

SAN LEANDRO UNIFIED SCHOOL DISTRICT
SAN LEANDRO, CALIFORNIA
www.sanleandro.k12.ca.us

REGULAR MEETING OF THE BOARD OF EDUCATION - MINUTES

July 20, 2005

The Board of Education of the San Leandro Unified School District met in regular session on July 20, 2005, in the San Leandro Unified School District Administrative Office located at 14735 Juniper Street, San Leandro, California.

The meeting was called to order at 6:07 p.m. by President Pauline Cutter.

BOARD MEMBERS PRESENT

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

DISTRICT STAFF PRESENT

Christine Lim, Superintendent
Leon Glaster, Assistant Superintendent
Michael Martinez, 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 6:08 p.m., the Board went into closed session for Public Employee Performance Evaluation, Title: Superintendent's Evaluation. The closed session was adjourned at 7:25 p.m.

The Board returned to open session at 7:30 p.m. President Cutter said the Board had been in closed session and no action was taken.

APPROVAL OF AGENDA

On a motion made by Mr. Richards and seconded by Ms. Perry, the Board approved the agenda for the regular meeting of July 20, 2005 by a 6-0 vote. Mr. Davis was not present for the vote.

PRESENTATIONS

- * Assistant Superintendent for Human Resources, Mike Martinez, provided the Board with a presentation concerning the No Child Left Behind Act (NCLB) and its effect upon the 6th grade program at the middle school. Belen Magers, newly appointed John Muir Principal, and Assistant Principal, Jane Abelee were also in attendance to respond to any questions regarding the 6th grade program at John Muir and Bancroft middle schools.

Mr. Martinez explained that the presentation was in response to questions generated by the Board regarding NCLB and specifically how it relates to the 6th grade program at the middle schools.

He briefly reviewed how teachers become “highly qualified” teachers and NCLB compliant, stating that NCLB identifies teachers in two classifications: “new teacher”, those who received credentials after July 1, 2002; and “not new teacher”, those holding a credential issued before July 1, 2002. The “new teacher” becomes NCLB compliant by examination only. There are two options at the elementary level for the “not new teacher”: (1) pass the CSET (or any other national examination); and (2) you are HOUSSEd (Highly Objective Uniform State Standard of Evaluation). The “not new teacher” at the middle and high school levels have several options to demonstrate subject matter competence such as participation in an approved credential program; has a major in a CORE area; a major equivalent in a CORE area (enough units in that area); degree in the CORE area; is national board certified in the CORE area; and/or has completed the HOUSSSEing process.

Mr. Martinez clarified that the District’s 6th grade program structure is the same as it has been in the past, offering Math, P.E., Social Science, Science/Electives and a two period CORE of English/Writing.

He explained the significance of a five period CORE (which our District offers, compared to a six period CORE which is offered by other school districts in Alameda County) sharing a chart showing number of periods taught, issues/differences between the CORE offerings, and 6th grade designation, explaining that by our District designating 6th grade as secondary, it was not necessary to go through a lay off process; and all students maintained a full CORE program (which the principals felt was the least disruptive program for students).

Mrs. Hague asked what the subject of the fifth period would be with a teacher teaching five periods in a single-subject secondary designation. Ms. Magers and Ms. Abelee said it would be Science/Elective; in an elementary designation, it would have to be the same subject/grade level.

Mrs. Cutter reiterated that students in our District have six periods, two with the same teacher and one teacher for Math, PE, Social Science and Science/Electives.

Mr. Martinez updated the Board on the status of temporary teachers, stating that since the March 17 presentation, all administrative transfers and all teachers on a leave of absence had been placed; and continuing to place vacancies; and interviews of permanent and probationary teachers who indicated a desire to transfer were ongoing. Of those temporary teachers being hired back, only one full time and one part-time credentialed and NCLB complainant elementary temporary teacher have yet to be placed.

Responding to Mrs. Cutter, Ms. Abelee reiterated that the District's CORE model is continuing because academically it is the best program for the students at the middle school, specifically explaining the program at Muir.

Mrs. Hague asked for clarification regarding the "unbraiding" at Bancroft. Ms. Abelee explained it was a 7th grade English/history CORE. Mr. Martinez confirmed for Mrs. Hague that at the 6th grade level fully credential English 6th grade teachers have been hired for these blocks.

Mr. Cassidy asked if math teachers only taught math or did they teach other subjects at the same time. Ms. Magers said that at both Muir and Bancroft those teachers had a single-subject credential in math and were only teaching math.

Mr. Cassidy stated that because there has been so much publicity regarding the high school performance it had been his experience, this year as a Board member, that this had been somewhat overstated and that the real issues were that the kids who were having problems in high school were developing them in middle school. He was interested in how the District was addressing those students who are structurally deficient in their performances at the middle school level, and what progress had been made.

President Cutter thanked Mr. Martinez for the presentation.

PUBLIC TESTIMONY ON NON-AGENDA ITEMS

None

REPORTS

- 1) Correspondence – Clerk Davis reported receipt of an email from Brenda regarding her son’s placement.
- 2) Superintendent’s Report – Superintendent Chris Lim reported that Friday, July 22, staff would be attending the School Services of California “*Annual School Finance and Management Conference*” in Santa Clara.
- 3) Board Committee Reports
 - Communication –Mr. Cassidy reported that the committee has been meeting twice a month with the purpose of reinvigorating the Board in improving its communications as well as focusing on a revenue enhancement measure if the Board chose to do so. He handed out a list of committee projects stating that the committee would be meeting on Monday, June 25, and welcomed any feedback from the Board.

Other matters discussed included:

- How the work of Fern Tiger fits into the broader goals of the District, specifically the Strategic Plan and the need to create a new vision for the District, including developing a new Strategic Plan in 2006-2007
- A school district newsletter for district updates focusing on a specific school, suggesting that the District retain Fern Tiger to develop a newsletter with the first issue focusing on the Measure A Update (which would be paid from bond funds) and mail it out to the community; then the District could continue writing a newsletter with the templete created
- Phase I and Phase II of the engagement process looking to discuss a meeting schedule at the next communication meeting including scheduling a large number of smaller meetings in September, October, and November
- Brad Senden from The Center for Community Opinion, the polling company used in 2004, shared parcel/bond measure strategies. It was Mr. Senden’s recommendation to use the June 2004 poll results as a base line and then wait until after the November election special election to proceed

The Board was interested in the targeted recipients of the newsletter.

Mr. Cassidy would like it mailed to only registered voters; however cost comparisons would be needed.

Ms. Perry and Mrs. Hague both felt that it made more sense to distribute to all residents due to the changing community where many residents, who may be interested in schools, and District parents may not be registered voters.

- City/District Liaison- Mr. Heystek reported that they met on July 14 and discussed three items:
 - (1) Update on School Facilities on Summer Projects - Mr. Glaster provided the City with list of projects that the District has undertaken so that the City is better prepared to address any concerns;
 - (2) Update on the Implementation of the Walk and Bike to School Day event on October 5, 2005. The discussion centered around having one school be the host of this effort and then rotate other schools annually, adding that Trustee Davis and Mayor Young and him sit on the sub committee that will develop a plan addressing one school (he suggested Wilson) focusing on multiple purposes, such as encouraging walking to school, thus reducing pollution, and encouraging pedestrian safety by providing documented routes identified as the ideal routes to take when walking to the schools. Jim Smith, Outreach Coordinator, from the Bay Area Air Quality Management District (Air District) who has worked very successfully with other communities on coordinating walk/bike school days activities made a brief presentation. The subcommittee will be meeting with staff, City Manager, Superintendent as well as the Air District to develop a plan and then recruit Board and City Councils members to be active in the program.

Mrs. Hague suggested that school site PTAs and Dads' Club could also offer incentives to classes with highest percentage of participation.

Ms. Perry thought the City still had materials on how to be safe when walking to school which could be given to students.

Because he felt it was important that this be an equitable effort, Mr. Cassidy suggested promoting the event by stating that the selected school was going to be a "test case" and then a districtwide activity would be planned for the spring.

It was Superintendent Lim's thought that this would be a districtwide effort featuring one school. She said she planned on announcing the districtwide event at the principals' institute on August 15, put it on the master calendar, adding that this was an equity issue and everyone should have the same awareness.

Mrs. Cutter's suggestion was to not only target students walking to school but also those who are waiting to pick up those students.

(3) Potential Joint Use Projects was the final item that the committee discussed which was brought forward from the Joint City/District meeting on June 27. The committee reviewed the 2001 joint list, which Mr. Heystek would provide copies to the Board, noting that a lot of those projects had been either addressed, accomplished, or dealt with in some way such as a library cooperative system; school safety

improvement (pick up/drop off cut outs at San Leandro High); park improvements at Toyan, McCartney, and Floresta; and upgrades at Farrelly Pool, suggesting that this information needed to be packaged in a report and updated for everyone.

Mr. Cassidy requested a copy of the 2001 report as well as a 2005 update. Mr. Heystek said he would be happy to work with the City staff to develop a matrix type document.

- Facilities/Technology – Mrs. Cutter reported that the committee met on June 30 and discussed the selection of a construction management firm, and use of facilities rate. The committee received information regarding facilities rates in other Districts and discussed increasing the fees and facilities maintenance coverage.

Mr. Davis added that they wanted staff to look at the cost of full facility coverage by appropriate staff.

- Alameda Count School Boards Association – Ms. Perry reported that the committee would be meeting on July 21 to finalize the programs for coming year. The first meeting will focus on those ballots initiatives in November that will affect schools. As Vice President and program chair, she is working with the League of Women Voters to have a joint program and secure speakers from the Governor’s office.
- San Leandro Collaborative – Mr. Heystek reminded the Board that intense planning for the “The Healthy Families for Life” Community Faire was underway and would be on September 24 from 10-3 p.m. at the Bayfair Center.

Prior to approving the Consent Calendar, Assistant Superintendent Leon Glaster, asked to pull 4.6-C, Bid Award for Remodel and Renovation of Library Media Center at Roosevelt Elementary School, and 4.8-C, Bid Award for Manufacture and Installation of Casework at Jefferson Elementary School because bids were not received. Ads will be placed in the newspaper on July 23 and July 30 with bid openings scheduled for August 2; DSA plan approval and back check; bringing the selection of the contractor to the August 9 Board meeting.

Mr. Glaster provided back-up material for Consent Items 4.4-C; 4.5-C and 4.7-C which were also pulled, so that names of the lowest responsible bidder could be added to the motion.

Mr. Glaster also handed out copies of the letter that was distributed to the residents in the area of Bancroft and John Muir Middle Schools informing them of the upcoming construction in their area.

Mr. Cassidy suggested that the Board continue to receive any correspondence that is distributed to the residents regarding District construction projects.

CONSENT ITEMS

General Services

- 1.1-C Approval of Board Minutes – June 7, 2005
- 1.2-C Approval of Board Minutes – June 21, 2005
- 1.3-C Approval of Board Minutes – June 30, 2005

Human Resources

- 2.1-C Acceptance of Personnel Report
- 2.2-C Renewal of Student Teaching Agreements
- 2.3-C Resolution #05-36, Authorizing Certificated Staff to Teach with a Variable Term Waiver

Educational Services

- 3.1-C Educsoft Data Management Contract
- 3.2-C Non-Public School Contracts
- 3.3-C English Language Acquisition Program

Business, Operations and Facilities

- 4.1-C Ratification of Payroll
- 4.2-C Approval of Warrants
- 4.3-C Resolution #05-25 to Declare Certain Equipment Surplus and/or Obsolete
- 4.9-C Change Order #15, Jefferson Elementary School – Increment II
- 4.10-C Change Order #01, John Muir Middle School Site Improvement Project

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

4.4-C Bid Award for Renovation and Replacement of Interior Finishes at Bancroft Middle School

On a motion made by Mr. Heystek and seconded by Mr. Davis, the Board approved to award Bid Package No. 05-09, Renovation and Replacement of Interior Finishes at Bancroft Middle School, to Gold Spring International, Inc., the lowest responsive and responsible bidder as determined by the public bid opening on July 20, 2005 at 1 p.m. by a 7-0 vote.

4.5-C Bid Award for Renovation and Replacement of Interior Finishes and Interior and Exterior Light Fixtures at John Muir Middle School

On a motion made by Mr. Heystek and seconded by Ms. Perry, the Board approved to award Bid Package No. 05-08, Renovation and Replacement of Interior Finishes and Interior and Exterior Light Fixtures at John Muir Middle School, to Eternal Construction, Inc, the lowest responsive and responsible bidder as determined by the public bid opening on July 20, 2005 at 10:00 a.m. by a 7-0 vote.

4.7-C Bid Award for Site Improvements at James Madison Elementary School

On a motion made by Mr. Heystek and seconded by Mr. Richards, the Board approved to award Bid Package No. 05-03, Site Improvements at James Madison Elementary, to Meadows Construction Services, Inc., the lowest responsive and responsible bidder as determined by the public bid opening on July 20, 2005 at 10 a.m. by a 7-0 vote.

Following the vote, Mr. Glaster thanked Michael Murphy, Director of Facilities and Operations, Katema Slocum, and Elizabeth Cardoso for the outstanding job with the bid process.

CONFERENCE ITEMS

General Services

1.1-CF Revised Board Bylaws 9100, Organization: Annual Organizational Meeting

The Board discussed and considered adopting the revisions to Board Bylaws 9100, Organization: Annual Organizational Meeting, as presented.

Mr. Davis explained that originally, in an effort to establish continuity between the leadership, he had suggested an automatic succession of officers. After discussion at a Board meeting, the issue was referred to the Policy Committee. Since that time, due to the change in the role of the vice president, he revised his request to the Vice President/President only and proposed the following new language regarding the succession of leadership which was being forwarded by the Policy Committee:

“It is the intent of the Board to ensure the continuity of the Board leadership through the succession of the current vice-president to the president at the annual organization meeting.”

Ms. Perry felt that it was unnecessary, at this point in time, to add this into policy language as the Board had the right to be flexible in electing officers.

The discussion continued, focusing on the “intent” of the proposed wording and Castro Valley’s policy.

Mr. Cassidy said that the proposed language was an expression of intent but it didn’t create any binding obligations to the Board, which he would have opposed. He was interested in knowing what other Districts had this language and what was San Leandro’s past history.

Mr. Davis explained that Castro Valley had this language in their policy and Mr. Heystek recalled that San Leandro had more of a custom or rotation succession i.e. “moving up the line”.

While appearing to be a procedurally mutual change, Mr. Cassidy thought the Board’s decision in November requiring completion of the California School Board Association’s (CSBA) Board Presidents’ Workshop prior to serving as Board president served as a political agenda; however he now knows that this is also a requirement in

Castro Valley. While he appreciated the concern to depoliticize the process, the fact that it's no longer automatic and it's still within the Board's discretion when the vote occurs, he supported the additional language.

Mr. Heystek said it was his intent that the most qualified, dedicated and committed person to the Board should be president and thus did not support the language adding that it should be a merit-based process. He felt that the best thing that the Board could do to ensure continuity in effective governance and emulate Castro Valley would be to have the same cadre of Board members for more than a year. (Castro Valley has had the same Board for approximately ten years).

Mr. Richards said that he never supported a true rotational process; however there needed to be stability in the leadership. Regardless of the language, it is up to the Board to decide the presidency and therefore was not opposed to the language.

Mrs. Cutter disagreed with Trustee Cassidy, stating that she felt the proposed language made it political and she would not be supporting this revision.

Not having the history of San Leandro or Castro Valley, Mrs. Hague thought the previous actions taken (completion of the California School Boards Association (CSBA) Board Presidents' Workshop as a requirement for president and the changing role of the vice president) justified the additional language.

Trustees Richards, Cassidy, and Hague concurred that regardless of the language it did not make the process automatic, stating that the Board would still make the final decision on who held the office of president.

On a motion made by Mr. Davis and seconded by Mr. Richards, the Board approved the revised Board Bylaw 9100, Organization: Annual Organizational Meeting with the addition of the following language regarding the succession of leadership: *"It is the intent of the Board to ensure the continuity of the Board leadership through the succession of the current vice-president to the president at the annual organization meeting"* by a 4-3 vote. Trustees Cassidy, Davis, Hague and Richards voting aye. Trustees Cutter, Heystek, and Perry voting no.

ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS

- Mrs. Hague said that her daughter was enjoying the reinstated Summer Music Program at Bancroft and invited everyone to the performance on Friday, July 29 which should be a “Disney spectacular”. She will email the time of the concert to everyone.
- Ms Perry thanked Mr. Glaster, Mr. Murphy and all those for their quick response in distributing letters to the Muir community about the construction.
- Mr. Cassidy echoed Trustee Perry’s thanks and raised the following issues and concerns:
 1. Residency Verification Requirements: After speaking with the Superintendent and sharing his thoughts, she said that this issue would be brought back to the Board at the second meeting in August. Mr. Cassidy suggested that Board members provide any additional comments on the former procedures to the Superintendent, adding that after attending meetings at the Broadmoor Homeowners’ Association and the Estudillo Homeowners’ Association there was still the perception that there are children in the District whose parents have falsified their residency.
 2. Possibly rescheduling the August 9 Board meeting as Trustee Davis and him will be unable to attend;
 3. Setting of Board Goals: He would like the Board president to schedule a meeting for Board discussion sometime in August so that the goals will be finalized Sept. 1, in conjunction with the beginning of the school year;
 4. Assistant Superintendent of Ed. Services Hiring Process: He had concerns that it appeared to him that a member of the interview panel would be reporting directly to the new person, and he didn’t think that was a good dynamic;
 5. He attended two homeowners meetings with Trustee Perry attending the second meeting. The focus of both meetings was on the parcel tax and educating the community as to the fiscal realities of the District and state. He encouraged all Board members to attend their homeowners’ meetings. He will be attending the Mulford Gardens’ Association in August and invited one additional Board member to join him;
 6. He had concerns around the number of combination classes scheduled for next year at McKinley as well as the number of students in the science labs at the high school (hoping the District wasn’t doing anything that would jeopardize student safety), and asked that the Superintendent update the Board at the next meeting;
 7. Interaction Programs at Chabot College: He shared that he has had periodic conversations with Chabot College Trustee Isabelle Divorsky regarding possible interaction programs between our high school students and Chabot as well as her desire to meet with the Superintendent and Board trustees. His felt that Chabot was a fabulous

resource and might be a way to create better opportunities for high school students as well as improve the academic environment;

8. He distributed copies of two articles, one by opinion writer, Peter Schrag, from the Sacramento Bee regarding No Child Left Behind (NCLB) and accountability, and the other from the Eastbay Express addressing an Oakland school where the sanctions of NCLB are coming into play.
- Mr. Davis asked what efforts were being made with regards to “spam” on the District’s email. Mr. Glaster said that a complete upgrading of the system with spam upgrades should be completed in about three to four weeks. Following Trustee Davis’ suggestion, it was the consensus of the Board to have him research the cost of ordering shirts or jackets with the District logo so Trustees could wear them at community events. Mr. Cassidy was also interested in having Board stationery.
 - Mrs. Cutter noticed that in the revised AR 5125.1(a), Release of Directory Information, her suggestion of explicitly stating that information is released to profit-making entities for the sole purpose of student interest (i.e. Jostens, and school photographers) was not included in the policy and exhibit and should be added.

The Board discussed rescheduling the next Board meeting to August 2 because two members would not be available on August 9.

Superintendent Lim shared the following areas that would be affected by rescheduling of the meeting

- Last day of interviews for the Assistant Superintendent of Ed. Services was August 2 and visitations and verification of the candidate would still be needed before bring it to the Board
- Presentation on the California High School Exit Exam (CAHSEE) results would not be ready for the August 2 Board meeting

Ms. Perry added that the re-bidding award process noted by Assistant Superintendent Leon Glaster for the remodel and renovation of the Library Media Center at Roosevelt Elementary School and for manufacture and installation of casework at Jefferson Elementary School would from August 2-7 with Board approval scheduled for August 9.

President Cutter polled the Board members to see their availability for August 2 and 3.

Ms. Perry reminded the Board that it takes four affirmative votes, no matter how many members in attendance, in order for the Board to pass any measure. Mr. Cassidy felt it was important that all members be present for the discussion regarding the contract issues for the Superintendent and Assistant Superintendents of Business Services and Human Resources and suggested moving those three items to the August 23 meeting.

Ms. Perry wanted to be sure that by delaying that discussion we were not violating the contract of those employees.

Due to the time constraints previously noted by the Superintendent and Trustee Perry, it was the consensus of the Board to meet on August 9 at the District Office; however the discussion regarding contract issues of the Superintendent, Assistant Superintendent of Business Services, and Assistant Superintendent of Human Resources would be scheduled for the August 23 Board meeting when all members would be available.

The Board went into closed session at 9:30 p.m.

ANNOUNCEMENT

Future Board of Education Meetings

- **Regular Meeting – August 9, 2005**
- Regular Meeting – August 23, 2005
- Regular Meeting – September 7, 2005
- Regular Meeting – September 20, 2005
- Regular Meeting – October 4, 2005
- Regular Meeting – October 18, 2005
- Regular Meeting – November 1, 2005
- Regular Meeting – November 15, 2005
- Regular Meeting – December 6, 2005
- Regular Meeting – December 13, 2005
- **Regular Meeting – January 9, 2006 (Monday)**
- Regular Meeting – January 17, 2006
- Regular Meeting – February 7, 2006
- **Regular Meeting – February 22, 2006 (Wednesday)**
- Regular Meeting – March 7, 2006
- Regular Meeting – March 21, 2006
- Regular Meeting – April 4, 2006
- Regular Meeting – April 18, 2006
- Regular Meeting – May 2, 2006
- Regular Meeting – May 16, 2006
- Regular Meeting – June 6, 2006
- Regular Meeting – June 20, 2006

ADJOURNMENT

The Board returned to open session at 10:42 p.m. President Cutter said that Board had been in closed session and no action was taken.

On a motion made by Mr. Davis and seconded by Mr. Cassidy, the Board adjourned the meeting at 10:43 p.m. by a 7-0 vote.

Respectfully submitted,

Superintendent Christine Lim, Secretary