

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 Schaff at 5:37 PM.

PRESENT: Forbes, Gibson, Jensen, McMahon, Schaff

PUBLIC COMMENT: None at this time.

ADJOURN TO CLOSED SESSION: By President Schaff at 5:37 PM to consider: Public Employee Appointment – Pursuant to GC 54957(b)(1) of the Brown Act: BTSA/PAR Coordinator; Public Employee Discipline/Dismissal/Release; Conference with Labor Negotiator Laurie McLachlan-Fry: AEA, CSEA, ACSA; Conference with Legal Counsel Regarding Anticipated Litigation – Significant Exposure to Litigation Pursuant to Subdivision (b) of Section 54956.9 (1 case).

RECONVENE TO PUBLIC SESSION: by President Schaff at 6:36 PM.

CALL TO ORDER / PLEDGE OF ALLEGIANCE: President Schaff and Board Members led the Pledge of Allegiance.

ADOPTION OF AGENDA/APPROVAL OF CONSENT CALENDAR

MOVED: Member Jensen

SECONDED: Member Forbes

That the Board of Education adopt the agenda with the following change: Remove item +F-6 and +F-9.

AYES: Forbes, Gibson, Jensen, McMahon, Schaff

NOES: None

MOTION CARRIED

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

+Certificated Personnel Actions: The Board approved 35 appointments (Wyatt, Dalton, Kernkamp, Arnold, August, Baumgartner, Bens, Chang, Corbally, DePasquale, Durkos, Eagles, Facey, Fister, Fricke, Friedman, Giovacchini, Hartigan, Higashi, Kelley, Kruger, Lawler, Lee, Light, Madrid, Manalisay, Moats, Nicola, Parodi, Phillips, Russell, Spencer, Staller, Talley, Yudenfreund); 3 resignations (Bakal, Coulter, Kearsley); 2 retirements (Bishop, Journey); 4 leaves of absence (Casper, Hodgkinson, Kruse, Struble); 34 changes of status (Allegrotti, Apel, Douglas, Elkin, Foltz, Gibson, Goldspring, Haley, Horton, Ingram, Johnson, Kahn, Keady, Kielty, Liu-Smith, Lunch, Marr, McCord, McLachlan, Meyer, O’Neil, Pabarcus, Randell, Rockwell, Russell, Shafer, Slauson, Sussman, Tousey, Turner, VanBemmelen, Weinreb, Whitman, Zenk).

+Classified Personnel Actions: The Board of Education approved 5 appointments (Carter, Cruz, Mojica, Yun-Yick, Farnan-Kelley); 10 resignations (Allegrotti, Karoleva-Daneilsen, Morris, Patton, Pinol, Portis, Gayden, Hodge, Ivy, Katsaris); 2 terminations (Hipol, Piombo, Jr.); 42 changes of status (Agron, Barnes,

Benavides, Brook, Cano, Contaxis, Delsid, Diamond, Driscoll, Ebbert, Fletcher, Fox, Garcia, Garcia, Gaster, Hamlin, Hanson, Hodge, King, Landry, Leonard, Leota, Lingat, Morris, Munoz, Nguyen, Nonan, Oronos, Rhodes, Rodriquez, Russ, Solomon, Timmons, E. Tolentino, J. Tolentino, Williams, Wolthius, Wong, Woods, Wright, Yip, Young).

+Approval of Bill Warrants and Payroll Registers: The Board of Education approved warrants numbered 699112-699121, 699124-699165, 699176-699182, 699192-699224, 699225, 699231-699237, 699242-699317, 699318-699340, 699347-699361, 699364-699385, 699386-699409, 699411-699485, 699486-699488, 699491-699494, 699495-699496, 699497-699543, 699544, 699545, 699546-699602, 699603-699665, 699666-699739, 699740-699775, 699776-699898, 699899, 699900-699947, 699336 (voided).

+Resolution No. 08-0042 Approval of Budget Transfers, Increases, Decreases

+Approval of Contract for 2008-09 Strategic Instruction Model (SIM)

+Approval of Emergency Resolution No. 08-0043 Asphalt Repair along Brush Street at the Woodstock Education Center

+Approval of Job Description: Stage Technician

+Approval of Job Description: Preventive Maintenance Technician

+Approval of Lease Agreements with Alameda Family Services – Head Start Program

+Approval of Lease Agreements with YMCA of the East Bay

+California High School Exit Exam Waiver for Students with Special Needs

+Approval of Donations

COMMUNICATIONS - ORAL:

Bryan Sanders, Parent, questioned the relationship between AUSD and OUSD with regards to interdistrict students. Mr. Sanders added he has heard complaints about interdistrict students out in the community, and when he asked Student Services for a list of the interdistrict students he was told that it was private information. Mr. Sanders asked why AUSD has a policy to import interdistrict students from Oakland in order to make \$6M a year as a business. These interdistrict students are probably gang bangers and/or children of drug dealers and they need to go before they wind up hurting Alameda residents.

Member Jensen noted it would be better if Mr. Sanders had a conversation with the Student Services Department. Mr. Sanders noted Student Services has a “mafia mentality” and are not helpful.

Several residents who live in the surrounding neighborhoods around the former Island High School site expressed concern about the Warmington Housing Agreement proposal to put 36 low-income units on less than an acre of land at the former Island High School site. At the August 5 City Council meeting, the Council agreed that 36 was an absurd number, and agreed that there was no precedent where a developer could transfer its obligation to provide low-income units to an off-site location. The Planning Board was incorrect to let Warmington take this approach. Neighbors of the area support 6 affordable units and 6 market rate units, some rental/ownership, with a cap of no more than 12 units. Residents hope the Board supports the CIC decision in considering what is workable for the Wedgewood community.

In light of the discovery in the past that AUSD wanted to move forward in partnership with Warmington to develop high-density housing, residents are concerned about the direction the Board might take. It’s apparent that Warmington’s interested only in building the biggest, most financially advantageous project for themselves on that site, with no interest in considering the neighborhood needs or needs of AUSD employees since income levels shown were below what would qualify most district employees as low-income. Neighbors are open to possibilities for the site including a small development of mixed-price units, a community space, playground, community garden, or other uses.

APPROVAL OF THE MINUTES: Minutes of the regular meeting of June 24, 2008 and the special

meeting of June 30, 2008 were considered.

MOVED: Member Forbes

SECONDED: Member McMahon

That the Board of Education approve the minutes of the regular meeting of June 24, 2008 and the special meeting of June 30, 2008 as submitted.

AYES: Forbes, Gibson, Jensen, McMahon, Schaff

NOES: None

MOTION CARRIED

COMMUNICATIONS:

Written Correspondence:

- An e-mail dated June 26 from David Kirwin regarding the curriculum development for addressing issues of sexual orientation and gender identity
- An e-mail dated June 30 from David Kirwin regarding the special meeting of June 30, 2008
- An e-mail from Ogyen Forje regarding opposition to the proposed Catellus/Warmington low-income housing project on the old Island High School site
- An e-mail from Kathy Miller regarding superintendent search services
- An e-mail dated August 11 from Andrew Huntoon regarding restoring the community relations position
- An e-mail dated August 11 from Andrew Huntoon regarding computer issues
- An e-mail dated August 11 from Darren Campbell regarding 4th grade social science/history programs

Superintendent's Report:

Superintendent Ardella Dailey noted that staff is beginning to return to school sites. The first day of school is September 2, and we are all looking forward to a new school year.

CALENDAR REVIEW: President Schaff reviewed the Calendar of Events for Board Members.

President Schaff thanked the community for their generous donations.

CLOSED SESSION ACTION REPORT: There was no action taken in closed session.

Public Appointment: Beginning Teacher Support & Assessment/Peer Assistance & Review (BTSA/PAR) Coordinator

The present BTSA/PAR Coordinator was promoted to Acting Principal of Otis Elementary effective July 1, 2008. Through an extensive community-based and technical team process, the District conducted a thorough search for the most qualified candidate to fill this critical administrative position. A series of interviews and review led to the selection of the chosen candidate, Mercy Jesswani.

MOVED: Member Forbes

SECONDED: Member Gibson

That the Board of Education approve the appointment of Mercy Jesswani as the BTSA/PAR Coordinator.

AYES: Forbes, Gibson, Jensen, McMahon, Schaff

NOES: None

MOTION CARRIED

Measure A Parcel Tax Oversight Committee Report:

On June 7, 2005, the voters of the City of Alameda approved Measure A with a super majority vote of

67.2%. The \$189 annual per parcel assessment is both a renewal and an increase from the November 2001 Measure A.

The members of the Committee are: Rich Thomas, Kathy Moehring, and Nak Min Oddie.

Luz Cazares, Chief Financial Officer, noted the Committee met on June 27, and detail was presented on the expenditures and revenues at the Special Board Meeting of June 30, 2008. Ms. Cazares introduced Committee member Nak Min Oddie.

Ms. Oddie noted the Committee met on June 27 to review the revenue and expenditures. The total revenue of \$3.3M was used to maintain staffing at all grade levels, maintain elective and intervention programs at middle and high schools, maintain athletics at current levels, maintain counseling programs, support school site programs, discretionary budgets, attract and retain the best and most experienced teachers. The Committee is pleased to certify to the Board the appropriate use of Measure A funds.

Member McMahon asked for clarification on the roles/responsibilities of the Committee for 2008/09. Superintendent Dailey stated 2 members retired, and were replaced with Rich Thomas and Kathy Moehring. In that process, we are looking at combining Measure A and Measure H oversight. This current committee will oversee both Measures and become the Parcel Tax Oversight Committee.

Member Jensen thanked Ms. Oddie for her participation, adding her leadership and experience will help new members and aide in the continuation of the Committee.

Ms. Oddie is currently a teacher in the Hayward Unified School District.

Superintendent Search – Overview & Process and Approval of Brochure to Promote Search for Superintendent

Superintendent Ardella Dailey has given notice of her plans to retire as of January 1, 2009. The California School Boards Association (CSBA) Executive Search Services has been selected to conduct a search process for the Superintendent. Elaine Collins, Ed.D., a CSBA Consultant, will provide the Board with information and an overview of the timeline and process for the search. The brochure for promotion of the position is provided for Board approval.

Superintendent Dailey introduced Ms. Collins.

Ms. Collins noted the first advertisement for the position came out today in Ed Cal, a well-read administrator newspaper. It has also been on the CSBA and NSBA websites, and a couple calls have come in already regarding the position.

MS. Collins reviewed the agreed-upon timeline, noting that on September 8 and September 22, there will be opportunities for input from the community, staff and parents. There will be appointments during the day with an open forum meeting in the evening. In addition, there will also be forms distributed to all school sites which will offer an opportunity for written input.

September 24, the Board will select interview questions to be used for final interviews.

The application process closes on October 22. Applicants will be screened by a CSBA committee who is trained in screening applications, and who will use the criteria you have selected for the Superintendent position. The selection committee will also incorporate criteria heard from the community. The Board will receive a report, and will have seen everything CSBA has seen.

Interviews will be conducted November 15 and 16. Final interviews will be based on who the Board decides are top candidates. Doing onsite visits is an option, although fewer districts do those nowadays.

Hopefully, the process will be wrapped up by November 25 when the Board will approve a new Superintendent. We hope the new Superintendent can start in January, as it usually takes 6 weeks to 1 month for a Superintendent to exit a current position.

Member McMahon asked if there would be a report in October. Ms. Collins noted yes, the themes brought up by the community will be shared prior to the Board determining final interview questions.

Member Gibson asked how many applicants are typically in the final candidate pool. Ms. Collins noted usually there are 5-6, depending upon the quality and quantity of applicants. Member Gibson asked about doing onsite visits after final interviews have been conducted. Ms. Collins noted typically, onsite visits are used as the “final check” of a candidate.

Member Forbes thanked Members Schaff and McMahon for their legwork in the process to date. Given the possibility of new Board Members, what was the thinking behind the timing?

Member McMahon replied that in the discussions, the ultimate objective is to have a contract offer signed and sealed before Thanksgiving. The sitting school board has to make the decision. We know we will have at least one new Board Member, possibly more, a date after the election was chosen for the final interviews so that newly elected members could have some level of participation in the decision-making.

The Superintendent Search will be a standing item on agendas from now on until the process is complete.

Member Gibson asked if staff, community, business, PTA members have ever been on the interview panels of the finalists. Ms. Collins added it has been done, but not much anymore mainly due to confidentiality issues. Ms. Collins added CSBA urges the public not to try to conduct their own public background searches. CSBA has been doing searches for a long time, and between the 14 members, CSBA has many contacts. The committee will work to uncover skeletons and previous problems. While anyone can Google for information, you really want just 1 or 2 people conducting a thorough search. Confidentiality is a real issue, and the more confidential we can keep it, the better quality of applicants you can have.

Member McMahon added this is THE most important job the Board will do in the upcoming months. This is a huge responsibility. The dates are not flexible as they will be printed in the brochure and communicated to any interested applicants. Ms. Collins added another reason the November dates were chosen is because once the holidays start, there really isn't anything happening until January.

Ms. Collins asked for brochure edits. Ms. Jensen noted several changes, and noted she will forward Ms. Collins the edits for review. Member Gibson asked why the brochure didn't note when we want someone to begin. Ms. Collins noted it could limit applicants due to timing. President Schaff added candidates will contact Ms. Collins through CSBA, and she will let them know the current Superintendent's last day is December 31.

Member Gibson asked about the noted salary range of \$185,00 - \$200,000 and how it was determined. Member McMahon stated it was determined by a competitive range of salaries of Superintendents in Alameda County. We don't want to attract a Superintendent we can't afford; we want to communicate we're a low-wealth district. Member Gibson questioned there was any Superintendent salary less than

\$185,000. Current Superintendent Dailey is the only Superintendent with a lesser salary.

Member Gibson suggested lowering the range as the Board may find a candidate with very little or no experience, but who may be deemed a good fit for Alameda. Isn't it possible we might get the right person for less than \$185,000?

Superintendent Dailey noted that with her, the Board really had very special circumstances. Experience is going to be critical for Alameda. Superintendent Dailey added that in her case, she lived in Alameda and was willing to sacrifice some in order to stay here and be Superintendent. Alameda has to be competitive to get a quality Superintendent and if you go low-balling this position, you're going to shoot yourselves in the foot. Alameda needs and demands experience and quality.

Member Gibson asked what the total is with other benefits. Ms. Collins noted the only other benefit is medical. The \$185,000 salary is inclusive.

Patricia Sanders, AEA President, noted that CSBA is asking the community to put its faith in CSBA and do no research of its own. Ms. Sanders thanked the Board Members who have asked about including community input in this important decision. Ms. Sanders asked if CSBA goes back a year or two after placing a Superintendent and checks in on how the placement worked out.

Ms. Collins responded that CSBA guarantees the search in the idea that if the same Board is here in a year and it's not working out, CSBA will conduct the search again for free. CSBA goes the extra mile in checking people out. Ms. Collins added she does check in with contacts and does a post-search workshop for the new Superintendent and Board Members. Ms. Collins has been doing searches for 7 years and everyone she's worked on as of last spring – either retired, is still in place, or moved to a higher position.

MOVED: Member Forbes

SECONDED: Member McMahon

That the Board of Education approve the brochure for the Superintendent Search, with Member Jensen's edits as provided and discussed.

AYES: Forbes, Jensen, McMahon, Schaff

NOES: Gibson

MOTION CARRIED

Enter the Certified Election Results for Measure H into the Board Minutes

At the Special Election held on Tuesday, June 3, 2008, Measure H was passed by the voters with a 66.90% YES vote. The election results must be certified by the Registrar of Voters to become official. On June 27, 2008, the Registrar of Voters issued to the District the Certificate of Election Results together with the Official Canvass for the election.

There were a total of 17,594 votes cast, with 11,445 yes and 5,663 no.

MOVED: Member Jensen

SECONDED: Member Forbes

That the Board of Education enter the certified election results for Measure H into the Board minutes.

AYES: Forbes, Gibson, Jensen, McMahon, Schaff

NOES: None

MOTION CARRIED

President Schaff took the opportunity to thank Ms. Cázares for her work for the District. Member Forbes

added she has done an excellent job in keeping us fiscally whole, and has an ability to explain complex budget issues in simple terms. Member Gibson added Ms. Cázares has brought credibility to what she has presented and the community respects and is appreciative of that. Member Jensen noted Ms. Cázares taught her a lot about school finance, policy, etc., and always provides in-depth and extensive explanations and information. Member McMahon added Ms. Cázares has set a high bar for the incoming CFO in terms of the need for transparency. The community continues to want to understand the process of actively running a school.

Board Member Reports

Member McMahon stated he sat in on the new administrator orientation today, which was a comprehensive 6-hour presentation by Executive Cabinet in terms of role, responsibility, instructional leadership, expectations, etc. Also, at the end of last year, the Board was informed about the ongoing process related to the ROP chartering process and looking at transitioning to a new entity. The process work is still in place and being reviewed by both legal teams. It should be coming forward to the Board soon.

Member Jensen noted last week she attended the SunCal meeting to review their concept for Alameda Point. It is important to note that there are 2 schools proposed in the concept options. As the development moves closer, district parents, teachers, and community members need to pay attention to where those school sites are, as they are currently shown on the perimeter of the residential units. Member Jensen also attended the meeting of community emergency response team – disaster preparedness, and noted there are a number of upcoming trainings for free at City Hall West. Anyone interested should call the Fire Department at 337-2127. Member Jensen noted that with regards to a public speaker earlier, the Board has not officially noted on a stance with regards to Warrington, and a presentation has not yet been addressed to the Board.

Member Gibson added it would be a terrible legacy for the Board to be involved with developing a site that contributed negatively to the community and to the families in the surrounding areas. Member Gibson urged another public speaker, Mr. Sanders, to direct his comments and questions to Student Services.

President Schaff noted it sounds like there was a misunderstanding of the City Council meeting. What President Schaff presented was the fact that he believes in the process we're going through; he was not advocating for any one plan. The City Council made the right decision. The bottom line is that anything regarding the site will have to be approved and discussed by the Board, and the community around the former Island High School site will definitely be involved in that process.

ADJOURNMENT: by President Schaff at 8:21PM.