

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

June 16, 2009

The Board of Education of the San Leandro Unified School District met in regular session on June 16, 2009, in the San Leandro City Council Chambers, 835 East 14th Street, San Leandro, California.

The meeting was called to order at 6:00 p.m. by President Katz-Lacabe.

BOARD MEMBERS PRESENT

Mr. Hermy Almonte
Mrs. Lisa Hague
Ms. Morgan Mack-Rose (arrived at 6:04 p.m.)
Ms. Carmen Sullivan
Mrs. Pauline Cutter, Clerk (arrived at 6:01 p.m.)
Mrs. Diana Prola, Vice President
Mr. Mike Katz-Lacabe, President

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 6:01 p.m., the Board went into closed session for Public Employee Performance Evaluation, Title: Superintendent/Board Evaluation, Public Employee Discipline/Dismissal/Release/Hiring, Conference with Labor Negotiator, Conference with Legal Counsel – Anticipated Litigation – significant exposure to litigation, Public Employee Appointment – Title: Executive Manager, Food and Nutrition Services and Adult School Principal, 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. The closed session was adjourned at 7:05 p.m.

The Board returned to open session at 7:11 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 Mrs. Cutter and seconded by Mrs. Hague, the Board appointed Bradley Frazier as San Leandro Adult School Principal by a 7-0 vote.
- On a motion made by Mrs. Hague and seconded by Mrs. Prola, the Board appointed Andrew Soliz as Executive Manager, Food and Nutrition Services by a 7-0 vote.

It was also noted that Trustee Cutter left after the vote and would be returning later in the meeting.

APPROVAL OF AGENDA

At the request from Ms. Mack-Rose, the Board agreed to move up the Union Representative Reports to follow the TARI presentation.

On a motion made by Mrs. Hague and seconded by Mr. Almonte, the Board approved the agenda for the regular meeting of June 16, 2009, as amended, by a 6-0 vote. Trustee Cutter was absent.

REPORTS Parks & Recreation Commission Report: There was no report.

PRESENTATIONS

- * The Teacher Action Research Institute-San Leandro Initiative (TARI-SLI) Project has started their first district-wide integration of arts in the 4th grade by bringing 4th grade teachers and arts specialists together for professional development and collaboration on lessons that incorporate the arts and language arts. Teachers have begun to assess student work using the Studio Habits of Mind Framework. Teachers are also documenting their inquiries, reflections and photos on the TARI website which has allowed Dr. Hetland time to coach from Massachusetts. Next year the project will broaden as 5th grade teachers join 4th grade teachers and art specialists.

Dr. Hetland showed how this first district-wide effort of TARI teachers are collaborating and using the arts to assure that every child succeeds to their greatest potential, especially black and brown children performing at below basic according to standard measures (focal

students).

In addition to leading the Board in a short 4-page book-making project, one of the highlights of Dr. Hetland's presentation was illustrating how the Culturally Responsive Teaching and Learning (CRTL) strategies in the District's professional development and the Student Habits of Mind overlap.

REPORTS

1) Union Representative Reports

- Carol Alvarez, California School Employee Association (CSEA), addressed the Board regarding the last-minute notice given to the union with regards to the three revised CSEA job descriptions that were coming before the Board for consideration tonight. She also raised concern regarding the tasks being shifted to the sites, and urged the Board look carefully at the impact before making any decisions.
- Chad Dutton, representing Carpenters Local 13, reported that maintenance participated in Roosevelt Elementary School's Beautification Day and it went very well. He commended District staff, unions, and school board for their support, and suggested that the Board might consider upgrading positions in Maintenance.
- Carol Delton, San Leandro Teachers' Association member, was pleased that the District rescinded the RIF notices. She distributed a handout advocating restoring class size reduction to 20:1 and counseling to meet AB 1802 mandates for the next two years with available funding identified by staff.
- Tracey Lantz, representing San Leandro Managers' Association (SLMA), shared a communication on behalf of outgoing President Jan Nuño, recognizing their members for their hard work during "these tough economic times", commending Superintendent Lim for her leadership, and celebrating the years ahead with continued collaborative teamwork.

Trustee Cutter returned to the meeting at 8:05 p.m.

* In response to the budget crisis in the state of California, the San Leandro Board of Education was required to make serious budget reductions. Specifically, 8.80 FTE staffing reductions were made to the following District Office departments:

1. Communications
 - Communication Outreach Specialist (1.0 FTE)
2. Human Resources
 - Personnel Secretary I (1.0 FTE)
3. Curriculum and Instruction
 - Curriculum Specialist (1.0 FTE)
 - IMC Clerk (.50 FTE)
4. Student Support Services
 - Grant Coordinator (1.0 FTE)
 - Attendance/Residence Verification Clerk (.50 FTE)
 - Attendance/Residence Verification Clerk (Grant) (.30 FTE)
5. Business Services.
 - Food Service/Child Nutrition Supervisor (1.0 FTE)
 - Accounts Payable Technician I (.50 FTE)
 - Duplicating Clerk (.50 FTE)
6. Maintenance Department (July 21)
 - Craft Maintenance Helper Lead (.50 FTE)
 - Glazier (1.0 FTE)

Each department has analyzed the impact of the reductions. This presentation provided the Board with information regarding how each department (with the exception of the maintenance department, who will present their PowerPoint to the Board at their July 21, 2009, Board meeting) responded to their respective reductions, including: reprioritization of the work to ensure compliance, shifting of responsibilities within the department and to the sites, areas of caution as we move forward with reduced staffing at the District office.

The Board shared their thoughts, and suggestions as well as requesting that staff share in the *Confidentially Speaking* the duties of the Personnel Secretary I and the impact by eliminating this position. In addition they expressed their gratitude to staff for continuing to find ways to make this a functioning District and serve our students in light of the financial circumstances that we are facing.

PUBLIC TESTIMONY ON NON-AGENDA ITEMS

- Anita Waldron, Bancroft Middle School teacher and a member of the San Leandro Teachers' Association (SLTA) Negotiations team, offered

accolades to the Board for their collaboration, recognizing that despite the fiscal crisis, San Leandro Unified is still a great District.

- Louise Shaw, District teacher, addressed the Board regarding the all-day kindergarten class, and her concerns regarding the timing, lack of communication and impact to the students.
- Diane Wang, District teacher, commended the District for their pioneering efforts regarding arts education and the TARI program.
- Katy McCarthy, teacher at Washington Elementary School, urged the Board to keep the class size in grades K-3 at a 20:1 teaching ratio.

The Board recessed at 10:00 p.m. and reconvened at 10:05 p.m.

REPORTS

- 1) Correspondence – Clerk Cutter reported receipt of the following email on June 12, 2009, from Sarah Del Grande regarding CSR and split grades classes.
- 2) Superintendence Report – Superintendent Lim clarified for the Board and community that “Beyond Diversity” was Glenn Singleton’s Pacific Educational Group.

Ms. Lim reported that there was a Leadership Team Institute on June 15, 2009. She thanked Trustees Sullivan and Prola for attending. Highlights included:

- The team participating in a “Leaders’ Web” where each member took multicolored yarn (demonstrating diversity) and created a web of accomplishments.
 - Principals Amy Furtado and Mary Anne Valles, who attended the Stanford Fellows Program this year, shared key points of that program
 - Laura Hackel led the team in a TARI book-making project, where the team made nine books for administrators retiring or leaving the District
 - Director of Student Students Sheila Lawrence shared her racial autobiography
- 3) Board Committee Reports
 - Facilities/Technology - Mrs. Cutter reported that the committee met on June 11, 2009, and discussed Ninyo & Moore budget augmentation for additional testing and inspection needs at the 9th Grade Campus

project (not related to PSA), which was brought forward for Board consideration tonight, District Parking lot Change Order #2 to allow completion of project and quick closeout, and scheduling date to interview applicants for the Citizens Oversight Committee vacancy.

Mrs. Prola updated the Board on acknowledging an employee's service to the District. She reported that she had found a "bench" which she felt would be an appropriate way to honor very special employees, adding that a plaque with the name of the honoree inscribed could be attached.

5) Board Representatives' Reports

- Eden Area Regional Occupational Program – Mr. Almonte reported that the Council met on June 4, 2009, and approved the Joint Powers Agreement with revisions; the 2009-2010 final operating budget, and the 2009-2010 school calendar. Mr. John Taylor, a ROP teacher at the Center, was selected as Eden Area ROP Teacher of the Year.

CONSENT ITEMS

- Mrs. Prola requested that 3.3-C, Renewal of San Leandro Adult School Carl Perkins Career & Technical Education Grant Application be pulled.
- Ms. Sullivan requested that 1.1-C Approval of Board Minutes – May 5, 2009, be pulled.
- Mr. Almonte requested that 1.2-C Approval of Board Minutes – May 19, 2009, be pulled.

General Services

1.3-C Resolution #09-32 Board Compensation – Pauline Cutter

Human Resources

2.1-C Acceptance of Personnel Report

Educational Services

3.1-C Acceptance of Donations

Business Operations

- 4.1-C Ratification of May 2009 Payroll
- 4.2-C Approval of Bill Warrants
- 4.3 C First Amended and Reinstated Joint Exercises of Powers Agreement
Creating the Alameda County School Insurance Group (ACSIG)

Facilities and Construction

- 5.1-C OC Jones & Sons, Inc. Contract Change Order #4 for the New
District Parking Lot
- 5.2-C Amendment #5 Augmentation of Ninyo & Moore Geotechnical
Engineering and Soils Investigation Contract to Provide Testing and
Special Inspection Services for Addition Test and Inspection Services
for Addition Test and Inspection Needs at the 9th Grade Campus
Project

On a motion made by Ms. Mack-Rose and seconded by Mrs. Hague, the Board approved the remaining consent items by a 7-0 vote.

General Services

- 1.1-C Approval of Board Minutes – May 5, 2009

Mrs. Sullivan asked that these minutes be tabled so that she could check her notes on a comment she made on page sixteen regarding the College Board website, under “Additional Suggestions and Comments from Board Members”.

On a motion made by Ms. Sullivan and seconded by Mrs. Prola, the Board tabled the minutes from May 5, 2009, as recommended, by a 7-0 vote.

- 1.2-C Approval of Board Minutes – May 19, 2009

Mr. Almonte noted a missing letter “o” in the word “to” in the fourth paragraph on page seven of the minutes, and should read “After sharing their thoughts, the Board directed staff **to** bring back....”

On a motion made by Mr. Almonte and seconded by Ms. Mack-Rose, the Board approved the Board minutes – May 19, 2009, as

amended, by a 7-0 vote.

Educational Services

3.3-C Renewal of San Leandro Adult School Carl Perkins Career & Technical Education Grant Application

Mrs. Prola raised a question regarding how the District was addressing gender non-traditional training. Ms. Lim suggested that staff could address this in the *Confidentially Speaking*.

On a motion made by Mrs. Prola and seconded by Ms. Mack-Rose, the Board approved the renewal of San Leandro Adult School Carl Perkins Career & Technical Education Grant Application by a 7-0 vote.

ACTION ITEMS

Human Resources

2.1-A Student Support Services Reconfiguration Action Plan and Job Descriptions and Positions

Assistant Superintendent of Human Resources Mike Potmesil stated that it should be noted that the fiscal impact is cost neutral. He also distributed revised job descriptions for the three CSEA positions, stating that in addition to some minor clerical corrections, the following changes in language were made:

Office Manager

- Replace “Child Welfare & Attendance (CWA) with “Student Support Services” in the job title
- Delete Chinese and replace with Mandarin or Cantonese under “Preferred Requirements”

Specialist

- Replace “Child Welfare & Attendance (CWA) with “Student Support Services” in the job title
- Under Essential Functions, add “may” to “**may** provide substitute coverage of staff”
- Replace “emergency” with “time sensitive under Ability to: “Provide **time sensitive** services to school sites as needed”
- Under Special Requirements delete Chinese and add Mandarin or Cantonese

- Under required licenses and/certificates remove “If driving a vehicle is required in the course of work, operator must possess a valid and appropriate California Driver’s License and insurance with **“California Driver’s License and insurance”**”.

Health Services Clerk

- Under Special Requirements delete Chinese and add Mandarin or Cantonese under Special Requirements

Responding to Board concerns, Mr. Potmesil explained the rationale behind the job descriptions, including that physical demands and working conditions must be clearly stated. He also explained that while the employees who currently hold the positions of Health Clerk and Office Manager are not required to “act as an interpreter and perform translation services”, a side letter with CSEA will indicate that their evaluations will not be negatively affected because they cannot perform that duty; however, in the future, because of the increased diversity of the student population, this has been included as an essential function.

On a motion made by Mrs. Prola and seconded by Mrs. Cutter, the Board approved the cost neutral Student Support Services Reconfiguration Action Plan by freezing .5 FTE in addition to 1.8 FTE reduction and upgrading three California School Employees Association (CSEA) positions, with the amended language and clerical changes, by a 7-0 vote.

At 10:27 p.m., on a motion made by Ms. Mack-Rose and seconded by Mrs. Prola, the Board extended the meeting to 10:45 p.m. by a 7-0 vote.

2.2-A Resolution #09-33 Establishment of Four-Consecutive-Day Workweek for the Period of July 6, 2009, through July 31, 2009

On a motion made by Mrs. Hague and seconded by Ms. Mack-Rose, the Board adopted Resolution #09-33 Establishment of Four-Consecutive-Day Workweek for the period of July 6, 2009, through July 31, 2009, by a 7-0 vote.

CONFERENCE ITEMS

Business Operations

4.1-CF Earmark the Reduction of 50% of Board Stipend for Board Training

On a motion made by Ms. Mack-Rose and seconded by Mrs. Cutter,

the Board discussed and considered approving earmarking the previously reduced 50% of the Board stipends to be used for Board training.

Following a brief discussion, Ms. Mack-Rose suggested that money available outside of the stipends could be used for training, special events, and other functions; however, it was noted that the funds referred to were used for election fees, raising concern that the money may not be available for upcoming elections i.e. parcel should that occur.

Following the discussion, on an amended motion by Mrs. Prola an seconded by Ms. Mack-Rose, the Board approved to reinstate the previously agreed upon 50% reduction in Board stipend and allow the Board to use their stipends at their own discretion by a 7-0 vote.

INFORMATION ITEMS

Business Operations

4.1-I Miscellaneous Receipts

Miscellaneous receipts in the amount of \$17, 063,028.71 have been deposited in the Treasure of Alameda County

ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS

- Ms. Mack-Rose would like staff to address, in the *Confidentially Speaking*, the recently revealed increase of \$1.18 million in State Fiscal Stabilization Fund (SFSF) reimbursement amount of \$1.18 million to restore cuts made to categorical programs, as well as the assertion that Title I stimulus funds can be used to preserve class-size reduction to Title I schools, and an analysis of the 21st Century Grant and if that be used for restoring counseling positions.
- Mrs. Sullivan commented on the graduations and promotion. She enjoyed attending the Leadership Institute on Monday, and was very impressed with their accomplishments. Ms. Sullivan would like the Board to revisit the CSBA Agenda-Online services.
- Mr. Almonte would like to agendized safety at the schools sites and disaster preparedness at a future Board meeting.
- Mrs. Hague commented on how disappointed she was on the lack of Board attendance at the Senior Recognition Night where over 200 seniors received

college grants and scholarship, totaling approximately \$1.8 million. She hoped that more of the Board would be able to attend in the future.

- Mrs. Cutter asked that the meeting be adjourned in memory of her Dad, Charles Russo. She also noted that at the San Lorenzo Unified School District's Board meeting, speakers were limited to one minute, ten seconds.
- Mrs. Prola commented that she attended the high school graduation at Cal State University East Bay, and expressed how appalled she was on the unruly behavior displayed by some of the graduates, suggesting several options to remedy this type of conduct in the future.

ANNOUNCEMENT

Future Board of Education Meetings

Special Meeting – June 25, 2009, 6:00 p.m., DO

Special Meeting – June 30, 2009, 5:30 p.m., DO

ADJOURNMENT

Having reached the 10:45 p.m. extended meeting time, the Board adjourned the meeting in memory of Trustee Cutter's father, Charles Russo.

Respectfully submitted,

Pauline Cutter, Clerk