San Leandro USD Minutes

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Special Board Meeting and Work Session

February 12, 2013
Tuesday, 06:15 PM
San Leandro Unified Adminstration Office
14735 Juniper Street
San Leandro, CA 94579

Attendees

Ron Carey	Board Trustee	
Lance James	Board Trustee	
Mike Katz-Lacabe	Board Trustee	
Corina Lopez	Board Trustee	
Diana Prola	Board Trustee	
Vince J. Rosato	Board Member	
Jason Toro	Board Member	
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- 5:30 P.M.

The meeting was called to order by President Prola at 5:34 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 regarding the closed session agenda.

3. RECESS INTO CLOSED SESSION - 5:30 p.m.

The recessed into closed session at 5:35 p.m.

4. CLOSED SESSION ITEMS

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

b. Conference with Labor Negotiator; Government Code Section 54957.6

c. Conference with Real Property Negotiator - Property: Government Code Section 54956.8

5. RECONVENE INTO OPEN SESSION - 6:15 p.m.

The Board reconvened to open session at 6:25 p.m.

a. Report on Closed Session Action

President Prola said that the Board had been in closed session where no reportable action was taken. It was noted that Trustee Katz-Lacabe arrived at 5:40 p.m.

b. Pledge of Allegiance

President Prola led the Pledge of Allegiance to the Flag.

c. Approval of Agenda *(V)*

The Board approved the Special Board meeting and Work Session agenda for February 12, 2013.

Motion made by: Ron Carey
Seconded by: Vince J. Rosato

Votes
Unanimously Approved

d. LEGAL STATEMENT

6. PUBLIC TESTIMONY ON NON-AGENDA ITEMS - 6:15-6:20 p.m.

Adon S. Alonzo, San Leandro Unified School District parent, addressed the Board regarding the upcoming retirement of Superintendent Cindy Cathey and thanked her for all that she has done for the District, adding that now comes the difficult job of finding a replacement. He urged the Board, that before looking outside the District, to look in-house and reach out to teachers, staff, students, parents, community and stakeholders for their help, input, and feedback to see if there is a viable candidate to continue the work. He also stated that if a fresh pair of eyes is the direction the Board wished to go, going outside might be needed.

7. CONSENT ITEM - 6:20-6:25 p.m.

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

Trustee Rosato asked to pull Consent Item 8a, Agreement Between All Green Recycling and San Leandro Unified School District for E-Waste Event at John Muir Middle School as he would like to make a comment before the Board took action.

8. Business and Operations

a. Agreement Between All Green Recycling and San Leandro Unified School District for E-Waste Event at John Muir Middle School *(V) (C)*

Trustee Rosato asked staff to clairfy if there is written language regarding those students who are part of the group participating in the fundraiser for a school group field trip and are unable to pay for the trip, will be allowed to attend. It was also noted during staff response that the address of John Muir Middle School on the contract was not correct.

Following comment by the Board, the Board approved the contract between the All Green Recycling and the San Leandro Unified School District for E-Waste Event at John Muir Middle School.

Motion made by: Vince J. Rosato
Seconded by: Lance James

Votes
Unanimously Approved

9. CONFERENCE ITEM - 6:25 - 7:00 p.m.

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

10. Human Resources

a. Superintendent Search Process *(D)*

The Board reviewed and discussed selection process options for hiring a new Superintendent and provided staff direction on how to best proceed.

Dr. John Thompson, Senior Director II, Human Resources, explained that the Board has the following options for selecting a new superintendent and walked the Board through the advantages and disadvantages to each of the following selection methods:

1. Appoint someone: either an internal candidate or someone from the "outside"
2. Conduct a district-led search
3. Use an outside firm to conduct a search

President Prola requested and received Board consensus of the Board to use an outside firm to conduct a search. After some discussion, it was decided that:

- Dr. Thompson will forward 2 additional search proposals (for a total of 5) to the Board for review by the end of the week, a Superintendent Search Firm Comparison chart, and possible interview questions
- The Board will rank each proposal from 1-5 with 1 being the highest and 5 being the lowest, identifying the top three firms to meet with the Board on February 26 for an interview/presentation in open session
- The Board agreed to start the open session on February 26 at 6:30 p.m. (to accommodate the interview/presentations), with the Board recessing into closed session following the open session

Before moving on to the work session, the Board took a short break.

11. SPECIAL WORK SESSION - 7:00-9:00 p.m.

a. Effective Governance Team Work Session

Effective Governance Team Work Session

A highly effective Board Governance team is critical to the efficient functioning of every school district. As new Board members are elected, it is important that the new Governance team develop strong a working relationship, understand roles & responsibilities, and protocols. As part of this work session, the Board discussed such topics as working styles, roles, governance responsibilities, Board protocols, and other governance topics as needed.

12. ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS-9:00 p.m.

Trustee Toro visited the San Leandro High School track and field team at Bancroft Middle School, commenting that he was very impressed with the coaches, the accomplishments of some of the seniors on the team, and the excitement felt by all for the upcoming completion of the new sports complex and Burrell Field.

Trustee Carey attended Lincoln High School's open house, acknowledging Principal Alex Harp for setting a good atmosphere on the campus.

Trustee James attended San Leandro High School's open house, and was disappointed that very few parents were in attendance, and information regarding the CAHSEE was not readily available. He commented that tonight's meeting was very informative and will help the Board work together as a Governance team.

Trustee Katz-Lacabe also attended the open house at San Leandro High School. He attend the Young Peoples' Symphony at the Arts Education Center, adding that it was a spectacular event.

Trustee López asked if it would be possible to have someone come and speak to the Board about the Brown Act. Superintendent Cathey said that Jon Pearl, an attorney that the District works with, does a great job around negotiations and the Brown Act. Staff will look into arranging a time for him to give a workshop, when he is in the area.

Trustee Rosato visited John Muir Middle School and received a tour and spoke to various employees. He acknowledged the school for their well-received band and orchestra, leadership group, and how they encourage parent involvement, where information about their Parent-Teacher-Student Organization (PTSO) can be accessed on the website.

Trustee Prola expressed her frustration with the phone system at the high school when she tried to call about the open house program and after going through eight extensions, with no success, she finally called the District Office to have her question answered.

13. ANNOUNCEMENT

a. Board of Education Meetings

- Regular Board Meeting - February 26, 2013
- Regular Board Meeting - March 5, 2013
- Special Board Meeting - March 12, 2013 (District Office)
- Regular Board Meeting - March 19, 2013
- Regular Board Meeting - April 2, 2013
- Regular Board Meeting - April 16, 2013
- Regular Board Meeting - May 7, 2013
- Tentative Board Meeting/Work Session - May 14, 2013 (District Office)
- Regular Board Meeting - May 21, 2013
- Regular Board Meeting - June 4, 2013
- Regular Board Meeting - June 18, 2013
- Special Board Meeting - June 25, 2013 (District Office)

14. ADJOURNMENT*

a. Time *(V)*

The meeting was adjourned at 8:50 p.m.

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

Votes
Unanimously Approved

Respectfully submitted,

Ron Carey, Clerk

Board Approved: 2/26/13