack.

The discussion continued focusing on the Chamber Task Force, Board member participation in that group, procedures and what the charge would be.

It was consensus of the Board to select three Board members to serve on the existing Chamber Task Force and report back.

Mr. Cassidy reiterated his support to creating a new Career Technical Education Committee.

Mrs. Hague felt that the key piece was reassuring the community that we were working on the issue and by involving the community



was a strong step in the right direction.

Ray Davis, Linda Perry, and Stephen Cassidy agreed to represent the Board on the task force at their March meeting. President Cutter suggested that if they were willing to serve after the March meeting, the Board would elect them as representatives to the committee which would be renewed annually.

Mrs. Cutter disbanded the “one-time only” Vocational Ad Hoc Committee upon completion of working with staff and bringing back specific cost estimates and funding options for a metal shop.

### **PUBLIC TESTIMONY ON NON-AGENDA ITEMS**

- Tom Morse, SLTA member and Bancroft teacher addressed the Board regarding the SLTA contract and urged them to find room in the budget for a fair contract for teachers in San Leandro and staff.

The Board took a break at 9:10 p.m.

The Board reconvened at 9:18 p.m.

- Perry Chicain addressed the Board regarding bringing trust back to the school district, keeping the teachers happy, providing them with what they need to do their job, and a standard of living that suits the nobility of their profession.
- District teachers Elizabeth Huffmaster, Kerrie Skehan-Marshall, Janet Collamer, Kay Kidder, Laurie Appling, Matthew James, Richard Styner, Dana Chohlis, and Ruby Smart expressed how much they enjoyed teaching in the District and their concern regarding teachers’ salary, an insufficient raise, and the high cost of medical benefits. They hoped that the Board would take a strong leadership role in the District, and help reestablish an atmosphere where teachers are respected and valued by reviewing the financial compensation for teachers, finding the necessary funds for a true raise, so that they could truly serve the students and retain the quality staff in San Leandro.

### **REPORTS**

- 1) Correspondence – Clerk Davis reported receiving emails from Richard Fishbaugh and Philip Smothermon supporting the freeze on the Assistant Superintendent of Education position; Jackie Russum inviting members of the Board to attend a teleseminar entitle “Welcome to Wellness: Putting New School Nutrition Legislation into Practice”; an invitation from Gerald Shovlin, McKinley Elementary school parent, to visit McKinley as part of

their celebration of Reading Across America; emails from SLAM teachers expressing concerns about the Vocational Education program and Metal Shop class; and Patricia Quinby concerning staff and student safety on the Bancroft campus and notifying parents of risks.

- 2) Superintendent's Report – Superintendent Chris Lim followed up on some Board requests:
- Wish List: Trustee Davis' request for a "wish list" was forwarded to the principals and we should be receiving some of those list for him soon;
  - Union Shop Insignias: Ms. Lim researched Mr. Cassidy's request for union shop insignias on business cards and discovered that this had not been done in the past and recommended that the Board forward it to the Policy Committee for consideration;
  - Safety at the high school: Ms. Lim commended the high school administration for their response regarding a serious situation occurring after school recently and hoped that this was an isolated incident. She reminded the community that the recent addition of cameras at the high school, and a highly visible administrative team are major factors in making San Leandro High a safer place, and that she is in daily contact with the principal to make sure that the campus is safe; Ms. Lim added that she had spoken to some students who felt that the campus was significantly calmer and there were less fights than last year.
  - School Resource Officer (SRO) Reduction: The Superintendent said she had been in contact with City Manager, John Jermanis, regarding the potential reduction of the School Resource Officer (SRO) and it would be placed on the next City/District Liaison Committee agenda on March 9 at 11:30 at the City Hall and that the City Council planned to discuss this issue at the City Finance Committee this Thursday at 1:30 p.m.

Superintendent Lim reported that she presented a PowerPoint presentation to Leadership San Leandro where a lively discussion resulted in two areas regarding the achievement gap and the potential impact of the Governor's proposed budget.

She said that she had the opportunity to attend the Roosevelt PTA meeting, where both Trustees Perry and Cutter were in attendance, and had very positive feedback; the District received a positive certification from the County on the 1<sup>st</sup> Interim Report, however there were some concerns stated in the letter that she would forward to the Board along with a handout from FCMAT listing 15 conditions most frequently indicating fiscal distress. Because the City was planning on installing their new Councilmember on March 15<sup>th</sup>, she asked the Board to consider changing the March 15<sup>th</sup> Board meeting to either March 14<sup>th</sup> at the City

Chambers or having it at the D.O. on the 15<sup>th</sup>.

Regarding the safety issue Mr. Davis said that he shared with San Leandro High School principal, Amy Furtado, that there was a traffic surveillance camera located at the intersection of San Leandro Boulevard and E. 14<sup>th</sup> which had full capabilities to look down both ways on E. 14<sup>th</sup> Street and had both time lapse and real time video capabilities. He encouraged her to speak with the police department as to using this system as a resource to look at surrounding areas of the high school campus.

Mr. Cassidy recommended and Mr. Heystek agreed that someone from the school district should attend the City Finance Committee meeting and share the District's position regarding the School Resource Officer and at the same time, work with the City/District Liaison committee.

President Cutter and Ms. Lim said that she would be available to attend that meeting and that the Liaison Committee would be discussing this at their March meeting.

Mr. Cassidy asked to be informed when the Superintendent would be speaking at certain events, such as the Roosevelt PTA meeting, so that Board members could have the option of attending and the Superintendent agreed.

Ms. Lim stressed that she is in daily contact the principal and if additional security is needed, the issue is addressed through current channels such as when the Board authorized an in-house suspension person. She was not clear on what the presentation would accomplish other than what was already currently in practice.

Mrs. Cutter suggested sharing the annual health survey report and maybe that would helpful to Mr. Cassidy.

Mrs. Hague thought that the health survey report was included in the school report card.

Mrs. Cutter asked for a most recent copy of the report to be submitted to the Board.

### 3) Board Committee Reports

- Facilities/Technology – Mrs. Cutter reported that the committee met on February 11 and discussed the following: Roosevelt Elementary School Prop. 55 Construction Project; Request for Qualification for Construction Management Firms; Update of District-wide Facility Projects; Vanir Construction Management Awards/Plaque proposal; Jefferson Plaque and Dedication; the Facilities Workshop for New

School Bond, indicating that they would be scheduling a meeting, but not before the second week in March; Adult Literacy Education Center at Muir, and the Madison renovation project.

In response to Mr. Cassidy question, President Perry said that the Roosevelt Elementary Prop. 55 Construction project would be on the March 1 agenda. He requested that tech support at the high school be added to the next Facilities/Technology committee meeting.

- Policy – Ms. Perry said they met on March 15 and discussed the Sexual Harassment Policy for All Personnel and Students and is on the agenda for the Board’s first review tonight. They also discussed the Uniform Complaint form required under the Williams Lawsuit settlement and that would be coming to the Board at the March 1 meeting under AR 1312.4; the policy table of contents; and volunteers. She noted a few policy items to be added to their next agenda: (1) procedures for adoption of policies and the number of readings; and (2) the use of union printers whenever possible.

On a motion made by Mr. Richards and seconded by Mr. Heystek, the Board agreed to extend the meeting to 11:30 p.m. by a 7-0 vote.

- Vocational Education Ad Hoc Committee- Ray Davis thanked the Board for giving him the opportunity to chair this “one-time only” committee.

7) Board Representatives’ Reports

- Eden Area Regional Occupational Program – Mr. Richards said that he would pass along to the Superintendent a list of the DECA award winners; the ROP approved a “vision” statement.
- San Leandro Collaborative – Mr. Heystek reported that the Executive and Steering Committee have been working on putting together a Healthy Living Forum to address an area of concern each year where the collaborative could host a faire and provide as much education to children, youth and their families. The Healthy Living Forum will be held this spring and he will update the board on the date, location, and time and the role of the Board.

## **CONSENT ITEMS**

Ms. Perry requested pulling Conference Item 3.1-C, Acceptance of Donations, and Mr. Richards requested pulling Conference Item 4.4-C, Resolution #05-16 to Declare Certain Equipment Surplus and/or Obsolete due to backup information not provided.

### General Services

- 1.1-C        Approval of Board Minutes – February 1, 2005
- 1.2-C        Resolution #05-18, Career and Technical Education Week

### Human Resources

- 2.1-C        Acceptance of Personnel Report
- 2.2-C        San Leandro High School Block Schedule Tentative Agreement
- 2.3-C        Resolution #05-13 for Teachers Teaching Out of Subject Area
- 2.4-C        Resolution #05-14 for Teachers Teaching Out of Subject Area
- 2.5-C        Resolution #05-15 for Teachers Teaching out of Subject Area

### Business, Operations and Facilities

- 4.1-C        Ratification of Payroll for January 2005
- 4.2-C        Approval of Bill Warrants
- 4.3-C        Intra-Budget Transfers

On a motion made by Mr. Davis and seconded by Ms. Perry, the Board approved the remaining consent items by a 7-0 vote.

### Educational Services

- 3.1-C        Acceptance of Donations

Ms. Perry was concerned and wanted to know who certified the safety of the donation of a Sun Modular Computer Analyzer and Pro Lift 2 Post 9000 lb. auto lift to the Auto Shop to San Leandro High.

President Cutter directed the Policy Committee to look at the District's policy regarding acceptance of any donations.

On a motion made by Ms. Perry and seconded by Mr. Richards, the Board approved to accept the donations noting the concern regarding accepting donations that require certification of safety by a 7-0 vote.

4.4-C Resolution #05-16 to Declare Certain Equipment Surplus and/or Obsolete-

On a motion made by Mr. Davis and seconded by Ms. Perry, the Board agreed to table Resolution #05-16 to Declare Certain Equipment Surplus and/or Obsolete until the March 1, 2005 Board meeting so that the backup information could be included by a 7-0 vote.

## **ACTION ITEMS**

### Educational Services

3.1-A Recommendation from Administrative Hearing Panel for Expulsion  
On a motion made by Mr. Davis and seconded by Mr. Richards, the Board approved the Administrative Hearing Panel's recommendation for expulsion for student E12-04/05 by a 7-0 vote.

3.2-A Recommendation from Administrative Hearing Panel for Expulsion  
On a motion made by Mr. Davis and seconded by Mrs. Hague, the Board approved the Administrative Hearing Panel's recommendation for expulsion for student E11-04/05 by a 7-0 vote.

3.3-A Recommendation from Director of Student Support Services for Termination of Expulsion  
On a motion made by Mr. Davis and seconded by Mr. Richards, the Board approved the recommendation from the Director of Student Support Services for termination of expelled student #E010-03/04 by a 7-0 vote.

3.4-A Recommendation from Director of Student Support Services for Termination of Expulsion  
On a motion made by Mr. Davis and seconded by Mr. Richards, the Board approved the recommendation from the Director of Student Support Services for termination of expelled student #E029-03/04 by a 7-0 vote as corrected.

3.5-A Recommendation from Director of Student Support Services for Termination of Expulsion  
 On a motion made by Mr. Davis and seconded by Mrs. Hague, the Board approved the recommendation from the Director of Student Support Services for termination of expelled student #E02-04/05 by a 7-0 vote.

3.6-A Recommendation from Director of Student Support Services for Termination of Expulsion  
 On a motion made by Mr. Davis and seconded by Mr. Heystek, the Board approved the recommendation from the Director of Student Support Services for termination of expelled student #E021-03/04 by a 7-0 vote.

3.7-A Recommendation from Director of Student Support Services for Termination of Expulsion  
 On a motion made by Mr. Davis and seconded by Mr. Richards, the Board approved the recommendation from the Director of Student Support Services for termination of expelled student #E006-03/04 by a 7-0 vote.

3.8-A Recommendation from Director of Student Support Services for Continuation  
 On a motion made by Mr. Davis and seconded by Mr. Richards, the Board approved the recommendation from the Director of Student Support Services for continuation of the expulsion for each of the following students who have failed to meet the conditions of their expulsions, or whose current whereabouts are unknown and who are not at least eighteen years of age and have not had four or more years to complete their high school education by a 7-0 vote

CASE NO.	CASE NO.
E036-02/03	E052-02/03
E042-02/03	E058-02/03
E050-02/03	

3.9-A Recommendation from Director of Student Support Services for Termination of Expulsion

On a motion made by Mrs. Hague and seconded by Ms. Perry, the Board approved the recommendation from the Director of Student Support Services for termination of the expulsion order for each of the following specified students who have failed to meet the conditions of their expulsion, or whose current whereabouts are unknown and who are at least eighteen years of age and have had four or more years to complete their high school education by a 7-0 vote.

CASE NO.	CASE NO.
E030-99/00	E028-02/03
E026-01/02	E031-02/03
E049-01/02	E038-02/03
E056-01/02	E004-03/04
E079-01/02	E038-03/04

**CONFERENCE ITEMS**

General Services

1.1-CF 2005 California School Boards Assn. (CSBA) Delegate Assembly Election

The Board considered the submission of a ballot for the 2005 CSBA Delegate Assembly Election. Following the tallying of the votes, the Board approved the ballot casting a vote for Gwen Estes, Denis King, Nina Moore, and Linda Perry.

1.2-CF Alameda County School Boards Association (ACSBA) Representative

The Board discussed and considered approving the appointment of a representative to the Alameda County School Boards Association (ACSBA). On a motion made by Mr. Davis and seconded by Mr. Richards, the Board appointed Linda Perry as the representative to the Alameda County School Boards' Association (ACSBA) by a 7-0 vote.

1.3-CF Alameda County School Boards Association (ACSBA) Representative

The Board discussed and considered approving the appointment of an alternate representative to the Alameda County School Boards Association (ACSBA). On a motion made by Mr. Davis and seconded by Mr. Richards, the Board appointed Louis Heystek as an alternate representative to the Alameda County School Boards' Association (ACSBA) by a 7-0 vote.



- 1.4-CF Eden Area Regional Occupational Program (ROP) Governing Board  
The Board discussed and considered approving the appointment of a representative to the Eden Area Regional Occupational Program (ROP). On a motion made by Mr. Heystek and seconded by Mr. Davis, the Board appointed Rick Richards as the representative to the Eden Area Regional Occupational Program (ROP) by a 7-0 vote.
- 1.5-CF Eden Area Regional Occupational Program (ROP) Governing Board  
The Board discussed and considered approving the appointment of an alternate representative to the Eden Area Regional Occupational Program (ROP). On a motion made by Mr. Heystek and seconded by Mr. Davis, the Board appointed Pauline Cutter as an alternate representative to the Eden Area Regional Occupational Program (ROP) by a 7-0 vote.
- 1.6-CF Mid-Alameda County Special Education Local Plan Area (MACSELPA)  
The Board discussed and considered approving the appointment of the representative to Mid-Alameda County Special Education Local Plan Area (MACSELPA). On a motion made by Mr. Richards and seconded by Mr. Heystek, the Board appointed Linda Perry as the representative to the Mid-Alameda County Special Education Local Plan Area (MACSELPA) by a 7-0 vote.
- 1.7-CF Mid-Alameda County Special Education Local Plan Area (MACSELPA)  
The Board discussed and considered approving the appointment of an alternate representative to Mid-Alameda County Special Education Local Plan Area (MACSELPA). On a motion made by Mr. Richards and seconded by Mr. Heystek, the Board appointed Lisa Hague as an alternate representative to the Mid-Alameda County Special Education Local Plan Area (MACSELPA) by a 7-0 vote.
- 1.8-CF San Leandro Collaborative  
The Board discussed and considered approving the appointment of a representative to the San Leandro Collaborative. On a motion made by Ms. Perry and seconded by Mrs. Hague, the Board appointed Louis Heystek as representative to the San Leandro Collaborative by a 7-0 vote.
- 1.9-CF San Leandro Collaborative  
The Board discussed and considered approving the appointment of an alternate representative to the San Leandro Collaborative. On a motion made by Ms. Perry and seconded by Mrs. Hague, the Board appointed Ray Davis as an alternate representative to the San Leandro Collaborative by a 7-0 vote.

1.10-CF Drug, Alcohol, Tobacco Education (DATE) Committee  
The Board discussed and considered approving the appointment of a representative to the Drug, Alcohol, Tobacco Education (DATE) Committee. On a motion made by Mr. Richards and seconded by Mrs. Hague, the Board appointed Pauline Cutter as representative to the Drug, Alcohol, Tobacco Education (DATE) Committee by a 7-0 vote.

1.11-CF Drug, Alcohol, Tobacco Education (DATE) Committee  
The Board discussed and considered approving the appointment of an alternate representative to the Drug, Alcohol, Tobacco Education (DATE) Committee. On a motion made by Mr. Heystek and seconded by Mrs. Hague, the Board appointed Linda Perry as alternate representative to the Drug, Alcohol, Tobacco Education (DATE) Committee by a 7-0 vote.

1.12-CF San Leandro Chamber of Commerce Partners Committee  
The Board discussed and considered approving the appointment of a representative to the San Leandro Chamber of Commerce Partners Committee. On a motion made by Ms. Perry and seconded by Mrs. Hague, the Board appointed Ray Davis as representative to the San Leandro Chamber of Commerce Community Partners Committee by a 7-0 vote.

1.14-CF Effective Governance Team Workshop  
The Board discussed and considered the selection of a consultant to facilitate an effective Governance Team Workshop on February 23-24, 2005.

Mrs. Cutter said that Board members had received, through email, the perspectives for the two candidates Molly McGee Hewitt and Raymond Rood.

Mr. Heystek thought the two candidates were well qualified and supported Molly McGee Hewitt because of her experience and familiarity with public education/school board district's governance.

Mr. Cassidy said that he may not be able to attend both sessions and had requested having this workshop on a Saturday.

Mr. Davis said his preference was a 1-day workshop but he would make himself available if it was the consensus of the Board; however, he would like to see it rescheduled to be sure that everyone was in attendance

Mr. Richards agreed that a team workshop was needed and supported Raymond Rood because he thought he would be a better fit for this Board. He would like to see the Board select a consultant tonight and then calendar the workshop for next week.

Mr. Heystek agreed that Board was committed to the process, but he had held these days as he was asked to and strongly suggested doing it on those two days and move the process along.

Mr. Davis supported Raymond Rood and the skills that he would to the table. He said that he was looking for a consultant that would get to the root of the problems with effective, open communication and is was not interested in the standard CSBA information. He wanted this workshop to focus on our needs.

Ms. Perry agreed that to be successful all members needed to be in attendance. She supported Molly McGee Hewitt because of the cost, her experience as a former school board member and her focus is on school boards. She said that she had attended a couple classes of Molly's and found her to be non- judgmental, a listener, and a solution finder. Ms. Perry felt that she would treat everyone on this board with equal respect and listen to everyone's point of view.

Mrs. Hague said that reading through the information she found the format that Molly was proposing easier to follow but wanted to hear the perspective of the Board as she was not familiar with either candidate.

Mrs. Cutter talked to both candidates and both were supportive of our efforts; however, she supported Molly for the price and for her school board experience. She also noted that she felt uncomfortable using a facilitator who knows a Board member and would prefer a more neutral consultant.

It was decided to reschedule the Finance Committee meeting in order to accommodate Mr. Cassidy so that he would be able to attend the team building workshop.

On a motion made by Mr. Heystek and seconded by Ms. Perry, the Board selected Molly McGee Hewitt to facilitate an effective Governance Team Workshop on February 23-24, 2005 from 6-9 p.m. on the 23<sup>rd</sup> and 6:30-9:30 p.m. on the 24<sup>th</sup> by a 4-3 vote.

Ayes: Cutter, Hague, Heystek, Perry

Noes: Cassidy, Davis, Richards

## Human Resources

2.1-CF Revision of Board Policy 4119.11; 4219.11; 4319.11 (a-b), Sexual Harassment-Personnel

The Board discussed and considered approving the revisions of Board Policy 4119.11; 4219.11 4319.11 (a-b), Sexual Harassment-Personnel.

Policy Committee Chair, Linda Perry, suggested moving this item to the March 1 Board meeting giving the Board time to review the revisions.

In reference to AR 4119.11 (g) #9 stating *“The Assistant Superintendent of Human Resources or designee shall give the Superintendent or designee a written report of the complaint and investigation”*, he would like the Board of Education given a final report also, and it was not clear to him in the AR what the Board’s role was.

Mr. Martinez explained that if there was an investigation and it was determined that an employee did in fact violate District policy, the Board would part of the appeal process if there was a dispute over the findings and it would be brought to the Board in closed session.

2.2-CF Revision of Board Policy 5145.7 (a-c), Sexual Harassment-Students

The Board discussed and considered approving the revision of Board Policy 5145.7(a-c), Sexual Harassment –Students.

It was the consensus of the Board to also pull this item and bring it to the March 1 meeting to give the Board more time to review the revisions.

Business, Operations and Facilities

4.1-CF Resolution #05-17, Adult Education Community Center

The Board discussed and considered adopting Resolution #05-17, for Meehleis Modular Buildings, Inc. to construct the modular building campus for the Adult School at Muir Middle School.

On a motion made by Ms. Perry and seconded by Mr. Richards, the Board adopted Resolution #05-17 for Meehleis Modular Buildings, Inc. to construct the modular building campus for the Adult School at Muir Middle School by a 7-0 vote.

4.2-CF Modification of the MOU for the Bancroft Playing Field

The Board discussed and considered approving the amended MOU for the Bancroft Playing Field and directed staff to pursue opportunities to raise the \$110,000 short fall to build a track if the state grant is approved.

Mr. Heystek asked if there was a new schematic describing what the value added to this project is. Mr. Glaster said that there was a new schematic at this time and felt that the net games was something that could be addressed at later time, and the community is committed to having a track.

Mr. Heystek asked if our eligibility for the grant would be compromised because the track is not included in the grant proposal. Mr. Glaster said that we would be informing the state of our intentions to have a track as a separate project. Trustee Heystek supported the modifications to the MOU but would the City/Liaison to receive updates on the project of what it is going to look like without the nets and track as part of this new proposal.

On a motion made by Ms. Perry and seconded by Mr. Richards, the Board approved the amended MOU for the Bancroft Playing Field and directed staff to pursue opportunities to raise the \$110,000 short fall to build a track if the state grant is approved by a 7-0 vote.

#### 4.3-CF

##### Williams Lawsuit School Facilities Needs Assessment Program for Deciles 1-3 Schools

The Board discussed and considered approving the recommendation from staff to have Vanir Construction Management, Inc. complete the School Facilities Needs Assessment as prescribed by the state of California. The amount shall not exceed \$15,000 at three sites.

Mr. Glaster explained that was not put out to bid because it was under the bid limit so it was not needed and said that Vanir is already on site and it was an expediency issue and they will do a great job.

On a motion made by Mr. Richards and seconded by Mr. Heystek, the Board approved the recommendation from staff to have Vanir Construction Management, Inc. complete the School Facilities Needs Assessment as prescribed by the state of California. The amount shall not exceed \$15,000 at three sites by a 7-0 vote.

#### 4.4-CF

##### Window Replacement Project – Port of Oakland Noise Abatement Settlement

The Board discussed and considered approving Aedis Architecture and Planning to be the architect of record for Muir Middle School and Wilson Elementary School, and MWM Architects Inc. be the architect of record for Garfield, and Monroe Elementary schools.

On a motion made by Ms. Perry and seconded by Mr. Heystek, the Board approved Aedis Architecture and Planning to be the architect of record for Muir Middle School and Wilson Elementary School, and MWM Architects Inc. be the architect of record for Garfield, and Monroe Elementary schools by a 7-0 vote.

## **INFORMATION ITEMS**

### Human Resources

2.1-CF        AR 4199.11; 4219.11; 4319.11 (a-f), Sexual Harassment-Personnel  
This item was pulled to the March 1 Board meeting to allow the Board more time to review the revisions.

2.2-CF        AR 5145.7 (a-g), Sexual Harassment – Students  
This item was also pulled to the March 1 Board meeting to vie the Board more time to review the revisions.

### Business, Operations and Facilities

4.1-I         Miscellaneous Receipts  
Miscellaneous receipts in the amount of \$1,206,848.88 have been deposited in the Treasury of Alameda County.

## **ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS**

It was the consensus of the Board to have the March 15 Board meeting to Madison, if available, because the City Council Chambers would not be available due to the swearing in of the new councilmember.

The Board adjourned into closed session at 11:30 p.m.

The Board reconvened to open session at 12:10 a.m. President Cutter said the Board had been in closed session and no action was taken.

## **ANNOUNCEMENT**

### **Future Board of Education Meetings**

- Regular Meeting – March 1, 2005
- Regular Meeting – March 15, 2005
- Regular Meeting – April 5, 2005
- Regular Meeting – April 19, 2005
- Regular Meeting – May 3, 2005
- Regular Meeting – May 17, 2005
- Regular Meeting – June 7, 2005
- Regular Meeting – June 21, 2005

## **ADJOURNMENT**

Before adjourning the meeting and at the suggestion of Trustee Davis, it was the consensus of the Board to place the reorganization of the School Board on the March 1, 2005 agenda.

On a motion made by Mr. Richards and seconded by Mr. Davis, the Board adjourned the meeting at 12:10 p.m. by a 7-0 vote.

Respectfully submitted,

Raymond E. Davis III, Clerk