

SAN LEANDRO UNIFIED SCHOOL DISTRICT  
SAN LEANDRO, CALIFORNIA 94579  
[www.sanleandro.k12.ca.us](http://www.sanleandro.k12.ca.us)

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

March 12, 2009

The Board of Education of the San Leandro Unified School District met in special session on March 12, 2009, in the Madison Elementary School Multipurpose Room, located at 14751 Juniper Street, San Leandro, CA 94579

The meeting was called to order at 6:01 p.m. by President Mike Katz-Lacabe. President Katz-Lacabe noted that Trustee Prola was participating via teleconference from 2234 Belvedere, San Leandro, CA 94577. Trustee Prola confirmed that the agenda had been posted at the site and was accessible to the public.

**BOARD MEMBERS PRESENT**

Mr. Hermy Almonte  
Mrs. Lisa Hague  
Ms. Morgan Mack-Rose  
Ms. Carmen Sullivan  
Mrs. Pauline Cutter, Clerk  
Mrs. Diana Prola, Vice President (via teleconference)  
Mr. Mike Katz-Lacabe, President  
Ms. Flavia Coria, Student Board Member

**DISTRICT STAFF PRESENT**

Christine Lim, Superintendent  
Song Chin-Bendib, Assistant Superintendent  
Michael Potmesil, 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 Public Employee Discipline/Dismissal/Release/Hiring and Conference with Labor Negotiator pursuant to Government Code Sections 54957, and 54957.6. The closed session was adjourned at 7:00 p.m.

The Board returned to open session at 7:10 p.m. with the Pledge of Allegiance to the Flag. President Katz-Lacabe said the Board had been in closed session where no action was taken.

### **APPROVAL OF AGENDA**

On a motion made by Mrs. Cutter and seconded by Ms. Sullivan, the Board approved the agenda for the special meeting of March 12, 2009, by a 7-0 vote. Trustee Prola voting via teleconference.

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

None

### **REPORTS**

- 1) Correspondence – Clerk Cutter reported receipt of the following emails between March 5, 2009 – March 12, 2009: From Yvonne White regarding budget cuts – San Leandro High School library; from Fawnya Neff regarding comments at previous meetings: Understand the job duties of the cut positions; from Dan Martin regarding stating his support for SLTA’s spokespersons; from Carol Delton regarding questions regarding Fund balances and categorical Fund Sweeps; from Patricia Bidar regarding cuts for 2009-10 SLUSD budget; from Julie Pence-Wallan, Judi Burle regarding budget cuts-Class Size Reduction; from Lynda Campfield regarding keep cuts away from the classroom; from Mary Ann Valles regarding budget cuts-the Board’s process-middle school VPs; from Garry Grotke regarding various suggestions for across-the-board cuts; from Shirley Beal regarding consideration for the job duties of the potential cut position CSEA; from Mimi Cano regarding support for Adult School classes; from Audrey Brown regarding keep arts in our schools – use of VAPA funds; from Shirley Harvey regarding budget cuts – problems with the process-know the job duties of the positions being cut; from Tracey Lantz regarding validating the support given to sites by District administration; from Casey J. Wilson regarding supports cuts at DO vs. school sites; from Samuel Goldman regarding supports across-the-board – a team sharing effort; and from Lorraine Yohikawa regarding support VPs at John Muir Middle School.
- 2) Student Representative Report – There was no report
- 3) Union Representative Reports

- Karen Perez, California School Employees Association (CSEA) Vice President, found the Boards' leadership reckless and disappointing. She urged the Board to "do your homework" before making any reductions to CSEA members.
  - Billy Campbell, Teamsters Representative, reminded the Board of their responsibility to make the reduction decisions and to remember that there was no room to cut maintenance.
  - Chad Dutton, on behalf of the Carpenters' Union, expressed his confusion with regards to all of the endless changes to the proposed reduction lists from week to week.
  - Jon Sherr, President of the San Leandro Teachers' Association (SLTA) continued to advocate against making cuts to programs that our students depend on, adding SLTA feels that there is funding available. He urged the Board to not increase Class Size Reduction to more than 24:1, and not to cut elementary preps, or Lighthouse teachers.
  - Jan Nuño, on behalf of the San Leandro Managers' Association, stated that SLMA is ready to come together and solve the problems. Mrs. Nuño was joined by middle school vice principals and District administrators who described what their position entails and the impact it would place on site staff and the District if their positions were reduced or eliminated.
- 4) Superintendent's Report – Superintendent Lim reported that she would defer specific comments to Conference Item 4.1-CF, March 3, 2009, Budget Reduction List, and Action Item 2.1-A, Resolution #09-21 Reduction or Elimination of Certain Particular Kinds of Services for the 2009-2010 School Year; however, she noted that the many questions raised by San Leandro Teachers' Association member Carol Delton would be specifically addressed when the Second Interim Report is presented this evening by Assistance Superintendent Song Chin-Bendib.

Business Operations

**CONFERENCE ITEM**

Business Operations

4.1-CF March 3, 2009, Budget Reduction List

The Board discussed and considered the March 3, 2009, Budget Reduction List which identified \$4,047,307 in positions and services.

Superintendent Lim commented that she was recommending that the District not cut \$4 million.

**PUBLIC COMMENT**

- Patty Fishbaugh requested that it would be very helpful if the audience had copies of the recommended cuts to follow along, at which time, copies were made and distributed.

The Board shared their thoughts regarding the state of the economy, recommended reductions, and the impact to the District. They also offered alternative suggestions such as furloughs to save jobs. It was also suggested that the Trustees consider using the money saved from the reduction of their stipends towards training to assist the Board in ways to work together more effectively.

Before proceeding further with the discussion, and at the request of the Board, Assistant Superintendent Song Chin-Bendib, Business Services, presented the 2008-2009 Second Interim Report. It was explained that the Second Interim Report covers actual expenditures from July 1, 2008, to January 31, 2009, and also requires a balanced budget for two subsequent fiscal years, 2009-10 and 2010-11. Highlights of the presentation included:

- Multi-year projected budget assumptions
- General Fund multi-year projections – unrestricted and restricted
- Variance Report between the First and Second Interim reports
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It was reported that the Business Department, after conducting various analyses and finishing the Second Interim, has determined that the deficit factor for the current year 2008-09 now results in the change from the original projected loss of \$307 per Average Daily Attendance (ADA) to \$167 per ADA.

In addition, through stringent cost-saving measures, including the freezing of unfilled positions and freezing or reducing operational spending, the District has been able to absorb the Budget deficits in

2008-2009 and leave a projected balance of \$730,793. The required multi-year budget projection indicates that the District has adequate resources for 3% reserve at the end of the three year period.

Ms. Chin-Bendib also explained that the flexibility sweep of 2007-08 ending balance of allowable categorical program and flexibility transfers of Tier III programs results in an amount of \$829,180. However, this amount could not be incorporated into the Second Interim Report until a public hearing has occurred, noting that a public hearing on the sweep and flexibility transfers of Tier III programs has been scheduled for March 17, 2009, which is the next regularly scheduled Board meeting.

Following the presentation staff addressed questions raised by the Board.

## **ACTION ITEM**

### 4.1-A Second Interim Report Fiscal Year 2008-2009

On a motion made by Mrs. Hague and seconded Ms. Sullivan by, the Board approved the Second Interim Report – Fiscal Year 2008-2009 as presented by a 7-0 vote. Trustee Prola voting via teleconference.

### Human Resources

### 2.1-A Resolution #09-21, In the Matter of the Reduction or Discontinuance of Certain Particular Kinds of Services for the 2009-2010 School Year

The Superintendent commented that it was her recommendation that the Board amend and adopt this resolution, to include one through five:

1. Change Class Size Reduction) from 41 FTE (based on CSR 28:1) to 26 FTE (based on CSR 24:1)
2. Counseling
3. Independent Study Program Teaching
4. Curriculum Specialist
5. Assistant Director of Curriculum and Instruction (replacing with Coordinator of Curriculum and Instruction)

In addition, the Superintendent was recommending that six through fourteen not be included in the resolution:

6. Middle School Vice Principals
7. Director of Student Support Services
8. Elementary Prep Teacher (1-3)
9. Director of Curriculum and Instruction and Professional

- Development
10. Assistant Director of Research and Evaluation
  11. Director of Special Services
  12. Assistant Director of Special Services
  13. Coordinator of Special Services
  14. Gear Up Grant Coordinator

## **PUBLIC COMMENTS**

The Board heard comments from the following District administrative staff, teachers, classified personnel, parents, students, and community members regarding the recommended reduction or discontinuance of certain particular kinds of services: Elisha Feliciano, Robin Michel, Jan Nuño, Pamela Carbonell, Valerie Suarez, Amy Furtado, Sheila Lawrence, James LaRossa, Judith Cameron, Daniel Chaja, Juan Gonzalez III, Belen Magers, Garry Grotke, Alex Harp, Ling King, Katherine Piccus, Rick Richards, Pamela Richards, Janet Beck, Tiare Pena, Jocelyn Gooch, Carol Alvarez, Brigitte Powell, Tanya Solis, Linda Brown.

At 10:25 p.m., on a motion made by Mrs. Hague and seconded by Mrs. Cutter, the meeting was extended to 1 a.m. by a 7-0 vote.

The Board responded to public comments and criticism with regards to the decisions made by the trustees acknowledging that the budget review process was “less than perfect,” and the difficulty it has been making these decisions.

On a motion made by Mrs. Cutter and seconded by Mrs. Hague, the Board adopted the amended Resolution #09-21, In the Matter of the Reduction or Discontinuance of Certain Particular Kinds of Services for the 2009-2010 School Year to only include reducing Elementary Teaching (K-3) to 26 FTE (i.e. CSR 24:1), Counseling (4.7 FTE), Independent Study Program Teaching (1.8 FTE), Curriculum Specialist, 1.0 FTE), and replacing the Assistant Director of Curriculum and Instruction (1.0 FTE) with Coordinator of Curriculum and Instruction by a 7-0 vote. Trustee Prola voting via teleconference.

Following the adoption of the resolution, Mrs. Prola offered an amendment to the resolution to also include all certificated District Office personnel.

On a motion made by Mrs. Prola and seconded by Mr. Almonte, the motion failed by a 1-6 vote. Trustee Prola voting yes via teleconference. Trustees Almonte, Cutter, Hague, Katz-Lacabe, Mack-Rose and Sullivan voting no.

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

- Mrs. Cutter stressed the importance of training for the Board in the areas of what it means to be a Board member, duties, and responsibilities.
- Mrs. Hague agreed with Mrs. Cutter, adding she was looking forward to working with the Finance Committee in prioritizing and securing additional revenue towards restoring lost positions and programs.
- Ms. Sullivan reiterated her suggestion of furloughs and/or percentages across-the-board, as an alternative to loss of jobs, and prioritization and restoration of those jobs already reduced and/or eliminated. She also hoped that the stimulus package would bring additional money for the District.
- Ms. Mack-Rose reiterated that the Board reenacted a Board Parcel Tax Ad Hoc committee at the last meeting.

Following Board member comments the Board returned to closed session at 11:00 p.m. and reconvened to open session at 12:47 a.m., where Mr. Katz-Lacabe reported that no action was taken.

## **ADJOURNMENT**

On a motion made by Mrs. Cutter and seconded by Ms. Mack-Rock, the Board adjourned the meeting at 12:48 a.m. by a 7-0 vote. Trustee Prola voting via teleconference.

Respectfully submitted,

Pauline Cutter, Clerk