

BOARD OF EDUCATION
May 25, 2010
City Council Chambers
2263 Santa Clara Avenue
Alameda, CA

ADOPTED MINUTES

REGULAR MEETING: The regular meeting of the Board of Education was held on the date and place mentioned above.

CALL TO ORDER: The meeting was called to order by President Mooney at 5:33 PM.

PRESENT: Jensen, Mc Mahon, Mooney, Spencer

ABSENT: Tam

PUBLIC COMMENT ON CLOSED SESSION TOPICS: Teachers at Otis were present and expressed dissatisfaction with the resignation of a fellow teacher and the process.

ADJOURN TO CLOSED SESSION: By President Mooney at 5:36 PM to discuss:

A-2a. Public Employee Discipline/Dismissal/Release – Pursuant to Subdivision 54957

A-2b. Conference with Labor Negotiators – Pursuant to Subdivision 54957.6

Agency designated representatives: Laurie McLachlan-Fry, Chief Human Resources Officer and

Danielle Houck, General Counsel

Employee organizations: AEA, CSEA

Unrepresented Employees: Management, Psychologists, Behavioral Specialists, Occupational Therapists, Confidential

A-2c. Conference with Legal Counsel Existing Litigation – Pursuant to Subdivision (a) of Section 54956.9

(1) Beery *et. al.* v. AUSD, and Borikas, *et. al.* v. AUSD consolidated Case #RG 08-405984

(2) Balde, *et. al.* v. AUSD, *et. al.*, Case #RG 09-468037

(3) Robles-Wong v. State of California, Case # RG 10515768

A-2d. Public Employee Performance Evaluation – Pursuant to Section 54957

Title: Superintendent

RECONVENE TO PUBLIC SESSION: By President Mooney at 6:34 PM.

CALL TO ORDER/PLEDGE OF ALLEGIANCE: Led by Island High School Student Board Member Miguel Gamalinda and teacher Fern Kruger.

INTRODUCTION OF BOARD MEMBERS AND STAFF: Board members and staff present introduced themselves.

ADOPTION OF AGENDA/APPROVAL OF CONSENT CALENDAR:

MOTION: Member Jensen

SECONDED: Member McMahan

That the Board of Education adopt the agenda with the following change: remove items E-6, E-7, and E-8; put items E-9, E-10, E-12, E-15, E-16, and E-17 on the public agenda.

AYES: Jensen, McMahon, Mooney, Spencer

ABSENT: Tam

NOES: None

MOTION CARRIED

President Mooney noted that Member Tam is out for medical reasons and the Board wishes him a speedy recovery.

CONSENT CALENDAR: The Board of Education approved the following consent items (such items are identified by a plus (+) mark in the body of the minutes):

+Certificated Personnel Actions: The Board approved 22 summer school appointments (Gentile, Rumsey, Warfield, Eisenman, Monroe, Panos-Ellis, Pence, Winkowski, Carman, Cox, lama, Mason, Ryan, Savin, Caidas-Allen, Fiesta, Murphy, Chung, Dickerson, Sharpknack, Barrios-Chacon, Carroll) and 2 appointments (Fong, Mclachlan-Fry); 9 retirements (Beck, Bell, Chacon, Dodge, Easterday, Rodd, Russell, Stephens, Turner); 2 resignations (Lynch, Mejia-Sarate); 2 changes of status (Mellor, Siltanen).

+Classified Personnel Actions: The Board approved 14 appointments (Brown, Hawkins III, Archibeque (2), Brown, Oronos (2), Wise, Suselo, Blea, Chin, Cruz, Ford; 3 resignations (Archibeque, Codd, Idle); 2 retirements (Bonino, Guinn); 1 change of status (Garcia).

+Approval of Bill Warrants and Payroll Registers: The Board approved warrants numbered 35651-35657, 35664-35778, 35779, 35780-35882, 35883, 989264.

+Resolution No. 10-0059 Approval of Budget Transfers, Increases, Decreases

+Ratification of Contracts Executed Pursuant to Board Policy 3300 and Resolution Number 09-0064

+Resolution No. 10-0060 Preliminary and Final official Statement for 2010/11 Tax and Revenue Anticipation Notes (TRAN) of the Alameda Unified School District

+resolution No. 10-0058 to Open Fund for the Academy of Alameda Middle School (AAMS)

+Resolution No. 10-0057 – Surplus Vehicles Disposal

+Alameda Unified School District (AUSD) California Interscholastic Federation Representatives to League

+Part-Time Employment with Full Retirement Credit

+Approval of Professional Services Contract between Alameda Unified School District and Inquiry by Design

+Approval of Professional Services Contract between Alameda Unified School District and Alameda County Office of Education

+Approval of Donations

APPROVAL OF MINUTES: Minutes of the regular meeting of May 11, 2010 and the special meeting of April 27, 2010 were considered.

MOTION: Member Spencer

SECONDED: Member McMahon

That the Board of Education approve the minutes with submitted corrections of the regular meeting of May 11, 2010 and the special meeting of April 27, 2010.

AYES: Jensen, Mc Mahon, Mooney, Spencer

ABSENT: Tam

MOTION CARRIED

COMMUNICATIONS:

Written correspondence: A letter dated May 20, 2010 from Tom Lynch regarding Bay Farm PTA's resolution in support of reinstating the 6th grade program; an e-mail dated May 12, 2010 from Mahasin Moon regarding compulsory attendance exemptions.

Superintendent's Report: Superintendent Vital reviewed follow-up items from previous meetings, site visits, and other news.

Oral Communications:

Elaine Spencer, EHS Sophomore, addressed the Board regarding the rumor that classes without 35 students next year will be cut, and specifically noted AP French 4/5. The many students who did sign up enjoy learning it and would like to become fluent. Also, colleges are more interested in students who have mastered a foreign language and continue to advance through challenging courses. AHS has a French 4/5 class next year; EHS should, too to ensure the same educational opportunities. Ms. Spencer urged the Board to consider ways to solve this issue.

Kim Chaney, teacher, addressed the Board regarding the job sharing policies, noting she has previously submitted a proposal which detailed why job shares are beneficial. Ms. Chaney noted the bottom line is that allowing job shares saves money in the long run because it avoids substitute pay, preserves jobs, and ensures continuity for students. Ms. Chaney urged the Board to support teachers who need flexibility.

Dan Goldfield, teacher, addressed the Board regarding the grading policy. Mr. Goldfield noted he has seen several F- grades and is not clear on how that grade is ascertained. Mr. Goldfield requested the Board review the grading policy.

Suzanne Vincent, classroom parent, addressed the Board regarding a teacher's resignation, adding she was there to show support to the teacher. Ms. Vincent urged the Board to consider the motivation behind what led to this process, adding she does not believe there is sufficient evidence to support it.

Patricia Sanders, AEA President, addressed the Board noting she spent the day in Sacramento along with over 200 presidents of CTA affiliates to plead with the legislators to sign pledges not to make any more cuts to public education. Tom Torlakson, who is running for State Superintendent, did sign a pledge and made the commitment. Ms. Sanders urged the community to support educational excellence in Alameda by supporting Measure E.

Elizabeth Dimaano, AHS Campus Supervisor, addressed the Board regarding receiving a pink slip and urged the Board to reconsider cutting campus supervisors as the Board doesn't know what campus supervisors really do. Ms. Dimaano added they really need these jobs and urged the Board to reconsider the cuts as they are there for the safety of the students.

Margarita Cruz, Textbook Technician at AHS, addressed the Board stating this is the second time she has been threatened to be cut and staff is wondering whether or not they will have jobs next year. Ms. Cruz urged the Board to carefully consider what's about to happen and asked that no further cuts be made.

Board Oral Communications:

None at this time.

Student Board Member Comments:

Student Board Member Inlow from Alameda High School noted last Friday, Dr. Dauber's class went to Great America for Physics Day; the senior talent show was successful; seniors picked up their caps and gowns and yearbooks; womens' swim team are the champs for the 13th year in a row and will move onto NCS as well as the baseball, softball, and volleyball teams.

Student Board Member Datuin from ASTI noted their awards night; students receiving AA degrees will be walking the stage at the College of Alameda this Friday – one student is graduating with 7 Associate degrees; senior trip on Monday at Tuesday to the Marin headlands.

Student Board Member Gamalinda from Island High School noted there were 2 more graduates today; Island had a record 3 graduates in 1 day last week; leadership class is working on the final edition of the Tiki Times "Best Of" edition; prep is beginning for the graduation breakfast and graduation.

Student Board Member Mooney urged everyone to focus on fixing the problems that face our society.

Calendar Review: President Mooney reviewed the calendar of events.

President Mooney thanked the community for their donations.

Closed Session Action Report: There was no action taken in Closed Session.

Recognition of Student Board Members

The Board of Education believes it is important to seek out and consider students' ideas, viewpoints and reactions to the educational program. In order to provide student input and involvement, the Board includes one student board member from each of the district's high schools. The duties of the student board member include providing continuing input for Board deliberations, strengthening communications between the Board and District students, and representing all students in discussing all sides of issues.

Student board members are selected by student leadership and site administrators in a method determined to best represent the interests of students at that high school site. This year's Student Board Members are:

Koki Inlow – Alameda High School
Acen Datuin – Alameda Science & Technology Institute (ASTI)
William Mooney – Encinal High School
Miguel Gamalinda – island High School

The board wishes to recognize the student board members for their commitment and participation as their term in office ends.

President Mooney presented the Student Board Members with certificates of appreciation.

Highlighting Alameda Unified School District Schools: Island High School

Island High offers a wide variety of alternative learning options for students who were not successful in the traditional high school setting. This overview introduces Island's major academic and support programs, and surveys student credit earning data in those programs. This institutional information is accompanied by student response describing "compared to my last school, my experience at Island has been..."

Principal Alysse Castro presented this item.

Board Members discussed the various classes offered at Island and the ability for quick credit recovery.

Video Highlight: 2009/10 Beginning Teacher Support and Assessment (BTSA) Participating Teachers

Participation in Beginning Teacher Support and Assessment (BTSA) induction is required for teachers with a preliminary credential in order for them to receive a clear credential. AUSD works in coordination with the East Bay BTSA Induction Consortium (EBBIC) to provide its new teachers with a state compliant 2-year program.

The DVD shared reflects a small piece of the hard work and dedication of our BTSA Coordinator and BTSA Support providers, BGTSA training and the excellent teachers who participate in the BTSA program and are part of the AUSD academic team.

Merci Jesswani, BTSA Coordinator, presented the item.

Board Members discussed how Newark Unified swept the BTSA Tier 3 program funds without negotiating with the member districts that generate the funds by hiring new teachers and investing into the program. Superintendent Vital noted this is something that Ms. McLachlan-Fry is following up on.

The Board thanked Merci for her work with the consortium and noted appreciation to Diana Kenney for making the DVD.

Teacher of the Year Update

Laurie McLachlan-Fry, Chief Human Resources Officer, introduced the item. Every year the District sends out nomination forms to be distributed to staff and the community to nominate and recognize excellent teachers in the District who exemplify experience, dedication and a particular passion for teaching.

Nomination forms were compiled and the teachers notified of their nominations. Each nominee was to complete an application and produce a two-page letter of application and three letters of support.

The Teacher of the Year Committee reviewed the documentation submitted and selected four (4) finalists. Nominees were notified and classroom visits were scheduled and observed by the nomination committee.

The nomination committee has selected a finalist who will be honored, along with the other finalists, at a Board of Education meeting in the fall:

John Nolan – 2009/10 Teacher of the Year – English Teacher, Island High School
Zoe Boese – 2009/10 Teacher of the Year Finalist – Third Grade Teacher, Edison Elementary
Mary Baker-Hendy – 2009/10 Teacher of the Year Finalist – Resource Specialist, Paden Elementary
Joslyn Olsen – 2009/10 Teacher of the Year Finalist – Science Teacher, Lincoln Middle School

John Nolan has been selected and will represent Alameda Unified in the Alameda County Teacher of the Year program and will be recognized in a ceremony to be held in the middle of October.

Principal Alysse Castro of Island High School noted she hopes to have a job for our Teacher of the year next year, adding this is an opportunity to appreciate that in the tension and frustration with our shortness of resources, there are amazing things happening in all corners.

A Board Member noted participating on the Teacher of the Year committee for 4 years and what an incredible opportunity and reminder this is of the fine work that happens in Alameda everyday.

Another Board Member noted it is a tremendous tribute as to what's been going on at Island for quite awhile; this is why we value Alameda education and it's important we keep our teachers and our schools.

Board Members offered congratulations to all the finalists and Mr. Nolan.

Governor's May Revise Report

Robert Shemwell, Chief Business Officer, introduced the item. The May Revision is, by statute, the Governor's last chance to provide his Budget proposals to the Legislature.

As reported at previous school board meetings, the Alameda USD is facing major funding reductions of approximately \$2.5M in ongoing state funds. Without a new parcel tax, the district will be facing cuts of \$7M in 2010/11, \$2.8M in 2011/12 and \$7.2M in 2012/13. This will total \$17M over the three year period.

Prior to the proposed May Revise, the District has presented multi-year projections that address budget reductions that utilize Categorical Flexibility, Measure A&H Parcel Tax, spending freezes, strategic cuts and a possible new parcel tax.

With the new May Revise the District will be reviewing its multi-year strategy and considering additional strategies while planning the 2010/11 school year budget.

Mr. Shemwell provided an introduction to the May Revise, an overview of the state budget, May Revision features, national economy issues, California economy, risks to the revised budget proposal, general fund budget summary, California's general fund cash outlook, California per-student spending, updates on qualified/negative certifications, revenue limit funding, targeted administrative cut recast, flexibility opportunities continue, report on the Governor's 2010-11 budget "January", principal apportionment deferrals.

The Board Members discussed the deficit factor, COLA, Prop 98, and block grants.

A Board Member asked for clarification on the contracts approved earlier on the consent agenda, given the \$300K additional loss, and asked for clarification of what the funds can be used for as far as professional development. Mr. Shemwell noted that professional development dollars like Title 2 are not flex dollars but dollars usually spent on support for teachers or students, but can be built in as contingencies inside the budget will help us move through this tricky year with forecasts for mid-year cuts; these are critical in our planning and when we built the budget, we planned around our core needs and valued.

Single School Plans for Student Achievement

The purpose of the Single School Plan is to create a cycle of continuous improvement of student performance, and to ensure that all students succeed in reaching academic standards set by the State Board of Education.

In 2001, the California legislature amended the planning requirements for schools that participate in state and federal categorical programs funded through the Consolidated Application process.

This legislation, EC Section 64001(a), established the following eight requirements for school plans:

- School districts must assure "that school site councils have developed and approved a plan for schools participating in programs funded through the consolidated application process, and any other school program they choose to include..."
- School plans must be developed "with the review, certification, and advice of any applicable school advisory committees..."

- Any plans required by programs funded through the Consolidated Application, the School and Library Improvement Block Grant, the Pupil Retention Block Grant, and NCLB Program Improvement must be consolidated into a single plan.
- The content of the plan must be aligned with school goals for improving student achievement
- School goals must be based upon “an analysis of verifiable state data, including the Academic Performance Index...and the English Language Development test...and may include any data voluntarily developed by districts to measure student achievement...”
- The plan must address how state and federal funds will be used to “improve the academic performance of all students to the level of the performance goals, as established by the Academic Performance Index...”
- The plan must be “reviewed annually and updated, including proposed expenditures of funds allocated to the school through the Consolidated Application, by the school site council...”
- Plans must be reviewed and approved by the Governing Board of the local educational agency “whenever there are material changes that affect the academic programs for students covered by programs” funded through the Consolidated Application.

ASTI, Amelia Earhart, Bay Farm, Edison, Franklin, Lum, Otis, Paden and Ruby Bridges were presented. The budgets embedded in these single plans are preliminary and estimated budgets provided for planning purposes. Revised budgets will return to the Board in August.

The Board Members discussed direct correlations and the degree to which SSP’s incorporate better formative assessments.

Superintendent Vital explained how Terri Elkin led focus groups all year long on how to reduce the number of assessments.

The Board further discussed schools having separate theories of action vs. a district theory of action. Superintendent Vital explained it is a both/and situation. We have come up with clear agreements around curriculum, assessment, data inquiry, walkthroughs, monitoring target students, etc. The other provides some flexibility and autonomy to the sites.

A Board Member thanked the teams at the school sites for working on the plans and to Ruben Zepeda for coordinating the plans.

MOTION: Member Jensen

SECONDED: Member McMahon

That the Board of Education approve the Single School Plans for Student Achievement as presented.

AYES: Jensen, Mc Mahon, Mooney, Spencer

ABSENT: Tam

MOTION CARRIED

Approval of New Job Description for Grant Programs Coordinator

This position in partnership with school principals, will plan, organize and direct the implementation of grant-funded programs designed to complement learning and enhance achievement of students, including after school and family programs. This position is responsible

for the oversight of these programs and ensuring that program compliance, fiscal management and reporting requirements are met. The Grant Programs Coordinator is also responsible for ensuring that deadlines related to grant applications and renewals are monitored and met and for overseeing the evaluation of all grant-funded programs. This will be a 261-day work year position.

A Board Member noted the fiscal implications note an increase of \$18,650.48, but doesn't state the salary for this position. Ms. McLachlan-Fry clarified that the position is on the classified management salary range.

The Board discussed the duties of the Grant Programs Coordinator and existing positions. Superintendent Vital clarified the goal is to reduce positions, not add on top of. This position would coordinate all grants listed on the job description rather than have individual Grant Coordinators per grant. Any staff members who are laid off will be encouraged to apply for this new position as we continue to streamline and get more dollars out of our programs. Staff is also looking into whether or not some of these pieces would be more suitable located elsewhere, such as the Adult School.

A Board Member asked if funds could be used for programs if not used for administration. Staff confirmed this was correct.

MOTION: Member McMahan

SECONDED: Member Mooney

That the Board of Education approve the job description for the Grant Programs Coordinator as presented.

A Board Member noted the agenda item shows a cost increase, not a reduction. A Board Member commented that future job descriptions should reflect the salary range being offered. Staff replied that this information would be provided at a later date for this position.

A Board Member noted stated it is not appropriate to vote on a job description that does not explicitly state the salary range.

AYES: Mc Mahon, Mooney

NOES: Jensen, Spencer

ABSENT: Tam

The Board requested that this item return with the specific salary.

MOTION CARRIED

Approval of Job Description for Director of Human Resources, Eliminates Position of Chief Human Resources Officer

The position of Director of Human Resources will provide direction to and assume administrative responsibility for the Human Resources Department, which includes all certificated and classified employees in the District. The HR Director will plan, direct, manage and oversee the activities and operations of the HR department including recruitment, application

processing, selection, position and salary placement and maintenance of personnel files; coordinate assigned activities with other District departments and related agencies in consultation with and under the direction of the General Counsel; manage and implement labor management negotiations and provide highly-complex administrative support directly to the Superintendent.

The Board discussed the lower salary than the current CHRO position and that this is no longer an Executive Cabinet position, and what the salary is.

A Board Member asked for the salary range of this position, which was not provided. Another Board Member moved to table this item. Superintendent Vital clarified that if this item is not approved at this time, this position could not be filled until June 9. The Superintendent added she believes the salary start is \$100K - \$110K, with family benefits of about \$17,000.

MOTION: Member McMahan

SECONDED: Member Jensen

That the Board of Education approve the job description for the Director of Human Resources, Eliminates Position of Chief Human Resources Officer as submitted.

AYES: Jensen, Mc Mahon, Mooney

NOES: Spencer

ABSENT: Tam

MOTION CARRIED

Approval of Proposition 39 Facilities Use Agreement with Academy of Alameda Middle School (AAMS) Charter School

On April 29, 2010, AAMS accepted the Alameda Unified School District's Proposition 39 Final Offer of Facilities. To satisfy its obligation under Proposition 39, the District is allocating to AAMS classrooms and other reasonably equivalent furnished and equipped space at the Chipman Middle School for its use during the 2010/11 school year. The next step is to approve the Facility Use Agreement between AUSD and the AAMS which sets for the terms and conditions by which AAMS will occupy and use the facilities at the Chipman site. The term of the Agreement is for one year, expiring on June 30, 2011.

A Board Member asked about any impact to Alameda Youth Basketball, who frequently books the gymnasium. Mr. Shemwell noted this practice shouldn't change as community groups would still make reservations through AUSD. In speaking with AAMS, they didn't see any issues around AYB using the gymnasium for court time. AAMS has specifically stated they embrace and welcome these community activities to continue.

A Board Member asked about the formula used to determine the number of classrooms AAMS received. Mr. Zepeda explained that it is the responsibility of the District to provide adequate space and materials to "comparable schools". This is how the class loading was determined and thus the number of rooms available. There are approximately 6 rooms that will not be used as classrooms.

A Board Member questioned the formula since the District will increase class sizes next year, but the formula uses current class sizes. Staff explained that there is a one year delay for charters, so the charter calculations will increase next year, not this year.

MOTION: Member Jensen

SECONDED: Member McMahon

That the Board of Education approve the Proposition 39 Facilities Use Agreement with the Academy of Alameda Middle School (AAMS) Charter School as submitted.

AYES: Jensen, Mc Mahon, Mooney, Spencer

ABSENT: Tam

MOTION CARRIED

Approval of Proposition 39 Facilities Use Agreement with the Alameda Community Learning Center (ACLC) Charter School

On April 19, 2010, ACLC accepted the Alameda Unified School District's Proposition 39 Final Offer of Facilities. To satisfy its obligation under Proposition 39, the District is allocating to ACLC classrooms and other reasonably equivalent furnished and equipped space at the Encinal High School for its use during the 2010/11 school year. The next step is to approve the Facility use Agreement between AUSD and the ACLC which sets for the terms and conditions by which ACLC will occupy and use the facilities at the Encinal site. The term of the Agreement is for one year, expiring on June 30, 2011.

A Board Member asked if there were any changes. Mr. Zepeda noted there will be 2 additional classrooms – a portable in the back that was previously used as a custodial office and is DSA approved will be used. The custodians were switched to another space.

A Board Member asked about the load factor. Mr. Zepeda clarified that right now, we load for this year. The new formula will be used for 2011/12 as this agreement expires in June 2011.

MOTION: Member Mooney

SECONDED: Member McMahon

That the Board of Education approve the Proposition 39 Facilities Use Agreement with ACLC Charter School as submitted.

AYES: Jensen, Mc Mahon, Mooney, Spencer

ABSENT: Tam

MOTION CARRIED

Approval of Proposition 39 Facilities Use Agreement with Nea Charter School

On April 19, 2010, Nea accepted the Alameda Unified School District's Proposition 39 Final Offer of Facilities. To satisfy its obligation under Proposition 39, the District is allocating to Nea classrooms and other reasonably equivalent furnished and equipped space at the Longfellow Education Center for its use during the 2010/11 school year. The next step is to approve the Facility use Agreement between AUSD and the Nea which sets for the terms and conditions by which Nea will occupy and use the facilities at the Longfellow site. The term of the Agreement is for one year, expiring on June 30, 2011.

Board Members discussed the ratio used for Nea in calculating space and comparable attendance boundaries.

MOTION: Member McMahan

SECONDED: Member Spencer

That the Board of Education approve the Proposition 39 Facilities Use Agreement with Nea Charter School as submitted.

AYES: Jensen, Mc Mahon, Mooney, Spencer

ABSENT: Tam

MOTION CARRIED

Board Member Reports

Member Spencer noted the “100 Best Communities for Young People” application; Chamber event at Rooster’s; Concert at the Cove sponsored by WABA; Kiwanis Pancake Breakfast; JROTC awards ceremony; student art exhibit at the library; BASE musical festival.

Member McMahan noted the GABA annual meeting; recognition of ROP teachers.

Member Jensen noted “School House Rocks” fundraiser for Measure E; Season for Nonviolence Speech Contest; Evening on the Green; Edison open house; Balde lawsuit dismissal; “100 Best Communities for Young People” application.

Adjournment

President Mooney adjourned the meeting at 9:45 PM.