

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

July 26, 2007

The Board of Education of the San Leandro Unified School District met in regular session on July 26, 2007, in the San Leandro City Council Chambers, 835 East 14th Street, San Leandro, California.

The meeting was called to order at 6 p.m. by President Rick Richards.

BOARD MEMBERS PRESENT

Mrs. Pauline Cutter
Mr. Ray Davis
Mrs. Lisa Hague
Mr. Mike Katz-Lacabe
Ms. Linda Perry, Clerk
Mr. Stephen Cassidy, Vice President
Mr. T.W. "Rick" Richards, President

DISTRICT STAFF PRESENT

Christine Lim, 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 Discipline/Dismissal/Release, Public Employee Appointment – Title: Coordinator, Special Education, Conference with Real Property Negotiator – Property(ies), pursuant to Government Code Sections 54957, and 54956.8. Trustee Perry recused herself from the closed session discussion regarding property(ies). The closed session was adjourned at 7 p.m.

The Board returned to open session at 7:02 p.m. with the Pledge of Allegiance to the Flag led by Director of Measure B and Bond Projects, Michael Murphy.

President Richards said the Board had been in closed session and had taken the following action:

- On a motion made by Mrs. Cutter and seconded Ms. Perry, the Board appointed Samuel Goldman as Coordinator, Special Services, by a 7-0 vote.

APPROVAL OF AGENDA

Prior to the approval of the agenda, Mr. Cassidy said that he would be voting “no” to approve, raising concern regarding the procedure following a vote that was taken during closed session at the last Board meeting regarding the Superintendent’s Evaluation. It was his understanding that because there had been a discussion and motion, resulting in a “tie vote” (as Mrs. Cutter was not present for the vote), the discussion would have continued at the next Board meeting, and that what occurred would have been reported out in open session.

Trustee Perry said that in the event of a “tie-vote” Robert’s Rules of Order maintains that the motion would be lost as a majority was not reached, adding that a vote to reconsider bringing the item to the next meeting would have needed to occur, which did not happen. Mr. Richards thought that the item was not an official action item, but rather a consensus item, with Mrs. Cutter further explaining that a decision is reported out in open session, only if a consensus is met.

On a motion made by Mr. Davis and seconded by Mrs. Hague, the Board approved the agenda for the regular meeting of July 26, 2007, by a 6-1 vote. Trustee Cassidy voting no.

PRESENTATIONS

- * Emily Kaplan, grant writer for the District, provided the Board with an overview of the Career Technical Education (CTE) Plans to be submitted to the California Department of Education (CDE) as part of the five grant applications related to the Career Technical Education (CTE)/Industrial Arts programs in the areas of metal, auto, wood, multi media and business and marketing for a total of approximately \$8.5 million. These five grant applications are part of the District’s efforts to maximize Measure B Bond funds by seeking state matching funds.

Using the woodworking program as an example, she explained that the plan elements were broken down into four sections A-D, requiring districts to:

- Describe the CTE plan, including the rationale for the requested modification, reconfiguration, new construction or equipment, and identify the industry sector and prove that we actually need these jobs.
- Identify the membership of the advisory committee required pursuant to Education Code Section 8070 and each member's affiliation and contact information.
- Describe how the school is committed to ensuring that all students are given the opportunity to participate in CTE programs, activities and experiences.
- Describe how the CTE program includes Industry-validated certifications, State Board of Education - adopted CTE standards, a sequence of CTE courses, and career pathways.

Ms. Kaplan reported that districts who want to be considered for the first funding cycle must have applications to the state no later than Friday, August 3, 2007, with scoring results being mailed to the LEAs by Thursday, September 27, 2007. The second funding cycle has an application deadline of Friday, February 1, 2008, and scoring results will be mailed to LEAs by Thursday, March 27, 2008.

The Board thanked Ms. Kaplan and staff for the amazing job in bringing the information forward. In addition to clarifying the funding timeline, staff answered other questions raised by the Board.

Mr. Katz appreciated the specific explanations of what criteria the District was trying to meet. He asked how Voice-Over-Internet-Protocol (VOIP) would benefit and fit into CTE, as VOIP only refers to "high tech phones", and is separate from the internet. He suggested changing that activity to internet service in all the CTE plans.

Mr. Cassidy appreciated incorporating commentaries from local businesses and union officials into the plans, making San Leandro's application stand out over the competition. He found it interesting that San Leandro High School was the only high school in Alameda County with a metal shop program.

Responding to Mr. Cassidy, Mr. Murphy, Ms. Kaplan, and San Leandro High School Associate Principal Linda Granger provided further details regarding the rationale for the location of the marketing program and the need to have a few portables as noted in the marketing application.

Mr. Cassidy mentioned an article “Retooling Voc Ed”, that appeared in a recent California Schools publication, focusing on the new trends in career technical education in California and emphasizing that it’s another way of making high school relevant to our students.

Ms. Perry was impressed with the statistics and the student demographics; however, raised concern about the effects scoring and competitiveness may have on districts with some programs that are “out of the box” from the normal CTE umbrella (such as San Leandro Unified).

PUBLIC TESTIMONY ON NON-AGENDA ITEMS

- Billy Campbell, Teamsters’ representative, commended Mr. Cassidy for his “Letter to the Editor” that appeared in the San Leandro Times on July 26, 2007, voicing his dismay at Waste Management’s decision to lock out its drivers and equipment operators, resulting in a devastating financial blow to over 500 employees.

PUBLIC HEARING

Prior to each public hearing, President Richards read the following legal statement:

“Pursuant to Board Policies 4143.1 and 4143.2, all initial bargaining proposals between the District and the exclusive representative of its bargaining units relating to matters within the scope of bargaining must be presented at one or more public hearings and the public given the opportunity to express itself on the proposals before negotiations begin.

Copies of the initial proposals exchanged by the San Leandro Teachers’ Association and the San Leandro Unified School District; as well as the initial proposals exchanged by the Teamsters and the San Leandro Unified School District; were presented at the public meeting on June 19, 2007. Copies of these proposals have been available at the human resources offices since that date.

We will now provide the public with another opportunity to comment upon the proposals and accept the initial proposals of the exclusive representatives”.

1. A public hearing was conducted regarding the San Leandro Unified School District Initial Proposals to the San Leandro Teachers’ Association (SLTA).

On a motion made by Mr. Davis and seconded by Mr. Katz, the Board opened the public hearing regarding the San Leandro Unified School District Initial Proposals to the San Leandro Teachers’ Association (SLTA) by a 7-0 vote.

No comments were received from the audience.

On a motion made by Mr. Davis and seconded by Mrs. Hague, the Board closed the public hearing regarding the San Leandro Unified School District Initial Proposals to the San Leandro Teachers' Association (SLTA) by a 7-0 vote.

2. A public hearing was conducted regarding the San Leandro Teachers' Association (SLTA) Initial Proposals to the San Leandro Unified School District.

On a motion made by Ms. Perry and seconded by Mr. Davis, the Board opened the public hearing regarding the San Leandro Teachers' Association (SLTA) Initial Proposals to the San Leandro Unified School District by a 7-0 vote.

No comments were received from the audience.

On a motion made by Ms. Perry and seconded by Mrs. Cutter, the Board closed the public hearing regarding the San Leandro Teachers' Association (SLTA) Initial Proposals to the San Leandro Unified School District by a 7-0 vote.

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

On a motion made by Mr. Davis and seconded by Mrs. Hague, the Board opened the public hearing regarding San Leandro Unified School District Initial Proposals to the Teamsters' Union Local No. 856/Alameda Building Trades Council by a 7-0 vote.

No comments were received from the audience.

On a motion made by Mrs. Cutter and seconded by Mr. Davis, the Board closed the public hearing regarding San Leandro Unified School District Initial Proposals to the Teamsters' Union Local No. 856/Alameda Building Trades Council by a 7-0 vote

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

On a motion made by Mrs. Cutter and seconded by Ms. Perry, the Board opened the public hearing regarding the Teamsters' Union Local No.

856/Alameda Building Trades Council Initial Proposals to the San Leandro Unified School District by a 7-0 vote.

No comments were received from the audience.

On a motion made by Mrs. Hague and seconded by Ms. Perry, the Board closed the public hearing regarding the Teamsters' Union Local No.

856/Alameda Building Trades Council Initial Proposals to the San Leandro Unified School District by a 7-0 vote.

REPORTS

- 1) Correspondence – Clerk Perry reported receipt of the following emails between June 20-July 26, 2007, from Jill Raimondi regarding memo from concerned parents at Bancroft; from Jeni Engler regarding San Leandro High School block schedule; from Mike Mandel regarding school snacks; from Michele Felarca regarding open enrollment; from Margarita Lacabe regarding free movie screening: “Daddy & Papa and Both My Moms’ Names are Judy”; from Dan Martin regarding LA Times “Nipping Bias in the Bud”; from Gerald Shovlin regarding Budget Alert – GATE Funding; from Gregory Mandell (2 emails); from Sheila Jordan regarding EBMUD – proposed changes to rates; and from Morgan Mack-Rose regarding safe schools poster.

- 2) Superintendent’s Report – Superintendent Lim reported that a Leadership Summit was conducted on Monday, July 23, 2007, where San Leandro High School Principal Amy Furtado met with Steering Committee reps, union leadership, 9th Grade Campus Conceptual Design Team members Alan Koisumi and Ellen Muir, Assistant Superintendent Cindy Cathey, Communications Outreach Specialist Robin Michel, and her to discuss the 9th grade campus compressed schedule for the design process. The Steering Committee (which will be expanded to 30-35 members) will have their first meeting on August 8 where staff will present two design options to the team. Subsequently, the team will meet again on August 22, 6 p.m. in Conference Room 1 at the District office to make “minor” design changes. Staff will then make a presentation to the Board on September 5 at 7 p.m. The Superintendent noted that a copy of the compressed design schedule would also be placed on the website. She also announced that Ms. Cathey was able to recruit three neighbors of the high school to be part of the Steering Committee, she had enlisted City staff members, and that the principal was working with students in this effort.

The Superintendent commended Ms. Furtado for her stellar leadership in this process. She said that she recently spoke with City Manager John Jermanis regarding traffic in that neighborhood, and emphasized that the District is “on the road to great things for the 9th grade campus.”

Mr. Cassidy asked how many teachers were on the Steering Committee.

Ms. Furtado said that in addition to having representation from every department, two additional SLTA representatives were among the members of the Steering Committee.

Ms. Perry stressed the importance of community outreach and keeping them abreast of the process and that the meetings are open to the public.

Mrs. Cutter added that it was essential that the Board be updated along the way, noting that forwarding meeting minutes to them has been very helpful in the past.

3) Board Committee Reports

- Communication - Mr. Katz reported that the committee met this morning, July 26 and discussed the District's automated mailing list "Constant Contact", which he was proud to announce was in place, so that the community could now automatically sign-up and select a publication they wish to receive from the District on an on-going basis. A high school open house to include the community in Feb. 2008, and ways to convey information regarding Measure B on an ongoing basis were also discussed.

Mrs. Cutter added that the committee would be looking at drafting a newsletter to be shared with the public regarding several different subject matters in the near future.

- Policy- Ms. Perry reported that the committee met on July 23 and was bringing forward Exhibit (3) 5145.3 Nondiscrimination/Harassment (Elementary Safe Schools Poster) for Board consideration and approval, and for information, revisions to E(1) 1312.4, E(2) 1312.4 (a-b), Williams Lawsuit Uniform Complaint Procedures.
- City/District Liaison – Mr. Cassidy said that the committee met on July 23 and provided the following report:

Bike/Walk to School Day: Mr. Davis said that the City was once again interested in participating and that Superintendent Lim would be determining what schools would be included.

Transit Oriented Development (TOD): The District's perspective and impact to the schools was shared, with Mr. Cassidy noting that a response to the District's comment letter from the City was forthcoming.

Safe Passages and the Youth Ventures Joint Powers Authority: The Superintendent will follow-up with program representatives.

Arts Education Center (AEC): The City Manager shared two possible revenue streams for possible state grants that may assist the District and confirmed that a letter in response to President Richards' communication would be coming to the District. There was also a discussion on whether the District is setting the developer fees at the maximum amount. The Superintendent will follow-up.

Burrell Field: This topic will be brought back to the next meeting. It was announced that a meeting had been scheduled for August 8, 6:30 pm. at the Englander to discuss this issue.

Joint Meeting of City of San Leandro, San Leandro Unified and San Lorenzo Unified School District Liaison Committees: Tentatively, the City of San Leandro, and the San Leandro Unified and San Lorenzo Unified School District Liaison Committees will meet jointly in September to discuss some issues such as Shape-Up San Leandro, Safe Passages etc. It is hoped that eventually a meeting of the entire boards and City Council will be planned.

Shape-Up San Leandro: Councilmember Gregory is looking into funding options. Councilmember Grant suggested that a task force be formed (including Councilmember Gregory and Trustee Katz) to work with the City Manager and Superintendent to look into the development of this program.

Mr. Cassidy also reported that Mayor Santos suggested converting City property into school district administrative offices, which would allow the current District site to be turned over to a school.

Following the report Mr. Davis commented that with regards to the Arts Education Center, Mayor Santos raised the idea of prohibiting high school students who live within a 10-block radius of the high school from parking on the campus. Mr. Cassidy suggested converting the gym at the 9th grade campus to a joint use facility. Ms. Perry clarified that a detailed improvement plan for Burrell Field was jointly developed by the City and District in Sept. 2002, but because of funding it wasn't pursued. Mr. Cassidy asked that a copy of the final report be forwarded to the Board, and, at the discretion of the Superintendent, to interested community members.

4) Board Representatives' Reports

- Alameda County School Boards Assn. – Ms. Perry reported that the Association met at the end of June and reviewed the programs for next year and the election of officers. Despite being asked to continue as president, she declined, adding that Denis King from Dublin will be

president, and Nancy Skinner, secretary. Their first meeting will be September 20 (3rd Thursday) at 7 p.m. at the Alameda County Office of Education where the California School Boards Association will present a training for student board members.

CONSENT ITEMS

Trustee Katz asked that 1.4-C be pulled from the Consent Calendar, and Trustee Cassidy asked that 1.2-C and 4.4-C also be pulled.

General Services

1.1-C Approval of Board Minutes – May 7, 2007

1.3-C Approval of Board Minutes – June 5, 2007

Human Resources

2.1-C Acceptance of Personnel Report

2.2-C Renewal of Student Teaching Agreements

Educational Services

3.1-C Acceptance of Donations

3.2-C School site Plan for Student Achievement for San Leandro High School

3.3-C Memorandum of Understanding (MOU) Between R.T. Fisher and San Leandro Unified School District for the ASES Program

3.4-C San Leandro High School Academy of Media (SLAM) Career Technology Education (CTE) Plan

3.5-C San Leandro High School Academy of Business/Marketing Program Career Technology Education (CTE) Plan

3.6-C San Leandro High School Wood Career Technology Education (CTE) Plan

3.7-C San Leandro High School Metal Career Technology Education (CTE) Plan

3.8-C San Leandro High School Automotive Career Technology Education (CTE) Plan

Business Operations

- 4.1-C Ratification of Payroll for June 2007
- 4.2-C Approval of Bill Warrants
- 4.3-C Intra-Budget Transfers for May 2007

Facilities and Construction

- 5.1-C Architectural Design Services Contract with Jeffery Wong for the Adult School Phase Three

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

- 1.2-C Approval of Board Minutes – June 4, 2007

Mr. Cassidy said that on page three of the minutes there didn't seem to be any balance between the negative comments noted in paragraph two and the reason why the Board took the action they did in paragraph three.

Ms. Perry believed that the second paragraph appeared to be Trustee Hague's and her report on what transpired at the City/District Liaison Committee and that the third paragraph actually referred to the Board's decision to send a letter to the City asking them to consider supporting a 550-seat Arts Education Center theatre.

Following the explanation, the Board decided that "*Despite this revelation*" should be replaced with "*There was consensus*" and that paragraph three of page three of the June 4 minutes should read "*There was consensus of the Board to, not only increase the seating capacity to a 550-seat theatre, but to not give up on the City.*"

On a motion made by Mr. Davis and seconded by Mrs. Hague, the Board approved the minutes of the June 4, 2007, Board meeting, as amended, by a 7-0 vote.

- 1.4-C Approval of Board Minutes – June 19, 2007

Mr. Katz would like the minutes to reflect the following clerical corrections he indicated in his email of July 25:

- Page 14, above 2.1-CF, conference was spelled incorrectly.

- Page 16, under 3.1-CF, the seconded sentence of the second paragraph should be changed to “*understood the reason...*”, and “*Convention on the Rights of a Child*” should be “*Convention on the Rights of the Child.*”

He also asked that his comment made on page 20 explaining the reason for his vote earlier regarding the uniform policy at McKinley Elementary “*was based on the fact that he was a parent of an upcoming child entering McKinley this fall*” be changed to reflect that it was because “*he had a vested interest in the issue.*”

On a motion made by Mr. Katz, and seconded by Mr. Davis, the Board approved the minutes of June 19, 2007, as amended, by a 7-0 vote.

4.4-C Liability Claims Submitted to San Leandro Unified School District

Mr. Cassidy asked for the rationale regarding the District’s recommendation to reject a claim. Other members requested further clarification regarding the process.

Mrs. Cutter explained that historically because the District is part of Joint Power Authority (JPA), claims are rejected initially and then referred to Keenan & Associates for further investigation.

Superintendent Lim commented that Assistant Superintendent Song Chin-Bendib had investigated the procedure and practice and confirmed that the process indicates that District must reject a claim before it initiates further investigation by the JPA. Because Ms. Chin-Bendib was not present, Ms. Lim said that she would provide background upon her return.

Mrs. Cutter suggested that it might be helpful if a representative from Keenan & Associates provide an explanation of the process to the Board.

On a motion made by Mr. Davis and seconded by Mr. Katz, the Board approved the recommendation to reject the liability claims to the District as presented for damages to person or property by a 6-1 vote. Mr. Cassidy voting no.

ACTION ITEMS

Human Resources

2.1-A San Leandro Unified School District Initial Proposals to the San Leandro Teachers' Association

On a motion made by Mr. Davis and seconded by Mrs. Cutter, the Board accepted receipt of the San Leandro Unified School District Initial Proposals to the San Leandro Teachers' Association by a 7-0 vote.

2.2-A San Leandro Teachers' Association Initial Proposals to the San Leandro Unified School District

On a motion made by Mrs. Cutter and seconded by Ms. Perry, the Board accepted receipt of San Leandro Teachers' Association Initial Proposals to the San Leandro Unified School District by a 7-0 vote.

2.3-A San Leandro Unified School District Initial Proposals to the Teamsters Union Local No. 856/Alameda Building Trades Council.

On a motion made by Ms. Perry and seconded by Mrs. Hague, the Board accepted receipt of San Leandro Unified School District Initial Proposals to the Teamsters Union Local No. 856/Alameda Building Trades Council by a 7-0 vote.

2.4-A Teamsters Union Local No. 856/Alameda Building Trades Council Initial Proposals to the San Leandro Unified School District

On a motion made by Mrs. Hague and seconded by Mr. Davis, the Board accepted receipt of the Teamsters Union Local No. 856/Alameda Trades Council Initial Proposals to the San Leandro Unified School District by a 7-0 vote.

CONFERENCE

General Services

1.1-CF AR 1312.4, Williams Lawsuit Uniform Complaint Procedures

The Board discussed and considered approving revisions to AR 1312.4, Williams Lawsuit Uniform Complaint Procedures.

Assistant Superintendent Cindy Cathey distributed the proposed and current AR 1312.4 to the Board members. She explained to ensure full compliance with Education Code 35186, the Administrative Regulation 1312.4 had been updated to reflect the latest staff requirements as indicated by the California Schools Boards Association, noting that the changes made to Exhibits (1) 1312.4 and Exhibit (2) 1312.4, reflecting the new requirements

would be shared as information.

She drew the Board's attention to, and further explained, a few defining and clarifying changes regarding "*teacher vacancy*", "*beginning of the year or semester*", "*misassignment*" and "*school restrooms*".

On a motion made by Mr. Davis and seconded by Mrs. Cutter, the Board approved revisions to AR 1312.4, Williams Lawsuit Uniform Complaint Procedures by a 7-0 vote.

Human Resources

2.1-CF Additional Assistant Principal at San Leandro High School

The Board discussed and considered approving the addition of a 1.0 FTE Assistant Principal at San Leandro High School.

Superintendent Lim explained the rationale regarding the need for this position including the increased ratio of students to administration over the past ten years, increased demands associated with testing i.e. CAHSEE, STAR, CELDT, etc, and the increased demands placed upon the site principal due to the upcoming Measure B projects taking place on the high school campus over the next several years.

A chart comparing similar local high schools illustrating the current (2006-2007 school year) student to administrator ratio as well as the proposed recommendation for San Leandro High School was distributed. Ms. Cathey explained that based on the projected enrollment at San Leandro High for next year, staff was proposing an additional administrator (.49 FTE from the general fund and .51 FTE from categorical funds).

While the Board, for the most part, felt that the position was needed, questions were raised regarding the data proposed and voiced their many concerns regarding timing, organizational structure, budgetary constraints, and whether or not the District would be able to withstand the long-term financial commitment to the general fund.

Mr. Katz also noted that while the position fills a need and provides a benefit to students, there were many positions that fall into that category such as nurses, custodial, etc. He suggested that staff develop a plan prioritizing the District's greatest staffing needs.

Mrs. Cutter strongly supported this proposal. She commended the

high school principal and her administrators for all of their efforts put forth for far, and felt that in order to meet the changing demands being placed on the high school with regards to the Bond, and provide the necessary assistance, an additional administrator was justified, thus allowing the site principal to focus on the students' needs and the important aspects of running a high school.

Ms. Perry suggested tabling this item until further information could be provided regarding the concerns raised.

Following the discussion, the Board did not reach a consensus to proceed any further.

2.2-CF Limited Term Measure B Administrative Assistant Position and Job Description

The Board discussed and considered approving the new limited-term Measure B Administrative Assistant position and job description.

To clarify the Board's concern regarding the actual classification level required to successfully support the Director of Measure B Bond Projects, the Superintendent provided job descriptions for both an office manager and administrative assistant, highlighting those areas that supported the recommendation that the proposed position required more than the basic qualifications of an office manager and justified the administrative assistant classification. Ms. Lim stressed that confidentiality was a very critical part of the position in addition to involving highly technical skills, and maintaining records and support for the Measure B Bond program.

The Board reviewed the job descriptions, raised concerns and posed clarifying questions.

Mr. Cassidy would have liked to have seen a cost savings comparison between hiring a District employee and relying on contracted construction management firms, architects, etc., to complete the work, as was done in the last bond.

Mr. Davis felt that the administrative support would help minimize the potential of "dropping the ball" on important timelines, etc.

Mr. Murphy, Director of Measure B and Bond Projects explained that the additional clerical support would increase the quality control over documents, as well as his effectiveness and overall management of the entire program.

Ms. Hague noted that "limited term" was not included in the job

description, and was not clear on the justification with regards to one major duty and responsibility listed: “train and evaluate the performance of assigned staff as needed”. Staff explained that the job description was a blend of the current Administrative Assistant job description from each of the District departments and also models from other districts and organizations with similar positions. Staff agreed to strike “train and evaluate the performance of assigned staff as needed”, where noted in the job description.

Prior to the vote, Mrs. Cutter stated that her previous concern regarding the need for a position at the proposed level had been clarified and was justified, with the understanding that there would not be any additional personnel recruited in this area.

On a motion made by Ms. Perry and seconded by Mr. Davis, the Board approved the new limited-term Measure B Administrative Assistant position and job description, as amended, by a 7-0 vote.

Educational Services

3.1-CF Exhibit (3) 5145.3 Nondiscrimination/Harassment (Elementary Safe Schools Poster)

The Board discussed and considered approving Exhibit (3) 5145.3 Nondiscrimination/Harassment (Elementary Safe Schools Poster). Assistant Superintendent Cindy Cathey explained that over the course of the past two years, community members, staff, and administrators had been working very hard to communicate ideas regarding creating a poster that would reflect that all schools are safe, respectful, and inclusive of students and adults as it relates to sexual orientation. Based on the input that had been received and reviewed, the Elementary Safe School Support Team members designed a proposed safe school poster this year which they felt represented multiple and diverse perspectives, was age appropriate for elementary schools, and was both inclusive and specific. She said that the Board Policy Committee reviewed and provided feedback to the proposed poster twice and was now being presented as an exhibit in support of the District’s Nondiscrimination/Harassment (Elementary Safe Schools Poster, K-5) for approval. Ms. Cathey noted that the poster exemplifies that “Our Differences Make Us Colorful!” and is intended to be used as a teaching tool, highlighting and reflecting some of the respect and diversity that is seen on our schools and emerge sometimes as issues, and are

continuing to be addressed.

Ms. Cathey further explained that it was the intention to use the poster as the springboard for creating places in our elementary schools where everyone is accepted, honored, and valued. While it was still being developed, staff hoped to introduce the curriculum to staff teachers and staff simultaneously, with the principals playing a predominant role at the beginning of the year by creating safe spaces, using terminology, and speaking with students. Additionally, she reported that the District received a grant for picture books that illustrate diverse family structures used at different grade levels and support the poster.

PUBLIC COMMENTS

- Holly Hayes welcomed the changes in the poster and felt it was very celebratory, illustrating that “we can all be different but we can still be unified”.
- Kristie Vogel, a lesbian parent with a 7-year old son at Roosevelt, was very involved in the process and supported the poster. She stressed the importance that every child deserved to be protected from discrimination and “name-calling. She hoped that the Board would approve the poster as the starting point in making all of the elementary schools a safer place to be.

The Board reviewed the poster and shared their thoughts, and suggestions such as adding “glasses” to one of the figures, and re-sketching one figure to look more “rounded.

Mrs. Cutter also suggested that as a way of alleviating any “surprises”, the District should invite parents and the community to preview the poster, books and lesson plans with staff available to answer any questions and concerns regarding the process prior to the beginning of school.

Mr. Katz was very supportive of this effort. He liked the poster and felt that the books and lessons would be very important, particularly for those students not yet reading. “It acknowledges reality”, and he looked forward to “having our next generation more tolerant and understanding than those who came before them”.

Mr. Cassidy was pleased with the work that had been done thus far; however, he remembered “lack of trust” previously felt by the parents that decisions were made without much notice, and was concerned that the poster specifically used “straight, gay, lesbian,”

to identify sexual orientation, as opposed to identifying general characteristics as race, weight, and physical appearance. Ms. Cathey said that the committee debated that issue at length and strongly felt that by not putting those words on the poster, it didn't acknowledge the protection that those particular groups needed, noting that the committee compromised and the words "bisexual and transgender" were removed from the poster. In addition, the committee felt that they had balanced the need for the poster and a teaching tool, and unanimously felt it was appropriate for K-5 students.

Ms. Perry further explained the discussions that transpired at the Policy Committee meetings regarding the wording/illustrations on the poster, and the need that the poster would depict tolerance for all differences. She appreciated how the process had evolved, becoming more inclusive.

While Mr. Cassidy was sympathetic to what was trying to be achieved, he was concerned about the potential negative reaction with regards to not having simply stated "sexual orientation", but having it broken down more specifically, and asked the Board to consider not taking action until the next Board meeting and be more inclusive before moving forward.

On a motion made by Mr. Davis and seconded by Mr. Katz, the Board approved Exhibit 93) 5145.3 Nondiscrimination/Harassment (Elementary Safe Schools Poster) with the addition of glasses to one of the figures, as well as a re-sketched "rounded" figure, by a 6-1 vote. Trustee Cassidy voting no.

Facilities and Construction

5.1-CF Architectural Design Services Contract Amendment with WLC Architects for the Remaining Design Phases of the New 9th Grade Campus

The Board discussed and considered approving one of the two options for architectural design services contract amendment with WLC Architects for the remaining design phases of the New 9th Grade Campus.

Superintendent Lim explained that previously the Board had approved WLC Architects to be placed in an *Architectural Pool* for use on selected projects identified through the local Measure B Bond. Since that time, the Board decided to adopt a compressed 9th Grade Campus design process. After consulting with legal counsel, and being advised that it would only be necessary to provide an

amendment to authorize the fees to complete the design phase of the prior contract to include Architectural Design services, staff was presenting the following two options for an architectural design services contract amendment with WLC for the remaining design phases of the new Ninth Grade Campus for Board consideration:

- Option #1 - a fixed fee calculated as a percentage of the budgeted construction amount
- Option #2 – a fee to be based on a percentage of actual construction costs.

Following an explanation by staff and a representative from WLC, the Board posed clarifying questions, and possible hypothetical scenarios to further understand the differences, and reasons for the two options being proposed.

On a motion made by Mr. Katz and seconded by Mr. Davis, the Board approved Option # 1, Fixed Fee for architectural design services contract amendment with WLC Architects for the remaining design phases of the New 9th Grade Campus by a 7-0 vote.

INFORMATION ITEMS

General Services

- 1.1-I Exhibit (1) 1312.4, (Exhibit(2) 1312.4 (a-b), Williams Lawsuit Uniform Complaint Procedures

Ms. Perry noted that the verbiage for information items should say “received and reviewed” for information.

The Board received and reviewed for information revisions to the Exhibit (1) 1312.4, Exhibit (2) 1312.4 (a-b), Williams Lawsuit Uniform Complaint Procedures.

Educational Services

- 3.1-I Williams Uniform Complaint Procedures Quarterly Report

The Board received and reviewed for information the Williams Uniform Complaint Procedures Quarterly Report for April-June 2007.

Business Operations

4.1-I Miscellaneous Receipts

Miscellaneous receipts in the amount of \$19,192.714.15 have been deposited in the Treasure of Alameda County.

ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS

- Ms. Perry reported attending Garfield Elementary School's first day of school, adding that she was looking forward to a presentation updating the Board on Garfield's new DATA Works System.

She received a copy of Congressman Pete Stark's position paper on No Child Left Behind "NCLB", and would put a copy in the Board's boxes.

She attended, along with Trustee Katz and Assistant Superintendent Cindy Cathey, Supervisor Alice Lai-Bitker's workshop on health concerns with Dr. Iton, who presented the District's data, noting that some pertinent District site information (Jefferson Elementary School for example) was missing. Superintendent Lim then stated that Dr. Iton would be speaking to the Leadership Team on August 20.

- Mr. Cassidy hoped that his suggestion of joint use options with the Chabot College and Alameda County would be explored before completion of the final design of the 9th Grade Campus. The Superintendent stated that representatives from the County health department had been part of design process from the beginning, and that she had spoken to the president of Chabot College. Unfortunately, Chabot would not be interested in a joint interest in the Arts Education Center; however, they may be interested in a possible satellite program for the 9th grade campus. She also announced that a sub committee composed of Carolyn Knudson from the City, Councilmember Michael Gregory, and Board member Katz would be meeting in August to discuss Shape-Up San Leandro.

Mr. Cassidy asked for consensus to direct staff to come up with a process to develop guidelines for naming the 9th grade campus. It was the consensus of the Board to return for further discussion.

Mr. Cassidy asked for consensus to agendize a discussion regarding the number of Trustee seats. There was no Board consensus.

Mr. Cassidy was interested in the Superintendent's Evaluation timeline, adding that he would like to advocate that the Board consider incorporating a "360 Degree Review Process" as a component of the goals and action steps.

After reading Congressman Pete Stark's latest position regarding NCLB, it was Mr. Cassidy's opinion that while there were some favorable developments, whether or not the Congressman still favored maintaining the requirement that all students be proficient by 2014 remained unanswered. He reiterated the importance of continuing to meet with the Congressman to share the District's view directly.

- Mr. Katz commented on the District's recycling program and asked if the District has been impacted by the Waste Management walk-out. Billy Campbell, District Lead Custodian, stated that except for a lull in recycling, everything seemed to be running smoothly. He also said that this year the District piloted food recycling at Madison, with the hopes of implementation at other sites. On that same note, Mrs. Hague asked if there were recycling bins for plastic bottles at all sites. Mr. Campbell said that District maintains a "streamline recycling" at all sites and the District Office, where everything, except food, goes into one bin.

Mr. Katz would also like to see a similar review process for Board members, as he felt he could benefit from the feedback from his peers.

- Mr. Davis commented that while on vacation in Ashland, Oregon, he saw a play called "Distraction" which was about children with ADD. He found the play to be both humorous and poignant and encouraged the Board to see it, if they ever had an opportunity to do so.
- Mr. Richards updated the Board on the Superintendent's evaluation timeline for this year, which would be outlined in the next *Confidentially Speaking*. He said following the completion of this year's evaluation, the Board will consider looking into the "360 Degree Review Process" as part of the goals and action steps.

He asked for consensus with regards to having the Policy Committee review the existing New Board Member Orientation, and consider including a 4-6 month mentorship component with senior members. Board consensus was received.

He felt that a Saturday Board retreat to discuss Board protocol and boardsmanship, for example, would be very beneficial, noting that in the past Board members had prepared their own self-evaluation, similar to that of the Superintendent's. It was the consensus of the Board to establish an Ad Hoc Committee to outline this process and bring back a recommendation to the Board sometime in September. Mr. Richards said that because they had previously been through such a process, Mrs. Cutter would serve as chair of that committee, along with Ms. Perry and him.

ANNOUNCEMENT

Future Board of Education Meetings

- Regular Meeting – August 14, 2007
- Regular Meeting – September 5, 2007
- Regular Meeting – September 18, 2007
- Regular Meeting – October 2, 2007
- Regular Meeting – October 16, 2007
- Regular Meeting – November 6, 2007
- Regular Meeting – December 4, 2007
- Regular Meeting – December 13, 2007
- Regular Meeting – January 22, 2008
- Regular Meeting – February 5, 2008
- Regular Meeting – February 28, 2008 (placeholder)
- Regular Meeting – March 13, 2008
- Regular Meeting – April 1, 2008
- Regular Meeting – April 15, 2008
- Regular Meeting – May 6, 2008
- Regular Meeting – May 20, 2008
- Regular Meeting – June 3, 2008
- Regular Meeting – June 17, 2008

ADJOURNMENT

On a motion made by Mr. Davis and seconded by Mr. Katz, the Board adjourned the meeting at 10:09 p.m. by a 7-0 vote.

Respectfully submitted,

Linda Perry, Clerk