

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

SPECIAL MEETING OF THE BOARD OF EDUCATION - MINUTES

March 6, 2008
4 p.m.

The Board of Education of the San Leandro Unified School District met in special session on March 6, 2008, in the Madison Elementary School Multi-Purpose Room, 14751 Juniper Street, San Leandro, California.

The meeting was called to order at 4:00 p.m. by President Ray Davis.

BOARD MEMBERS PRESENT

Mr. Stephen Cassidy (arrived a 4:10 p.m.)
Mr. Mike Katz-Lacabe
Ms. Linda Perry
Mr. T. W. "Rick" Richards
Mrs. Lisa Hague, Vice President
Mr. Ray Davis, President

BOARD MEMBERS ABSENT

Mrs. Pauline Cutter, Clerk
Ms. Astrid Fernandes, Student Board Member

DISTRICT STAFF PRESENT

Christine Lim, Superintendent
Cindy Cathey, Assistant Superintendent
Song Chin-Bendib, Assistant Superintendent
Byron Isaac, Assistant Superintendent

PUBLIC COMMENTS

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

CLOSED SESSION

At 4:05 p.m., the Board went into Closed Session for Public Employee Discipline/Dismissal/Release, Conference with Labor Negotiator, Public Employee Appointment – Title: Interim Vice Principal pursuant to Government Code Sections 54957 and 54957.6. The closed session was adjourned at 4:25 p.m.

The Board returned to open session at 4:32 p.m. President Davis noted that the Board had been in closed session and had taken the following action:

- On a motion made by Mr. Katz and seconded by Mr. Richards the Board appointed Laura MacIntyre Hackel as Interim Vice Principal at Wilson Elementary School, by a 5-0 vote. Trustees Cassidy and Cutter were absent.

APPROVAL OF AGENDA

On a motion made by Mr. Richards and seconded by Mrs. Hague, the Board approved the agenda for the March 6, 2008, special board meeting by a 6-0 vote. Trustee Cutter was absent.

CONSENT

Human Resources

2.1-C Accept of Personnel Report as submitted

On a motion made by Ms. Perry and seconded by Mr. Richards, the Board approved to accept the Personnel Report as submitted by a 6-0 vote. Trustee Cutter was absent.

CONFERENCE

Human Resources

2.1-CF Resolution #08-11, Specifying Tiebreaker Criteria

The Board discussed and considered adopting Resolution #08-11, Tiebreaker Criteria to be Used to Determine the Order of Termination of Certificated Employees with Equal Seniority.

Assistant Superintendent of Human Resources Byron Isaac explained that when a district must prepare for possible reductions in services, which is necessary in light of the current state fiscal crisis declared by the Governor, Education Code Section 44955 mandates that districts must develop criteria and adopt a resolution. In doing so, the District must establish "Tiebreaker Criteria" to determine the order of seniority of those employees with the same first date of paid probationary service.

On a motion made by Mr. Richards and seconded by Mr.

Katz, the Board adopted Resolution #08-11, Tiebreaker Criteria to be Used to Determine the Order of Termination of Certificated Employees with Equal Seniority by a 6-0 vote. Trustee Cutter was absent.

2.2-CF Resolution #08-12, Reducing or Discontinuing Particular Kinds of Services

The Board discussed and considered adopting Resolution #08-12, Reducing or Discontinuing Particular Kinds of Services for the 2008-2009 school year.

Superintendent Lim explained that Exhibit A-1 of the resolution had been revised to reflect that the recommended reductions of the Middle School Opportunity Program (Grades 6-8) Teacher .4 Full Equivalent positions, and the high school (Grades 9-12) Western Association of Schools and Colleges (WASC) Program Coordinator .33 Full Time Equivalent Positions had been removed from the layoff list and should the Board decided to reduce those programs, it would be addressed through attrition, adding that the Board should discuss and consider:

The Elementary School Release Time Program (Grades K-5) shall be eliminated by the following:

- Elementary School Release Time Choral Music Teachers: 4.1 Full-Time Equivalent Positions
- Elementary School Release Time Instrumental Music Teachers: 1.8 Full-Time Equivalent Positions
- Elementary School Release Time Art Teachers: 4.1 Full-Time Equivalent Positions
- Elementary School Release Time Physical Education Teachers: 8.0 Full-Time Equivalent Positions

A suggestion was made to combine the discussion regarding Resolution #08-12, Reducing or Discontinuing Particular Kinds of Services with the discussion regarding the proposed staff reductions for 2008-09.

- On a motion made by Mr. Cassidy and seconded by Ms. Perry, the Board approved to combine for discussion Conference Item 2.2-CF, Resolution #08-12, Reducing or Discontinue Particular Kinds of Services and 4.1-CF, proposed 2008-09 budget reductions as presented by staff, before the Board takes action on each of the items by a 6-0 vote. Trustee Cutter was absent.

Business Operations

- 4.1-CF The Board discussed and considered the proposed 2008-09 budget reductions as presented by staff.

The District is impacted by the state budget crisis and will receive a reduction in funding. To meet the challenges of offering competitive salaries and minimizing certificated layoffs, staff put forth \$885,362 of budget reductions which represents official action reducing particular kinds of services and initiates the layoff process for affected certificated employees.

PUBLIC COMMENT

- Billy Campbell, Jon Sherr, Louise Shaw, Rich Fishbaugh, Rick Styner, Brian Kennedy, Audrey Brown, Isabelle Wettergreen, Kathleen Richards, Diana Prola, Andrew Storar, Wing Mok, Judi Burle, addressed the Board regarding the proposed reductions for the 2008-2009 school year.

Following public comments, the Board focused on Resolution #08-12, Reducing or Discontinuing Particular Kinds of Services for the 2008-2009 school year, stating unanimously that they could not support the recommendation to lay off teachers. Therefore,

- On a motion made by Mr. Richards and seconded by Mrs. Hague, the Board did not adopt Resolution #08-12, Reducing or Discontinuing Particular Kinds of Services for the 2008-2009 school year, by a 6-0 vote. Mrs. Cutter was absent.

The Board then moved forward to the Conference Item 4.1-CF, Proposed 2008-09 Budget Reductions.

Of the reductions recommended, \$743,074 was approved by the Board. The recommendation to reduce the 1.0 FTE grant writer to .50 FTE was not approved, with the Board members noting that the grant writing position will generate revenue. Two other items: \$75,000 reductions in legal fees and the Athletic Director from .50 to .20 (per contract) were tabled for further discussion. Prior to the approval, Mr. Cassidy distributed an amendment to the proposal, which was seconded by Mr. Katz. The proposal put forth the following additional positions for budget reductions:

Additional Reductions to District Office administration: 5 positions

1. Assistant Superintendent of Human Resources (in order to reorganize Human Resources Department under new position of director of Human Resources)
2. Assistant Director, Categorical Programs, Educational Services
3. Coordinator of Special Services, Education Services
4. Accounting Manager, Business Services
5. Communications Outreach Specialist (cut effective Dec, 1, 2008)

Reductions to School Site Administration: 3 positions

1. Vice Principal at Muir Middle School
2. Vice Principal at Bancroft Middle School
3. Vice Principal at San Leandro High School

Deletions to Superintendent's Proposed Reductions:

1. Retain current law firm for contract negotiations: Proposed cost savings will not materialize since District is more likely to reach an agreement with current firm than switching to new firm.
2. Retain grant writer position at 100% FTE: Position has been effective in securing substantial funds for District and should not be reduced.
3. Shift in funding for Communication Outreach Specialist: Should be undertaken until December 1, 2008, upon which date the position will be eliminated.

Ms. Perry's substitute motion to table this item to the March 13 Board meeting died because there was no second on that motion.

On a substitute motion made by Mrs. Hague and seconded by Mr. Richards, the Board approved the Superintendent's budget proposal with the following amendments: eliminating the grant writer position, and tabling the reduction in legal fees and recommendation to change the Athletic Director from .50 FTE to .20 FTE (per contract) for further discussion by a 4-2 vote. Trustees Cassidy and Katz voting no. Trustee Cutter was absent.

On another substitute motion made by Mrs. Hague and seconded by Mr. Richards, the Board approved bringing forward the recommendations on Trustee Cassidy's proposal, a cost analysis including the impact on students,

as well as the reduction in legal fees and change to the Athletic Director from .50 FTE to .20 FTE (per contract) to the March 13 Board meeting by a 5-1 vote. Trustee Cassidy voting no. Trustee Cutter was absent.

PUBLIC TESTIMONY ON NON-AGENDA ITEMS

- Billy Campbell addressed the Board with additional comments regarding budget issues and Beautification Days.

Mr. Davis announced that the March 13 Board meeting would be at the San Leandro City Council Chambers, 7 p.m.

BOARD MEMBER COMMENTS

None

ADJOURNMENT

On a motion made by Mr. Richards and seconded by Trustees Cassidy, Davis, Hague, Katz, and Perry, the Board adjourned the meeting at 6:05 by a 6-0 vote. Trustee Cutter was absent.

Respectfully submitted,

Pauline Cutter, Clerk