

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

February 21, 2007

The Board of Education of the San Leandro Unified School District met in regular session on February 21, 2007, in the San Leandro City Council Chambers, 835 East 14th Street, San Leandro, California.

The meeting was called to order at 6:01 p.m. by President Rick Richards.

BOARD MEMBERS PRESENT

Mrs. Pauline Cutter
Mr. Ray Davis
Mrs. Lisa Hague
Mr. Mike Katz-Lacabe
Ms. Linda Perry, Clerk
Mr. Stephen Cassidy, Vice President (arrived at 6:04 p.m.)
Mr. T.W. "Rick" Richards, President

DISTRICT STAFF PRESENT

Christine Lim, Superintendent
Leon Glaster, Assistant Superintendent
Byron Isaac, Assistant Superintendent
Cindy Cathey, 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 6:02 p.m., the Board went into closed session for Student Expulsions, Public Employee Performance Evaluation, Title: Superintendent's Evaluation, Public Employee Discipline/Dismissal/Release/Resignation, Conference with Labor Negotiator, Conference with Legal Counsel – Anticipated Litigation – significant exposure to litigation, Public Employee Appointment – Title: Summer School Principals, Conference with Real Property Negotiator – Property(ies), and Conference with Legal Counsel – Existing Litigation pursuant to Education Code Sections 35146 and 48918(c), Government Code Sections 54957, 54957.6,

54956.8, and 54956.9(b), and 54956.9. The closed session was adjourned at 7:12 p.m.

The Board returned to open session at 7:25 p.m. with the Pledge of Allegiance to the Flag led by Chabot College President Dr. Robert Carlson and Gordon Galvan, Vice Chair of the Chabot College Foundation. President Richards said the Board had been in closed session and had taken the following action:

- On a motion made by Ms. Perry and seconded by Mrs. Hague, the Board appointed the following Summer School Principals by a 7-0 vote:

Elementary School	Tracey Lantz
Middle School	Tracey Levy
High School	Alex Harp/Jaliza Eagles (Co-Principals)

APPROVAL OF AGENDA

On a motion made by Mrs. Cutter and seconded by Mr. Davis, the Board approved the agenda for the regular meeting of February 21, 2007, by a 7-0 vote.

PRESENTATIONS

- Chabot College Foundation Vice Chair Gordon Galvan, Chabot College President Dr. Robert Carlson and Chabot College-Las Positas Community College District Board Trustee Isobel Dvorsky presented a check for \$500,000 to assist the District in closing out the construction of the Adult Education Center. The Chabot College Foundation & Chabot College was proud to establish this critical educational partnership with San Leandro Unified School District and excited to serve San Leandro college students at the new San Leandro Adult School (SLAS) Education Center, which stands on the former football field of the original Chabot College campus).

The Wayne and Gladys Valley Foundation was especially acknowledged and thanked for its generosity and support.

- * Dr. Irene Fujii, Eden Area Regional Occupational Program (ROP) Superintendent, shared information regarding ROP. The presentation focused on pathways for students and how they are working to connect courses at the high school with courses at the Center. She also provided statistics on how many San Leandro High School students are enrolled in ROP programs at the high school and the Center.

Dr. Fujii explained that a career pathway was a coherent sequence of rigorous academic and technical course that prepares students for successful completion of state and support transition to more advanced post secondary coursework related in a career area of interest. She noted that in an effort to address academic proficiency for students in the career technical education programs, Eden ROP now offers an online Skills Tutor that provides individualized instruction, diagnostic testing and prescriptive assignments, which is also available in Spanish.

In the 2005-06 school year over 800 San Leandro High School and Lincoln students were enrolled the ROP programs: San Leandro District Contracted Program, Eden Area ROP programs on the high school campus, and the Hayward Center- Capstone Programs.

Dr. Fujii said that she was excited that that Superintendent Lim had shared the Measure B Roadmap and had invited ROP to be part of the process, adding that ROP could certainly lend their expertise to the area of Career Technical Education.

Two ROP criminal justice and forensic science students, Adam Wixson and Pedro Gonzalez, shared their perspective of ROP program.

Adam Wixson said that his first-year in the ROP Criminal Justice and Forensic Science program had been very positive. He had learned how to work as team, and that “perfect practice makes perfect”. In addition, ROP has enabled him to build a substantial amount of confidence, discipline in himself and a great amount of determination in the work field. He planned on attending Chabot College to further his education and eventually attend the Policy Academy.

Senior and second year student, Pedro Gonzalez, said that he uses his ROP experience as life guidelines and it has helped him achieve his goals. As a Captain in the Criminal Justice class, he is able to assist and motivate other students who are beginning their ROP experience. He hoped to become a police officer and join the SWAT team.

In response to Mr. Cassidy, Dr. Fujii further explained that students in the career pathways program can earn Chabot College credit, if they have 95% attendance; have B or better grade; pass an exit exam give by Chabot, and pass some Chabot course before the ROP credit transfers to their college transcripts.

A concern for the Mr. Cassidy was the impact of block scheduling on the students attending classes at the Center. Dr. Fujii didn't feel that the block scheduling hindered students from attending classes at the Center, adding that all sophomores are given tours of the facility to see what classes are available for them to take in the future; however a concern was students not completing certain graduation requirements or not passing the high school exit exam by their junior year which was why the Skills Tutor had been developed, adding that ROP continues to build pathways for success for those students.

Mr. Katz asked Dr. Fujii what kind of growth or lack of enrollment ROP was experiencing. Dr. Fujii said that because of the some of the recent assessments and criteria that high school students need to fulfill, there has been a slight decline in enrollment, which only increases the need to look "outside the box" to help student be successful and keep them in career technical education.

Board thanked staff for the information presented and the students for sharing their insight. Dr. Fujii commended Superintendent Lim for her support of Career Technical Education, and extended an invitation to Board members to tour the Center and catch a glimpse of the programs that are available.

- On January 10, 2007, the Governor presented his 2007-2008 budget proposals. New Business Manger, Madeline Gabel gave a presentation to the Board highlighting the Governor's education budget, which calls for a \$58.8 Billion allocated to K-12, an estimated 4.04% COLA, an estimated \$225 per ADA Revenue Limit increase for Unified Districts and no deficit reductions.

Compared to 2006-07, there will be no equalization funding, no Mandated costs reimbursements, a bifurcated COLA for Special Education, (which means there will be no state augmentation to make up for the federal portion of the COLA), and no additional relief for declining enrollment districts, which San Leandro Unified is currently experiencing.

Program changes in the Governor's budget included Home to School Transportation and Special Education Transportation, and CalWORKS Child Care Program to be funded through Prop 98, which would further reduce funding for education programs, adding

that based on whether or not the state legislature accepts, modifies, or rejects the governor's proposal, the May Revise would provide a clearer picture on where the Governor and legislature are heading.

The Board thanked Ms. Gabel for the presentation, shared their thoughts and asked clarifying questions with regards to the CalWORKS reduction, and equalization. Mr. Cassidy suggested that the Advocacy Committee petition or write a letter to the state legislators asking that they restore equalization.

REPORTS Student Representatives' Reports – There was no report.

8:00 p.m.

Time

Specific

PUBLIC TESTIMONY ON NON-AGENDA ITEMS

- Sofia Gonzalez-Dyer, a Washington Elementary School teacher, addressed the Board regarding the District's decision not to rehire her for the next school year.

REPORTS

- 1) Correspondence – Clerk Perry reported receipt of the following emails from Kathy Neisse regarding a "Thank You" from John Muir Middle School band; from Carlos Jacome regarding Level II volunteering; and a letter from the San Leandro High School Science Department regarding class size in the science class.
- 2) Superintendent's Report – Superintendent Chris Lim reported that
 - The District recently launched the new website, and has been receiving very positive feedback. She thanked Robin Michel, District Communications Outreach Specialist for spear-heading this project.
 - The first "Board Briefs" (which announces Board actions of each Board meeting the following day) was distributed to every staff member. Plans are to develop a SLUSD E-Newsletter that will include the *Board Briefs*.
 - Community forums have been scheduled for March 5, 12, and 26 to be held at the San Leandro High School cafeteria at 6 p.m. The forums will announce the Measure B Community Planning & Design Teams process. The District will be accepting applications for one of four Design Teams, with members of Teams being announced at the March

12 meeting, adding that application were on the Website. The March 12 and March 26 meetings will feature a discussion and feedback from the neighbors and community regarding the PG&E parking lot.

3) Board Committee Reports

- Policy – Ms. Perry reported that the committee met on February 20, and would be bringing forward to the March 6 Board meeting a policy on Independent Study, AR 5116.2, Intra-district transfers, and an addition to E1312.3, Uniform Complaint Form. The committee also discussed a homework policy, noting that Assistant Superintendent of Educational Services would be leading a survey of the District’s current procedures, with the hopes of forming a task force in the fall. An immigrant transfer policy, “Pay to Play” policy, the complaint process were also discussed. It was noted that per legal counsel, “Pay to Play” was illegal.

Mrs. Cutter suggested that some type of community education piece regarding the cost of the District’s athletic program be included in the sports package distributed to parents at the time of registration. Superintendent Lim said that staff was planning on giving a presentation on the athletic budget at the March 6 Board meeting.

7) Board Representatives’ Reports

- Alameda County School Boards Assn. – Ms. Perry reported that the association met on February 15 and had a demonstration from SCI Consulting Group regarding Using Demographics in School Facility Planning. She has a handout for those interested. The next meeting will be March 15 where Districts will share their Superintendent evaluation process.
- Mid-Alameda County Special Education Local Plan Area – Ms. Perry reported that the committee met on February 7 and approved an increase for the MACSELPA Director, and discussed that an update of the local plan, the self review process with the state, and all preschoolers (age 4) must be evaluated by June. The next meeting will be May 2.
- San Leandro Chamber of Commerce Community Partners’ Committee – There was no report.

CONSENT ITEMS

The following items were pulled from the Consent Calendar:

- Consent Items 2.1-C, Acceptance of Personnel Report, and 4.5-C, Change Order Number 1, San Leandro High School Security Fence (requested by Mrs. Cutter).
- Consent Item 3.8-C, Resolution #07-09 Agreement between San Leandro Unified School District and Oakland Unified School District (requested by Ms. Perry).

General Services

1.1-C Approval of Board Minutes – February 1, 2007

Educational Services

3.1-C Acceptance of Donations

3.2-C Proposed Stipulated Expulsion Order for Student E10-06/07

3.3-C Proposed Stipulated Expulsion Order for Student E16-06/07

3.4-C Proposed Stipulated Expulsion Order for Student E17-06/07

3.5-C First 5 Alameda County One Time Only Information Technology Grant

3.6-C Title II: Adult Education and Family Literacy Act Grant

3.7-C Title II, Part D Enhancing Education Through Technology (EETT) Formula Grant

Business, Operations and Facilities

4.1-C Ratification of Payroll

4.2-C Approval of Bill Warrants

4.3-C IKON Copier Contract

4.4-C Resolution #07-08, Establish a Special Reserve Fund for Capital Outlay

4.6-C Site Improvement at John Muir Middle School – Contractor Notice of Completion

- 4.7-C Madison Elementary Relocatable Classrooms – Contractor Notice of Completion
- 4.8-C Growth and Modernization Project at San Leandro High School – Contractor Notice of Completion
- 4.9-C San Leandro High School – Relocatable Classrooms – Contract Notice of Completion

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

Human Resources

- 2.1-C Acceptance of Personnel Report

Mrs. Cutter asked that page two, listing the two non-re-elect employees, of the Certificated Personnel Report be omitted.

On a motion made by Mrs. Cutter and seconded by Ms. Perry, the Board approved the Certificated Personnel Report, omitting page two of the report by a 7-0 vote.

Educational Services

- 3.8-C Resolution #07-09 Agreement between San Leandro Unified School District and Oakland Unified School District

Understanding that this agreement will allow Oakland Unified School District to teach much needed classes for adults with disabilities in San Leandro for the 2006-2008 school years, as San Leandro Unified had reached the state mandated Average Daily Attendance (ADA) staff cap, Ms. Perry asked who would be in control of the curriculum taught to these students, noting her concern for the quality of the program.

Susanne Wong, Adult School Principal, explained that under the agreement, Adult Schools managing the program controls the curriculum, which, in this case meant Oakland Unified, adding that the agency providing this program has been a long standing partner with Oakland, and are under the same state curriculum standards.

On a motion made by Mr. Davis and seconded by Mrs. Cutter the Board adopted Resolution #07-09, Agreement between the San Leandro Unified School District by a 7-0 vote.

Business, Operations and Facilities

4.5-C Change Order No. 1, San Leandro High School Security Fence Project

Mrs. Cutter's asked if the Board could expect to receive a change order from the architect firm with Mr. Glaster stating that there should not be any further change orders for this project.

On a motion made by Mrs. Cutter and seconded by Mr. Katz, the Board approved Change Order No. 1 for Gold Bay Fence + Iron Works Inc., for the San Leandro High School Security Fence Project, Bid Package No. 076-01 by a 7-0 vote.

CONFERENCE ITEMS

General Services

1.1-CF 2007 California School Boards Assn. (CSBA) Delegate Assembly Election

The Board discussed and considered the submission of a ballot for the 2007 CSBA Delegate Assembly Election.

Trustees Perry and Cutter provided additional information regarding the candidates before the voting took place.

Following the tallying of votes, and on a motion made by Mrs. Cutter and seconded by Mrs. Hague, the Board approved the ballot, casting a vote for Denis King, Dublin USD; Nina Moore, Pleasanton USD; Linda Perry, San Leandro USD; and Grant F. Peterson, Hayward USD by a 7-0 vote.

Human Resources

2.1-CF Attendance Verification Clerk Position and Job Description

The Board discussed and considered the Attendance Verification Clerk position and job description.

Superintendent explained that District was the recipient of two new grants: After School Education & Safety (ASES) program and the McKinney-Vento homeless program, which would provide funding to

build collaboratives in the community to offer programs and systems of support to students and families in need. Staff is recommending that an Attendance Verification and Grant Implementation Clerk be hired to maintain and evaluate all of the required paperwork, and complete the necessary reports, adding that the position would be funded strictly through the two grants.

Mr. Cassidy was interested if it would be possible to leverage this categorical money for attendance support to the high school, with the Superintendent indicating that the school did not have an after school program; however, they may have homeless students, and therefore would benefit from this position.

Mr. Davis requested that the total dollar amount of this position be included in the next issue of the *Confidentially Speaking*.

Mrs. Cutter felt it would be prudent to include reference to the confidentiality of this position in the job description.

On a motion made by Mr. Davis and seconded by Mr. Katz, the Board approved the Attendance Verification Clerk position and job description by a 7-0 vote.

2.2-CF Alignment of Job Title from Business Manager to Director, Business Services

The Board discussed and considered the alignment of job title from Business Manager to Director, Business Services.

Superintendent Lim noted that while reviewing the title of Director versus Manager, it was discovered that the title of Business Manager was not aligned to the functions of being a Director, thus staff was recommending that the Board approve the alignment of the job title, noting that this would be change in title only, with no change in salary as the current salary is appropriate for a Director level position. On a motion made by Mr. Davis and seconded by Mrs. Hague, the Board approved the alignment of the job title from Business Manager to Director, Business Services by a 7-0 vote

2.3-CF Lead Custodian Position

The Board discussed and considered continuing the Lead Custodian position for a period of three years, and that that the Head Custodian position at Madison becomes a permanent position.

Superintendent Lim indicated that in response to questions raised by the Board as to the impact of the position of Head Custodian,

Superintendent Lim explained that currently that position was on temporary status due to the Pilot Lead Custodian Program, and that staff was recommending that in addition to approving the continuation of the Lead Custodian position for three years, the Head Custodian at Madison become a permanent position.

On a motion made by Mrs. Cutter and seconded by Ms. Perry the Board approved continuing the Lead Custodian position for a period of three years, and that the Head Custodian position at Madison becomes a permanent position by a 7-0 vote

2.4-CF

Freezing Director of Maintenance & Operations Position and Creating a Manager of Maintenance & Operations Position

The Board discussed and considered approving freezing the Director of Maintenance & Operations position and creating a Manager of Maintenance & Operations position.

Assistant Superintendent of Human Resources, Byron Isaac explained that this recommendation comes in response to Board's direction that staff address accountability, that there would be adequate administration supervision to oversee the work, evaluate and lead the program, and that there would still be the same number of administrative positions in the reorganization recommendation.

Mr. Davis felt that his question regarding how the annual savings would be used, suggesting that additional maintenance or custodial staff should be considered, was not addressed.

Mr. Glaster explained that the because the proposal had not yet been approved, a decision had not been made, noting that the savings was not enough to sustain a full position, with Mr. Isaac adding that there may be some funding; however, that would require negotiations, which would not occur until later in the year.

Ms. Perry was ready to support this recommendation, realizing that additional discussions would be ongoing.

Mrs. Cutter suggested considering a "special-assignment" type position as a way of securing the funding in the future.

While initially Mr. Cassidy was not in agreement with the recommendation, he later agreed to support the realignment, suggesting that further analysis with regards to leaving the Supervisor of Maintenance vacant and looking at other staffing possibilities be considered.

On a motion made by Mr. Davis and seconded by Mrs. Cutter, the Board approved the freezing the Director of Maintenance & Operations position and creating a Manager of Maintenance & Operations position by a 7-0 vote.

INFORMATION

Business, Operations and Facilities

- 4.1-I Miscellaneous receipts in the amount of \$14,267,954.55 have been deposited in the Treasury of Alameda County.

ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS

The Board was very impressed with the new website and thanked Communications Outreach Specialist Robin Michel, and Yvonne Day, website designer, for their efforts. Mrs. Cutter noted how impressive the demographics were.

- Ms. Perry distributed a copy of the minutes from the BTSA Advisory Council meeting on February 7.
- Mr. Davis thanked the Board members for their patience for the last couple of months, noting that he is excited to work with Board and District staff with the upcoming challenges the District will be facing.

He also shared his conversation with Councilmember Diane Souza regarding her letter to the editor that appeared in the Daily Review, noting that her message had been misconstrued and that her only message was one of working together towards a common goal. He added that she encouraged the Board members to please contact her with any concerns regarding any comments that she makes.

- On the same note, Mrs. Cutter felt that it may be helpful if the Board shared part of the Fern Tiger report that addresses the divisiveness the community feels exists between the Board and City Council and the importance of speaking directly to each. She suggested that the District/Liaison Committee meeting would be the perfect venue to address this.

Mrs. Cutter would like the Facilities/Technology Committee to discuss recycling of ceiling tiles. She said it was also wonderful to see the enthusiasm from the two ROP students.

- Mr. Katz suggested developing “take a Councilmember to coffee or lunch”, policy which would aid in periodically keeping the line of communication open.

He announced that African American Career Day would be February 22, at the high school, and Saturday, February 24 was the African American Education Summit at Cal State Hayward East Bay, as well as the Boosters’ Crab Feed.

- Mrs. Hague thanked the Board and staff for their support of Muir’s Band Concert. She would like to see the Board meet jointly with the City Council, with Superintendent Lim indicating that she had spoken to City Manager John Jermanis and it was his preference that the City/District Liaison Committee meet first before a joint meeting is scheduled. She also indicated that she had forward the four Thursdays of March at 4 p.m. as possible dates, adding that following this meeting she would like to poll the members of the committee for their availability.

Mrs. Hague also announced that this Saturday, a SAT preparation course was available for all interested College Bound students.

- Mr. Cassidy referenced a letter and request from the Science Department. He asked the Superintendent address the issue and respond in the *Confidentially Speaking*.

He had a concern as to the amount of publicity generated for the March workshops. Superintendent Lim said that they had just completed a press release, that 900 flyers had been sent to the Chamber to be included in their newsletter, and a Message from the Superintendent” would be included in the site newsletters as well.

He confirmed that he had received a spreadsheet of Board expenditures for 2005/2006; however, he noted that the Superintendent’s expenditures were also included.

He would like to see the Advocacy Committee develop a letter on behalf of the Board advocating for equalization. Trustee Perry suggested “holding off” for the moment as there maybe some legislation regarding equalization coming to light within the next month.

Mr. Cassidy was happy that dates for the Liaison Committee were being discussed. He thanked Trustee Davis for taking the initiative and speaking with Councilmember Souza regarding her Measure B comments in the Daily Review, reminding the Board of the respectful approach the Board had shown to the City regarding concerns about the reduction in school resource officers.

Mr. Cassidy suggested that the Board recognize Yvonne Day and Robin Michel with Certificates of Commendation with regards to the new website.

He shared an April 2006 issue of Education Week that showed flags of different California colleges displayed in a hallway at a San Jose high school. He suggested that possibly something like this could be incorporated into the design of the freshman campus where an expectation is created around outstanding achievement.

Superintendent Lim's suggested somehow including the photo into the community forum PowerPoint presentation.

- Mr. Richards asked and received Board consensus for the Advocacy Committee to track the equalization legislation.

Mr. Richards noted that he had asked the Superintendent to set up a meeting with the Mayor, City Manager, and him to discuss communication.

With regards to change orders, Mr. Richards requested that thorough information be included in the Board packet. He asked the Facilities/Technology Committee to review the change order process and return to the Board with an update.

He mentioned the need to revisit the Superintendent's Evaluation Form and supporting documentation. Trustees Cutter, Hague, and Davis agreed to serve on the Ad-Hoc Committee to address those issues. Trustee Cutter will serve as Chair.

ANNOUNCEMENT

Future Board of Education Meetings

- Regular Meeting – March 6, 2007
- Regular Meeting – March 20, 2007
- Regular Meeting – April 3, 2007
- Regular Meeting – April 17, 2007
- Regular Meeting – May 1, 2007
- Regular Meeting – May 15, 2007
- Regular Meeting – June 5, 2007
- Regular Meeting – June 19, 2007

ADJOURNMENT

On a motion made by Mrs. Hague and seconded by Mr. Davis, the Board adjourned the meeting at 9:15 p.m. by a 7-0 vote.

Respectfully submitted,

Linda Perry, Clerk