# *San Leandro USD Minutes*

*Created: May 11, 2012 at 09:12 AM*

## Regular Board Meeting

**May 01, 2012**
**Tuesday, 07:00 PM**
San Leandro City Council Chambers
835 E. 14th Street
San Leandro, CA

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**Attendees**

| | | |
|---|---|---|
| Hermy Almonte | Board Trustee | |
| Ron Carey | Board Trustee | |
| Lance James | Board Trustee | |
| Mike Katz-Lacabe | Board Trustee | |
| Morgan Mack-Rose | Board Trustee | |
| Diana Prola | Board Trustee | |
| Carmen Sullivan | Board Trustee | |
| Cindy Cathey | Superintendent | *non-voting* |
| Song Chin-Bendib | Assistant Superintendent | *non-voting* |
| Jack Martin | Student Board Member | *non-voting* |
| Linda Pollard | Administrative Assistant | *non-voting* |
| John Thompson, Ed.D. | Senior Director II | *non-voting* |
| Debbie Wong | Assistant Superintendent | *non-voting* |

### 1. CALL TO ORDER/ROLL CALL - 6:00 P.M.

The meeting was called to order at 6:01 p.m. by President Mack-Rose. All Board members were present.

### 2. PUBLIC TESTIMONY - CLOSED SESSION ITEMS

**a. Public Testimony on Closed Session Items**

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

### 3. RECESS INTO CLOSED SESSION - 6:00 P.M.

The Board went into closed session at 6:02 p.m.

**a. Public Employee Performance Evaluation, Title: Superintendent's Evaluation, Government Code Section 54957**

**b. Public Employee Discipline/Dismissal/Release/Hiring; Government Code Section 54957**

**c. Conference with Labor Negotiator; Government Code Section 54957.6**

### 4. RECONVENE TO OPEN SESSION - 7:00 p.m.

The Board returned to open session at 7:05 p.m.

**a. REPORT ON CLOSED SESSION ACTION**
President Mack-Rose stated that the Board had been in closed session where no action was taken.

**b. PLEDGE OF ALLEGIANCE**
President Mack-Rose led the Pledge of Allegiance to the Flag.

**c. APPROVAL OF AGENDA** *(V)*
The Board approved the agenda of May 1, 2012.

Motion made by: Ron Carey
Seconded by: Lance James

Votes

Unanimously Approved

**d. LEGAL STATEMENT**

**5. PUBLIC TESTIMONY ON NON-AGENDA ITEMS - 7:10-7:20 p.m.**

Certificated District staff Judi Burle, Mark Hamilton, Sara Fanvu, Valarie Sowans, Tara Shakeshaft, and Carol Delton addressed the Board regarding budget cuts, urging the Board to change their choices, consider using the reserve to save jobs, and maintain programs for next year.

President Mack-Rose thanked them on behalf of the Board, stating, "We appreciate all the teachers who came out tonight. To work all day, picket for your jobs, then come to at Board meeting makes for a long disheartening day," adding that the Board "is doing everything we can to be as transparent as possible in this process, as is SLTA."

**6. PRESENTATION - 7:20-7:25 p.m.**

**a. Certificates of Commendation**

- The Board of Education and Superintendent presented a Certificate of Commendation to Cinthya Barba for being selected as Eden Area Regional Occupational Program (ROP) "Student of the Month" for March 2012 in the Graphics Program.

- The Board of Education and Superintendent presented a Certificate of Commendation to Elizabeth Connell for being selected as Eden Area Regional Occupation Program (ROP) "Student of the Month" for March 2012 in the Retail Floral Program.

**7. PRESENTATION - 7:25-7:35 p.m.**

**a. Citizens Bond Oversight Committee Annual Report**
Deborah Cox, Chair of the Citizens' Bond Oversight Committee (CBOC) presented the CBOC's Annual Report (FY 2010-2011) to the Board and the community. The report included an overview of the Committee's responsibilities, which includes providing oversight to both Measure B and Measure M bond measures, updates on the Measure

B and Measure M Bond projects, and a report on the 2010-2011 Measure B Performance Audit, conducted by Crowe Horwath, LLP. This is the fourth year in a row that the District has received 100% rating on the Measure B Performance Audit. The next CBOC meeting will be on Wednesday, October 10, 2012, at 6 p.m. in the District Office and are open to the public.

The Board thanked the committee for their work and commended Ms. Cox for everything that she does for the District.

**8. PRESENTATION - 7:35-8:05 p.m.**

**a. Introduction to Common Core State Standards**

Mike Walbridge, Director of Curriculum and Instruction, provided a presentation, "Introduction to the Common Core State Standards (CCSS) & New Assessments," describing the new standards and assessments including a timeline for implementation.

Adopted in August 2012, Senate Bill 1 from the Fifth Extraordinary Session (SB X51) established an Academic Content Standards Commission to develop standards in mathematics and English language arts. Eighty-five percent of the standards were to consist of the CCSS with up to 15 percent additional material to be included at the discretion of each state.

The State of California has joined the Smarter Balanced Assessment Consortium, which is comprised of 28 states across the country and has adopted common standards and assessments for English language arts and mathematics that will be implemented in the 2014-2015 school year in all schools across the state. These were developed through a state-led effort to establish consistent and clear educational standards for both content areas and are designed to prepare our K-12 students for college and career success.

While adopted by individual states, the common core state standards, in essence, create national standards. It also provides a balanced assessment system and access to tailored, online reports. This will allow for sharing of information across districts and states and will link teachers to a digital clearinghouse of formative assessment materials.

The Board thanked staff for the presentation and raised clarifying questions which were addressed by the staff.

**9. PRESENTATION - 8:05-8:45 p.m.**

**a. Energy Education Inc.**

The Board received a presentation from Assistant Superintendent Song Chin-Bendib on the final proposal from Energy Education Inc. (EEI). Energy Education In., a company that is based in Dallas Texas, has saved organizations across the country more than $2 billion for education. The savings came from implementing people-

oriented "Transformational Energy Management" processes and thus spending less on utility and water bills. The proposal from Energy Education provides a guarantee to the energy savings. The company has provided several presentations to the Facilities & Technology Committee over the past two years. There was also a preliminary presentation to the Board on December 7, 2010. The proposal from Energy Education provides a guarantee to the energy savings.

Assistant Superintendent Chin said that staff has done extensive and exhaustive research and reference checks on this company, who provided positive comments including:

- "(EEI) they have saved us a ton of money; they are very, very good, they are there all the time..."
- "EEI saved us $2.0M over 3 years..."; and
- "EEI is very, very good, we had them for 4 years and even after the contract expires, EEI still provides the data to the energy specialist. They delivered what they promised".

The proposal from Energy Education has a savings guarantee. Section 8 of the contract states that "EEI shall reimburse the District for the difference if the District's Costs (as defined *in the contract)* exceed its Total Savings, computed from the Start Date at the end of any Performance Year securing the Term ("savings guarantee").

In addition to doing reference checks on EEI, the Assistant Superintendent also consulted legal counsel, however, the District's legal counsel had some reservations about this contract based on some concerns. Some of the concerns of legal counsel are:

1. "There is no early termination option for the District unless the District pays a significant penalty".
2. "Savings guarantee" is merely the contractual promise and that the District's sole remedy appears to be the filing of a lawsuit against an out of state company" (assuming there is a problem with the company later)

**PUBLIC COMMENT**

- Carol Delton, SLTA, supported energy savings; however, was concerned about the baseline calculations, urging the Board to consider solar initiatives where the District does not have to pay into it to receive the benefit, urging the Board to be extremely cautious in making this very large investment with no recourse to terminate early.

**10. CONFERENCE ITEMS - 8:45-8:50 p.m.**

**11. Business and Operations**

**a. Discuss, Review, and Possibly Approve Contract with Energy Education, Inc.** *(D) (V)*

The Board discussed and reviewed the contract with Energy Education, Inc. Several

issued were raised regarding the necessity of solar, district/companies expectations of the consultant, and cancellation process.

Comments during the discussion focused on energy calculations such as solar, noting that while the use of solar will reduce our cost in the end it does not reduce the amount of energy consumption; how construction will impact our baseline; and how will the District sustain the program.

Following the vote, the Board took a break at 9:12 p.m. and reconvened at 9:15 p.m.

Motion made by: Mike Katz-Lacabe
Seconded by: Hermy Almonte

Votes

| | |
|---|---|
| Hermy Almonte | Yes |
| Ron Carey | No |
| Lance James | No |
| Mike Katz-Lacabe | Yes |
| Morgan Mack-Rose | Yes |
| Diana Prola | No |
| Carmen Sullivan | Yes |

**12. REPORTS - 8:50-9:05 p.m.**

**a. Correspondence**

Trustee Sullivan reported receipt of the following emails from April 17, 2012 through May 1, 2012: From Robin Michel regarding "Press Release: Informal Chats with the Superintendent," "Last Weekend to See "Crazy for You," and "Pennies for Patients Students vs Staff Charity Basketball Game at John Muir, Thursday, May 10, 2:30-4:30 p.m., donation requested"; from Kathy Ornelas regarding "Reminder Disaster Council meeting on Friday, April 27"; from Tanya Daly regarding "Alameda County 4-H SET Career Day"; from Myrna Hernandez regarding two issues of the "Washington Newsletter"; from Georgett Jackson regarding "McKinley Bulletin"; from Ling King regarding "Retirement Party for Doris Wong-Sing and Esteban Zapiain," and "Pat Doohan Retirement Party"; from Veronica Sanchez regarding "Garfield Newsletter"; from Lycette Kintanar regarding "Call for Nominations - NCS/CIF Rep by May 15"; from Senator Corbett regarding "Senator Corbett Fights for Community Hospitals," and "Senator Corbett Aims to Better Track Internet Crime"; from Jennifer Keystone regarding "Letter from Roosevelt 5th Grader"; from Rob Rich Beautification Day"; from Wilson Elementary regarding "Dolphin New"; from Deborah Cox regarding "Less funding for gang prevention program." from Cindy Cathey, regarding "Roosevelt School Wins Safe Routes to Schools Program Golden Sneaker Award"; from Carol Alvarez regarding "Madison Parent Newsletter"; from Mike Katz-Lacabe regarding "The Nation, What TEachers Want"; from Jennifer Sherwood regarding "Bancroft Musica Theater May 11, 12, 18, 19 (8 p.m.) 13, 20 (2 p.m.) Donation is requested."

**b. Student Board Member**

Student Board member Jack Martin updated the Board on events at the San Leandro

High School campus and Fred T. Korematsu campus:

- The spring musical "Crazy for You" concluded last Saturday, April 28
- STAR testing has begun, adding that the schedule remains difficult
- 2012-2013 Associated Student Body officers were selected: Alli Oshida will serve as President
- College acceptances will be finalized today, noting that many of the students have been accepted to many top universities such as Cal Berkeley, UCLA, and Stanford
- An Army ROTC representative was at the school today and distributed free "dog tags"
- Regarding lanyards, a new Student Code of Conduct was distributed, noting that several people were joking a lot about code #10 - "When in doubt, whip it out...your lanyard!", which he felt was not very appropriate
- Boys volleyball is having a great year and drew a large crowd for their final match
- Prom will be May 18 at the Exploratorium in San Francisco
- AP tests begins next week

**c. Union Representative Reports**

There were no Union Representative reports.

**d. Superintendent's Report**

Superintendent Cindy Cathey provided the following report:

- Update on internal and external communication efforts related to the budget and Parcel Tax:
    - She thanked trustee Katz-Lacabe for setting up "Survey Monkey." She sent out a letter to staff and our parent community asking that they complete a community survey that will help the District develop a plan that can best serve the educational and teaching needs of our students, teachers, and staff
    - As part of our Parcel Tax outreach efforts, a training was held for a team of people who will be making presentations to the various community groups (PTA/PTO Dad's Clubs, Homeowners Association to name a few). Upcoming Parcel Tax meetings/trainings include:
        - Principals' training - Thursday, May 3
        - Parcel Tax Team meeting (including union representatives) - Thursday, May 3
        - Meeting comprised of recognized opinion leaders throughout the community - Friday May 4
- The Superintendent attended the Scholarship Foundation Dinner, adding that the attendance was must larger than the previous year. Scholarships will be awarded to students on Friday, June 8;
- Spring Forum for Children was Saturday, April 21. Delaine Eastin was the keynote speaker. She thanked Jacqui Diaz for all of her hard work putting this event together;
- Sunday, April 22, was the Southern Alameda County Cultural Pursuits Awards Ceremony where well over 80 of our students were nominated and many attended
- Tuesday, April 24, was the first of two "Chat with the Superintendent and

Board Members," which was very enlightening. Many things were discussed, including an issue that was referenced in the San Leandro Times regarding Bancroft Middle School. The 2nd "Chat" will be at the library on Saturday, May 5, 9:30-10:30 a.m. She encouraged the Board to attend.

- Sunday, May 6, will be "Run for the Schools" (a fundraiser for San Leandro Schools K-12 health & fitness program) at the San Leandro Marina

**13. BOARD COMMITTEE REPORTS - 9:05-9:15 p.m.**

**a. Curriculum**

Trustee Sullivan reported that the Curriculum Committee met on April 25 and continued the discussion on the Transitional Kindergarten (TK) plan and how to communicate to the families. They also discussed the possibility of having smaller class sizes for the two schools who will be offering TK.

**b. Policy**

Trustee Sullivan reported that the Policy Committee met on April 25 and discussed the revisions to the the Homework Policy.

**c. Facilities & Technology Committee**

Trustee Prola reported that the F & T Committee met on April 18 and discussed the asphalt and concrete repair at John Muir and Monroe, hardscape buckling from tree roots and uneven surfaces at John Muir, and an Amendment #2 to AEDIS Architects contract for Pacific Sports Complex & Burrell solar design.

**14. BOARD REPRESENTATIVE REPORTS - 9:15-9:20 p.m.**

**a. Alameda County School Boards Association**

Trustee Sullivan reported that she was unable to attend the meeting; however, noted that the Association discussed the Fair Political Practice Commission (FPPC). She will forward any handouts that may have been distributed.

**15. CONSENT ITEMS - 9:20-9:40 p.m.**

**a. Approval of Consent Items** *(V) (C)*

The following item was pulled from the Consent Calendar:

- 20b - Approve the Trip Hazard Report Proposal by Souto Bros. for Monroe Elementary School (Almonte)

With the exception of Consent item 20b-Approve the Trip Hazard Report Proposal by Souto Bros. for Monroe Elementary School, the Board approved the Consent Calendar as amended.

Motion made by: Mike Katz-Lacabe
Seconded by: Diana Prola

Votes

Unanimously Approved

**16. General Services**

**a. Approval of Minutes - April 3, 2012** *(V) (C)*

**b. Approval of Minutes - April 17, 2012** *(V) (C)*

**c. Resolution #12-31 Board Compensation - Morgan Mack-Rose** *(V) (C)*

**d. Designation of School Representatives to the California Interscholastic Federation League (CIF)** *(V) (C)*

**e. Resolution No.12-34 Proclaiming May as Asian American and Pacific Islander Heritage Month** *(V) (C)*

**17. Human Resources**

**a. Certificated Personnel Report** *(D) (C)*

**b. Classified Personnel Report** *(D) (C)*

**18. Educational Services**

**a. 2011-2012 NPS/A Contracts** *(V) (C)*

**b. Revision to Board Policy and Administrative Regulation 5111 - Admission** *(V) (C)*

**19. Business and Operations**

**a. Developer Fee Justification Study with Total School Solutions** *(V) (C)*

**b. Contracts for amounts $5,000 or less for fiscal year 2011-2012.** *(V) (C)*

**20. Facilities and Construction**

**a. Amendment #2 to the Architectural Services Agreement with AEDIS Architecture & Planning for the San Leandro Unified School District Pacific Sports Complex and Burrell Field** *(V) (C)*

**b. Approve the Trip Hazard Repair Proposal by Souto Bros. for Monroe Elementary School** *(V) (C)*

Trustee Almonte commented that while bids were not required for these repairs as this was an emergency situation, he reminded the Board that in the future, before seeking outside vendors, the District consider a San Leandro vendor.

Motion made by: Hermy Almonte
Seconded by: Mike Katz-Lacabe

Votes

Unanimously Approved

**21. ACTION ITEMS - 9:40-9:55 p.m.**

**a. Approval of Action Items**

**22. Human Resources**

**a. Resolution #12-32 Authorization for Holders of Mild to Moderate Teaching Credentials to Provide Instruction to Pupils with Autism** *(V)*

Senior Director II John Thompson gave a brief background stating that earlier this year the state is requiring that all teachers with mild/moderate credentials obtain a special certification if they are teaching students with autism. Due to the high number of special education students who have been identified with autism, the District is assisting these teachers with obtaining this special certification. One step in this process is for the Board to authorize these teachers to teach students with autism while they are completing this special certification through next year.

Motion made by: Diana Prola
Seconded by: Mike Katz-Lacabe

Votes

Unanimously Approved

**b. Resolution #12-33 Final Decision Not to Reemploy Certificated Employees** *(V)*

Senior Director II John Thompson explained that on March 6, 2012, the Board took action to adopt resolutions authorizing and directing staff to initiate procedures to not reemploy the full-time equivalent of 42.678 certificated employees in order to ensure that the SLUSD can meet its budgetary requirements for the upcoming school years. The proper procedures were followed and the affected employees were given preliminary notice of this action. Unfortunately, the Board must now take action to complete this process. Resolution #12-33 authorizes staff to give final notice to the affected employees, adding that while this is a necessary step, the Board of Education and district staff remain committed to rescinding these notices when possible and to continue to explore alternatives that will reduce the affect of the state budget cuts on the San Leandro Unified School District.

Motion made by: Mike Katz-Lacabe
Seconded by: Ron Carey

Votes

Unanimously Approved

**23. INFORMATION ITEMS - 9:55-10:00 p.m.**

**a. Information Items**

**24. Human Resources**

**a. The California School Employees' Association Initial Proposal to the San Leandro Unified School District** *(D)*

## 25. ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS-10:00 pm

Trustee Katz-Lacabe attended "Crazy for You" offering kudos to the staff and students for a great production. Drakes, benefiting Bancroft Middle School, is this Friday, 4-8 p.m.; Eat Out for Education is tomorrow. He noted that he attended Cal Day and offered kudos to Student Board Member Martin for his decision to attend there.

Trustee James attended the "Spring Forum for the Children," the "Chat with the Superintendent and Board Members. He is looking forward to the next session. Summarizing the upcoming events he concluded by commenting, "Tomorrow eat, Friday drink, Saturday talk, and Sunday run."

Trustee Prola attended the Scholarship Foundation on April 18 which was well attended. On Saturday, she attended the Bikes for Tikes fundraiser hosted by the Police Department, and the high school production of "Crazy for You."

Trustee Almonte congratulated San Leandro High School's student newspaper, *The Cargo"* for winning the top national award, "Best Service to the Community" from the American Scholastic Press Association (ASPA) for 2012.

Trustee Mack-Rose shared a comment from a performer in the recent San Leandro High School production on how different it is going from a Bancroft musical theatre where parents and staff are available to assist the performers, to the high school musical theatre, where you are "pretty much on your own, and while it was hard she felt so much pride and independence." She thanked those who were able to attend the "Chat with the Superintendent and Board Members, commenting that she has received positive feedback even from those who were not happy, saying that we are in a community who really does care and that is so much better than being in a community of indifference." She is looking forward to working on educating the community on our needs and SLED "100" which is June 27 and urged the Board to save-the-date.

## 26. ANNOUNCEMENT

**a. Board of Education Meetings**

- Regular Board Meeting – May 15, 2012
- Regular Board Meeting – June 5, 2012
- Regular Board Meeting – June 19, 2012
- Special Board Meeting – June 26, 2012

## 27. ADJOURNMENT*

**a. Time** *(V)*

The meeting was adjourned at 9:44 p.m.

Motion made by: Mike Katz-Lacabe

Seconded by: Lance James

Votes
Unanimously Approved

Respectfully submitted,

Carmen Sullivan, Clerk

Board Approved: 3/15/12

TO: Board of Education

FROM: John Thompson, Ed.D., Senior Director II of Human Resources

DATE: May 1, 2012

RE: Acceptance of Personnel Report

The following is the Personnel Report that reports details of personnel assignments, employment and terminations.

**CERTIFICATED EMPLOYEES**

| POS.# | NAME | POSITION | LOCATION | FTE | FROM | TO |
|---|---|---|---|---|---|---|
| **APPOINTMENT** | | | | | | |
| 1370 | Salvador Ramos | Teacher | Bancroft | 1.0 | 4/16/12 | |
| **APPOINTMENTS – SUMMER SCHOOL** | | | | | | |
| | Guillermo Morales | Principal | Bancroft | | 6/22/12 – 8/2/12 | |
| | Cher Situm | Asst. Principal | Bancroft | | 6/22/12 – 8/2/12 | |
| | Valentin Del Rio | TSA-Admin. Intern | Bancroft | | 6/22/12 – 7/12/12 | |
| | Cynthia Epps | TSA-Admin. Intern | Bancroft | | 6/22/12 – 8/2/12 | |
| | Gerhard Grotke | ESY-Asst. Principal | Jefferson | | 6/22/12 – 7/26/12 | |
| | Julie Avilla | ESY -TSA-Admin Intern | Jefferson | | 6/22/12 – 7/26/12 | |
| | Charmion Brown | ESY -TSA-Admin Intern | Jefferson | | 6/22/12 – 7/26/12 | |
| **RESIGNATIONS** | | | | | | |
| 1126 | Kathleen Krier | Teacher | SLHS | 1.0 | 6/16/12 | |
| 381 | Pauline Facciano | RSP | SLHS | 1.0 | 6/16/12 | |
| **WILLIE BROWN – PRE-RETIREMENT PART-TIME EMPLOYMENT** | | | | | | |
| 436 | Maureen Shapiro | School Nurse | D. O. | .20 | 2012-13 school year | |
| **UNPAID LEAVE OF ABSENCE** | | | | | | |
| 37 | Susan Blevins | School Nurse | D. O. | .20 | 2012-13 school year | |
| 143 | Jenifer Engler | Teacher | LOA | .50 | 2012-13 school year | |
| 239 | Zack Lewis-Murphy | Teacher | Muir | 1.0 | 2012-13 school year | |

TO: Board of Education

FROM: John Thompson Ed.D, Senior Director II-Human Resources

DATE: May 1, 2012

RE: Acceptance of Personnel Report

Following is Personnel Report that reports details of personnel assignments, employment and terminations.

**CLASSIFIED EMPLOYEES**

| POS. # Funding | NAME | POSITION | LOCATION | FTE | FROM | TO |
|---|---|---|---|---|---|---|
| **Appointment** | | | | | | |
| Short-term 25%=Title I 75%=Idea Local Assistance | Dominique Rivers | Homework Club Tutor | Monroe | .133 | 5/2/12 | 5/31/12 |
| Short-term –Idea Local Assistance | Arlene Cordero | Para Educator Moderate/Severe | Muir | .87 | 5/2/12 | 6/14/12 |
| Short-term Translator | Emily Thomas | Translator | Various | Hourly | 5/2/12 | 6/30/12 |
| Substitute | Regina Gage | Classified Substitute | Various | Hourly | 4/18/12 | |
| Yard Supervisor | Mercedita Jarin | Yard Supervisor | Roosevelt | Hourly | 4/19/12 | |