

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

September 8, 2004

The Board of Education of the San Leandro Unified School District met in regular session on September 8, 2004, in the San Leandro City Council Chambers, 835 East 14th Street, San Leandro, California.

The meeting was called to order at 6:00 p.m. by President Linda Perry.

BOARD MEMBERS PRESENT

Mr. Louis Heystek
Mr. Ken Pon
Mr. T. W. "Rick" Richards
Ms. Kimberly Wilson
Mrs. Pauline Cutter, Clerk
Mr. Gary Thompson, Vice President
Ms. Linda Perry, President

BOARD MEMBERS ABSENT

DISTRICT STAFF PRESENT

Christine Lim, Superintendent
Leon Glaster, Assistant Superintendent
Michael Martinez, Assistant Superintendent
Henrietta Sakamaki, 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 6:02 p.m., the Board went into closed session regarding Public Employee Performance Evaluation, Title: Superintendent; Public Employee Discipline/Dismissal/Release; Conference with Labor Negotiator; Public Employee Appointment, Title: Business Manager; and Conference with Legal Counsel –

Existing Litigation pursuant to Government Code Sections 54957, 54957.6, and 54956.9. The closed session was adjourned at 7:11 p.m.

The Board returned to open session at 7:15 p.m. with the Pledge of Allegiance to the Flag led by Ray Davis, who will be joining the Board, filling Gary Thompson's seat, in December. President Perry said the Board had been in closed session and on a motion made by Mrs. Cutter and seconded by Mr. Pon, the Board approve to accept the proposed settlement agreement with Zuich Insurance pending approval of the language by a 7-0 vote.

APPROVAL OF AGENDA

Ms. Perry said that the Student Representative report needed to be added to the agenda.

On a motion made by Mr. Pon and seconded by Mr. Thompson, the Board approved the agenda for the regular meeting of September 8, 2004 as amended by a 7-0 vote.

REPORTS Student Representative - San Leandro High School representative, Sharon Ma, updated the Board on student activities including a new varsity coach for girls volleyball, Hello Rally; the first football game this Friday; freshmen elections; Hello Dance on Friday, December 17 sponsored by ASB; and picture day. She added that the opening of school went really well!

President Perry welcomed Sharon back!

PRESENTATIONS

* Amy Furtado introduced Deanna Murchison from the Electrical Contractors Trust who presented a donation of two scoreboards to San Leandro High School valued over \$10,000. Deanna introduced Dan Chivello, Shane Stoltenberg, and Matt Maloon from IBEW #595; and Byron Benton from JACT-the Apprenticeship Program. Broadmoor Electric Company will be installing the scoreboards in the gymnasium.

President Perry presented "Going the Extra Mile" certificates to Deanna. Pat Raposo, owner of Broadmoor Electric Company who was not able to attend, will also receive a certificate. The Board thanked them for their generous donation.

- The Superintendent presented an overview of the six strategies to address the District's Focus of Closing the Achievement Gap

by providing a “laser-like focus on the academic success for all students and a sharpened lens on equity.” She said that she had already presented this presentation to the Leadership Team and expected each principal to present it to their staff and school community. The six strategies included:

1. Staff Communicates High Expectations & Gives Caring, Culturally Sensitive Messages
2. High Levels of Teacher Engagement
3. School Climate Fosters Students’ Resilience
4. Disenfranchised Students have Opportunities to Learn
5. Culturally Responsive Schools/Classrooms
6. School-Linked Services & Resources

Ms. Lim said that the Leadership Team had chosen to focus this year on Strategy#1 – “Staff Communicates High Expectations & Gives Caring, Culturally Sensitive Messages”, where curriculum, instruction and assessment are aligned; standards-based instruction for all is observed daily; ongoing grade level assessments support instruction; compassionate, loving support & non-judgmental behaviors; students’ exciting strengths are mirrored back to students; the genius in each child is drawn out; and “I see and hear you” are evident in each classroom.

She publicly shared the personal commitments made by each member of the Leadership Team to closing the achievement gap; the list of the District Equity Team members and their four agreements in having courageous conversations:

1. Stay engaged;
2. Experience discomfort;
3. Speak your truth; and
4. Expect/accept non closure, and

the Administrators’ Common Agreements that the principals signed and agreed to follow to implement standards-based accountability.

Ms. Perry felt and the Board concurred that they should have a process to follow and write down their own commitments to the focus because this is part of the District’s mission statement to serve all the students.

Superintendent Lim shared the Dragon Boat Festival race story where, in order to win the race, all of the oars had to be lined up and rowed in sync. At the Administrative Retreat, the Leadership Team wrote their commitments on an oar and placed it in the dragon boat so that they would all row together

and make it to the finish line.

The Board appreciated the presentation and agreed that it was great to finally see the District moving forward and starting to “walk the talk”.

Mr. Pon would like to have a report at the end of the year on how the District’s schools, staff, and students are doing; is every school focused; what school is the weakest, the strongest; what is working, what is not and the reasons why.

Mr. Heystek said he attended the second day of the Glenn Singleton’s Beyond Diversity training and this was the first training where he saw people meaningfully participating. He suggested that the Board adopt and sign a resolution reflecting the administrators’ common agreement.

Ms. Wilson commended the Superintendent for what she has been able to accomplish for the District since she arrived. “You have extended the conversations on the achievement gap and touched every school site. You have brought back preliminary data from the previous school year so we know where we were.” Ms. Wilson said that we have the ability to close the achievement gap by working collectively together, and the school site principals’ willingness to engage in this process is admirable, however there is still a long way to go, but the fact the District is implementing this process and has the information, leads her to believe that it is doable.

Mr. Thompson said it’s like creating a baseline and as the superintendent said, “resilience is a major factor and that every child has something to offer.” Also recognizing that it takes the whole school, not just the teacher, to understand that child and creating a learning environment. The Board needs to play a roll in continuing and monitoring the process.

Mr. Richards said he too was glad to see the District finally moving forward. However, he would like to see an update in six months from the administrator at each site so we can gage it going through the process, not after, and if there is something that needs to be addressed, we can adjust it.

Ms. Perry said it’s significant and important to have seventy-six people, who are volunteering their time, commit to equity. It says a lot about our culture and commitment of the District staff. Ms. Perry agreed that we need a six-month benchmark showing some best practices, real life experiences at our sites,

what we can do, and where we can put resources to be most effective.

PUBLIC TESTIMONY ON NON-AGENDA ITEMS

- Garry Grotke, principal at Madison Elementary School, addressed the Board regarding how this last year has been the best year for him as an administrator primarily because of the changes he's seen in students and staff, successes, and support. It's exciting to work and be a parent in San Leandro. Not only hearing that things will be changing and new things will be coming, but to see the results has created a new spirit. He appreciates the work, support, consistent messages that he his receiving from the District.
- Billy Campbell addressed the Board on realignment of resources in regards to the reduction of custodial staff.
- Amy Furtado said that after she gave her presentation on the District Focus to her staff, and talked about the equity work done with Glenn Singleton, she received an email from a veteran teacher saying that he had always treated students all the same and he didn't notice differences between them in his classroom; however, now he would see the color of his classroom, he would notice it, and it would change how he teaches. The focus is making a difference. She thanked the Board and District staff for all their support in helping them get the year started.

REPORTS

- 1) Correspondence – Clerk Cutter noted receipt of communications from William Athey regarding the proposed crematorium on Timothy Drive and petitions in support of his opposition to the proposed crematorium; from Judy Galvan regarding resignation paperwork policies; and an email from Anne Caewood from United Parents inviting people to the September 11 planting at the high school.

Ms. Perry added that the Board did receive correspondence from Mr. Thomas regarding the Bancroft School “Open Space Improvement” project. Clerk Cutter said this would be part of her official report at the next meeting.

- 2) Superintendent's Report – Superintendent Chris Lim announced the great news about the enrollment: Our projected enrollment was 8520 and today we were at 8570! She shared the following percentages of the actual enrollment against the projected enrollment at each site: Garfield, .97; Jefferson 1.01; Madison, .99; McKinley, 1.03; Monroe 1.05; Roosevelt, .99;

Washington, .98, Wilson, 1.01; Bancroft, 1.04; John Muir, .97; San Leandro High School, 1.01; Lincoln, 100; Lighthouse, 1.20. That is a healthy District average of 1.01. She added that a demographer was not hired. The staff came together and worked with the principals taking the average of last year's enrollment and projecting it out. She mentioned that Cabinet would be meeting on Friday to finalize, possibly combining classes, to maximize enrollment, i.e. a 2/3 combination was created at Madison, opening a class or two at the 2nd or 3rd grade level, and looking at the heavily impacted sixth grade at Bancroft and Muir.

Mr. Thompson raised concerns about the combination classes. He would like to see the schools begin informing their parents as early as possible on what combination classes mean and that the quality of the education is still in tact.

3) Board Committee Reports

- City/District Liaison – Mr. Pon reported that they met Sept. 8 and discussed the Bancroft Middle School Joint Recreation Project and received an update from City staff on the August 4 meeting and the Recreation and Parks meeting on Sept. 1. They also looked at the joint use agreement that would apply to this project which would be similar to the joint agreement with the Muir field. The City is looking to apply for a state grant and the joint agreement needs to be included with the application by the Nov. 5 deadline. As a result of these meetings priorities included a new track; turf area for soccer and youth softball, and basketball courts. Neighbors that border the school were concerned about the noise, parking and traffic congestion, possible bright lights, balls coming over the fence, trash, unauthorized use, maintenance, and enforcement issues. The next joint meeting is scheduled for Sept. 28.

Ms. Perry would like to meet with the neighbors before the Sept. 28 joint meeting. She said that the District has asked for information from the City regarding their experience with the Washington Manor Middle School Project and if there had been a lot of maintenance and police complaints etc.

Mr. Heystek was concerned about the timeline for approving the joint use agreement, memorandum of understanding, and having the Board hear the neighbors' concerns.

Ms. Cutter strongly felt that this was a City-driven project and had bypassed the Board. The Facility Committee has not discussed this, and we have not had any input regarding the joint use. Her concerns included whether or not the Bancroft P.E. staff had been consulted, how it fit into their program, and if the parking issue

had been addressed. She felt that the District's needs were not being met and that there was not enough time to look at everything before the deadline.

It was the consensus of the Board that, before meeting with the entire City Council on Sept. 28, discuss it at the Facilities meeting on Sept. 10, and then add it to the Board agenda as a discussion item for the Sept. 21.

Mr. Thompson suggested that after the Board meeting on Sept. 21st, the District submit a list of questions and concerns to the City prior to the Sept. 28 meeting.

4) Board Representatives' Reports

- Eden Area Regional Occupational Program – Ms. Wilson reported on the August 25 meeting that she attended as an alternate. Discussion included the new culinary program (which as a waiting list) and the new high-tech facility being built; Resolution No. 302, opposing Senate Bill 2 – Mandatory Healthcare Legislation; and they approved a new County software program.

Mr. Richards reported on the September 2 meeting. They met the culinary program instructor and approved the architect firm for the project. Until the facility is built, the instructor has a certified vehicle where he can cook and the students can begin learning. The committee decided to not take a position on Senate Bill 2 and approved the salary schedules for 2004/2005. The committee will be meeting again in October and November. A reception is being planned prior to the November meeting for Barbara Sidari, who will not be returning to the ROP Council, as she has decided not to run for re-election for the San Lorenzo School Board. He will pass on more information as it becomes available.

- San Leandro Chamber of Commerce Community Partners Committee – Ms. Perry said they met today, Sept. 8. Representatives from United Parents and Chabot College were in attendance. This is an information/sharing opportunity in which we shared the opening of school and the Saturday planting at the high school.

CONSENT ITEMS

Mr. Pon requested that Consent Item #1.1-C be pulled for the following corrections: Page 16, line 1: The trustee who made the motion on Conference Item 1.5-CF needs to added; Page 17, 4.2 CF, paragraph 2, line 5; “collect the change”

should be “collect the developer fee as a result of the change”; and “Mr. Edwards said that if the facility change” should be “Mr. Edwards said that if the facility changes to a”; and on Page 20, paragraph 2, line 5 and 6: “Louie” should be “Louis”.

Human Resources

2.1-C Acceptance of Personnel Report

Educational Services

3.1-C Acceptance of Donations

3.2-C Non-Public School Contracts

On a motion made by Mr. Richards and seconded by Mrs. Cutter , the Board approved the consent items by a 7-0 vote.

General Services

1.1-C Approval of Board Minutes – August 24, 2004

On a motion made by Mr. Pon and seconded by Mrs. Cutter, the Board approved the Board minutes for August 24, 2004 as amended by a 7-0 vote.

ACTION ITEMS

Human Resources

2.1-A Computer Technician Job Description

PUBLIC COMMENT

Billy Campbell thanked the staff for reviewing the description with the Teamster unit and is confident that this person will not be performing duties related to Teamster bargaining unit work.

On a motion made by Mr. Richards and seconded by Mr. Heystek, the Board approved the revised job description for the Computer Technician by a 7-0 vote.

CONFERENCE ITEMS

General Services

1.1-CF Revision of Board Policy 1312.3, Uniform Complaint Procedures

Prior to the vote, Trustee Wilson asked to be excused.

PUBLIC COMMENT

Billy Campbell asked about employees filing a complaint against people who are using our facilities through Community Services and this issue not being addressed in this policy. Ms. Perry referred to the Superintendent for follow-up.

On a motion made by Mr. Heystek and seconded by Mr. Pon, the Board approved the revised Board Policy 1312.3, Uniform Complaint Procedures as discussed by a 6-1 vote. Ms. Wilson abstaining because she was out of the room for the discussion.

1.2-CF Revision of AR 1312.3, and Addition of E(1) 1312.3; E(2) 1312.3 (a)(b); E(3) 1312.3 (a)(b), Uniform Complaint Procedures

Prior to the vote, there was confusion regarding approving or not approving Administrative Regulations (ARs).

Ms. Lim said that reason the AR was part of this item was because staff was recommending that the exhibit be included with the AR.

It was decided that the motion should be “move to receive for

information the revised AR 1312.3, and approve the Addition of E(1) 1312.3; E(2) 1312.3 (a) (b); E(3) 1312.3 (a)(b), Uniform Complaint Procedures”.

Mr. Heystek asked when the sixty days began in regards to #5 of E(2) 1312.3(b). Ms. Sakamaki said that the regulations under the compliance are very clear, the date the sixty days begins is when the complaint is first heard.

Ms. Perry summarized that the #5 of E(2) 1312.3(b) should read: “If the Board hears complaint, it renders a decision within sixty (60) calendar days **of receipt of the complaint by the district.**”

On a motion made by Mrs. Cutter and seconded by Mr. Richards, the Board received for information the revision of AR 1312.3, and approved the Addition of E(1) 1312.3; E(2) 1312.3 (a)(b); E(3) 1312.3 (a)(b), Uniform Complaint Procedures as amended by a 7-0.

1.3-CF Revision of AR 4244/4344 (a)(b)(c), and Addition of AR 4144 (a)(b); E(1) 4144; E(2) 4244/4344; and E(3) 4244/4344, Complaints

On a motion made by Mrs. Cutter and seconded by Mr. Thompson, the Board received for information the revision of AR 4244/4344/ (a)(b)(c); and the addition of AR 4144 (a)(b); and approved E(1) 4144; E(2) 4244/4344/; and E(3) 4244/4344, Complaints by a 7-0 vote.

Business, Operations and Facilities

4.1-CF Mandated Cost Contract for 2004/2005

Prior to the vote, Ms. Perry added that this is the same firm that the District has used in the past.

On a motion made by Mr. Thompson and seconded by Mr. Richards, the Board approved the Mandated Cost contract for 2004/2005 by a 7-0 vote.

4.2-CF Proposition 55, Facilities Grant Funds

Ms. Perry explained that this is the connectivity project for technology. She thanked Mr. Glaster and his team for all their work.

On a motion made by Mr. Thompson and seconded by Mr. Pon, the Board approved the authorization to apply for and accept \$670,000 from Proposition 55, Facilities Grant Funds for John Muir Middle School by a 7-0 vote.

4.3-CF Resolution #04-43, Wilson Parking Lot Project

Mrs. Cutter wanted to know if this was coming out of the site's ratio of the deferred maintenance funds that they would be receiving. Mr. Glaster indicated that the District has deferred maintenance money that is based on the needs of the District. Parking spaces at the Wilson and Muir campus were lost because of construction, causing safety issues with students and the need for teachers to park on side streets, so staff is recommending construction of a parking lot on the Wilson campus to alleviate the safety issue and allow teachers to park on the campus.

Mr. Thompson was concerned if something were to happen in the future how would that be prioritized in terms of this deferred maintenance budget. Mr. Glaster said that there is approximately \$700,000 left in the budget for other special projects, even with the special funds going to school sites and the projects already completed.

On a motion made by Mr. Heystek and seconded by Mrs. Cutter, the Board adopted Resolution #04-43, the Wilson Parking Lot Project by a 7-0 vote.

INFORMATION ITEMS

General Services

1.1-I AR 5117.1, Inter-District Attendance Permits

Mr. Heystek wanted an explanation on the history of the District's appeal process and why the Superintendent or Board of Education are not part of the process.

Ms. Sakamaki explained, that beginning this summer, when the District receives an inter-district appeal for not approving a permit, the appeals committee, consisting of the Assistant Superintendent of Business, Educational Services and the Director of Student Support Services, hears the appeal. In essence the Superintendent is giving the committee the responsibility of reviewing those appeals.

Mr. Heystek said that he never realized that there was a District policy because it is not reflected in the AR. His concern has been that the County Board of Education has not adequately represented the interest of the school district.

Ms. Sakamaki added that when the parent letter is sent out denying the request, the Director of Student Services indicates the reason, informs the parents that they can appeal it to the County Board,

and also informs them that the District can listen to their appeal directly because there may be some additional information needed.

Mr. Heystek would like to see this formalized in this AR and added that if our responsibility is to inform families of their rights to appeal to the County, we should do the same for their rights to appeal to the school district, keeping it line with our complaint procedures.

Ms. Sakamaki said staff will add language to that effect to the AR.

ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS

Mr. Richards reported that on Saturday, October 16, there will be a carnival at Madison and they would like members of the Board to be judges in a cake decorating and costume contest sometime between. 2:30-4:30 p.m. Please let him know if you are interested; December 2 there will be a benefit concert by Lenny Williams. Master of Ceremonies will be either Kevin Brown from KBLX Radio or Dennis Richmond from Channel 2. The benefit concert is sponsored by John Muir Middle School and proceeds will benefit their vocal and instrumental programs. It starts at 7:00 p.m. with a VIP reception for Mr. Williams and the concert sponsors, KBLC TV Cable Channel 78, KBLX Radio, San Leandro Times, and San Leandro Chamber of Commerce.

Mrs. Cutter said that the registration process at the high school was clear and concise. Parents knew what to provide to prove residency and what to do if they didn't have the proper documentation. She added that it was nice to see how smoothly class scheduling went, and how clean the campus was. She would like to hear from Director of Facilities and Operations, Mike Murphy, if all the changes at the high school made the difference that the District was hoping for.

Mr. Thompson provided Superintendent Lim with a packet of information on the Alameda County School-Based Health Coalition that has health centers at several high schools in the county including Berkeley, Alameda, Encinal, Island, BASE, Oakland Technical, James Logan, Fremont, and San Lorenzo High Schools. This is information only packet that tells about what the coalition does, the services it provides at these different health centers at those high schools, and the process. He added that since we are looking at the high school as our flag ship, he would like to encourage the District as well as the Board (since this would need Board approval) to look at this information and then, as the year goes on, possibly contact the coordinator as a potential resource for San Leandro High.

Ms. Wilson applauded the electrical union for their donation, and the District for developing some incredible partnerships. She was pleased to see how we have reached out and connected to programs in San Leandro who are looking to support our schools in any way that they can.

Ms. Perry thought that the opening of school was outstanding and a wonderful experience. She visited eight campuses on the first day of school. There were no lines in the office; and things were taken care of very efficiently. At the high school she spent an hour and a half shadowing Dan Herrera where every student was in the classroom. She has received a lot of positive feedback from parents and staff regarding District support. She reported that ACSBA will be on Sept. 16, 7:00 p.m. at the County with a panel discussion on the *California Performance Review* (CPR); Mr. Pon and she attended the City Council meeting regarding the crematory issue (bringing the District's letter of response with them). There were approximately 500 people in attendance and the Council adopted a 45 day moratorium with a public hearing on Oct. 18 where they will consider a one year moratorium. Public comment will be held until that public hearing in October. Formal concerns have been submitted to the Bay Area Air Quality Management District (BAAQMD), who must reply to each comment received, and they have asked the owner of the proposed crematory to let them know within five days if he wants to proceed with the application.

Ms. Perry requested that tonight's meeting be adjourned in memory of Mike Martinez's mother-in-law and all of the victims of 911 including her friend Mark Bruce.

ANNOUNCEMENT

Future Board of Education Meeting

- Regular Meeting – September 21, 20P04
- Regular Meeting – October 5, 2004
- Regular Meeting – October 19, 2004
- Regular Meeting – November 16, 2004
- Regular Meeting – November 30, 2004
- Regular Meeting – December 7, 2004
- Regular Meeting – December 14, 2004
- Regular Meeting – January 11, 2005
- Regular Meeting – January 25, 2005
- Regular Meeting – February 1, 2005
- Regular Meeting – February 16, 2005
- Regular Meeting – March 1, 2005
- Regular Meeting – March 15, 2005
- Regular Meeting – April 5, 2005
- Regular Meeting – April 19, 2005
- Regular Meeting – May 3, 2005
- Regular Meeting – May 17, 2005
- Regular Meeting – June 7, 2005
- Regular Meeting – June 21, 2005

ADJOURNMENT

On a motion made by Louis Heystek and seconded by Pauline Cutter, the Board adjourned the meeting in memory of Mike Martinez's mother-in-law Anne Dennis and all the victims of 911 including Ms. Perry's friend Mark Bruce, at 9:14 p.m. by a 7-0 vote. The Board then returned to closed session.

The Board returned from closed session at 10:00 p.m. and President Perry said that no action had been taken.

Respectfully submitted,

Pauline Cutter, Clerk