

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**

March 1, 2011

The Board of Education of the San Leandro Unified School District met in regular session on March 11, 2011, in the San Leandro City Council Chambers, 835 East 14th Street, San Leandro, California.

The meeting was called to order at 6:04 p.m. by President Mack-Rose.

**BOARD MEMBERS PRESENT**

Trustee Ron Carey  
Trustee Lance James  
Trustee Mike-Katz-Lacabe  
Trustee Carmen Sullivan (arrived at 6:15 p.m.)  
Trustee Hermy Almonte, Clerk  
Trustee Diana Prola, Vice President  
Trustee Morgan Mack-Rose, President  
Jeff Engler, Student Board Member

**DISTRICT STAFF PRESENT**

Cindy Cathey, Superintendent  
Song Chin-Bendib, Assistant Superintendent  
Debbie Wong, Interim Assistant Superintendent  
John Thompson, Ed.D., Senior Director II  
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 6:04 p.m., the Board went into closed session for Student Expulsions, Public Employee Discipline/Dismissal/Release/Hiring, Conference with Labor Negotiator, and Conference with Legal Counsel – Anticipated Litigation – Significant exposure to litigation – 1 case, pursuant to Education Code Sections 35146 and 48918 (c), and Government Code Sections 54957, 54957.6, 54956.9. The closed session was adjourned at 7:02 p.m.

The Board returned to open session at 7:05 p.m. with the Pledge of Allegiance to the Flag. President Mack-Rose said the Board had been in closed session where the following action was taken:

- On a motion made by Trustee Katz-Lacabe and seconded by Trustee James, the Board took action to release non-reelect temporary or probationary certificated employees pursuant to Education Code section 44951 and 44929.21 by adoption of Resolution #11-13. This resolution was approved by a roll call vote of 7-0.

**APPROVAL OF AGENDA**

On a motion made by Trustee Sullivan and seconded by Trustee Carey, the Board approved the agenda for the regular meeting of March 1, 2011, by a 7-0 vote.

**PRESENTATIONS**

\* *K to College Acknowledgement*

The Board of Education and Superintendent recognized the *K to College* School Supply Initiative Program who provided 3,998 free school supply kits for our K-12 San Leandro students in the fall, the majority of whom are low income. San Leandro Unified School District was fortunate to be a recipient of the *K to College* School Supply Initiative (SSI) whose goal is to provide students with the beginning of the year materials necessary to achieve in school as their other peers do. In addition, this past month, *K to College* also provided every K-3 student in the District a free dental kit. The total value of the school supply and dental kits was \$302,950. Executive Director Bonito Delgado-Olson was present to accept a Certificate of Commendation on behalf of *K to College*. The school supply distribution list is as follows:

School	# of Kits
Garfield	172
Jefferson	276
Madison	90
McKinley	215
Monroe	157
Roosevelt	102
Washington	181
Wilson	831
Bancroft Middle	546
Muir Middle	450
SLHS	912
Lincoln	66

\* Keep the Music Rockin' Foundation

T.W. "Rick" Richards, CEO of Keep Music Rockin' Foundation, provided an update on the Foundation's current efforts on behalf of music support in our San Leandro schools. In keeping with their mission to promote awareness of the importance of music in our schools and to raise funds to enhance and enrich the learning experiences of students, the presentation included its fundraising efforts and areas of support for our music students. Presentation highlights included:

- The Foundation is comprised of a nine-member Board of Directors who share a true love for music whether it is performing, teaching music (vocal & instrumental), song writing, etc.
- The Advisory Board members provide an expertise in or represent a variety of areas and components with business & community members, the music industry, vocal, instrumental, music production, instruction, and entertainment, etc.
- Fundraising, grants, sponsors, and donations help restore programs, purchase new musical equipment supplies, etc. for our students which will help and enhance their learning experiences throughout the District
- The Foundation's annual fundraising efforts currently include Holidays with Lenny Williams Benefit Concert and Lenny Williams Golf Classic
- San Leandro High School Jazz Ensemble, Karoling Kids, comprised of ten 4<sup>th</sup> & 5<sup>th</sup> grade students from each elementary school, and the San Leandro High School Concert Choir perform at the Lenny Williams benefit concerts
- The Learning from the Masters Program was started in 2009/2010. The program creates partnerships between the Foundation and professional musical artists from various musical backgrounds and disciplines and offers clinics (after school and early evening hours) ranging from specific instruments (brass, guitar, keyboard, percussion) to vocal coaching to music improvisation.

Student Board member Engler commented that he has attended many of the concerts and has participated in some of the clinics. He encouraged the Board to visit a clinic, which he found to be interesting and engaging.

The Board thanked Mr. Richards for the presentation and for the Foundation's support to our students and to "Keep the Music Rockin' in our schools."

\* Layoff Process

John Thompson, Senior Director II, Human Resources, provided a presentation on the layoff process for certificated employees. This presentation included a review of the timeline, applicable education code(s) and layoff procedures. Key points included:

- Board action taken during the 2009-10 school year to eliminate services for the 2011-12 school year requires that the lay off process be completed during the current 2010-2011 school year
- Will not have budget answers prior to June elections
- Need to prepare for potential non-passage of ballot measure in June
- If ballot measure passes, the District could be in a position to rehire many affected employees
- Layoff Procedures and Timeline:
  1. February:
    - Board adopted Skipping and Tie Breaking Resolutions
  2. March:
    - Particular Kinds of Service Resolution (March 1)
    - Release of temporary employees Resolution (March 1)
    - Probationary Non-reelection Resolution (March 8)
    - Administrative Reassignment Resolution (March 8)
  3. Prior to March 15:
    - All released employees must be notified
  4. March-May:
    - Laid off teachers are entitled to Hearings and Negotiations
  5. By May 15:
    - Layoff notices are either rescinded or become final
  6. Laid off employees are placed on rehire list

In response to Trustee Mack-Rose, Mr. Thompson explained that due to a retirement that occurred, the Independent Study position slated to be cut was removed the list. He also explained that the principals would be hand delivering the letters to their respective employees and would express the District's concern and regret for this unfortunate, but necessary part of the process.

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

None

### **REPORTS**

- 1) Correspondence – Clerk Almonte reported receipt of the following emails between February 7, 2011, and February 28, 2011: From Mike McMahon regarding “ACSBA February Meeting – Superintendent Evaluation,” and “IBEW Local 595 Apprenticeship Application”; from Carol Delton regarding “Use Internal Balances to Mitigate Personnel Cuts for 2011-12; from CSBA regarding “Free Webinars get you into ADA Compliance,” “Keep your Students BRT FEIS to Feds,” “U.S. Communities Announces New Food Distribution Contract,” “It’s Okay to Brag with CSBA,” “Weekly Updates,” “Complimentary SA Compliance Workshops,” “In AA Compliance,” “Election Ballot Due March 15,” and “State Budget Alert: Contact your Legislators Now!”; from San Leandro Education Foundation regarding “Press Release: Wells Fargo Donates \$10,000 to SLED,” “Help a San Leandro Teacher Today!”; and “Eat Out for Education March 2<sup>nd</sup>!”; from Myrna Hernandez regarding two issues of the “Washington Parent Newsletter”; from Cynthia Vincent regarding “Message from AC Transit Board President Else Ortiz,” “AC Transit Submits BRT FEIS to Feds,” and “AC Transit BRT Earmarked Fed Funds”; from Marek Janko regarding “PE”; from Madelee Budnick regarding “PE, Art or Music”; from Roby Leibler regarding “Support of Music Program at Elementary School”; from Margo Howard regarding “Which Prep to Cut?”; from Miriam Spilman regarding “Arts are Important to SL Students!”; from Maureen Forney regarding “A Letter in Regards to Tonight’s Budget Considerations,” and “Letter Regarding Budget Decisions”; from Natasha Jacob regarding “Please Save Physical Education”; from Sarah De Grande regarding “Budget”; from Belen Magers regarding “You’re Invited”; from Donna McBride regarding Wilson Parent Newsletter”; from Sue Blevins regarding “Information Re: The New Whooping Cough Shot Requirement”; from Mona Barra-Gibson regarding “An Invitation from Senator Ellen Corbett”; from Girls Incorporated regarding “Save the Date for Girls Inc. SSB Luncheon”; from Superintendent Sheila Jordan two emails regarding “An Evening with Tom Torlakson”; from Senator Ellen Corbett regarding “An E-Update from Sen. Ellen M. Corbett”; from Lycette Kintanar regarding “An Evening with Tom Torlakson”; from Rick Richards regarding “Keep the Music Rockin’ Foundation”; from Tony Sodoro regarding “Partners in Education”; from Unique Holland regarding “An Evening with Tom Torlakson”; from Helen Turner regarding “Counseling Positions at Bancroft Middle School”; from Tracey Lantz regarding “Re: Cindy’ Father Passed Away”; and from Debbie Wong regarding “Sad News Regarding a Former Student.”

- 2) Student Board Member Report – Jeff Engler, Student Board Member, updated the Board on activities at the San Leandro High School main campus and the Fred T. Korematsu campus. Highlights included:
- February 23 was 9<sup>th</sup> Grade Information Night at the Fred T. Korematsu Campus. Trustee James was in attendance and several students spoke.
  - Friday, March 4, 7 p.m. is San Leandro High School Pirate Talent Show
  - Senior & Junior Ball tickets went on sale today. The prom is being held at the San Francisco City Hall on May 20
- 3) Union Representative Reports – There were no reports
- 4) Superintendent Report – Superintendent Cindy Cathey announced the following upcoming events:
- |          |  |
|----------|--|
| March 2  | - Invitation to join Senator Ellen Corbett and State Treasurer Bill Lockyer for an important briefing session focusing on California’s serious fiscal challenges – 9:00 a.m., San Leandro Main Library   |
|          | - SLED Eat Out for Education   |
|          | - “Read Across America Day” – If you are interested and can visit an elementary school, the school can provide a book for you to read  |
| March 3  | - Invitation to meet with State Superintendent Tom Torlakson, 6:00 p.m., H’s Lordships Restaurant to discuss key issues in State Education that impact our region. Trustees James and Mack-Rose will be attending on behalf of Superintendent Cathey as she will be attending the Latino Achievement Night at Bancroft Middle School which is the same evening |
| March 11 | - “Mardi Gras Casino Nite” Fundraiser for Davis Street Family Resource Center, 5:30 p.m., Englander  |
| March 12 | - San Leandro High School Crab Feed  |
| March 17 | - San Leandro High School Scholarship Foundation Dinner – 6 p.m.,  |

## 5) Board Committee Reports

- Communication – Trustee Katz-Lacabe reported that the committee met on February 18, 2011, and discussed the Measure M community article; Twitter, Facebook, YouTube; Budget Frequently Asked Questions (FAQs); and future meeting dates.
- City/District Liaison – Trustee Katz-Lacabe reported that the committee met on February 16 and discussed the crossing guard funding for 2011-12, City Council and School Board joint work session meeting date and agenda items; Update on Proposition 84 Park Grants including possible additional funding for Measure M; update on new traffic light at Bancroft and 136<sup>th</sup> Avenue, and the Arts Education Center. The committee continued their discussion regarding Measure M and specifically how the City and District can work together, City/District Liaison Committee future meeting dates and times and the Mayors Education Conference. The next meeting of the committee will be March 24, 4-5:30 p.m. at the City offices.
- Facilities/Technology – Trustee Prola reported that the committee met on February 16, 2011, and discussed and reviewed the solar demonstration project for Monroe Elementary School, the job description for the Arts Education Center (AEC) theater manager position, the rental agreement for the Arts Education Center/Theater, agreement with the Friends of the Library, Davis Street rental payments, filling the Citizens Oversight Committee vacancies and Measure B savings from State Matching funds. Notices of Completion (NOC) for the Garfield and Monroe Elementary Schools Restroom projects, and Amendment #4 to the Vista Environmental Consulting Services Agreement to include Measure B Summer 2011 projects were also discussed and are being brought forward for Board consideration. The next meeting will be March 9, 2011, 9-10:20 a.m.

### **CONSENT ITEMS**

The following item was pulled from the Consent Calendar:

- 2.2-C Job Description for the Theater Facilities Supervisor Position (Almonte)

### Human Resources

2.1-C Acceptance of Personnel Report

Educational Services

- 3.1-C Non-Public School/Agency Contract for the 2010-2011 School Year
- 3.2-C Recommendation for Readmission from Expulsion for student E13-09/10
- 3.3-C Recommendation for Readmission from Expulsion for student E19-09/10
- 3.4-C Recommendation for Readmission from Expulsion for student E15-09/10
- 3.5-C Memorandum of Understanding (MOU) Between the San Leandro Education Foundation (SLED) and the San Leandro Unified School District for Grant Partnerships from March 1, 2011 through December 31, 2011
- 3.6-C Memorandum of Understanding Between San Leandro Unified School District and Girl's Incorporated Fred T. Korematsu Campus for the 2010-2011 School Year

Business Operations

- 4.1-C Resolution #11-11 to Declare Certain Equipment Surplus and/or Obsolete

Facilities and Construction

- 5.1-C Notice of Completion for the Garfield Elementary School Restroom Renovation Project
- 5.2-C Notice of Completion for the Monroe Elementary School Restroom Renovation Project
- 5.3-C Amendment #4 to the Vista Environmental Consulting Professional Services Agreement to Include Measure B Summer 2011 Projects

On a motion made by Trustee Katz-Lacabe and seconded by Trustee James, the Board approved the remaining consent items by a 7-0 vote.



## **ITEMS REMOVED FROM THE CONSENT CALENDAR**

### 2.2-C Job Description for the Theater Facilities Supervisor Position

With the high volume of community contact, Trustee Almonte asked if the job was requiring that applicants be bilingual. John Thompson, Senior Director II, Human Resources, indicated that requiring an applicant to be bilingual was not typical and that he would not recommend limiting the candidate pool; however, he did suggest adding “bilingual preferred” to the job description.

In addition, responding to Trustee Sullivan’s concern regarding continued in-service training to keep up on the most current upgrades, staff indicated that the District currently has a comprehensive training and that additional training would be provided as needed.

Trustees James would like to add the following wording under Licenses and Other Requirements: “Must be able to physically access all areas of the theater and back of house including the catwalk and be comfortable working on and climbing ladders and working at heights.”

Following the suggestions, it was the consensus of the Board to include “Bilingual preferred” and Trustee James’ added wording to the job description.

On a motion made by Trustee Katz-Lacabe and seconded by Trustee Prola, the Board approved the job description of the Theater Supervisor and Position with the added modifications by a 7-0 vote.

## **ACTION ITEMS**

### Human Resources

#### 2.1-A Resolution #11-12 Reduction or Elimination of Certain Particular Kinds of Services for the 2011-2012 School Year

On a motion made by Trustee Katz-Lacabe and seconded by Trustee Sullivan, the Board adopted Resolution #11-12 Reduction or Elimination of Certain Particular Kinds of Services for the 2011-2012 school year by a 7-0 vote.

## **CONFERENCE ITEMS**

### General Services

#### 1.1-CF      2011 CSBA Delegate Assembly Election

The Board discussed and considered the submission of a ballot for the 2011 CSBA Delegate Assembly.

Following the tallying of the written votes the Board submitted the ballot, casting a vote for David Haubert (Dublin USD); Lily Mei (Fremont USD); Diana Prola (San Leandro USD); and Nancy Thomas (Newark USD).

### Facilities & Construction

#### 5.1-CF      Selection of Architect Firms for Professional Design Support for November 2010 General Obligation Bond

The Board discussed and considered the recommended Measure "M" architect pool to complete the projects designated in the November 2010 Facility General Obligation Bond Election.

Assistant Superintendent Song-Chin-Bendib explained that from the forty (40) outstanding proposals received, District staff interviewed eleven (11) qualified architectural firms. The selected architects qualifications and portfolios were reviewed including rigorous background checks. Of the eleven (11) firms interviewed, the following six (6) firms were selected for the Measure M architectural service pool:

- AEDIS Architecture & Planning
- Deems Lewis McKinley (DLM) Architecture
- Jeffrey E. Wong Architects
- SIM Architects, Inc.
- Spencer Associates Architects & Planners
- WLC Architects, Inc.

Following approval the selected firms, staff will be bringing the list of assignments for specific projects to the March 15 Board meeting.

It was also noted that now that the architectural pool has been selected, the District may then contract and negotiate for any of the Measure M bond projects. In addition it was explained that Superintendent Cathey, Assistant Superintendent Song Chin-

Bendib, Director of Measure B Mike Murphy and Harris & Associates Construction Program Director Kurt Weidmann narrowed the number of candidates to the recommended six and that the Board of Education is not part of the selection process.

On a motion made by Trustee Katz-Lacabe and seconded by Trustee Almont, the Board approved the selected architect pool to complete the projects designated in the November 2010 Facility General Obligation Bond election by a 7-0 vote.

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

- Trustee Prola reported attending the Keep the Music Rockin' Foundation meeting with Sheila E.

She reminded the Board that the California Conservatory Theatre of San Leandro is having their annual fundraiser "Finger Lickin' Chicken Dinner" featuring singers, dancers and actors in the Bay Area, on Sunday March 6, catered by Strizzies. Tickets are \$25.

The Democratic Central Committee will be hosting a St. Patrick's Day dinner on March 17. Key speakers include State Superintendent of Public Education Tom Torlekson and State Treasurer Bill Lockyear. Tickets are \$25.

She commented that to-date thirty-eight (38) school districts have adopted a resolution in support of placing a revenue extension measure on the ballot. She suggested that Board members visit school PTAs and Dads' Clubs and stress the importance of supporting this measure to protect our schools and students by making education a priority in our state. Trustee Mack-Rose added that the Advocacy Committee will be discussing this.

- Trustee Carey commented that Friday, March 4, is Madison Elementary School's fundraiser at Drakes.
- Trustee Katz-Lacabe commented that SLED Eat Out for Education is March 2; and the San Leandro High School Baseball Team Pancake Breakfast fundraiser is Saturday, March 5.

He also noted the passing of former San Leandro City Councilmember Faith Frazier, who was deeply committed to supporting women and equal rights in City government.

- Trustee James commented that he attended the Black Students Union Talent Show fundraiser at Bancroft Middle School on February 18. He also attended the 9<sup>th</sup> grade orientation at the Fred T. Korematsu campus.

- Trustee Sullivan commented that she will be attending the March 3 Latino Achievement Night at Bancroft Middle School.

She commented on an email sent from Bobbie Brooks, Southern Alameda County Alliance of African-American Educators, stating that one San Leandro High School student was recognized in 2009 and seven students in 2010. Trustee Sullivan encouraged counselors to submit the names of more African American students.

- Trustee Mack-Rose was pleased that the City is planning on funding a portion of the crossing guards; however, she firmly believes that pedestrian street safety is the responsibility of the City, and hoped that in the future the City would agree to fund the entire program.

She asked for consensus directing the Policy Committee to look at developing a policy regarding facilities sponsorships i.e. signage and sponsorship opportunities. (Consensus received)

She will participating in “Read Across America” tomorrow, March 2; and will be dining at Mama Lupe’s Restaurant in support of Eat Out for Education that evening.

Superintendent Cathey announced the passing of former District employee Sandi Smith, who taught at the San Leandro Adult School and was vice principal at Bancroft Junior High School (Bancroft Middle School), bringing to mind her endless energy, the biggest smile and the biggest heart for doing good work and believing in the students. Services will be held on March 6. She asked that the meeting be adjourned in her honor and memory.

## **ANNOUNCEMENT**

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

Special Board Meeting – March 8, 2011

Regular Meeting – March 15, 2011

Regular Meeting – April 5, 2011

Regular Meeting – April 19, 2011

Regular Meeting – May 3, 2011

**Tentative Work Session – May 10, 2011**

Regular Meeting – May 17, 2011

Regular Meeting – June 7, 2011

Regular Meeting – June 21, 2011

Special Meeting – June 28, 2011 – Adoption Budget

**ADJOURNMENT**

On a motion made by Trustee Katz-Lacabe and seconded by Trustee James, the Board adjourned the meeting in memory of Sandi Smith, at 8:33 p.m. by a 7-0 vote.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Hermy Almonte', written over a horizontal line.

Hermy Almonte, Clerk

TO: Board of Education

FROM: John Thompson, Ed.D., Senior Director II of Human Resources

DATE: March 1, 2011

RE: **Human Resources Consent Item No. 2.1-C**  
Acceptance of Personnel Report

The following is the Personnel Report that reports details of personnel assignments, employment and terminations.

<b>CERTIFICATED EMPLOYEES</b>						
<b>POS.#</b>	<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>FTE</b>	<b>FROM</b>	<b>TO</b>
<b><u>APPOINTMENTS</u></b>						
296	Kevin Coley	Teacher	McKinley	1.0	2/28/11	
<b><u>RETIREMENT</u></b>						
968	Vladimir Barantseff	Teacher	Lincoln	1.0	6/18/11	
1245	Michael Hassett	Associate Principal	SLHS-Korematsu Campus	1.0	7/1/11	
345	Raleigh McLemore	Teacher	Bancroft	1.0	6/18/11	
<b><u>LEAVE OF ABSENCE</u></b>						
251	Juanita Abundiz Henerson	Teacher	SLHS	1.0	2/1/11 - 2/4/11	
1180	Georgia Wood	Teacher	Washington	1.0	2/8/11 - 6/17/11	
<b><u>CONVERSION FROM TEMP TO PROBATIONARY</u></b>						
994	Rachel Jergensen	SDC Teacher	Monroe	1.0	8/23/10	
213	Meredith Knell	Teacher	Bancroft	1.0	11/8/10	
1128	Audrey Hopkins	Preschool SDC	Jefferson	1.0	8/23/10	

TO: Board of Education

FROM: John Thompson Ed.D, Senior Director II-Human Resources

DATE: March 1, 2011

RE: **Human Resources Consent Item No. 2.1-C**  
Acceptance of Personnel Report

Following is Personnel Report that reports details of personnel assignments, employment and terminations.

<b>CLASSIFIED EMPLOYEES</b>						
<b>POS. #</b>	<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>FTE</b>	<b>FROM</b>	<b>TO</b>
<b>Funding</b>						
<b><u>Appointment</u></b>						
To: 555-Local Assistance From: 676-Local Assistance Idea Preschool Grant 37.9%	Gerardo Chow	To: Para Educ. Mild-Moderate From: Para Educ. Moderate-Severe	To: Garfield From: Madison	To: .87 From: .71	2/28/11	
764-Fed Jobs Bill	Trudy Packard	Para Educ-Library Short-term	McKinley	.33	3/2/11	to 6/16/11
703-Fed Jobs Bill	Kathryn Wilson	Para Educ-Library Short-term	Roosevelt	.33	3/2/11	to 6/16/11
987-Special Education	Shannon Dmoski	Para Educ Mild Moderate	Madison/ Muir	.67	2/28/11	
<b><u>Retirement</u></b>						
799-Unrestricted	Cynthia Sobrero	Office Manager	McKinley	1.0	7/30/11	