

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

March 1, 2005

The Board of Education of the San Leandro Unified School District met in regular session on March 1, 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 with the Pledge of Allegiance led by Equity Training consultant, Glenn Singleton.

BOARD MEMBERS PRESENT

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

The Board recessed to a Special Workshop from 6:05 p.m.-7:30 p.m.

**Equity
Training
Workshop
Led by Glenn
Singleton**

The Board of Education participated in an Equity Training Workshop, "*Courageous Conversation & Courageous Leadership*" facilitated by Glenn Singleton, District consultant.

Mr. Singleton explained that the purpose of the work session would be to engage and update the Board with the work that the District has been doing for the past two years.

Board members reviewed and discussed their thoughts on 1) the major causes for racial achievement disparity 2) What equity/anti-racism means to them; and 3) how ready are they to have a "Courageous Conversation?"

Board members felt that lack of positive role models; social

economic issues; cultural and racial differences and sensitivity; equal preparation before they start school (i.e. preschool attendance); language barriers; the breakdown of the nuclear family; how society views college as success versus career technical; different learning styles; and peer pressure on students not to succeed were just a few of the majors causes for achievement disparity.

The Board continued the discussion on what equity/anti-racism meant to them.

Mrs. Cutter said she would like to see expectations to succeed raised for all students such as offering Spanish to English speaking students resulting in language becoming a bond between children.

Mrs. Hague said equity meant providing everyone with the same opportunity and access to necessary support.

Ms. Perry said we should support differential instruction and strategies and recognize that everyone does not come from the same mold and every student has something they are good at and has something to offer.

Mr. Heystek mentioned being perceived by some to be a minority and labeled "Asian" and expressed the emphasis that was placed on self-segregation among different groups in his high school and college experiences and not knowing where he belonged.

Mr. Cassidy felt that anti-racism meant ensuring that barriers were removed.

Mr. Singleton asked the Board to look at those many issues that clearly impact achievement and how the District could address those disparities keeping in mind the things that we have control of and those we don't.

Mr. Singleton thought it was important to recognize that one of the challenges for our students not reaching the highest performance is that they were working against a culture in school that doesn't match the culture they are bringing explaining that when students enter a school not sharing the culture, they have to learn the culture, the culture artifact of the teacher and meet the standards, as opposed to those who share the culture only need to meet the standards.

Mr. Singleton agreed with the Board that equity means that all students succeed, and by looking at the test scores we can recognize the need to continue a more rigorous, engaging system for all of our students.

Mr. Heystek was concerned about different expectations we may have on certain groups based on their ethnicity.

Mr. Cassidy wanted to know how the Board could bolster or work with teachers in getting them to the level of engagement that would reduce the achievement gap.

Mr. Singleton said that he saw the Board's role as providing opportunities for the teachers to develop and collaborate with those teachers who were experiencing greater success, align resources at a policy level, be clear on statements that guide the District, express the need for people to be held accountable, and, to be sure that there was leadership to implement it.

The Board shared how race impacted their life with several indicating that race impacted their life 100%, while others were not clear on the concept and didn't know the answer.

Mr. Singleton said the challenge of our work was if we are looking at the data, we believe that all students can learn at a high level, and we are seeing this disparity both historical and today, we have to ask what is it that the system is doing to promote that disparity - that is what equity work is, and that's the beginning.

Mr. Singleton concluded that public leaning around race can be very difficult and commended the Board for their involvement and hoped to continue the conversation.

The Board took a short break following the training at 7:40 p.m.

7:50 p.m. the Board reconvened to the Regular Board Session

APPROVAL OF AGENDA

Ms. Perry moved to approve the agenda with the removal of Conference Item 1.4 CF, Reorganization of the Board as it was in violation of the provisions of Ed. Code 35143 and Board Bylaw 9100. There was no second to the motion.

On a motion by Mr. Davis and seconded by Mr. Richards, the Board approved the agenda for the regular meeting of March 1, 2005 with the exception of moving Conference Item 1.4-CF, Reorganization of Board, up to follow presentations and before Public Testimony on Non-Agenda Items by a 6-1 vote with Ms. Perry voting no.

REPORTS Student Representatives' Reports – San Leandro High School student representative, Sharon Ma, updated the Board on school activities including boys' basketball; winter sports award night; spring sports are beginning; DECA state competition in Costa Mesa; the Octagon Community Services Club will be serving at the Lion's Club crab feed; Youth Advisory Youth Summit was Feb. 28; AP Art Show, March 10 at the City Hall; *Dollar for Scholars* dinner, March 10 at the Marina Community Center; DECA Bingo Night raised \$1200 for MDA; and the WASC leadership team is meeting regularly to prepare the self study.

Mr. Cassidy requested a copy of the schedule for the different sports teams so Board members would have the opportunity to attend some of the events. Ms. Cutter directed the Superintendent to get that information from the Director of Athletics at the high school.

PRESENTATIONS

- * The San Leandro Chapter, Region VI, of the Association of California School Administrators (ACSA) proudly announced recognition of two outstanding individuals for their contributions to our educational community:

Administrator of the Year
Jan Huls, Principal
Garfield Year Round Elementary

Friends of Education
Leroy Smith, Community Leader

- * Mary Camezon, School Assistant & Intervention Team (SAIT) Consultant provided the first monitoring report along the nine essential components on Washington School's Implementation Correction Action Plan.

Debbie Wong, Director of Curriculum reminded the Board that Washington Elementary School was in implementation of the correction action plan designed in collaboration with site leadership and SAIT consultants.

On February 2 and 11, the SAIT Team conducted a monitoring visit to Washington Elementary to assess the school's implementation of the corrective action plan. The collaborative process resulted in a monitoring report on the assessment along the nine essential of the correction action plan.

Ms. Camezon commended the school for working very diligently to implement the benchmarks. She reported that teachers reported that students were already benefiting from the increased focus on reading and the interventions provided to build specific skills in individual students; teachers have attended training; the spirit of the school was very good, the site understood the seriousness, and they had accepted the responsibilities in addressing the action plan components.

Areas of concerns included the effect of what the early bird, late bird reading would have on the teacher's need to have uninterrupted instructional time in reading, language arts, and math, and the push by parents and community members to make Washington a Dual Immersion school.

While Ms. Camezon said this was not about the subject of Dual Immersion but rather that Washington School might be asked to do more than implement its corrective action plan. She felt that it was inappropriate to ask the school take on any additional work particularly in light of the need to improve the performance of English learners adding that the District had an obligation to support the staff as they implement the corrective actions and insure that no additional demands are placed on them.

With that said, Ms. Camezon reviewed each component's benchmark rating, which could be minimally, partially, substantially, or fully, indicating that Washington received substantially ratings in all areas except fiscal support and data, which were partial ratings.

Ms. Camezon said that she would be filing the monitoring report with CDE, and her report in May would focus on implementation which can be much harder to accomplish than the structural part of the reform; however, she was confident that Washington would step up to the challenges.

Mr. Cassidy said that he had received some concerns from teachers and thought it would be worthwhile to invite a teacher representative to be part of the presentation. Ms. Camezon said that they had made a tremendous effort to listen to teachers' concerns, and that team members were all teachers except for the principal and that they, along with Lorraine Lerner (from the union), Debbie Wong, and she had approved the report.

Mr. Cassidy asked about the after school intervention program, if any activities were lost with the additional time needed for reading, language arts, and math, and if teacher training would be completed before the STAR testing in March.

In response to Mr. Cassidy's concern regarding her negative comments on Dual Immersion, Ms. Camezon explained that she was not speaking about the program, but that as a state evaluator, she felt that implementing the corrective action plan should be Washington's only job, and strongly suggested

that for this Board to ask the school to do anything more was asking too much.

Ms. Perry asked about the partial ratings on the budget and data assessment and Ms. Camezon didn't think there would be any problem in raising those ratings and that the school was substantially on target.

The Board commended the staff and administration for their accomplishments on being on track.

General Services

1.4-CF Reorganization of the Board

The Board discussed and considered moving forward with the reorganization of the Board by nominating candidates for President, Vice President, and Clerk of the Board.

President Cutter said that because this item was unprecedented, she would allow Board members to comment, followed by public comment before entertaining any motions.

Prior to the discussion President Cutter addressed the misconception of being a "divided board". She believed that the community would like the board to set aside their political opinions and work together to support the children's education adding that the Board had benefited from the two-day team building workshop and whatever of the outcome was at tonight's meeting the Board was ready to move ahead in a direction that was for the good of the District.

The Board concurred that the two-day team building training was a step in the right direction, and the Board should move forward, look towards the future, and do what was in the best interest of the District.

Mr. Davis said that at the time of his request he was frustrated with the leadership of this Board, but as a result of the team building workshop which gave the Board a good start to air their frustrations and issue among themselves, he would rather to see the Board formalize an Executive Committee that would address the agenda-creating process so that the Board can focus on making the school district better.

Ms. Perry reiterated that this discussion was moot because of violation of Ed. Code 35143.

Following a motion by Ms. Perry and seconded by Mr. Cassidy to

table Conference Item 1.4-CF, Reorganization of the Board, the Board echoed Mrs. Cutter's thoughts that the two nights of training was a step in the right direction and agreed that the Board needed to move forward and look toward the future and do what is in the best interest of the District and its students and supported that motion to table, however they did not agree on formalizing an Executive Committee.

Mr. Cassidy said that he had made a mistake by acting out of anger towards something that occurred when he should have been more reflective and apologized to President Cutter for making certain assumptions. He added that there are serious issues that needed to be address and agreed with the suggestion from Mr. Davis to create an Executive Committee to set the agenda which would make us stronger.

Mrs. Cutter requested that the Policy Committee to look at the Executive Committee concept, define it, so that everyone is clear of its purpose.

PUBLIC COMMENT

Nikki Lockwood reminded the Board of their role to serve the community, stating the Board needs communication skills and should start focusing on all children and get beyond their own agenda.

Leroy Smith urged the Board to blend all of their talents together, be patient with each other, make the system work effectively to deliver the best quality of education to our children while being financially and physically responsible.

Greg Daniels felt that there was no cohesion in this Board and urged them to learn to get along, and to look at the "playbook" (the mission, goals and bylaws) which tells you how to reach your goals and added that he sees the sincerity in President Cutter and that she was doing an excellent job.

Lynn Sexton addressed the Board in support of Mrs. Cutter as President of the Board of Education and felt that the new proposal of an executive committee looked like a further "power play" to her.

On a motion made by Ms. Perry and seconded by Mr. Cassidy, the Board approved to table 1.4-CF, Reorganization of the Board indefinitely until we elect a new Board by a 7-0 vote.

PUBLIC TESTIMONY ON NON-AGENDA ITEMS

- Michael Munoz addressed the Board in support of Vocational Educational and the need for skilled construction workers. Superintendent Lim will pass on information to him regarding the Chamber Career Technology Advisory Committee that will be meeting on March 2 at 4:00 pm.
- Kerri Skehan Marshall addressed the Board regarding the achievement gap, salary increases for teachers, and the postponement of negotiations. Ms. Lim clarified for her that negotiations were not postponed; there was a miscommunication between the District and union so subs were not ordered, and the next session was scheduled for March 18.
- Billy Campbell addressed the Board regarding custodial procedures, practices, and the condition of the schools.

REPORTS

- 1) Correspondence – Clerk Davis thanked President Cutter for compiling the report as he was out of town. Correspondence included an invitation from Sara Nowlin, a Bancroft teacher, to Challenge Day on March 12, 2005; emails from JoMarie Holt requesting to pay for damages in the San Leandro High School parking lot; Sara Del Grande, Roberta Weisbard, Kacia Miesner, Pat Scalione, Lewis Williams, Kay Kidder, Pat Silver, Sandra Smith and Carlye Piparato regarding salary increase for teachers; Caroly Lizotte, Mary Gordon, Jim, Bolar, Lynn Sexton, Vera Ayres, Tony Farley regarding Board reorganization; Catherine Cook request to honor Karl Debro for AVID work; Lance Gunnerson regarding Vocational Ed issues; Dan Martin regarding No Child Left Behind; and Molly McGee Hewitt, Board Team Building.
- 2) Superintendent’s Report – Superintendent Chris Lim reported that
 - She attended the City Council’s Finance Committee meeting and shared under comments her interest in working with the City to address the SRO situation next year; she also spoke with John Jermanis regarding SROs and he said that the Police Chief is exploring other options but assured her that the SROs would be here until the end of the school year; at the next City/School Liaison meeting she will be asking the secondary principals to make a presentation on the use and value of having onsite police; however the March meeting was cancelled, so the next meeting may not be until May.
 - She attended WASC training as she will be a member of the visiting team to Northgate High School, Mt. Diablo USD, from March 20-23. team and adding that San Leandro High School principal Amy Furtado was there preparing for her visit to Washington High School in San Francisco;

- OB Badger spoke to Ms. Lim expressing enthusiasm and appreciation for receiving letters from Mr. Truong's 5th grade class acknowledging the SL Times article "*Councilman Works His District.*" He plans on visiting the school soon.
- As a result of receiving \$250,000 for our Disaster Preparedness Grant, the District, along with San Lorenzo Unified, are planning job- alike training for the Incident Command Disaster System at the end of the month with completion by the end of June.
- She had the pleasure of judging student projects along with Mr. Richards, Ms. Perry, and Mrs. Cutter, for the Business Academy;
- Cabinet will be meeting with the Washington parent group on Monday regarding the Dual Immersion Program, and she will update the Board.

Mr. Cassidy suggested exploring the idea of having a presentation for the Board regarding the SROs or perhaps the Superintendent could write a letter to the Mayor and City Council lobbying them to save these positions adding that we need to look at multiple avenues of approaching the City.

Mr. Heystek was interested in seeing the Advocacy Committee involved this issue by drafting a letter in support and helping organize a Board presentation.

3) Board Representatives' Reports

- Alameda County School Boards Assn. - Ms. Perry reported that they had a dinner for our legislators followed by a discussion on the state budget, Superintendent Lim and Mr. Davis also attended. The next meeting will be March 17 at the County Office at 7:00 p.m. focusing on the Board's role in employment and possibly looking at the issue of "merit" pay that the Governor has put on the table.
- Eden Area Regional Occupational Program – No report
- Mid-Alameda County Special Education Local Plan Area – Ms. Perry they had an special meeting February 24 regarding the creation of a charter school in Hayward and becoming part of the SELPA for Special Ed. services; they discussed the Annual Service Plan and she will see that the Board receives copies. She also reported that the bid for transportation had expired, so expect a raise in transportation costs. The next meeting will be May 5.
- San Leandro Chamber of Commerce Community Partners Committee- No report

Mr. Cassidy would like Mr. Davis, chair, continue exploring the options of reviving the Educational Foundation.

Ms. Perry confirmed that the committee normally meets on the 1st Wednesday of the month at 4:00 p.m.

CONSENT ITEMS

General Services

1.1-C Approval of Board Minutes – February 16, 2005

Human Resources

2.1-C Acceptance of Personnel Report

Business, Operations and Facilities

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

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

ACTION ITEMS

Human Resources

2.1-A Ratification of Tentative Contract between San Leandro Unified School District and Teamster/Trades

PUBLIC COMMENT

- Billy Campbell addressed the Board in support of the contract.

Mr. Glaster asked that the Board to replace the original public disclosure statement that was included in the packet with the revised report.

On a motion made by Mr. Davis and seconded by Ms. Perry, the Board approved to ratify the tentative agreement between the San Leandro Unified School District and the Teamsters Union Local No. 856/Alameda Building Trades Council including the revised Public Disclosure statement by a 7-0 vote.

Educational Services

3.1-A Approval of Proposed Stipulated Expulsion Order

On a motion made by Mr. Davis and seconded by Mr. Richards, the Board approved the recommendation of the Assistant Superintendent, Director of Attendance and Principal for student E14-04/05 under the terms and conditions of the stipulated expulsion; and adopted the conclusions of law, findings of fact, which includes placement at ACOE Community Day School Program for the remainder of the spring 2005 semester by a 7-0 vote.

3.2-A Approval of Proposed Stipulated Expulsion Order

On a motion made by Mr. Richards and seconded by Mr. Davis, the Board approved the recommendation of the Assistant Superintendent, Director of Attendance and Principal for student E18-04/05 under the terms and conditions of the stipulated suspended expulsion; and adopted the conclusions of law, findings of fact, which includes continued attendance at San Leandro High School by a 7-0 vote.

3.3-A School Assistant & Intervention Team (SAIT) Monitoring Report

On a motion made by Mr. Heystek and seconded by Ms. Perry, the Board approved Washington School's first monitoring report of the Corrective Action Plan by 7-0 vote.

Business, Operations and Facilities

4.1-A Change Order #11, Jefferson Elementary School Increment II

On a motion made by Mr. Heystek and seconded by Mr. Richards, the Board approved Change Order #11 for Fedcon General Contractors, Inc. for Jefferson Elementary School Increment II – Bid Package #03-01 by a 7-0 vote.

4.2-A Change Order #13, Six (6) Elementary Schools Modernization

On a motion made by Mr. Heystek and seconded by Mr. Richards, the Board approved Change Order #13 for Arntz Builders for the Six (6) Elementary Schools Modernization Project – Bid Package #03-05 by a 7-0 vote.

In response to Mr. Richards question regarding the amount the Roosevelt PTA would be responsible for regarding the additional

remodel of the boys' and girls' restrooms, Mr. Glaser said 100%.

Mrs. Hague had a question regarding the signage at six elementary sites. Mr. Glaster said that is was an error in omission and would be the responsibility of the architect.

CONFERENCE ITEMS

Mr. Martinez answered the following questions regarding sexual harassment raised by Mr. Cassidy:

1. Are employees required to sign any statement that they have read the revised sexual harassment policy and return the statement to the District Office? If no, should we consider making that a requirement?

Answer: Yes. As part of the training, statements to be signed by each employee will be included.

2. Has the harassment complaint form been reviews by counsel and/or any consultants?

Answer: Yes. Legal counsel has been involved every step of the way.

Regarding concerns about Part 4 of the complaint form regarding "informal steps" and confidentiality of the information. Mr. Martinez explained that the following language "*if any*" had been added regarding informal steps, and "*The District will make every effort to maintain confidentially and privacy to the extent the law allows*" had been added regarding the confidentiality issue.

3. Under the policy what happens if a complaint is made, the Assistant Superintendent of HR finds it meritorious, but the Superintendent disagrees. Is the complaint under these circumstances ever reviewed by the Board or does the Superintendent have complete authority over whether the Board is informed?

Answer: Through the complaint process every Monday morning Cabinet meets regarding personnel related issues and Mr. Martinez updates the Superintendent on the investigation, so the idea of the Assistant Superintendent and Superintendent disagreeing is pretty insignificant.

Mr. Cassidy thanked Mr. Martinez for his thorough answers but would still like to have the Board informed of decisions and see it incorporated into the policy.

Ms Perry would like to approve the policy as is because it's important to implement these policies soon, then sent back to the Policy committee to address that issue and language added.

Regarding 4119.11 (a), Mrs. Hague and Mr. Heystek concurred that "*If the Assistant Superintendent is the harasser*". . . should read "*if the Assistant Superintendent is the **subject of the complaint***, . . .

With regards to "*removing vulgar or offending graffiti within a reasonable time period*", Mrs. Hague felt more of a definition should be included. Ms. Perry

explained that the Policy Committee thought that often the Police Department was involved and it depended on their availability.

Human Resources

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

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

On a motion made by Mr. Davis and seconded by Mr. Richards, the Board approved the revisions of Board Policy 4119.11; 4219.11; 4319.11 (a-b); AR 4119.11; 4219.11; 4319.11 (a-f), Sexual Harassment – Personnel by a 7-0 vote as amended, with revisions going back to the Policy Committee.

2.2-CF Revision of Board Policy 5145.7 (a-c); AR 5145 (a-g), E(1) 515.7 Sexual Harassment – Students

The Board discussed and considered approving the revisions of Board Policy 5145.7 (a-c); AR 5145 (a-g), and E (1) 5145.7 – Students.

Mrs. Hague asked for clarification between *“Demands for sexual favors in exchanged for favorable treatment,”* and the addition of *“Threats and demands to submit to sexual requests to obtain or retain any education benefit.”* in AR 5145.7(a).

Ms. Perry thought the additional wording came out of the new Ed. Code. Mr. Martinez said that while this refers to students, it also address employee to student as well.

Mrs. Hague also asked for clarification regarding bullet #9 in AR5145.7(b), *“Conduct or comments consistently targeted at only one gender, even if not sexual nature.”* Mr. Martinez said “blocking a student”, or “glaring” at a student, while there are not sexual they are prohibited activity.

Regarding #5 in AR 5145.7(e) Mrs. Hague would like “with parent permission” added to *“In order to informally resolve the complaint, the victim must request in writing that he/she wants an informal resolution.”* Mr. Heystek would like legal opinion on how the parent is to be involved. President Cutter said that the policy would be approved as is, then be sent by to the Policy Committee for further review.

On a motion made by Mr. Heystek and seconded by Mr. Davis, the Board approved the Revisions of Board Policy 5145.7 (a-c); AR 5145 (a-g), and E(1) 5135.7, Sexual Harassment – Students by a 7-0 vote as amended, and send back to Policy Committee to seek further legal counsel regarding parent involvement.

Business, Operations and Facilities

4.1-CF Professional Design Metal Shop

The Board discussed and considered retaining the architect firm of SIM Architects to be the design professionals for this project.

Mr. Glaster said that approval of this would allow the District to move forward with a preliminary review of the high school facilities.

On a motion made by Ms. Perry and seconded by Mr. Richards, the Board approved to retain the architect firm of SIM Architects to be the design professional for this project by a 7-0 vote.

4.2-CF Roosevelt Proposition 55 Renovation Project

The Board discussed and considered approving the Roosevelt Proposition 55 Renovation Project in concept, giving staff direction and approval to complete this project, directing staff to bring forward a design professional as architect of record for this project.

Mr. Cassidy and Mr. Heystek had concerns about the equity issue between schools and the process of how overages in the bond money are used.

Mrs. Hague and Ms. Perry commended staff for all the work to cash in on these opportunities.

On a motion made by Mr. Davis and seconded by Ms. Perry, the Board approved the Roosevelt Proposition 55 Renovation Project in concept, giving staff direction and approval to complete this project, directing staff to bring forward a design professional as architect of record for this project by a 7-0 vote.

General Services

1.1-CF AR 1312.4; E(1) 1312.4; E(2) 1312.4 (a-b), Williams Lawsuit Uniform Complaint Procedures

The Board discussed and considered approving AR 1312.4; E(1) 1312.4; E(2) 1312.4 (a-b), Williams Lawsuit Uniform Complaint Procedures.

On a motion made by Mr. Heystek and seconded by Mr. Davis, the Board approved AR 1312.4; E(1) 1312.4; E(2) 1312.4 (a-b), Williams Lawsuit Uniform Complaint Procedures by a 7-0 vote.

1.2-CF Board Policy 1312.3, Uniform Complaint Procedures

The Board discussed and considered approving the revisions to Board Policy 1312.3, Uniform Complaint Procedures.

On a motion made by Mr. Richards and seconded by Ms. Perry, the Board approved the revisions to Board Policy 1312.3, Uniform Complaint Procedures by a 7-0 vote.

On a motion made by Mr. Richards and seconded by Ms. Perry, the Board approved to extend the meeting to 11:00 p.m. by a 7-0 vote.

1.3-CF Resolution E05-19 Opposing the Governor's Budget Proposals on Education

Prior to the discussion, Bruce Colby, Business manager, presented a power point presentation recapping of 2004-2005 budget and discussion of governor's 2005-2006 budget proposal, and where we go from here.

Following the presentation, the Board discussed and considered adopting Resolution #05-19, Opposing the Governor's Budget Proposal on Education.

Mr. Cassidy wanted the members to know that the resolution was crafted by him, and did not go through the full Advocacy Committee.

On a motion made by Mr. Richards and seconded by Ms. Perry, the Board adopted Resolution #05-19, Opposing the Governor's Budget Proposal on Education by a 7-0 vote.

INFORMATION ITEMS

General Services

1.1-I Pleasanton Unified School District's Request to Change Election Date

The Board received for information Pleasanton Unified School District's request to change its election date to November of even numbered years, and that staff will respond to the Registrar of Voters indicating that this request would result in on impact to the San Leandro Unified School District.

PUBLIC COMMENTS REGARDING CLOSED SESSION AGENDA

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

ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS

- Mr. Richards reported that he had the opportunity to be part of the Business and Finance Academy judging. He also spoke to one of the instructors, Mary Styner, who indicated that she had a desire to take a group of her students to the Federal Reserve Board in San Francisco and added that he had made arrangements for the group to come by his office to meet with the chief auditor, attend some meetings with staff, tour the executive suites, and hopefully to the Exchange Floor.
- Mr. Davis requested, and with Board consensus, that the Policy Committee develop protocols and policies establishing an Executive Committee membership and responsibilities that would work with the president and superintendent to set the meeting agendas.
- With Board consensus, Mr. Heystek requested that the Advocacy Committee discuss procedures and protocols regarding the District's response to City decision regarding issues that affect us, i.e. School Resource Officers (SROs). He reported that the San Leandro Collaborative scheduled the Health & Wellness Fair for May 21; he also was a guest speaker at the Youth Advisory Commission's Youth Summit where he spoke on the achievement gap; he attended the Western Association for Schools and Colleges (WASC) focus on learning workshop that Superintendent Lim attended. As he is unable to be on a visiting team, he did receive materials from the workshop and felt that it would help Board members understand the upcoming WASC accreditation for our District and would be happy to share that information with them.
- Mr. Cassidy requested amending the Advocacy Committee to become Advocacy/Communication Committee on the next agenda. Ms. Perry said that the Advocacy Committee was a stand alone committee due to certain requirements, legal restraints, and the use of staff resources and other

materials was not allow, so that was why Advocacy and Communications had been kept separate.

It was the consensus of the Board to place reconstituting the Communication Committee on the March 15 agenda with Mr. Cassidy coming prepared with a cover sheet about what he envisioned. He asked for previous reference materials on what the committee's charge was in the past. As a follow-up, Mr. Davis would be interested in seeing the constraints of the Advocacy Committee as defined in the Education Code.

Mr. Cassidy also would like to speak to the Superintendent's goals in closed session in March.

Mr. Cassidy drew the Board's attention to an article in the Contra Costa Times regarding a good attendance campaign in hopes to increase cash flow by attending class. He said that he would like to see the Superintendent consider "selling" attendance to parents thorough the positive nature by underscoring the importance of student attendance by what money can be received and offering some kind of award program.

With regards to the situation in Berkeley with the teachers' contract, he said there was a salary gap between our District and other districts and that the Board needed to take a greater charge over the issue of our budget and would like to have a workshop focusing on budgetary issues.

Mr. Richards said that at the Finance Committee's March 14 meeting they would be reviewing the 2nd Interim Budget and bringing it to the Board on March 15 for approval.

Mr. Cassidy then asked for consensus to direct the Finance Committee to begin looking at the budget in terms of prioritizing areas to cut and adjustments and come back with proposals.

Mr. Richards felt that a Budget "101" course explaining how the budget is analyzed, approved, and submitted would be helpful so that everyone would understand the process.

After Board consensus, Mrs. Cutter asked the Finance Committee to come up with a guideline for a Budget "101" course and report back to the Board, then a date could be set to have an orientation to educate the Board and community on the timelines regarding making cuts.

Mr. Cassidy was upset that the Board had not begun planning for a bond, and wanted consensus to schedule a time in March or early April and if Board consensus was not reached he wanted a vote and then he wanted the community to know which Board members were for or against proceeding.

President Cutter stated that not one Board member was against planning for a bond; however, Mr. Cassidy needed to keep in mind the staff time involved.

Mr. Glaster noted that the Facilities/ Technology would be meeting this Friday, March 4 and would be bringing forward some recommendations as staff had already been working on this, and that they were ready to schedule a facilities workshop, but not until early April as the last week in March was spring break.

- Ms. Perry reported that she would be attending the BTSA Advisory Committee in Castro Valley and would bring back beginning teacher information to the next Board meeting. She helped judge the Martin Luther King Coloring and Poster Contest at Monroe, and attended their assembly and music awards; she commended the Floresta Homeowners' Association for their reading partnership with Monroe school and attended their initial meeting where dedicated readers spend at least one day a month reading to students. She will get a list of the volunteers and suggested that on behalf of the Board the perhaps Superintendent and President could send thank you notes. She said that the Business Academy presentations were fantastic and because of the concerns raised by Mr. Cassidy at a previous Board meeting regarding the cost of pizza at the high school and the selection of vendors, Ms. Perry clarified that \$6.97 was the cost for a whole pizza and not just a slice, as reported earlier, and the process for determining a vendor was a bid process.
- Ms. Hague thought it was important to educate the community on our budget and how it works, and because of the recent budget situation, she thought it would be good time to discuss how the base revenue limit works, impact of Props. 98 adjustments or the deficit not being applied to the base revenue limit to the District, and what money is available for different purposes within the District.
- It was the consensus of the Board to place the organization audit for discussion on the March 15 Board agenda.
- President Cutter reiterated that the Advocacy Committee would be sending a letter to the City regarding the School Resource Officer (SRO). She also wanted to set up a Board workshop with Johan Klehs regarding Finance and Facilities.
- Ms. Perry said that she received a note from Mayor Young asking if the Board could spear-head a recognition certificate for Bob Glaze for his twenty-five years of volunteer/elected services this year to be presented on April 6 from 5:30-7:30 p.m. The Board agreed that a resolution honoring him would be appropriate, and Ms. Perry volunteered to write it.

PUBLIC COMMENTS REGARDING CLOSED SESSION AGENDA

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

RECESS TO CLOSED SESSION

Prior to recessing into closed session President Cutter indicated that the Board needed to try to be more conscious of the time, and have them over by an agreed upon time i.e. 10:30 p.m.

At 11:10 p.m., the Board went into closed session for Student Expulsions; Public Employee Discipline/Dismissal/Release; and Conference with Labor Negotiator pursuant to Education Code Sections 35146 and 48918(c), and Government Code Sections 5495, and 54957.6. The closed session was adjourned at 11:50 p.m.

The Board returned to open session at 11:53 p.m. President Cutter said that the Board had been in closed session and the following action was taken:

- On a motion made by Mr. Davis and seconded by Mr. Heystek, the Board voted 7-0 to non-reelect a certified probationary 2 non-management employee #434.
- On a motion made by Mr. Davis and seconded by Mr. Heystek, the Board voted 7-0 to suspend without pay a classified employee #800 pursuant to Board Policy 4218.
- On a motion made by Mr. Davis and seconded by Mr. Heystek, the Board voted 7-0 to release a certificated management employee #452, teaching vice principal, pursuant to Education Code 44951.

ANNOUNCEMENT

Future Board of Education Meetings

- 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

On a motion made by Ms. Perry and seconded by Mr. Richards, the Board adjourned the meeting at 11: 55 p.m. by a 7-0 vote.

Respectfully submitted,

Raymond E. Davis III, Clerk