

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

June 20, 2006

The Board of Education of the San Leandro Unified School District met in regular session on June 20, 2006, in the San Leandro City Council Chambers, 835 East 14th Street, San Leandro, California.

The meeting was called to order at 6:05 p.m. by President Pauline Cutter.

**BOARD MEMBERS PRESENT**

Mr. Ray Davis  
Mr. Louis Heystek  
Ms. Linda Perry  
Mr. T.W. "Rick" Richards  
Mrs. Lisa Hague, Clerk  
Mr. Stephen Cassidy, Vice President  
Mrs. Pauline Cutter, President

**DISTRICT STAFF PRESENT**

Christine Lim, Superintendent  
Leon Glaster, Assistant Superintendent  
Michael Martinez, 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 6:06 p.m., the Board went into closed session for Student Expulsions, Public Employee Discipline/Dismissal/Release, 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 Education Code Sections 35146 and 48918(c), and Government Code Sections 54957, 54956.9(b), and 54956.9. The closed session was adjourned at 7:20 p.m.

The Board returned to open session at 7:25 p.m. with the Pledge of Allegiance to the Flag. President Cutter said the Board had been in closed session and no action was taken.

## **APPROVAL OF AGENDA**

President Cutter noted that the presentation by Felix Elizalde, Member, Alameda County Board of Education was listed incorrectly on the agenda, so the presentation by Mr. Elizalde would be in July.

On a motion made by Mrs. Hague and seconded by Ms. Perry, the Board approved the agenda for the regular meeting of June 20, 2006 as amended by a 7-0 vote.

**REPORTS** Parks & Recreation Commission Report – Dean Koenig, San Leandro Unified School District representation updated the Board on the Parks & Recreation Commission. Highlights included

1. The Cherry Festival committee is continuing to work towards reinstating the event by 2007. They are currently working on the framework and location of the festival, adding that with the passage of the business license tax, they feel much more positive with regards to its reinstatement. They are hoping to present a proposal to the City Council in September.
2. The Washington Manor Pool Project is expected to be completed in August. He said that there was a tour recently, and he would be glad to arrange a tour for any interested Board members.
3. Community Benefit Grant: Through this grant, the Parks & Recreation Commission, funded two programs that would benefit our school district: \$2,000 went to the San Leandro College Bound program, and the San Leandro Music Theatre received \$3,500.

## **PRESENTATIONS**

- \* Amy Furtado, Principal of San Leandro High School, presented information related to safety at San Leandro High School. The presentation provided 1) highlights of the parent town hall meeting and meetings with student groups; 2) the school's plan for providing additional support for next year's 9<sup>th</sup> graders; and, 3) additional steps the school has taken and plans to take to ensure students and staff safety.

Ms. Furtado explained that following the April 26 racial “stand-off” at the high school, meetings with parents and students were scheduled to discuss and look ahead towards next year in an effort to raise student achievement and improve the school culture. She indicated that a detailed plan would be developed over the summer and fall.

Parents felt that there was a need for increased parent involvement, an improved communication plan, and culture building activities. Ms. Furtado added that workshops focusing on Latino and African American parents and students would be offered in conjunction with United Parents’ meetings, in response to another concern shared by the parent group.

Students found that teacher support varied, and there was a need for increased mediations. They would also like to see a more positive relationship developed between students and key staff members such as the campus security and administration, as well as more school activities and school-wide lessons validating students such as club meeting attendance by the administration, and counselor/student relationships, with Ms. Furtado adding that a lot of time and energy needed to be focused on the counseling department.

After speaking with teachers, Ms. Furtado said that they would be working on a communication plan, clarity of roles when a crisis occurs and culture of recognition.

After reviewing the feedback from these meeting, it became apparent that regardless of the success of the bond, focusing on the 9<sup>th</sup> grade was of the uppermost importance and that next year a two week orientation program for 9<sup>th</sup> graders in their English classes was planned as a way of acclimating them to the high school environment, along with tenth through twelfth grade ASB students assisting Freshman in much the same way as Link Crew did.

Ms. Furtado said that she would continue to try and visit classrooms everyday and that the school would continue their truancy intervention, improve communication with parents through newsletters and providing translators at United Parent meetings, enforce the new residency requirements, provide additional security training, and completion of facilities projects such as cameras and fences would help to secure the campus. The Discipline Committee that was convened this year was found to be very helpful, particularly for new teachers, by offering monthly meetings on the “how-tos” of discipline. It would begin again this fall.

Some of the supporting work planned for next year includes continuing with Equity training, and implementing academic recognition events, noting that there is a need to celebrate and recognize the many good things that San Leandro High School is doing, as well as recognizing that all staff needs to support our students by creating a culture of success, recognition and great expectations.

Board members thanked Ms. Furtado for her continued leadership at the high school and that her efforts to increase parent outreach and involvement was a great way to improve the system.

Mr. Heystek said that parents serve as role models for the school population; however, he did not see this happening at the high school and suggested a “link crew” for parents that would link experienced parents with new ones to the service available. He also was interested in how Lincoln and Lighthouse Independent Study have evolved this past year. Ms. Furtado felt that the high school had a very positive relationship with Lincoln; however there was a need for increased space at that site for those students lacking credits, and more work would be needed to mirror the Lighthouse program with the high school curriculum.

Mr. Cassidy requested a copy of the minutes from the parents’ Town-Hall meeting on May 4, adding that the inability to communicate with teachers by phone, and the auto-dial system were two concerns that he heard at that meeting, suggesting that staff research affordable technology that could be purchased next year. Another concern for Mr. Cassidy was keeping the site Website updated. He would like the Superintendent and staff to review the high school’s counseling program model for its effectiveness of accountability. He encouraged administrative classroom visits as a way to enforce “high expectations for all.”

Classroom management was a concern for Mrs. Cutter, stressing the need for on-going staff training. She also would like to see fundraising for “Challenge Days” in an effort to bring the students, parents and community together. She also offered the Board’s help to personally invite parents to the beginning of the school year meeting.

As a way of improving the relationship with the high school neighborhood, Ms. Perry suggested an invitation to an “open house” type setting at the school site, for the neighborhood community as a way for them to observe and see what the high school is all about.

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

- Lorraine Lerner, San Leandro Teachers' Association CTA representative addressed the Board regarding action taken towards a sexual harassment grievance filed by a District teacher/parent. She requested that the Board overturn the Superintendent's action, by adhering to Board Policies 100 and 200 to ensure a safe environment. Ms. Lerner also indicated that due to the sensitivity of this matter, she would be happy to discuss this issue in more detail in closed session.
- Maria R. Peña, Laura Chavez, Isidro Carrillo, Keitha Rojas, and Leti Esparza addressed the Board on their continued frustration with the Jefferson Elementary School administration and their unhappiness with the recent decision to reassign a very popular and dedicated 3<sup>rd</sup> grade bilingual teacher, Steve Craig, to the 4<sup>th</sup> grade in the upcoming school year.

President Cutter confirmed that the parents would be meeting with District staff to discuss some of these issues.

- \* Cindy Cathey, Assistant Superintendent of Educational Services, presented information to the Board summarizing the results of the Academic Program Survey (APS) self assessments completed by each school site. She presented implications and next steps for the District based upon the APS results.

She explained that the state recommended Academic Program Survey (APS) was the document used by schools to guide their assessment of the effectiveness of their program based on nine essential components, adding that as a School Assistance and Intervention Team school, this had been the guiding document for Washington Elementary School for the past two years. In addition this was also a recommended document for schools identified as Program Improvement schools, or Program Improvement schools on watch (currently the District has two: Jefferson and Wilson elementary schools), Program Improvement Districts, and Program Improvement Districts on watch, which our District is at this moment.

Ms. Cathey said that the document serves as a program foundation and represents minimum guidelines for a school or district that is working towards achieving high levels. She saw the survey as a way for a school to conduct a baseline self-assessment which forms the basis for school improvement.

She reviewed the nine essential components and shared a chart summarizing the ratings (which range from (0) minimal, (1) partial, (2) substantial, or (3) fully) given to each school site indicating strengths

and areas of need.

Areas of strengths identified at the elementary level included credentialed teachers in most of the classrooms, fiscal support in reading and math, and pacing guides are in place in reading and math. Credentialed teachers, daily use of math materials, and math collaboration were identified as secondary strengths. Areas of need include coaching, AB75 and AB466 training in math and reading, math and reading intervention time and a monitoring system to drive instruction.

Ms. Cathey indicated that this summer the Administrative Institute would be looking at defining district-wide agreements regarding the use of reading and math materials, working with sites to allocate as much uninterrupted instructional time as possible, and defining district-wide agreements related to the use of staggered reading time. In addition implementation of the REACH program for grades 4- 10 was scheduled for fall 2006. She also hoped to seek additional funding to pay for AB466 and AB75 training, as well as continue to provide teacher and administrator training for use of Edusoft System as well as expanding Edusoft to include grade 1 English/Language Arts and math; and grade 9 English/Language Arts and Algebra.

Working with school sites to align budget to priority needs identified in the APS, redesigning and updating the school plans to ensure a consistence, coherent template that reflects areas of need and district-wide site agreements, and seeking grant funds for reading and math coaching were just a few other areas that would be addressed.

Trustee Perry was concerned about some of the major gaps in the ratings, and Mrs. Hague wondered how it was possible that a few of the elementary schools lacked fiscal support in reading and math, and if the high school pacing schedule went beyond algebra. Ms. Cathey explained those areas would be addressed at the Administrative Institute.

Mr. Cassidy requested a “user-friendly” version of this information, as a way of educating the community on the innovative work the District has been undertaking to increase student achievement. Areas of concern he raised included the turn around time for collecting the data and producing reports from Edusoft, lack of interaction with teachers with regards to the agreements made between district administrators and principals, and the technological skills of the teachers with regards to the ability to manipulate the data and understand reports, adding that he would be interested in hearing how the program worked at McKinley, as they had chosen a different avenue to follow.

## REPORTS

- 1) Correspondence – Clerk Hague reported receipt of a letter from Lewellyn Shartukar regarding an extended date for appeal, and emails from Kathy Goodall regarding WAMA for Schools and Megan’s law; from Jill Raimondi regarding advanced math at Bancroft; from Roxanne Ansolabehere regarding San Leandro High School library issues and expansion addendum; and from Barbara Tierney regarding an auto-response to a message that she had sent. Mrs. Cutter said that she would clarify the confusion with Ms. Tierney.
  
- 2) Superintendent’s Report – Superintendent Lim reported on
  - The high school graduation, highlighting the accomplishments of the Class of 2006, which included raising over \$1.8M worth of scholarships for over 190 graduates, and an outstanding athletic and DECA (an association of marketing students) year. Details of the students’ accomplishments will be featured in the *Focus* and published in the San Leandro Times this week.
  - She announced that the San Leandro Collaborate received a \$3,000 grant from Kaiser to sponsor the “Healthy Families for Life” event in October at Bayfair Center.
  - With the implementation of child care at Washington this coming year, granting intra-district transfers has been frozen temporarily. Assistant Superintendent Cindy Cathey will be meeting with principals to gather data, and develop some protocols on how to assign and approve intra-district permits, keeping in mind that it must be consistent.
  - She reported that 25 people (including Cabinet, Principals and Vice Principals participated in a two-day institute at Stanford University sponsored by the California Alliance of the African American Educators (CAAEE), where they were energized and excited about the research available regarding African American people and students. Keynote speakers included Dr. Wade Nobles who spoke about “touching the spirit” in education and African American people, Dr. Joyce King who spoke about the education needed to heal a group of people, and the role of cultural knowledge in effective teaching and teacher preparation, and Dr. Noma LeMoine who spoke about African American standard English learners, an overlooked and underserved language minority. Ms. Lim said that the information would be incorporated into the District’s Equity Plan for Year 4.
  - There will be a Leadership Institute on June 22, where a communication specialist will speak to the group about “one clear voice”, followed by a Principals’ Institute on June 27, where they will discuss non-negotiables, “can’t continues”, and what to look for while conducting classroom walk-throughs.

Mrs. Cutter hoped that with regards to intra-district transfers, educating the students would be the primary focus, rather than childcare and accommodating parents' schedules. Mr. Cassidy echoed Mrs. Cutter's comments and requested that information regarding Intra-District permits be included in the non-confidential section of *Confidentially Speaking* so it could be shared with the public.

## **CONSENT ITEMS**

### Human Resources

2.1-C        Acceptance of Personnel Report

### Educational Services

3.1-C        Acceptance of Donations

3.2-C        Recommendation from Administrative Panel for Expulsion for Student E57-05/06.

3.3-C        Recommendation from Administrative Panel for Expulsion for Student E59-05/06.

3.4-C        Recommendation from Administrative Panel for Expulsion for Student E62-05/06.

3.5-C        Recommendation from Administrative Panel for Expulsion for Student E63-05/06.

3.6-C        Recommendation from Administrative Panel for Expulsion for Student E64-05/06.

3.7-C        Recommendation from Administrative Panel for Expulsion for Student E65-05/06.

3.8 -C       Recommendation from Administrative Panel for Expulsion for Student E66-05/06.

3.9-C        Recommendation from Administrative Panel for Expulsion for Student E67-05/06.

3.10-C       Proposed Stipulated Expulsion Order for Student E77-05/06.

3.11-C       Gifted and Talented Education (GATE) Application 2006-2007



3.12-C Discard of Outdated Textbooks and Materials

Business, Operations and Facilities

4.1-C Ratification of Payroll

4.2-C Approval of Bill Warrants

4.3-C Resolution #06-30 to Declare Certain Equipment Surplus and/or Obsolete

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

**ACTION ITEMS**

General Services

1.1-A Resolution #06-27, Governing Board Elections – Specification of the Election Order

On a motion made by Mr. Richards and seconded by Mr. Davis, the Board adopted Resolution #06-27, Governing Board Elections – Specification of Election Order by a 7-0 vote.

1.2-A Resolution #06-28, Governing Board Elections – Candidates’ Statement of Qualifications

Prior to the vote, Ms. Perry requested that the resolution include reference to “gathering of signatures” which is part of Board Bylaw 9220, so that is very clear on what documents are required.

Mr. Cassidy didn’t feel that adding that clause was necessary, as it already states in the resolution that the Registrar of Voters will be directed to give a copy of the specified board bylaw 9220 to each candidate.

On a motion made by Mr. Davis and seconded by Mr. Richards, the Board adopted Resolution #06-28, Governing Board Elections – Candidates’ Statement of Qualification to include the reference to “gathering of signatures”, by a 6-1. Trustee Cassidy voting no.

1.3-A Resolution #06-29, Governing Board Elections – Tie Vote Procedure

On a motion made by Mr. Richards and seconded by Ms. Perry, the Board adopted Resolution #06-29, Governing Board Elections – Tie Vote Procedure by a 7-0 vote.

The Board took a break at 9:30 p.m. and reconvened at 9:40 p.m.

**CONFERENCE ITEMS**

General Services

Mr. Facility Options from Community Workshops and Forums

The Board discussed and considered prioritizing facility options from community workshop and forums.

Superintendent Lim reviewed the ranking results from the 24 ballot responses from the June 19 Community Forum. Results of the general categories indicated that overcrowding at the high school and classroom modernization were of the highest priority, with the 7<sup>th</sup> and 8<sup>th</sup> grade Opportunity Program following. Responses indicated that the community favored having the 9<sup>th</sup> Grade Academy off the high school campus with the PG&E acquisition, and library expansion on the high school campus. Replacing field lights, restroom building, bleachers, drinking fountains, and fence drew the highest votes, with regards to the Burrell Field renovation, and the community favored modernizing the existing Jefferson Multipurpose room, and expanding the Adult School Senior Program.

A copy of the results from the May 31 Community Forum, Frequently Asked Questions, modernization outline, and PowerPoint presentation were also distributed to Board members.

The Board shared their thoughts regarding the June 19 community forum, and posed clarifying questions regarding the ranking results of the options, the PG&E acquisition, and joint-use projects.

Mr. Cassidy felt that the reconfiguration of grades issue needed to be addressed and suggested that information be available at the next board meeting outlining the analysis and research that has been done regarding this issue as well as programmatic issues. In addition he suggested more detailed explanation with regards to site acquisitions on west side of the City, and information addressing the continuing question “What happened to the money from the sale Pacific High School”, as well as the other schools that were sold.

Several Board members felt that the options needed more explicit information and clarification, particularly with regards to the 9<sup>th</sup> grade academy and they were not ready to make any decisions tonight.

Mr. Cassidy suggested meeting with Connell Lindh, the campaign consultant, to review the November 2005 survey, and the minutes from the Development Team Meeting, noting that on June 27 a meeting with the business community was scheduled to get a feel of their intentions. He also felt that creating a facility blueprint (somewhat like the one created for the parcel tax) combining various documents such as a timeline of all the meetings that have occurred, along with a narrative addressing the reason for the bond and the need for a 9<sup>th</sup> grade academy would be helpful. He shared articles with the Board regarding 9<sup>th</sup> grade academies that he hoped they would find helpful and useful.

Ms. Perry felt that the District was building false expectations with the community and needed to be more realistic.

The tax threshold continued to be a concern of the Board. Mr. Richards thought there needed to be a contingency plan in place should some of the considerations not occur, and that it was important to start formulating priorities, basing it upon the result of the November 2005 survey.

Mr. Davis said that in addition to looking at the bond amount, state matching funds and any dollars from the City should also be considered.

Mrs. Cutter would like a facility workshop to work out the details of the modernization considerations.

Mr. Heystek felt that classroom modernization, overcrowding at the high school and the middle school opportunity program were areas that the community would support as they would have the greatest impact on the students.

The Board approved a motion made by Mr. Heystek to adjourn the meeting at 10:40 p.m. which was amended by Mr. Cassidy to 10:50 p.m., and seconded by Mr. Richards by a 6-1 vote. Mrs. Cutter voting no.

Mr. Richards suggested distributing another survey with specific projects in mind to determine the tax threshold, asking the Superintendent to bring back the cost information to the June 29

special meeting.

Mr. Cassidy noted that he had recently spoken to Brad Senden regarding the Board's interest in doing another survey, stating that Mr. Senden didn't think there was enough time nor prudent because the last two were done within a 12-month period. It was the consensus of the board for the Superintendent to bring back cost information with regards to conducting another polling survey to the June 29 Special Board meeting.

In addition, Mr. Cassidy would like to have a more detailed definition on the Performing Arts Center (PAC) with respect to the music classrooms and voc ed. and the status of the availability of the Ford lot, adding that if we moved ahead with the PAC, he would like to see a second quad in front of the building.

It was the consensus of the Board to include a facility workshop on July 5 to address those questions and concerns that were raised and set aside July 13 as a placeholder, as suggested by the Superintendent. First draft language for the resolution would be discussed and developed at the July 18 meeting.

## **INFORMATION ITEMS**

### Educational Services

3.1-I Revision of Exhibit 5125 – Request to Withhold Directory Information Form

The Board received for information revision of Exhibit 5125 – Request to Withhold Directory Information Form as presented.

### Business, Operations and Facilities

4.1-I Miscellaneous Receipts  
Miscellaneous receipts in the amount of \$26,390,221.41 for April 2006 and \$12,643,141.67 for May 2006 have been deposited in the Treasury of Alameda County.

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

- Mrs. Cutter said that a copy of the details of Pacific High sale was sent to Wafaa Aborashed, President of the Davis West Neighborhood Group.

She proposed researching the process of electing Board members at-large, or reducing the number of members to five, as some of the current

members no longer had schools in their trustee area; however only Trustees, Heystek, Cassidy, and her were in favor.

Mrs. Cutter said that she spoke with Robert Brennan from the Chamber, and it was his suggestion, and the Board agreed, that a meeting between Heidi Finberg, Dan Walters, and himself, along with the Superintendent, Assistant Superintendent Leon Glaster, and her be scheduled to explore options and receive feedback regarding the possible November bond, adding that President Cutter would also email the Mayor and City Council for their comments.

- Mr. Davis requested that the Board president send a thank you letter to the Mayor for arranging to have a “Congratulations to the Class of 2006” announcement placed on the Auto Mall sign.

He asked that the District begin collaborating with the City on the “Walk n’ Roll” to school day event which is scheduled for the first week of October, hoping that a few more schools could be involved this coming year.

- Mr. Richards reminded the Board that ROP would not be meeting in the month of July.
- Ms. Perry requested that the meeting be adjourned in memory of Lois McDonald, who served on the District Board for 21 years, adding that she attended her service. She alerted the Board that she will be serving on jury duty on June 29, so she may be a little late for the special meeting at 5 p.m.

She reported attending the Peralta Area PTA annual conference focusing on improving relationships between PTAs and school boards, and the Adult School Even Start Pre-School graduation. Ms. Perry announced that a Policy Committee meeting would need to be scheduled to review and approve the Wellness policies for adoption in July. It was the consensus of the Board, regarding her request, to receive mid-progress reports on expulsions, so that they could be kept abreast of their progress.

She also attended several promotions and graduations, noting that the top 10% of the class at San Leandro High School who were recognized at Senior Recognition had grade point averages of 4.1 and above.

- Mr. Cassidy felt that due to the newspaper articles regarding the legal fees, the district could expect some letters of criticism and if that occurred than the a letter of response should come from the Superintendent. He was very happy with the latest issue of *Focus*, noting the extensive amount of time devoted to developing and reviewing these documents by the Communications Committee and Barbara Reynolds, the Communications Outreach Specialist.

For the record, Mr. Cassidy noted his support of President Cutter's request that the Superintendent research and report back on the possibility or legality of reducing the District's trustees from seven to five, and going to at-large members, asking those, who were not in support, if they felt that the current Board was as effective and truly served the community as well as it could, adding that in his opinion it would be to the best interest of the community to be a 5-member Board.

## **ANNOUNCEMENT**

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

- **Special Meeting – June 29, 2006, 5pm, DO**
- Regular Meeting – July 5, 2006
- Regular Meeting – July 18, 2006
- Regular Meeting – August 1, 2006
- Regular Meeting – August 15, 2006
- Regular Meeting – September 6, 2006
- Regular Meeting – September 19, 2006
- Regular Meeting – October 3, 2006
- Regular Meeting – October 17, 2006
- Regular Meeting – November 7, 2006
- Regular Meeting – November 21, 2006
- Regular Meeting – December 5, 2006
- Regular Meeting – December 19, 2006
- Regular Meeting – January 17, 2007
- Regular Meeting – February 6, 2007
- Regular Meeting – February 21, 2007
- 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 Mr. Heystek and seconded by Mr. Richards, the Board adjourned the meeting at 10:50 p.m. in memory of former Board member, Lois McDonald, who will be remember for her service, by a 7-0 vote.

Respectfully submitted,

Lisa Hague, Clerk