

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

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

**CSBA SINGLE DISTRICT GOVERNANCE TEAM WORKSHOP**

**February 23, 2005**

**Closed Session: 5:00 p.m.**

**Open Session: 6:00 p.m.**

**February 24, 2005**

**6:30 p.m.**

The Board of Education of the San Leandro Unified School District met in special session on February 23, 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 5:08 p.m. on February 23, 2005 by President Pauline Cutter.

**BOARD MEMBERS PRESENT**

Mr. Stephen Cassidy  
Ms. Lisa 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

**PUBLIC COMMENTS**

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

**CLOSED SESSION**

At 5:09 p.m., the Board went into Closed Session regarding Public Employee Performance Evaluation, Title: Superintendent's; and Public Employee Discipline/Dismissal/Release pursuant to Government Code Section 54957.

The Board returned to open session at 6:18 p.m. with the Pledge Allegiance to the Flag. President Cutter said that the Board had been in closed session and that no action was taken.

The Board took at break at 6:18 p.m.

The Board returned to open session at 6:40 p.m.

## **DISCUSSION**

### **California School Boards Association Facilitate Discussion of Governance Issues**

California School Boards Association consultant, Molly McGee Hewitt facilitated a two-day discussion of Governance Issues focusing on team building and ways to develop an effective Governance Team by identifying strategies, protocols, and methods to improve the efficiency and effectiveness of the Governance Team.

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

None

## **BOARD MEMBER COMMENTS**

None

The meeting was recessed at 9:35 p.m. to continue on February 24, 2005 at 6:30 p.m.

## **February 24, 2005**

The meeting was reconvened at 6:35 p.m. on February 24, 2005 by President Pauline Cutter noting that this was a continuance of the February 23, 2005 meeting on California School Boards Association Facilitated Discussion of Governance Issues.

## **BOARD MEMBERS PRESENT**

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

## **DISTRICT STAFF PRESENT**

Christine Lim, Superintendent

## **PUBLIC COMMENTS**

Bruce Colby, Business Manager, on behalf of the San Leandro Unified School District Management Association (SLUSDMA), commended the Board for participating in the California School Boards Association Facilitated Discussion of Governance Issues.

He said that during these challenging times in public education in the state of California, the governing Board had the challenging task of setting the course to achieve the District's goals and objectives, where a dedicated administrative team, committed to the education process and serving the needs of all the students in San Leandro, had the task of making it happen.

He added that SLUSDMA was looking forward to working with the Board in a positive, collaborative relationship to insure that San Leandro students, parents, staff, and community were well served, and thanked the Board for their commitment to children and to the education process.

### **California School Boards Association Facilitated Discussion of Governance Issues**

California School Boards' Association consultant, Molly McGee Hewitt, continued the facilitated discussion of Governance Issues from February 23, 2005 focusing on the Board and Superintendent Protocols (Rules of Operation), and the roles and responsibilities of the Board and Superintendent of the District.

Following the discussion and at the end of the workshop, Ms. McGee-Hewitt summed up her observations, reviewed her recommendations and next steps.

She suggested that each Board member look at the *Working Styles Questionnaire* in the notebook which would help each of the members understand each other.

Ms. McGee-Hewitt felt that combined each Board member had very high levels of education, and passion for the school; many of them had already made significant time and resource commitments to the District over a long period of time; some were embarking on that journey as a new Board member; and some had greater knowledge of the superintendent and a different relationship than others.

She said that while there was progress made, she felt that there still appeared to be issues involving communication and interpersonal relations. She hoped that the Board would seriously think about the discussions and what was said and hoped that the follow up report would be of value to them.

Recommendations included scheduling a preliminary self-assessment in the spring and when and if she was in the area, she would be happy to facilitate a discussion around evaluation, review of the governance standards, and moving

ahead to the next step. She would like to see them spend more in study sessions and workshops together as opposed to just regular meetings.

In response to Mr. Heystek, Ms. McGee-Hewitt said that she would try to have a draft of the protocols with the changes discussed, along with recommendations and additional resources by the 15<sup>th</sup> March. She asked that the Board place the protocols on the second meeting in March, discuss them, and then send them to the Policy Committee for review and recommendations. A complaint inquiry form, how to keep track of some of the issues discussed, and her calendar to help schedule the spring workshop would also be included.

She also would like to see the Board agendize the District's Mission, Vision and Goals, and have a Board workshop study session or "Topic Specific Only Meeting" to review the Board's goals (not in closed session) and the Superintendent's goals (in closed session) for the year.

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

It was the consensus of the Board to meet with Garry Mathiason, in closed session, on Thursday, March 17 for one hour from 5-6 p.m.

### **BOARD MEMBER COMMENTS**

- Mr. Cassidy mentioned reading that the San Leandro police chief was recommending the elimination of one SRO position and he requested that the Superintendent, as part of the Superintendent's report for March 1, update the Board on the City Council Finance Committee meeting and any conversations she may have had with the City. He would also like an update on the Governor's budget.
- Mrs. Cutter reported that she received a letter from Johan Klehs requesting to meet with the Board to discuss the Governor's proposal and cuts and she would be polling the Board to see if there was interest.
- Mr. Davis said that he would be out of until March 1, 2005.

## **ADJOURNMENT**

On a motion made by Mr. Heystek and seconded by Mrs. Hague, the Board adjourned the CSBA Single District Governance Team Workshop at 10:25 p.m. by a 7-0 vote.

Respectfully submitted,

Raymond E. Davis III, Clerk