

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

May 19, 2009

The Board of Education of the San Leandro Unified School District met in regular session on May 19, 2009, 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 Katz-Lacabe.

**BOARD MEMBERS PRESENT**

Mr. Hermy Almonte  
Mrs. Lisa Hague  
Ms. Morgan Mack-Rose  
Ms. Carmen Sullivan  
Mrs. Diana Prola, Vice President  
Mr. Mike Katz-Lacabe, President

**BOARD MEMBERS ABSENT**

Mrs. Pauline Cutter, Clerk  
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 6:05 p.m., the Board went into closed session for Public Employee Discipline/Dismissal/Release/Hiring, Conference with Labor Negotiator, Conference with Legal Counsel – Anticipated Litigation – significant exposure to litigation, Conference with Real Property Negotiator – Property(ies), and Conference with Legal Counsel – Existing Litigation pursuant to Government Code Sections 54957, 54957.6, 54956.(b), 54956.8, and 54956.9. It was

determined that there was no need for closed session regarding Matters Related to Students – California High School Exit Exam (CAHSEE) Waiver Requests. The closed session was adjourned at 6:50 p.m.

The Board returned to open session at 7:00 p.m. with the Pledge of Allegiance to the Flag. President Katz-Lacabe said the Board had been in closed session where the following action was taken:

- On a motion made by Ms. Mack-Rose and seconded by Mrs. Prola, the Board accepted the Resignation and Release Agreement and the resignation of certificated staff #1055 by a 6-0 vote. Trustee Cutter was absent.
- On a motion made by Ms. Mack-rose and seconded by Mrs. Hague, the Board accepted the settlement with certificated employee #3911 by a 4-2 vote. Trustees Prola and Sullivan opposed. Trustee Cutter was absent.

### **APPROVAL OF AGENDA**

Prior to approving the agenda, Ms. Mack-Rose asked that Student Representative Report and Union Representatives' Report be moved to follow the Parks and Recreation Commission Report.

On a motion made by Ms. Mack-Rose and seconded by Mrs. Hague, the Board approved the agenda for the regular meeting of May 19, 2009, as amended by a 6-0 vote. Trustee Cutter was absent.

**REPORTS** Parks & Recreation Commission Report: Juan Manuel Martinez, San Leandro Unified School District representative provided the Board with a DVD report highlighting the school playgrounds at McKinley and Jefferson Elementary Schools, noting that the grounds at Jefferson seemed very dry. He also briefly visited Toyon Park which is located next to Jefferson.

In response to Board comments, Mr. Martinez stated that he would provide the Board with an update in his June report regarding the Commission's role (i.e. feedback, recommendations), in the WW Ad Hoc Committee, possible joint-use agreements for the school playgrounds and the San Leandro High School pool, and the irrigation system at Jefferson Elementary School.

- 1) Student Board Member Report – There was no report.
- 2) Union Representative Reports
  - Jan Nuno, San Leandro Managers Association (SLMA),

reported that SLMA continues to be interested in having all members of our school community share in the impact of budget deficits. To that end, she read the following proposal on behalf of SLMA: *“We, the managers of the San Leandro Managers Association, agree to take one unpaid, non-duty day (a shortened work year) for the 2009-2010 school year. SLMA agrees to take the designated unpaid day to minimize adverse effects on students learning. We will collaborate with Cabinet to decide how the savings may be distributed to benefit student learning.”*

- Chad Dutton, representing Carpenter Trades Local 713, reported that despite limited resources the schools and grounds continue to be maintained daily. They took part in Beautification Day at Washington Elementary School, and “Relay-for-Life” at Burrell Field. They will be participating in Beautification Day at Roosevelt Elementary School this coming Saturday.
- Billy Campbell, Teamsters/Trade representative, hoped that the District would continue to pull together and work towards “keeping it as best we can, losing as little as we can.”
- Jon Sherr, SLTA President, spoke in support of staff development for teachers. He read a Professional Collaborative Time (PCT) proposal from SLTA that highlighted a schedule that would support twelve, 1-hour PCT periods during the year. He also thanked the Board for their continued diligence in looking for funding sources, so that programs can be reinstated.

## **PRESENTATIONS**

- The District has been focused for the past six years on closing the academic achievement gap that exists between our students of color and their white and Asian peers. Two years ago the District launched Partnerships for Academically Successful Students (PASS), a district-wide training to empower parents of color and to build stronger parent partnerships.

The outgrowth of that district-wide training was the creation of Parent Equity Program (PEP) Teams at each school site. These site-based parent teams developed areas of focus based upon each unique school situation. Site administrators and PEP parents representing the elementary, middle,

and high school levels shared the work that is being done through our parent partnerships to help close the achievement gap and ensure the academic success of all students.

Assistant Superintendent Cindy Cathey concluded by stating that common goals for 2009-2010 would focus on

- All groups conducting classroom walk-throughs
- Ensuring that PTO/PTA & SSC reflect demographics of the school
- Planning events and activities that reflect priorities of the parents
- Targeting parent education to meet needs of parents
- Parent empowerment

The Board appreciated hearing from the parents and the innovative work being done at the school sites.

Mrs. Prola would like to learn more about the Latino Family Literacy Project being offered at Washington and Madison Elementary Schools.

- Director of Nutrition Services, Aulani Cler, presented the proposal by our neighboring district, San Lorenzo Unified School District, to provide lunch meals to our elementary school students. The presentation detailed the cost analysis, noting that that staff was recommending that the Board reject the proposal. In addition, Ms. Cler shared a video showing the Food Services employees preparing and delivering meals, and various nutritious meals and options that are offered at the school sites.

Highlights of the proposal included:

- San Lorenzo will provide vending meals to elementary schools only (which means that only the packaged meal will be delivered per a price as agreed upon and no other personnel services will be provided)
- Staff has estimated that the cost of the proposal to San Leandro Unified at more than \$750,000:
  1. The District will pay a minimum cost per meal of \$2.50. (resulting in an increased cost of about \$587,000
  2. The District will give up its commodities money of \$167,000

In response to using alternatives to plastic/Styrofoam containers and utensils, Ms. Cler explained that the District had already replaced the Styrofoam containers with cardboard boxes, and beginning next year, cutlery made from potato skins will take the place of plastic utensils. In addition Ms. Cler stated that while “going green” is not easy, and can be more expensive, as funds become available, the District would pursue further recycling products.

## **PUBLIC COMMENT**

- Mr. Cassidy felt that there needed to be more discussion and consideration regarding San Lorenzo Unified's proposal. He cautioned the Board to not reject the proposal without delving further into additional information.

## **CONFERENCE ITEM**

### Business Operations

#### 4.1-CF Proposal by San Lorenzo Unified School District to Serve Lunch Meals to all the Elementary School Sites

The Board discussed and considered rejecting the proposal by the San Lorenzo Unified School District to serve lunch meals at our elementary school sites.

Based on the information presented, the Board felt that while the proposal did not provide any benefit to the District at this time, it was suggested that the District should consider continuing further discussions on other ways to partner with San Lorenzo.

On a motion made by Mrs. Hague and seconded by Mrs. Prola, the Board rejected the proposal by San Lorenzo Unified School District to serve lunch meals at our elementary school sites by a 0-5-1 vote. Trustees Hague, Katz-Lacabe, Mack-Rose, Prola, Sullivan voting no. Trustee Almonte, abstaining. Trustee Cutter, absent.

## **PRESENTATION**

- \* Assistant Superintendent of Business Services and the Director of Nutrition Services presented a transition plan in the Food Service Department. Ms. Cler reported that in light of the retirements of the Director and Account Technician, the elimination of the Supervisor position, and budget reductions, it was recommended that the following reorganization "transition plan" of the department be approved.
  - The Director position be downgraded and replaced with a position titled "Executive Manager"
  - An Account Clerk I (5-hour, 10-month month) that was frozen in 2005 be "unfrozen"
  - Account Technician of Food Services

Responding to questions and concerns from the Board, staff further clarified the job responsibilities of the Account Clerk and Account Technician. It was also noted that because Food Services is generated by mostly Federal revenues, it has always been self sufficient, has the funds to support this

recommendation and would not encroach onto the General Fund. In addition Education Code Section 45103.1 imposes rules and regulations that prohibit the displacement of school district employees, which means that despite outsourcing or subcontracting, the District would still need to maintain Food Services staff.

## **CONFERENCE ITEM**

### Business Operations

#### 4.2-CF      Reorganization of Food Services Department

The Board discussed and considered the reorganization of Food Services Department at the District Office as presented.

On a motion made by Mrs. Sullivan and seconded by Mrs. Hague, the Board approved the reorganization of the Food Services Department as presented by a 6-0 vote. Trustee Cutter was absent.

After the vote, Assistant Superintendent Song Chin-Bendib thanked Food Services Director Aulani Cler for her unconditional support of our students for the last seven years. She also recognized Ms. Cler's support staff, Joyce Forsse and Patti Senna for all of their work.

## **PRESENTATION**

Prior to proceeding with the K-3 program configuration presentation, Ms. Mack-Rose felt that that because the Board was already an hour behind in the agenda, and the fact that Mrs. Cutter, who has raised concern regarding this issue, was absent, it might be beneficial to postpone the presentation to the next Board meeting or schedule a special Board meeting. Staff explained that it was their hope to receive direction from the Board tonight and then return to the June 2 Board meeting with additional information and/or a recommendation. The Superintendent polled the Board for dates for a special meeting; however, was unable to receive a consensus, so staff proceeded with the presentation.

- \* As part of the restoration plan being addressed by the Board Finance Committee, the committee requested a presentation related to school site classroom capacity as it relates to class size in grades K-3.

The staff of Educational Services presented information that addressed the following: School-by-school classroom capacity given various class sizes in grades K-3 ranging from 20:1 to 24:1, the impact of AM/PM or full day kindergarten on classroom space, and an analysis of instructional minutes.

The Board was presented with four alternative schedules.

After sharing their thoughts, the Board directed staff to bring back more information related to Alternative Schedule #4a and #4b, which primarily look at full day kindergarten and 1-3 grade modified schedule with time for during-the-day intervention.

## **PUBLIC COMMENT**

- Jon Sherr, San Leandro Teachers' Association President was concerned that throughout this process, the kindergarten teachers had not been asked for any input with regards to the timeline, schedule, and curriculum, etc., noting that they seemed unaware that a full-day kindergarten was even being considered.

## **PRESENTATION**

- \* Assistant Superintendent of Business Services provided a brief update of the State Budget including the Federal Stimulus Funds. The presentation covered the latest news of the State's 2009-10 projected budget gap and the May 19, 2009, Special Election. Highlights included:
  - May 12, 2009, Govern acknowledges a \$21.3 billion budget gap
  - May 14, 2009, Governor proposes two scenarios:
    - A. Initiatives Pass – SLUSD's Budget reductions of \$1.1 million in 2008-09 and \$2.2 million in 2009-10
    - B. Initiatives Fail – SLUSD's Budget reduction of \$2.0 million in 2008-09 and \$2.0 million 2009-10
  - One-Time Funding available, to date, for "any educational purposes" total \$5,264,756  
(CAUTION – State is recalculating four areas in Special Ed. If during this recalculation, we are found to be out of compliance in any of those areas, funds from this 50% of IDEA must be used to address those non-compliant areas, reducing this amount by \$906,722)
  - Three-Year Budget Outlook for the District indicates that
    - 2009-2010 - \$4 million to \$5 million projected deficit  
(District will use one-time funds to balance the Budget)
    - 2010-2011 – Minimally \$2 million deficit
    - 2011-2012 – Additional minimal \$2 million deficit

The Board posed questions for clarification, which were addressed by Ms. Chin-Bendib.

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

None

## **PUBLIC HEARINGS**

A public hearing was conducted regarding the San Leandro Unified School District's Initial Proposal to the Teamsters' Union Local No. 856/Alameda Building Trades Council.

The Board of Education acknowledges receipt of the San Leandro Unified School District's initial proposal to the Teamsters Union Local No. 856/Alameda Building Trades Council for a successor agreement. The Board is required to conduct a "sunshine" process and hold a public hearing in an open session of the Board of Education. This allows the public to view and respond to the initial proposal. Subsequently, the Board will accept the proposal, prior to entering into negotiations with the union. This is the second and final public hearing. By conducting a public hearing on a regularly scheduled Board meeting, the District will have met the requirement under Government Code 3547.

On a motion made by Mrs. Hague and seconded by Mrs. Prola the Board opened the public hearing regarding the San Leandro Unified School District's Initial Proposal to the Teamsters Union Local No. 85 by a 6-0 vote. Trustee Cutter was absent.  
No comments were received from the audience.

On a motion made by Mrs. Hague and seconded by Mrs. Prola, the Board closed the public hearing regarding the San Leandro Unified School District's Initial Proposal to the Teamsters Union Local No. 856/Alameda Building Trades Council for a successor agreement by a 6-0 vote. Trustee was Cutter absent.

## **ACTION ITEM**

### Business, Operations and Facilities

4.1-A San Leandro Unified School District's Initial Proposal to Teamsters' Union Local No. 856/Alameda Building Trades Council

On a motion made by Mrs. Prola and seconded by Ms. Sullivan, the Board accepted receipt of the San Leandro Unified School District's Initial Proposal to Teamsters' Union Local No. 856/Alameda Building Trades Council by a 6-0 vote. Trustee Cutter was absent.

## **REPORTS**

- 1) Correspondence – There was no report.



3) Superintendent's Report – Superintendent Lim provided the following report:

- The District was awarded a \$2.285 million grant from the 21<sup>st</sup> Century Community Learning Centers Program which is funded by the US Department of Education and administered by the California Department of Education. The District will receive \$457,000 a year for the next five years to support after school programs at San Leandro and Lincoln High School programs.

She commended Ali Cannon who worked closely with our educational and community partners, Girls, Inc. Eden ROP, Davis Street Family Resources Center, Evan Goldberg from The Alameda County Office of Education and Supervisor Alice Lai-Bitker's office and Bay Area Partnership for Children & Youth.

- May 12 was the 8<sup>th</sup> Annual African American Night at the Marina Center. She thanked Trustees Cutter, Mack-Rose, and Sullivan for attending this inspirational event, which was organized by Director of Student Services Sheila Lawrence. She acknowledged the more than 200 students in grades fifth through twelfth grade students including students from the Adult School who were selected by the principals and teachers for recognition.
- On May 20, a New York Times reporter will be meeting with some of our students who are members of the Bancroft Middle School's Gay Straight Alliance (GSA) to learn about their experiences standing up as an ally. He will potentially use these interviews in writing a story about gay youth and their varied experiences in middle school.
- On May 29, a crew from ABC's *20/20* will be filming at Bancroft Middle School. Principal Mary Ann Valles, ETOT teachers Matthew Kertesz and Lisa Wong, Glenn Singleton and she will be featured on a program discussing the District's important equity work to eliminate the racial predictability of the achievement gap.
- Our TARI project on Arts Integration for Equitable Outcomes continues to be well received by staff and students, with eight participants taking the Beyond Diversity online course earlier this year. Ms. Lim will be sharing more with Board at a future Board meeting.
- Laura Hackel, District VAPA, PE and BTSA coordinator, has invited the Board and staff to the 2009 BTSA Colloquium next Thursday, May 28, at 3:45 p.m. at the San Leandro Public Library.

4) Board Committee Reports

- Facilities/Technology – There was no report
- Policy – There was no report.
- Budget Advisory Committee (BAC) - Mrs. Hague reported that the committee met on May 7 and received a presentation on the state budget and stimulus funds; and reviewed the “Sweep” and Tier II flexibility funds. They also reviewed and provided feedback on the Finance Committee’s priority list for restoration of budget reductions.

5) Board Representatives’ Reports

- Eden Area Regional Occupational Program – Mr. Almonte reported that the Commission met on May 7. They recognized 44 students who competed in the SkillsUSA State Competition from April 23-26 in Fresno. Three criminal justice students who received Gold Medals have advanced to the national competition in Kansas City on June 21. Twenty-two students qualified at the California State DECA competition and will advance to the international competition. The Commission also received the WASC report, which has been posted on the ROP website.

**CONSENT ITEMS**

The following items were pulled from the Consent Calendar:

- 1.1-C Approval of Board Minutes – April 21, 2009, requested by Ms. Sullivan
- 1.2-C Approval of Board Minutes – April 28, 2009, requested by Mr. Almonte

Human Resources

2.1-C Acceptance of Personnel Report

Educational Services

3.1-C Acceptance of Donations

3.2-C Designation of School Representatives to the California Interscholastic Federation League (CIF)

- 3.3-C Proposed Revision to Board Policy and Administrative Regulation 3553 Free and Reduced Price Meals
- 3.4-C Proposed New Board Policy and Administrative Regulation 0520.2 Title I Program Improvement Schools
- 3.5-C California High School Exit Exam (CAHSEE) Waiver Requests for Students S1-08/09; S2-08/09; S3-08/09; S4-08/09; S5-08/09; S6-08/09; S7-08/09

#### Business Operations

- 4.1-C Ratification of April 2009 Payroll
- 4.2-C Approval of Bill Warrants

#### Facilities and Construction

- 5.1-C Amendment #2 to WLC Architects Contract to Modify the Information Technology Requirements for the San Leandro Academy of Multi-Media at the San Leandro High School Arts Education Center

On a motion made by Mrs. Hague and seconded by Mrs. Prola, the Board approved the remaining consent items by a 6-0 vote. Trustee Cutter was absent.

#### General Services

- 1.1-C Approval of Board Minutes – April 21, 2009

Ms. Sullivan noted that she would like her comments on page 14 of the minutes, under Board Member Comments, regarding “The Southern Alameda County Alliance of African American Educators (SACAAE) Fifth Annual Cultural Pursuits Student Achievement Awards”, clarified and reflect that “San Leandro High School did not submit any names of students to be recognized”.

On a motion made by Mrs. Sullivan and seconded by Mrs. Prola, the Board approved the Board Minutes – April 21, 2009, as amended, by a 6-0 vote. Trustee Cutter was absent.

- 1.2-C Approval of Board Minutes – April 28, 2009

Mr. Almonte noted a misspelled word on page 2 of the minutes: “sties should be sites”.

On a motion made by Mr. Almonte, and seconded by Mrs. Hague, the Board approved the Board Minutes – April 28, 2009, as amended, by a 6-0 vote. Trustee Cutter was absent.

## **ACTION ITEM**

### Human Resources

2.2-A        Approve the 2009-2010 Traditional Year Education Student Calendar

On a motion made by Mrs. Sullivan and seconded by Mrs. Hague, the Board approved the 2009-10 Traditional Year Education Student Calendar by a 6-0 vote. Trustee Cutter was absent.

## **CONFERENCE ITEMS**

### General Services

1.1-CF        Schedule of Regular Board Meetings

The Board discussed and considered approving the schedule of the regular Board meetings for 2009-2010.

It was explained that because the District Office is closed for two-weeks for winter recess from December 21-January 1, the regular meetings for January 2010 were scheduled for the second and third Tuesdays, instead of the first and third.

It was also noted that Trustee Cutter had a concern regarding the August meeting dates, noting that because she was absent, the Board felt that this item should be tabled this until the next meeting, so that Mrs. Cutter would be present to address her concerns.

On a motion made by Mrs. Hague and seconded by Mrs. Sullivan, the Board tabled the schedule of the regular Board meetings for 2009-2010 to the next meeting by a 6-0 vote. Trustee Cutter was absent.

### Facilities and Construction

5.1-CF        Lincoln High School Mural

The Board discussed and considered approving the Lincoln High School Mural project.

The Board appreciated the tone and concept of the mural however, was concerned that the mural seemed to focus on a specific ethnic group, and that it was not more generic (referring to an “Obama 08” sign).

Alex Harp, Lincoln High School principal, explained the three vocal points of the mural:

- The image depicts the transition of a troubled youth without direction to one becoming engaged in his education and finally earning his high school diploma
- The scene depicted starts from left to right in darkness and culminates under a bright, shiny sky
- The bridge represents the transition from helplessness to hope that Lincoln has provided.

On a motion made by Mrs. Prola and seconded by Ms. Sullivan, the Board approved the Lincoln High School Mural project by a 6-0 vote. Trustee Cutter absent.

## **INFORMATION ITEMS**

### Business Operations

#### 4.1-I Miscellaneous Receipts

Miscellaneous receipts in the amount of \$16,264,344.50 have been deposited in the Treasure of Alameda County.

#### 4.2-I Washington Library Project

The Board received for information and review the Washington Elementary School Library Project to repair-shelving and reconfigure ergonomic setup for the new automated system.

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

- Ms. Mack-Rose reminded the Board that the Elementary Open Houses were tomorrow, May 22, and at this time there was no Board coverage at Roosevelt. She also reiterated her concern regarding the continued lateness of the meetings and hope that in the future the agendas would be more reasonable.

- Ms. Sullivan thanked the PEP teams for their presentation.
- Mrs. Hague commented that she recognizes SLTA President Jon Sherr's concerns with regards to the all day kindergarten proposal timeline, reminding the Board to be mindful of those key players and include them in the process, making it manageable and reasonable for them to implement.

## **ANNOUNCEMENT**

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

Regular Meeting – June 2, 2009

Regular Meeting – June 16, 2009

Special Meeting – June 25, 2009 (placeholder)

## **ADJOURNMENT**

On a motion made by Mrs. Prola and seconded by Mrs. Hague, the Board adjourned the meeting at 10:27 p.m. by a 6-0 vote. Trustee Cutter was absent.

Respectfully submitted,

Pauline Cutter, Clerk