San Leandro USD Minutes

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Special Board Meeting

June 26, 2012
Tuesday, 06:00 PM
San Leandro Unified Administration Office
14735 Juniper Street
San Leandro, CA 94579

Attendees

Hermy Almonte	Board Trustee	
Ron Carey	Board Trustee	
Lance James	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*
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 by President Mack-Rose at 6:03 p.m. It was noted that all Board members were present with the exception of Trustee Katz-Lacabe.

2. PUBLIC TESTIMONY - 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 recessed into closed session at 6:04 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

d. Conference with Labor Negotiator: Unrepresented Employees; Government Code Section 54957.6

4. RECONVENE TO OPEN SESSION/PLEDGE OF ALLEGIANCE 7:00 p.m.

The Board reconvened into open session at 7:11 p.m. President Mack-Rose said that the Board had been in closed session where no reportable action was taken.

5. REPORT CLOSED SESSION ACTION

a. REPORT ON CLOSED SESSION ACTION

b. PLEDGE OF ALLEGIANCE

President Mack-Rose led the Pledge of the Allegiance to the Flag.

6. APPROVAL OF AGENDA

a. APPROVAL OF AGENDA *(V)*

Motion made by: Carmen Sullivan
Seconded by: Lance James

Votes
Unanimously Approved

7. LEGAL STATEMENT

a. LEGAL STATEMENT

8. PUBLIC TESTIMONY ON NON-AGENDA ITEMS - 7:00-7:05 P.M.

Anita Waldron, on behalf of the San Leandro Teachers' Association (SLTA), addressed the Board regarding the tentative agreement reached between SLTA and the District, stating that we should celebrate, and despite these difficult times, the agreement was met with enthusiasm by the teachers, recognizing a "job well-done." She thanked both teams for their integrity and commitment to working together to solve problems and come to solutions. She also thanked the Board for their commitment.

9. PUBLIC HEARING - 7:05-7:10 p.m.

a. Conduct an Official and Public Hearing on 2012-2013 Adoption Budget Which Includes Fiscal Years 2013-2014 and 2014-2015

On a motion made by Trustee Prola and seconded Trustee Sullivan, the Board opened the Public Hearing regarding the 2012-2013 Adoption Budget which includes fiscal years 2013-2014 and 2014-2015.

There were no public comments.

On a motion made by Trustee Almonte and seconded by Trustee James, the Board closed the Public Hearing regarding the 2012-2013 Adoption Budget which includes fiscal years 2013-2014 and 2014-2015.

10. PRESENTATION - 7:10-7:35 p.m.

a. 2012-2013 Adoption Budget

Assistant Superintendent Song Chin-Bendib, Business & Operations, and Marites Fermin, Director of Fiscal Services, provided a presentation on the 2012-2013 Adoption Budget which includes Fiscal Years 2013-2014 and 2014-2015. Highlights included:

- The 2012-2013 Adoption Budget reflects a positive gross fund balance of $3,649,593 (included Tier III and budget designations to be applied to

subsequent fiscal years) in the Unrestricted General Fund which includes all Tier III Flexibility and appropriate sweeps of Tier III funds
- Assembly Bills (AB) 1200 and 2756 state that a district the size of San Leandro Unified must maintain a minimum of 3% Reserve requirement. The District continues to maintain the 3% minimum reserve requirement in Fund 17, Special Reserve Fund for Other Than Capital Outlay Projects
- Due to the lateness in settling an agreement with the District's largest bargaining group, San Leandro Teachers' Association (SLTA), this 2012-13 Adoption Budget contains many place holders of budget items which will be reconciled in July

It is impossible to have a line item salary and benefit item of the negotiated agreement detailed in position control when the District settled on June 12 and ratified by SLTA on June 15.

In order to project a positive fund balance for 2012-13 and two subsequent fiscal years, below are some major assumptions included in the 2012-2013 Adoption Budget:

- Governor's tax initiative passes in November 2012:
  - However, the Governor's proposed budget for 2012-13 which was ratified by Congress on June 15, 2012, included provisions that would link mid-year cuts to his tax initiative, which will be determined by voters in November 2012. If the measure does not pass, San Leandro Unified is projected to incur an on-going cut of $441 per ADA, which is equivalent to approximately $3.7 million per year (ongoing)
  - Flat funding (meaning the funded base revenue limit for 2012-13) is the same as 2011-12
  - $855/FTE ongoing increase for SLTA members in the Medical Benefits section on the 2011-12 salary schedule effective February 1, 2013
- P-2 ADA of 8,478 from 2011-12 as districts are protected by the higher ADA of either prior or current fiscal years
- All Board approved cuts on March 13, 2012, will be ongoing
- All items included in the Memorandum of Understanding (MOU) between San Leandro USD and SLTA MOU (MOU approval is on this Board agenda but as a separate Board item)
- Contribution by Adult Education of $400,000 ongoing
- Use of approximately 90% of one-time funds in 2013-14 and 2014-15
- Sweep of $800k of instructional materials and School Library Improvement Program (SLIP) funds in 2013-14
- Reconciliation of vacancies and SERP have NOT been completed due to lateness in settling an agreement

Charts were shared highlighting enrollment, assumptions, Unrestricted General Fund Revenue and Expenditures, Combined General Fund Revenue and Expenditures, and Other Funds. The Board posed clarifying questions regarding the information presented which were addressed by staff.

11. ACTION ITEMS - 7:35-7:40

a. Approval of Action Items

12. Action Items - Business & Operations

a. Approve the 2012-2013 Adoption Budget Which Includes Fiscal Years 2013-2014 and 2014-2015 *(V)*

Motion made by: Diana Prola
Seconded by: Hermy Almonte

Votes
Unanimously Approved

13. CONSENT ITEMS - 7:40-7:50 p.m.

a. Approval of Consent Items *(V) (C)*
The Board approved the Consent Calendar.

Motion made by: Ron Carey
Seconded by: Lance James

Votes

Unanimously Approved

14. Consent Item - General Services

a. Resolution #12-48 Board Compensation - Carmen Sullivan *(V) (C)*

15. Consent Item - Human Resources

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

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

16. Consent Item - Educational Servicves

a. Amendment to Contracted Services Agreement between San Leandro Unified School District and First 5 Alameda County for Summer Pre-Kindergarten Programs for the 2011-2013 School Years *(V) (C)*

b. School Accountability Report Card (SARC) Licensing Agreement with Document Tracking Services (DTS) *(V) (C)*

c. Non Public School/Agency Master Contracts & ISAs *(V) (C)*

17. CONFERENCE ITEMS - 7:50-8:20 p.m.

a. Approval of Conference Items *(D) (V)*

18. Conference Items - Human Resources

a. Resolution #12-49 Resolution of Final Release/Reassignment and Notice to Certificated Administrative Employees *(D) (V)*

Dr. John Thompson, Senior Director II, Human Resources, distributed a copy of Resolution #12-49, Resolution of Final Release/Reassignment and Notice to Certificate Administrative Employees. He explained that adoption of this Resolution would rescind the action that was taken by the Board prior to March 15, 2012, to notify certificated administrative employees holding administrative positions with the District during the 2011-12 school year that they would be released/reassigned for the 2012-13 school thereby reducing the administrators' work years to generate a cost savings for the District.

Due to the agreement that was approved with the San Leandro Management Association (SLMA) on June 5, 2012, which authorizes employees to take up to five furlough days depending on the severity of potential mid-year budget reductions, the agreement will generate a cost savings for the District should mid-year budget reductions be imposed by the State during the 2012-13 school year.

In accordance with Education Code section 44951, the passage of Resolution #12-49 Resolution of Final Release/Reassignment and Notice to Certificated Administrative Employees, the Board authorizes the District Superintendent or the Superintendent's designee to notify the employees of the Board of Trustees' final decision to reemploy them for the 2012-2013 school year in the administrative positions they held in 2011-12, as recommended by the administration and subject to the terms and conditions in Attachment "B," and to notify the administrative employee identified in Attachment "A" that she will be re-employed in the assignment specified.

Motion made by: Carmen Sullivan
Seconded by: Lance James

Votes

Unanimously Approved

19. Conference Item - Business & Operations

a. Approval of the Public Disclosure of Collective Bargaining Agreement for San Leandro Teachers Association (SLTA) *(D) (V)*

Motion made by: Diana Prola
Seconded by: Lance James

Votes
Unanimously Approved

b. Ratification of Tentative Agreement and Memorandum of Understanding between the San Leandro Unified School District and the San Leandro Teachers' Association *(V)*

Motion made by: Lance James
Seconded by: Diana Prola

Votes
Unanimously Approved

c. Measure M and Measure B Savings Projects Support *(D) (V)*

Assistant Superintendent Song Chin-Bendib explained that the construction work related to Measure M is beginning and is expected to continue for two years. Since this work is being completed on our school sites, it encroaches on and directly impacts the routine maintenance work done at these sites. This requires the District maintenance manager, Greg Dyer, to spend a considerable amount of his time addressing Measure M construction related issues.

A time study was conducted and the encroachment was confirmed that Mr. Dyer spent 19.11% of his time on construction-related tasks. The time study was performed over a two-week period and will be continued for another two weeks and periodically throughout the year. The encroachment on Mr. Dyer's time impacts his ability to perform the regular duties of his position, thus increasing his reliance on the maintenance supervisor.

In order to ensure that the District can reasonably maintain the services required of the maintenance department supervisor, Assistant Superintendent Chin-Bendib said that staff was recommending the following:

- Transfer 19% of the maintenance manager's salary to Measure M bond funds to accurately reflect how his time is spent
- Restore the maintenance supervisor's position from .8 FTE to 1.0 FTE and fund this increase from the general fund offset described in #1

The Assistant Superintendent further explained that the partial shift of the maintenance manager's salary to Measure M bond funds meets the bond requirements because "had it not been for the bond projects, Mr. Dyer would be able to spend the time on his regular maintenance & operation duties." Additionally, the restoration of the maintenance supervisor's position to 100% would provide a net positive impact of $2,300 to the General Fund because 19% of the maintenance manager's salary ($22,900) would be shifted to Measure M while $20,600 of the maintenance supervisor would be added to the General Fund.

Motion made by: Carmen Sullivan
Seconded by: Hermy Almonte

Votes
Unanimously Approved

20. ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS-8:20 pm

Trustee Carey commented on the appearance of Burrell Field now that the fields have been demolished. He is looking forward to the District moving forward with the new Sports complex and the high school project. He also noted that Drakes will be next Friday. He also announced that $1.2M in scholarships were awarded to 185 high school seniors.

Trustee Prola commented that she was happy to read that the District is working with the Indigenous Nations Child and Family Agency on a grant to serve our Native American

students. She noted that in 2009 the Board adopted a resolution declaring the last Friday of September as Native American Day. She would like to see the schools do some type of formal recognition in the same manner that is done for African American and Latino celebrations.

Trustee Sullivan hoped that "before pictures" were taken of Burrell Field before the demolition.

Trustee Almonte thanked the Superintendent for providing a PowerPoint presentation to the Lion's Club recently, updating them on the needs of the District.

Trustee Sullivan recalled asking if the District had a policy with regards to sports-related injuries such as concussions. On that same line, Trustee Prola asked about baseball bat regulations. Staff will research this.

Trustee Mack-Rose reported that a few incidents at Washington Elementary School occurred after school was closed for the summer; however, some of the kids involved were caught, bringing to mind the importance of being vigilant. The SLED 100 fundraising event will be tomorrow night at Councilmember Gregory's home. She asked for consensus to explore placing "Additional Board Comments" earlier on the agenda so that the public in attendance can hear those comments; however she decided that she would further discuss her suggestion with the Superintendent.

21. ANNOUNCEMENT

a. Board of Education Meetings

22. ADJOURNMENT*

a. Time *(V)*

The meeting was adjourned at 8:10 p.m.

Motion made by: Carmen Sullivan
Seconded by: Ron Carey

Votes
Unanimously Approved

Respectfully submitted,

Carmen Sullivan, Clerk

Board Approved: 7/17/12

TO: Board of Education

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

DATE: June 26, 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
RESIGNATION						
430	Alexandra Gonzalez	Speech Therapist	McKinley	1.0	6/16/12	
203	Heather DiMaggio	Teacher	Madison	1.0	6/16/12	
UNPAID LEAVE OF ABSENCE						
21/1026	Elena Ball	Teacher	Wilson/District Office	.10	2012-13 school year	
SUMMER SCHOOL APPOINTMENTS						
	Derick Bandy	Teacher	SLHS		6/22/12 – 8/2/12	
	Janet Blondeau	Teacher	SLHS		6/22/12 – 8/2/12	
	Willis Blue	Teacher	SLHS		6/22/12 – 8/2/12	
	William Dixon	Teacher	SLHS		6/22/12 – 8/2/12	
	David Ellington	Teacher	SLHS		6/22/12 – 8/2/12	
	Shawn English	Teacher	SLHS		6/22/12 – 8/2/12	
	Danny Fong	Teacher	SLHS		6/22/12 – 8/2/12	
	Cesar Garcia	Teacher	SLHS		6/22/12 – 8/2/12	
	Roberto Garcia	Teacher	SLHS		6/22/12 – 8/2/12	
	John Gardener	Teacher	SLHS		6/22/12 – 8/2/12	
	Beatrice Hall	Teacher	SLHS		6/22/12 – 8/2/12	
	Anthony Long	Teacher	SLHS		6/22/12 – 8/2/12	
	David Mason	Teacher	SLHS		6/22/12 – 8/2/12	
	Yolanda Minor	Teacher	SLHS		6/22/12 – 8/2/12	
	Akram Morrar	Teacher	SLHS		6/22/12 – 8/2/12	
	Jan Othen	Teacher	SLHS		6/22/12 – 8/2/12	
	Coniconda Reyes	Teacher	SLHS		6/22/12 – 8/2/12	
	Lucy Ruszel	Teacher	SLHS		6/22/12 – 8/2/12	
	Ram Singh	Teacher	SLHS		6/22/12 – 8/2/12	
	Jayamala Thatipamala	Teacher	SLHS		6/22/12 – 8/2/12	
	Julie Thomas	Teacher	SLHS		6/22/12 – 8/2/12	
	Sean Tobin	Teacher	SLHS		6/22/12 – 8/2/12	
	Heather Payne	Counselor	SLHS		6/22/12-6/26/12	
	Tamesha Wise	Counselor	SLHS		6/22/12 – 8/2/12	
	Joan Bonsey	Teacher	Jefferson		6/22/12 – 7/26/12	
	Yolanda Jimenez Swoopes	Teacher	Jefferson		6/22/12 – 7/26/12	
	Irene La	Teacher	Jefferson		6/22/12 – 7/26/12	
	Michele Okahashi	Teacher	Jefferson		6/22/12 – 7/26/12	
	Guadalupe Ornelas	Teacher	Jefferson		6/22/12 – 7/26/12	
	Candace Smith	Teacher	Jefferson		6/22/12 – 7/26/12	
	Denise Williams-West	Teacher	Jefferson		6/22/12 – 7/26/12	

CERTIFICATED EMPLOYEES

POS.#	NAME	POSITION	LOCATION	FTE	FROM	TO
ESY SUMMER SCHOOL APPOINTMENTS						
	Sarah Bollinger	SDC	Jefferson		6/22/12	7/26/12
	Joann Chapman	SDC	Jefferson		6/22/12	7/26/12
	Renee Calcagno	SDC	Jefferson		6/22/12	7/26/12
	Rodney Compton	SDC	Jefferson		6/22/12	7/26/12
	Lucia Fatone	SDC	Jefferson		6/22/12	7/26/12
	Lula Gambel	SDC	Jefferson		6/22/12	7/26/12
	Gwendolyn Gregory	SDC	Jefferson		6/22/12	7/26/12
	Richard Hopper	SDC	Jefferson		6/22/12	7/26/12
	Nancy James	SDC	Jefferson		6/22/12	7/26/12
	Ilham Myrdal	SDC	Jefferson		6/22/12	7/26/12
	Colleen Palia	SDC	Jefferson		6/22/12	7/26/12
	Douglas Pacheco	SDC	Jefferson		6/22/12	7/26/12
	Jane Steele	SDC	Jefferson		6/22/12	7/26/12
	Amy Voge	SDC	Jefferson		6/22/12	7/26/12
	Lawrence Winfield-Perez	SDC	Jefferson		6/22/12	7/26/12
	Kimberly Kolbe	Psychologist	Jefferson		6/18/12	8/19/12
	Mamatha Moorthy	Psychologist	Jefferson		6/18/12	8/19/12
	Cindy Perales	Psychologist	Jefferson		6/18/12	8/19/12
	Patricia Scalione	Psychologist	Jefferson		6/18/12	8/19/12

TO: Board of Education

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

DATE: June 26, 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
Unpaid LOA						
1229-Unrestricted	Graciela Vargas	Head Custodian II	SLHS	1.0	5/14/12	To 7/16/12
Summer School						
Short-term	Livia Deras	Nutrition Assistant I	SLHS	.166	7/19/12	8/3/12
Short-term	Gloria Fernandez	Para Educator ELD	Jefferson	.533	6/22/12	7/26/12