

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

October 3, 2006

The Board of Education of the San Leandro Unified School District met in regular session on October 3, 2006, 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 Pauline Cutter.

**BOARD MEMBERS PRESENT**

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

**DISTRICT STAFF PRESENT**

Christine Lim, Superintendent  
Leon Glaster, Assistant Superintendent  
Michael Martinez, Assistant Superintendent  
Cindy Cathey, Assistant Superintendent  
Linda Pollard, Administrative Assistant

**PUBLIC COMMENTS REGARDING CLOSED SESSION AGENDA**

There were no public comments concerning items on the closed session agenda.

**CLOSED SESSION**

At 6:05 p.m., the Board went into closed session for Public Employee Performance Evaluation, Title: Superintendent's Evaluation, Public Employee Discipline/Dismissal/Release, Conference with Legal Counsel – Anticipated Litigation – Significant exposure to litigation, Public Employee Appointment, Title: Grant Coordinator of Student Support Services, Conference with Real Property Negotiator – Property(ies), and Conference with Legal Counsel – Existing Litigation pursuant to Education Code Sections 35146 and 48918(c), and Government Code Sections 54957, 54956.9(b), 54956.8, and 54956.9. It was determined that there

was no need for the closed session on Student Expulsions. The closed session was adjourned at 7:00 p.m.

The Board returned to open session at 7:05 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 Mr. Richards, the Board appointed Daniel Hillman as Grant Coordinator of Student Support Services, hired at a Step 1, by a 7-0 vote.
- On a motion made by Mr. Davis and seconded by Mr. Cassidy, the Board approved the Superintendent's Goals for 2006-2007 by a 7-0 vote.
- During the closed session, the Governing Board of the San Leandro Unified School District took the following action: Provided approval to legal counsel to seek appellate review of a post-judgment order awarding attorneys' fees to the San Leandro Teachers' Association under the Private Attorney General doctrine, California Code of Civil Procedure section 1021.5. The underlying litigation involves the use of faculty mailboxes by the San Leandro Teachers' Association to distribute political campaign endorsements. The Board's decision to take this action was unanimous by a vote of 7-0.

## **APPROVAL OF AGENDA**

On a motion made by Ms. Perry and seconded by Mr. Richards, the Board approved the agenda for the regular meeting of October 3, 2006, by a 7-0 vote.

**REPORTS** Parks & Recreation Commission Report: There was no report as Dean Koenig, San Leandro Unified School District representative, was not present.

## **PRESENTATIONS**

- Dave Casentini, Program Director, explained that Resource Solutions Group (RSG) had developed a utility ratepayer funded program, School Energy Efficiency (SEE) Program, administered under the auspices of the California Public Utilities Commission, which was available to qualifying private and public K-12 school districts within the nineteen counties in PGE's service territory to reduce energy costs and improve the learning environment. Administered by RSG, the program offers technical services and cash incentives to assist districts in identifying, developing, and implementing cost-effective energy efficient building improvement strategies.

As part of a demonstration project, funded by the SEE program, McKinley Elementary School recently received upgrades to the school's multi-purpose room and hallway lighting, which consisted of replacing ceiling tiles, inefficient high bay High Intensity Discharge (HID) light fixtures and old, surface mount wrap around fluorescent fixtures with efficient fluorescent fixtures, that will result in an annual cost savings of approximately \$839 to the District.

Mr. Casentini also reported that the SEE project team had an opportunity to identify energy efficiency opportunities at McKinley as well work with a group of teachers to integrate student learning opportunities on ways to use energy wisely both at school and at home. Students showcased their energy knowledge through presentation boards displayed in the multi-purpose room and distributed compact florescent lamps, energy saving books, promoting ways to save energy at home at the school's Open House on May 18, 2006.

A copy of McKinley's case study as well as a flyer highlighting new program services and incentives provided by RSG was distributed to the Board, noting that the SEE Program would be only available until December 31, 2008, and was offered on a first-come, first-served basis while funding lasts, at no direct cost to participating districts, for projects completed by October 31, 2008.

He recognized Mr. Glaster and the District for helping RSG build a very strong and feasible demonstration project, that would not only be highlighted under their new program, but would provide other districts with the potential savings available by installing that right kind of lighting.

Responding to Mr. Cassidy, Mr. Casentini said that it was suggested by staff to look towards early November to possibly begin discussing future projects with the District, adding that while the McKinley School demonstration project was completely funded through the ratepayer fund, RSG would continue to provide installation support services free of charge as well as offer cash rebates and bonuses (equivalent PG&E's rebates) for future efficiency projects the District may want to pursue.

The Board thanked Mr. Casentini for the presentation and enlightening them to this rewarding experience.

- Assistant Superintendent for Business Services, Leon Glaster, and Business Manager, Bruce Colby, presented the 2005-2006

## Unaudited Actuals/2006-2007 Preliminary Multi-Year Projections.

Mr. Colby began by acknowledging the efforts of the Business Office staff, proudly announcing that this was the first year the closing was completed “fairly on time” and without the assistance of consultants.

Mr. Colby stated that the General Fund was balanced for the 2005-2006 fiscal year, that while the District met a little over the 3% state reserve requirement was still below the statewide district reserve average, and that there was restricted carryover to help meet the District’s educational goals and objects.

Highlights of the presentation included summary information for the General Fund (unrestricted and restricted) and all other Funds in the District including Adult School, Cafeteria, Deferred Maintenance, Special Reserve, Building Capital Facilities, County (State) School Facilities, Bond Redemption and Self Insurance. Mr. Colby noted that while the 2005-06 Actuals were within reasonable expectations and had a better ending fund balance, enrollment fluctuations, inflation & salary agreement would continue to be a budget challenge as the District’s begins planning for the 2007-08 fiscal year.

In addition, Mr. Colby explained that this year a \$200K Furniture & Equipment Reserve Fund was created, with some of the under-spending at the District Office level and for the parcel tax election, which would provide a funding source to help replace outdated technology equipment, furniture, as well as purchase new furniture for classrooms etc., adding that it was the goal to replenish the fund each year, keeping it at the \$200K amount.

The Board posed concerns and clarifying questions around Special Education costs and funding that were answered by staff.

Mr. Cassidy specifically was interested in the amount of money spent on consultants since he felt that had always been an area the public thought the District was wasting money on. He asked staff to provide information outlining the amount spent on consultant this year. Mr. Colby felt that despite public perception the amount would not be extremely high.

Regarding the furniture fund, Mr. Cassidy was interested in how this had been funded previously to which Mr. Glaster indicated that they had allocated funds specifically for this area, adding that this would be the foundation for the recently developed reserve policy. He was also concerned that the decision to allocate \$200k to this fund was made without Board approval. Ms. Perry explained that as a result of an inventory audit, it was recommended that the District consider

long-term replacement strategies.

Mr. Cassidy also reiterated his interest in discussing the different staff ratios and needs in the District.

Mr. Heystek welcomed the reserves that had been implemented by staff, and was interested in the plan to get the contingency plan back on track.

The Board thanked staff for all of their work, with Mr. Richards adding that the District was in good financial stead, reminding the Board to proceed with caution as we move forward.

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

- Coretta Gamble expressed her concern regarding the recent transfer of a well-liked Jefferson Elementary School teacher to another school in the District, and the effect it might have not only on her son, but the other students in the class.
- Mike Katz shared two suggestions to the Board. He felt that more “use-friendly” terminology should be considered when presenting information to the public, making presentations not only for the benefit of the Board but for the members of the public that attend the meetings. He also asked the Board to reconsider modifying the intra-district transfer policy provision allowing District employees preference to transferring their child to the school where they are employed. He would like language include giving some preference to high school employees with elementary school children, allowing them to transfer their child to an elementary school of their choice, which he felt could be used as a tool to retaining personnel.
- Gerald Shovlin would like the Board to consider recognizing those students who excel on tests such as the STAR with either a certificate or letter.

### **REPORTS**

- 1) Correspondence – Clerk Hague reported receiving emails from Katherine Goodall regarding website recommendation; from Lisa Carboni regarding science standards for 6<sup>th</sup> grade; from Morgan Mack-Rose and Cynthia Jaynes regarding community support for schools; from Deborah Cox regarding Measure B update; and from Employee #3911 regarding an employment issue.

- 2) Superintendent's Report – Superintendent Lim thanked the Board for adopting her 2006-2007 goals, adding that while it was very time consuming, she was pleased with the thoughtful process, noting that the goals would be posted on the website and sent to staff soon. The second annual Parent Leaders Reception will be October 5 at 3:30 p.m. at the District Office. Staff will be sharing comments and suggestions regarding last year's reception, how far we've come in accomplishing those goals, and generate more interest in what would really help in building communication in our District and community through parent leadership. She invited the Board to attend. Child care will be provided.

Ms. Lim had the opportunity to attend a non-partisan press conference with Governor Schwarzenegger on the infrastructure propositions and was pleased to share with him the benefits, should Proposition 1D pass, to San Leandro Unified, along with our Measure B. She also gave him an endorsement card for Measure B, asking him to "please study our Measure B", adding that she "looked forward to receiving that in the mail".

The annual California Basic Education Data System (CBEDS) will be October 4, whereby data will be collected for all of our employees and students to help determine funding for our District.

3) Board Committee Reports

- City/District Liaison – Mr. Davis reported that the committee met on September 21. Highlights included City Manager's budget amendment restoring funding (approx. \$160,000) for one additional School Resource Officer (SRO) the first part of 2007, bringing the number to three SROs. Other restored funding included reinstating the Cherry Festival, on a trial bases, (approx. \$90,000), an additional \$41,500 funding available in support for community based organization, which will benefit many District students and their families, and opening the main library on Sundays from 12-4 p.m. (approx. \$63,000).
- Finance - Mr. Richards reported that the committee met on September 25 and reviewed the 2005-2006 Unaudited Actual, which was presented tonight and discussed the District's financial position.
- Policy - Ms. Perry reported that the committee met on September 27, and discussed the proposed Sex Offender Notification Board Policy and Administrative Regulation which were being brought forward for Board action tonight.

At the request of the Board, the committee considered amending Board Bylaw 9250, Remuneration, Reimbursement, and Other Benefits to

include further clarification of “hardship” such as noting special or regular for missed meetings, and President’s Cutter suggestion requiring that the Board member requesting compensation abstain from the vote. It was agreed that because the Education and Government Code states that once you reach a quorum, all are considered Board meetings for reasons of compensation, and that you cannot extract out special meetings versus regular meetings, the bylaw would remain the same. She did indicate, however that the committee had asked for a legal opinion from the District’s attorney on whether or not Board members could be required to abstain from voting when requesting compensation, and that she would bring the policy back once they received an answer.

President Cutter was disappointed in the committee’s response regarding Board compensation for hardship, and requested that it be put on a future agenda for Board discussion; however that request did not receive consensus.

Mr. Cassidy was disappointed as well that the majority of the Board had chosen not to continue the discussion with the full Board.

**REPORTS**  
**(8 p.m.-**  
**Time**  
**Specific)**

Student Representatives’ Report – Rachel Whyte, San Leandro High School student representative, said that the high school Advisor Nancy Boissevain had been ill, so that there would not be a school report; however she did update the Board on the Youth Advisory Commission (YAC), which met on Monday, October 2, highlighting the Youth Leadership Committee which recognizes a San Leandro student as an outstanding community member, awards mini-grants, and the Youth Summit which brings students together for day a to educate them on issues of interest such as world issues, or teen issues. It was decided that the YAC retreat would be January 20, 2007.

Mrs. Cutter said that the Superintendent had sent a response to questions raised from the survey conducted by Ms Boissevain’s Leadership class regarding the gate at the high school, noting that as a result of the students’ suggestions some changes had been made. Superintendent Lim stated that she would also follow-up on whether the letter had been shared with the Leadership students.

**CONSENT ITEMS**

General Services

- 1.1-C Approval of Board Minutes – September 6, 2006
- 1.2-C Approval of Board Minutes – September 19, 2006

## Human Resources

- 2.1-C Acceptance of Personnel Report
- 2.2-C Renewal of Intern & Student Teaching Agreement
- 2.3-C Resolution #06-44, Authorizing Certificated Staff to Teacher with a Variable Term Wavier
- 2.4-C Resolution #06-45, Teacher Teaching Out of Subject Area
- 2.5-C Resolution #06-46, Teachers Teaching Out of Subject Area

## Educational Services

- 3.1-C Acceptance of Donations
- 3.2-C Proposed Stipulated Expulsion Order
- 3.3-C San Leandro Adult School courses for the 2006-2007 school year
- 3.4-C Two Out-of-State Field Trips for San Leandro High School's DECA students
- 3.5-C Discarding Old Library Books at McKinley Elementary School
- 3.6-C Consultant contract for RT Fisher & Associates – Home of the QUAD

## Business, Operations and Facilities

- 4.1-C Resolution #06-41, Declare Certain Equipment Surplus and/or Obsolete
- 4.2-C 2005/06 Financial Unaudited Actuals
- 4.3-C Resolution #06-42, 2005-2006 Gann Limit
- 4.4-C Resolution #06-43, K-12 State-wide School Facility Bond Proposition 1D
- 4.5-C Liability Claim Submitted to San Leandro Unified School District

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



## CONFERENCE ITEMS

### Educational Services

#### 3.1-CF Board Policy 3515.5, Sex Offender Notification

The Board discussed and considered approving Board Policy 3515.5, Sex Offender Notification.

Mr. Heystek felt that the CD-ROM regarding registered sex offenders referred to in the policy was somewhat obsolete, and that he would like to direct parents to the website as well. He suggested and the Board concurred that in addition to notifying parents of the availability of the CD-ROM, the policy should include a reference to the website and paragraph three should read, "*The Superintendent or designee may annually notify parents/legal guardians of the availability of the CD-ROM **and/or website** regarding registered sex offenders and recommend that they utilize the information contained on the disk **and/or website***"; and paragraph six, "*The district may request copies of the current CD-ROM **and/or website** of registered sex offenders from the Department of Justice*".

On a motion made by Mr. Davis and seconded by Mr. Richards, the Board approved Board Policy 3515.5, Sex Offender Notification, as amended, by a 7-0 vote.

### Business, Operations and Facilities

#### 4.1-CF Bancroft Playing Field Joint-Use Grant: Final Concept Plan

The Board discussed and considered staff's recommendation that the Board pursue the synthetic turf option for the Bancroft playing field and secure a funding source on or before December 1, 2006, and that the Final Concept plan be approved.

Mr. Glaster recapped that at the September 19 Board meeting, staff was asked to revisit the Bancroft playing field and provide estimated cost factors, and pros and cons between a sod turf with a sand-slit draining system, and a synthetic turf.

The Board supported the synthetic turf, however, requested that staff come back with a projected lifetime cost analysis, clear concepts on field usage, maintenance costs, as well as the type of turf available and the overall effects on the environment.

On a side note, Mr. Cassidy asked if there were any plans for the open space next to Cary Drive to make it a more attractive location,

to which Mr. Glaster explained that it was not included with the field project; however, it was scheduled to be include in the facilities master plan.

On a motion made Mr. Heystek and seconded by Mr. Davis, the Board approved to direct staff to pursue the synthetic turf option for the Bancroft Play Field Joint-Use Grant, with a funding source being secured on or before December 1, 2006, by a 7-0 vote.

## **INFORMATION ITEMS**

### Educational Services

#### 3.1-I AR 3515.5, Sex Offender Notification

The Board received for information AR 3515.5, Sex Offender Notification as presented.

Mr. Cassidy was a little uncertain on how staff envisioned distributing information about the dangers of sex offenders to the students.

Ms. Cathey explained that it would not be a neighborhood notification process but rather a collaborative effort between the Superintendent or designee, the district liaison, and law enforcement, with the District taking guidance from law enforcement agencies. She envisioned the information being incorporated with the beginning of the year school notifications sent home to parents, noting that law enforcement agencies provide guidelines as to what and how the information is communicated, adding that the information would be somewhat generic in nature and that staff would be receiving training outlining the process should they suspect a potential sex offender.

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

- Ms. Perry reported attending:
  - The BTSA Advisory Council, adding that information and plans on how the District would be addressing the new additional state requirements and our responsibility to the Consortium would be forthcoming.
  - The Annual Even Start Program Review, noting that they exceed in all of the required program areas, ranking 13 statewide, adding that she would put a copy of the presentation in each Board members' boxes

- The KNN Annual Finance Workshop, along with Mrs. Cutter and received information around the possible passage of the new state bond
- The City's Transit-Oriented Development Project meeting, along with Mrs. Cutter, where they enlightened the committee on the impact of the project to the District.

Ms. Perry reported that the Back-To-School nights at San Leandro High and Lincoln were well attended, adding that some instructors at Lincoln had indicated to her that they were currently addressing the suspension issue at the site. She will also be attending the Prop. 49 workshop, co-sponsored by Assemblymember Wilma Chan and Senator Tom Torlakson on October 4.

- Mrs. Hague reported that John Muir, Bancroft, and San Leandro High were preparing to send their bands to Disneyland for the bi-annual band competition, adding that this would be the first time that Muir has participated
- Mr. Cassidy thanked Ms. Perry for attending the Prop. 49 Workshop, suggesting that staff provide a presentation or report on the District's response or plan of action to the proposition. Superintendent Lim indicated that Daniel Hillman, the newly appointed Grant Coordinator for Student Support Services, would be addressing this, and Ms. Cathey added that David Lorden would be taking a team of six elementary principals to a meeting to hear the scope of the project and the grant requirements.

Mr. Cassidy also suggested that the school sites list the date of the November election, and the last day for individuals to register to vote in their school newsletters.

Mr. Cassidy asked for an update on the information concerning the condition of the gate that was being given to teachers and staff at the high school, and that the information be disseminated to parents as well. Mr. Glaster said that a meeting with staff had been scheduled, and the problem with the gating design had been rectified. Ms. Cathey said that the Principal Amy Furtado had indicated she would be updating the parents on any unresolved issues, the purpose of the gate, and background and current status in the October newsletter as the September issue had already been sent home before the request had been made. Mr. Cassidy suggested updating the students through an article in the *Cargo*.

Campus security at the high school continued to be a concern to Mr. Cassidy, particularly, while visiting the school recently, he noticed that there was no one at the front door monitoring those who entered the school. He wondered if there was really an effective security system at the high school.

He would like to see this addressed and possible solutions brought back to the Board.

In response, Superintendent Lim said that a letter was sent directing all administrators and staff to conduct a radio check and lockdown drill, and that the community would be receiving a letter also, informing them of the measures being taken in light of recent events that have occurred.

Mrs. Cutter and the Superintendent also thought that the intent of the gate was to reduce the number of entry points with visitors entering through the front door; however, they were unaware that entrance would be monitored by staff, agreeing that further discussion regarding security was needed.

- Mrs. Cutter added that at the KNN conference the CBO from Fresno Unified shared steps taken to address their \$1.1 billion financial crisis, adding that she had a copy of that presentation. With regards to the Transit-Oriented Development Strategy, Mrs. Cutter added that the school district had not been included in the plan, and that Ms. Perry's and her concerns regarding the effect of the housing on the District were noted at the meeting, and that she did thank Hanson Hom for working with District and keeping us in the loop.

## **ANNOUNCEMENT**

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

- 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 Mr. Richards, the Board adjourned the meeting at 8:50 p.m. by a 7-0 vote.

Respectfully submitted,

Lisa Hague, Clerk