

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

September 6, 2006

The Board of Education of the San Leandro Unified School District met in regular session on September 6, 2006 in the San Leandro City Council Chambers, 835 East 14th Street, San Leandro, California.

The meeting was called to order at 6:03 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 (arrived at 6:04 p.m.)  
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 6:04 p.m., the Board went into closed session for Public Employee Performance Evaluation, Title: Superintendent's Evaluation, Conference with Legal Counsel – Anticipated Litigation – significant exposure to litigation, Pubic Employee Appointment - Title: Adult School Vice Principal, Conference with Real Property Negotiator – Property(ies), and Conference with Legal Counsel – Existing Litigation pursuant to Government Code Sections 54957, 54956.8, 54957.9(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 the following action was taken:

- On a motion made by Mr. Davis and seconded by Mrs. Hague, the Board appointed Bradley Frazier as Vice Principal of the San Leandro Adult School by a 7-0 vote.

## **APPROVAL OF AGENDA**

On a motion made by Ms. Perry and seconded by Mr. Davis, the Board approved the agenda for the regular meeting of September 6, 2006, by a 7-0 vote.

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

- Mr. Shartuker renewed his request to address the Board of Education in closed session regarding his discrimination complaint against Assistant Superintendent Mr. Martinez in the Human Resources Department, together with the Superintendent, and the findings, in his opinion, of the “one-sided investigation” completed by Assistant Superintendent Cindy Cathey.

Mrs. Cutter reminded Mr. Shartuker that the five calendar days to appeal the original complaint had been waived until he returned from Africa, and that the next step would be for him to send a formal request to the Board whereby the Board would discuss and consider the request.

- Billy Campbell reported that an article would be appearing in the San Leandro Times highlighting the two-day custodial training in wood floor cleaning and waxing that was conducted this summer. He invited the Board see the gym floor at Bancroft Middle School. He thanked the Board and District staff for giving him the opportunity to implement a team cleaning concept where everybody works together on a daily basis.

President Cutter felt that a letter of thanks or recognition would be appropriate for Mr. Armando Soto of Waxie Sanitary for all of his time and effort towards the training.

## **PUBLIC HEARING**

On a motion made by Mr. Heystek and seconded by Ms. Perry, the Board opened the public hearing on sufficiency of instructional materials by a 7-0 vote.

No comments were received from the audience.

On a motion made by Mr. Richards and seconded by Mr. Heystek, the Board closed the public hearing by a 7-0 vote.

The Board took a break at 9:14 p.m. and reconvened at 9:20 p.m.

**REPORTS** Student Representatives' Reports – Rachel Whyte, San Leandro High School student representative, updated the Board on the beginning of the year activities at the high school including the Hello Rally and Club Day, where students received information regarding the various school clubs. School photos will be taken and students will receive their ID immediately. Freshmen election packets are available. The football season has begun. There will be a United Parents meeting on Thursday, Sept. 7, a Freshman parent meeting on Saturday at 9 a.m., and the Hello Dance will be on Friday, Sept. 15.

Mr. Cassidy asked Ms. Whyte about the reaction of the students to the new gating. It was her opinion that while it enhanced the appearance of the school, it gave her somewhat of a "claustrophobic" feeling, and that pedestrian and auto traffic were more of a problem. She suggested that it would be helpful for the Board and staff to explain to the current student body the history and reason for the gate, as many of the students were unaware of its purpose.

President Cutter reminded staff that athletic passes had not yet been given to the Board so that they could attend as many athletic functions as possible.

## **PRESENTATIONS**

- David Lorden, Director of Student Support Services, presented information related to the district's implementation of the Mandatory Residency Verification program stating that in addition to all new, kindergarten, and high school students, middle school students (grades 6-8) would be required to provide residency verification for the 2006-2007 school year. Highlights of the presentation included an overview of the process, conditions of residency verification approval/denial, home visits conducted, and results of home visits and appeals. He reported that as of September 6, 2006, 140 home

visits were conducted resulting in the following:

- 104 students were permitted to enroll provisionally (home visit was verified but lacking some documents)
- 10 students were not permitted to enroll (home visit was conducted however, residence unverified)
- 22 students were not permitted to enroll (home visit verified but lacking any documentation)
- 4 students were not permitted to enroll because home visit was falsified

Mr. Davis wanted to know how proof of residency could be verified for those parents receiving and paying bills electronically. Mr. Lorden said currently parents were asked to have their carrier printout some type of verification, adding that this was something that would need to be addressed in more depth as more people begin to participate in that option.

Responding to a question raised by Mr. Heystek, Mr. Lorden said that a total of three District employees (2 from the high school as well as a substitute) conducted home visits, leaving his department short-staffed resulting in its inability to service the public effectively. Mr. Heystek suggested mid-year enforcement to be sure that students attending District schools still lived within the District boundaries and/or had the proper proof of residence.

Mr. Heystek was also interested in how Mr. Lorden viewed the community's perception that families in the District were falsifying their residence.

Mr. Lorden said that one thing he has learned during this process was that situations can be very complicated, noting that there are families in crisis who end up living with relatives, and friends, etc, and for an outside observer it might look like they are falsifying but, in fact, they are not.

Having been involved in the process personally, Mrs. Hague felt that the process at the high school went more smoothly than before; however, the middle school still needed some work, adding that she would like to see the process streamlined for those parents who have students at both the high school and middle school. With regards to falsifications, she was interested if there was a way to flag those addresses falsified for future enrollment purposes. Mr. Lorden said that he would look into that.

Mr. Cassidy asked if the stricter requirements had deterred families from falsifying. He was also interested in seeing the enrollment

comparisons from this year to last. He referred to the article distributed to the Board by the Superintendent addressing inter-district transfers. Mr. Lorden stated that he has asked principals to notify his department of students they suspect might be falsifying so that a follow-up home visit could be conducted, even if the family had provided the proper documentation.

Superintendent Lim interjected that two key areas that have played an instrumental part in changing the culture has been the joint effort between the site principals and District Office working hand in hand, along with the returned mail policy.

The Board congratulated Mr. Lorden, complimenting him on a job well done, noting it was definitely apparent that he had the student's best interest at heart.

- Judith Cameron, Director of Curriculum and Instruction, Daniel Chaja, Assistant Director of Research and Program Evaluation, and Wendy Ponder, Assistant Director of Categorical Programs, presented highlights of the 2005-2006 state and federal assessment results. They also presented comparative data broken down by grade level and ethnicity subgroups over time as available.

The presentation included district-wide and site specific California Standards Test (CST) results in English Language Arts (ELA), Math and Science; state Academic Performance Index (API) results, federal Adequate Yearly Progress (AYP) results; Annual Measurable Achievement Objects (AMOs); Annual Measurable Achievement Objectives (AMAOs) for English Learners, Program Improvement status for several schools, and comparisons between 2003-2004 through 2005-2006 for the California High School Exit Exam (CAHSEE) and students suspensions & expulsions.

The data showed significant gains in many areas throughout the district and at specific school sites. It also identified areas of need and steps to be taken to address the areas of need.

The Board thanked staff for the comprehensive data.

With regards to the student suspension and expulsion data, Mr. Cassidy felt that the information should be expressed in percentage terms, and Mrs. Cutter would like the information broken down by school sites.

Ms. Perry felt that it was important to take into consideration the District's mobility rate, diversity, and other areas of uniqueness when comparing the data to other districts.

Ms. Cameron explained that the data was still being analyzed and that they planned on returning to the Sept. 19 Board meeting to share the implications and the next steps.

Mr. Heystek asked how the updated data system enhanced the District's ability to collect the data, and if it was easy to generate the information by cohort group.

Mr. Chaja said that overall he was very excited with the capabilities of the updated Aeries system which has the ability to create more categories to tap and keep track of students; however it could take up to three to four years to see a trend. Ms. Cameron added it is easier to access the enormous amount of information available, adding that while cohort grouping is valuable you must keep in mind that you are tracking the same students by with very difference tests.

Mr. Cassidy asked if there was a percentage of mobility in the District. Staff said that currently they did not have that information; however, it was definitely something that needed to be done, and they would try track the information.

Mr. Cassidy noted, that while the latest District results were good, particularly with Garfield who showed tremendous growth and Wilson's continued growth, overall he was disappointed on how the District performed, adding that the middle and high schools are struggling. He was concerned about the performance of our Latino population, asking the District to address issues such the transition of Latino students from elementary to middle school and if there were differences between those receiving bilingual services and those not etc., adding that there is a need to identify where our deficits are the greatest.

Ms. Cathey stated that intension of the presentation tonight was to publicly expose the Board to the results of the 2005-06 data, then on September 19 present curriculum, instruction, and intervention for the 2006-07 school year.

Mr. Cassidy referred to a recent article that he forwarded to the Superintendent regarding a study on the achievement gap with regards to the dramatic effects that student expectations, self-esteem, and stress levels play on students' success, noting that the disturbances that occurred during the testing period last spring at the high school may have effect the students' scores. He felt that this issue needed to be addressed and warranted further discussion.

Mrs. Hague echoed Mr. Cassidy's thoughts, adding that she was

slightly relieved that the test scores didn't go down as much as she thought they might. She was curious to look at the testing scenario at the high school, to see if whether or not we are providing the optimal testing environment compared to other area high schools.

Following the comments from the Board, Ms. Cameron, and Mr. Chaja said that they would send a revised PowerPoint of the data that was presented including error revisions and the additional information requested by the Board regarding comparison between the percentages of students suspended and their relative percentages within the District and each school site population.

Superintendent Lim added that the District office was fortunate to have Mr. Chaja's first-hand experience and knowledge in this area, as he was the summer school principal administering the CAHSEE, and the administrator in charge of testing at the high school last year.

Ms. Lim was very pleased with the tough questions raised by the Board, agreeing with Ms. Cathey that we know what to do, we have structures in place in the form of common agreements, and can't continue, and will begin focusing on core curriculum, English language arts and mathematics.

Ms. Cutter brought to light the grade level of the students taking the test, noting that it would be interesting to see how the Healthy Kids Survey played out with regards to students' self-esteem, and stress, etc., with the Superintendent adding that that survey was administered last year, and we should be receiving the results soon.

## **REPORTS**

- 1) Correspondence – Clerk Hague reported receipt of the following emails from Katherine Goodall regarding series of concerns, and start of school; from Deborah Cox and Leroy Smith regarding Measure B Bond; and from Deborah Cox regarding homeowners' meeting.
- 2) Superintendent's Report – Superintendent Chris Lim announced that the new principal at Monroe Elementary, Queta Beltran, would officially start on Sept. 6, and Susan Guerrero would begin as principal of Roosevelt Elementary on Sept. 11. She shared the fifth day enrollment figures which indicated that the District was 65 students above the projected enrollment. The high levels were at McKinley, Wilson, and Bancroft with grades levels

of 1<sup>st</sup>, 6<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> rising above the predictions. She said that staff would be meeting with principals tomorrow to discuss vacancies, drill down on the numbers, make some recommendations to balance out the schools, and implement the intra-district and lottery, etc. Ms. Lim acknowledged David Lorden's work with the secondary principals and site representatives in developing a Uniform Disciplinary Policy which will help reduce the lack of clarity and consistency by outlining consequences for 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> offenses which all the secondary schools will be implementing, thus making a difference in terms of how we work with students and provide intervention from school to school.

### 3) Board Committee Reports

- Communication – Mr. Cassidy reported that the committee met recently and discussed the Metal Shop Dedication and the reopening of the new Adult School. Ms. Lim noted that with regards to the Adult School, two tentative dates in October were discussed, pending Jack O'Connell's availability. The committee discussed whether to renew the *Focus* program and informational ads in the San Leandro Times. He asked that the Board provide feedback to the Superintendent regarding the effectiveness of the six ads that were placed in the spring focusing on a range of topics such as the performance of students at the high school, the adult school, and increasing student achievement. He also reported that a website service through Yvonne Day had been contracted and that progress was being made in that area. Ms. Perry noted that a Parent Leadership Reception had been scheduled for October 5, 3:30 p.m. at the District Office. Mrs. Cutter also announced that there would be a "Day of Remembrance" reception, remembering children who were victims of violence, on October 27, 3:30 p.m. at the high school.

## **CONSENT ITEMS**

Mr. Cassidy requested that Consent Item 1.4-C be pulled.

### General Services

- 1.1-C Approval of Board Minutes – July 18, 2006
- 1.2-C Approval of Board Minutes – August 15, 2006
- 1.3-C Approval of Board Minutes – August 24, 2006
- 1.5-C Resolution #06-39, Board Member Compensation – Pauline Cutter



1.6-C            Resolution #06-35, To Draw Funds

Human Resources

2.1-C            Acceptance of Personnel Report

2.2-C            Renewal of Student Teaching Agreement

2.3-C            Certificated District Intern to Receive Preliminary Teaching  
Credential

2.4-C            Certificated District Intern to Receive Professional Clear Teaching  
Credential

Educational Services

3.1-C            Non-Public School Contracts

3.2-C            Resolution #06-36, Sufficiency of Instructional Materials for 2006-  
2007

3.3-C            William F. Gooding Even Start Family Literacy Program

3.4-C            Education for Homeless Children and Youth Grant

3.5-C            Tobacco-Use Prevention Education Program for Grades Nine through  
Twelve – Safe and Healthy Kids Program Grant #06-204.

3.6-C            Kaiser Permanente Community Benefit Grant for John Muir Middle  
School

3.7-C            Starbuck Foundation Grant and the Target Foundation Grant for  
John Muir Middle School

Business, Operations and Facilities

4.1-C            Resolution #06-37 to Declare Certain Equipment Surplus and/or  
Obsolete

4.2-C            Sale and Disposal of Equipment

4.3-C            Resolution #06-38, Bancroft Recreation Field Track Surfacing  
Project

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

## General Services

### 1.4-C Resolution #06-34, Board Member Compensation – Louis Heystek

Mr. Cassidy felt that even with special board meetings, vacations should not qualify as a hardship.

Mrs. Cutter again requested that this be addressed at the Policy Committee, with Ms. Perry stating that she was currently working on setting up a meeting date.

In response to Mr. Cassidy, Mr. Heystek said that he was not in any position to not submit, what he felt was truly a hardship on his schedule, and asked the Board to consider his request.

On a motion by Mr. Davis and seconded by Mr. Richards, the Board adopted Resolution #06-34, Board Member Compensation – Louis Heystek by a 6-1 vote. Mr. Cassidy voting no.

## **CONFERENCE ITEMS**

### Human Resources

#### 2.1-CF Coordinator for Student Support Services Job Description and Position

The Board discussed and considered approving the Coordinator of Student Support Services Job Description to support the After School Education Safety Grant (ASES) and The Education for Homeless Children and Youth Grant (EHCYGP).

Cindy explained that with the assistance of the Davis Street Resource Center, Building Futures With Women and Children, and the Alameda County Office of Education, the District was the recipient of the After School Education Safety Grant (ASES) and The Education for Homeless Children and Youth Grant (EHCYGP), noting that the primary focus is on the academic achievement of

homeless students as well as building partnerships with service and community agencies in the county.

Superintendent Lim thanked Ms. Cathey for all of her work towards securing the grants.

Prior to the vote, Mrs. Cutter stated that while the position would initially be funded from categorical programs, she hoped that the District would be able to sustain this position through different areas in the future.

On a motion by Mr. Davis and seconded by Mr. Richards, the Board approved the Coordinator for Student Support Services job description and position to support the After School Education Safety Grant (ASES) and The Education for Homeless Children and Youth Grant (EHCYGP) by a 7-0 vote.

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

The Board expressed how pleased they were with the beginning of year institutes for teachers and staff.

- Mr. Cassidy found the comments made by the high school representative, Rachel Whyte, enlightening. He reminded staff and Board to relay information to the students and parents on why the gates were installed. He would also like the District to be proactive, rather than reactive and requested that copies of any communication made by the District staff or the principal be forwarded to the Board. In addition, he stressed the ongoing need for positive communication referring to the article that appeared in the San Leandro Times regarding the reopening of the metal shop, noting that the installation of the new windows at Wilson and Muir would be an added positive communication for our District.

With regards to the expected passage of Assembly Bill 1381 giving the mayor of Los Angeles control of Los Angeles Unified School District, Mr. Cassidy noted how Los Angeles Unified Superintendent Ray Romer structured and conveyed his speech to his administrative staff wrapping up the end of his six-year term. He thanked Superintendent Lim for her opening day PowerPoint and suggested condensing it into common language when presenting it to the community as a way of increasing their understanding of the District's efforts to increase student achievement.

He appreciated receiving the 1989 Communications Report adding that comparisons and commonalities to the Fern Tiger Report of October 2005 were very interesting.

Mr. Cassidy referred to a study that had been published in the latest issue of the Chronicle linking student self-esteem, stress levels, and stereotypes to the achievement gap. He asked the Superintendent to pass on a copy of the study to the Board.

- Mrs. Hague stated that she would not be able to attend the elementary Back-To-School night as it conflicted with her school's own Back-To-School Night.
- Mr. Heystek was looking forward to the day when the Institute Day would be held at the new performing arts center.
- Ms. Perry reported that meetings with the Jefferson neighbors regarding construction issues have been ongoing. Leon Glaster, Mike Murphy and her attended the meeting on August 30. The next meeting will be September 16 at the Jefferson library at 6 p.m.

She attended the new teacher orientation, complimenting Educational Services for the informative handouts, and the first day of school institute at the high school, where she said that Dr. LeMoine's presentation regarding data was wonderful. She was looking forward to her continuing on to strategies when she returned.

Ms. Perry reported that the Metal Shop dedication set the stage for "new beginnings, and good feelings" among the community which brought together an outstanding mix of politicians, community leaders and representatives from both the sheet metal and electrical workers' apprenticeship programs, adding that she was happy to be part of the grand opening. She also appreciated everyone's efforts towards the success of the expansion of the residency verification process.

Ms. Perry announced that the Alameda County Office of Education would be sponsoring a conference, "Streamlining Support Services for Families in Transition, on October 2, 9-3 p.m. at the county office.

- Mr. Richards was able to attend the institute at San Leandro High. It was wonderful to see the interaction between staff, noting that it was a very positive and energizing activity for staff and would like to see something similar take place during the school year. He attended one of high school registration days and felt it went very smoothly and congratulated staff.
- Mr. Davis added his congratulations for a great start to the new year. He hoped that there would be some type of recognition paid to the sheet metal workers for their generous donation of \$2,000 towards the metal shop, and to Larry Arnold and George Heubel for their years of "protesting" in support

of the metal shop. He also reminded staff to notify the Mayor and City Council members of the Adult School opening once it was scheduled.

Mr. Davis inquired about the next Facilities Committee meeting, and Mr. Glaster suggested meeting on Thursday, September 14, adding that he would email members of the committee with other date possibilities.

- Mrs. Cutter suggested contacting the high school Leadership class and Cargo newspaper editor regarding the possibility of meeting with the Facilities Committee for an update on the new gate.

She commended David Lorden for his empathy towards students. She reiterated her previous suggestion for the Board to recognize the Waxie representative, Armando Soto, in some way such as a letter to his employer for playing an integral part in the success of the training and waxing of the Bancroft Middle School's gym floor.

Adding to Mr. Cassidy's comments with regards to archived information, Mrs. Cutter noted that while cleaning out her file, she retrieved a letter she had read to the Board before she made her decision to run for the school board, which was quite enlightening!

## **ANNOUNCEMENT**

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

- 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. Davis and seconded by Mrs. Hague, the Board adjourned the meeting at 9:55 p.m. by a 7-0 vote.

Respectfully submitted,

Lisa Hague, Clerk