San Leandro USD Minutes

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Regular Board Meeting

June 18, 2013

Tuesday, 07:00 PM

San Leandro City Council Chambers
835 E. 14th Street
San Leandro, CA

Attendees

Ron Carey	Board Trustee	
Mike Katz-Lacabe	Board Trustee	
Corina N. Lopez	Board Trustee	
Diana Prola	Board Trustee	
Vince J. Rosato	Board Trustee	
Jason Toro	Board Trustee	
Cindy Cathey	Superintendent	*non-voting*
Song Chin-Bendib	Assistant Superintendent	*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 - 7:00 P.M.

A reception celebrating the retirement of Superintendent Cindy M. Cathey was held prior to the Regular Board meeting,

At the conclusion of the reception, the meeting was called to order by President Prola at 7:01 p.m. It was noted that all Board members were present with the exception of Trustee James.

a. Pledge of Allegiance

President Prola led the Pledge of Allegiance to Flag.

b. Approval of Agenda *(V)*

The Board approved the Agenda for the Regular board meeting held on June 18, 2013. Trustee James absent.

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

Votes
Unanimously Approved

c. LEGAL STATEMENT

2. PRESENTATION-7:05-7:35 p.m.

a. Recognition of Retiring Superintendent Cindy M. Cathey

Alameda County Office of Education Superintendent Sheila Jordan, Jim Oddie, Representative for Assemblymember Rob Bonta; Meriam Reynosa, representative for Senator Ellen Corbett, Alexandra Boskovich, Senior Legislative Aide to Alameda County Supervisor Wilma Chan, San Leandro Vice-Mayor Jim Prola, Cher Situm, representing the San Leandro Management Association, and David Johnson and Gaye Quinn, on behalf of the San Leandro Chamber of Commerce, presented special Resolutions and awards recognizing Superintendent Cindy Cathey for her visionary role, and dedication to public education, our District, students and families, and to the community of the City of San Leandro.

3. PUBLIC TESTIMONY - CLOSED SESSION ITEMS-7:35-7:40 p.m.

There were no public comments regarding the Closed Session agenda.

4. PUBLIC TESTIMONY ON NON-AGENDA ITEMS-7:40-7:45 p.m.

Mark Hamilton. on behalf of the guidance counselors of the District, addressed the Board regarding their frustration, discouragement, and disappointment, about the attitude and actions of the District, and the San Leandro Teachers' Association around the state of their profession in the San Leandro schools.

5. PRESENTATIONS-7:45-8:30 p.m.

a. District Assistance Intervention Team (DAIT) End of the Year Report Time Certain: 07:45 PM

The District is in Program Improvement Year 3 Corrective Action and has been working this school year with our technical assistance provider, Napa, Solano, Contra Costa Educational Support Team (NSCC), to revise our Local Education Agency Plan (LEAP) and monitor and support implementation of the plan. NSCC has conducted 24 classroom visits to all K-12 schools monitoring core instruction and providing training and support as appropriate. Debbie Wong, Assistant Superintendent of Educational Services, provided an end of the year report on the progress along the high leverage action plans and ongoing needs, and next steps for the District. Highlights included:

- In 2012-13 the District, in partnership with NSCC has provided DAIT learning walks, coaching support at every school site and has fulfilled reporting requirements with success
- Four High Level Action Plans focused on:
    - #1: Developing and Implementing a District Accountability and Monitoring Plan
    - #2: Ensuring all students have access to scheduled, uninterrupted high quality instruction in core and intervention classes
    - Deepening the use of data from the data monitoring system to ensure that formative and summative data is available and used for instructional decisions
    - #4: Continue to develop and implement specific efforts to build trust and communications between the home to school community
- Next Steps for 2013-2014
    - Common Core State Standards Implementation to strengthen the core (Tier 1)
    - Year 2 of DAIT Monitoring and Support Services
    - Continue instructional coaching and professional development
    - Support implementation of Professional Learning Communities
    - Continue program along behavioral tiered intervention system,

including Positive Behavior Support & Intervention System (PBIS) implementation at all of our school sites
    - Review and improve special education service delivery and collaboration with general education

The Board thanked staff for the presentation. Comments and questions raised by the Board included:

- The challenge of scheduling professional development time
- How this ties into the performance of our students
- Provide a follow up report in about six months down the road with data, and teacher feedback on how helpful it is has been, and in-class benefits
- Like to see collaboration between the elementary school and middle school teachers, and high school teachers with higher education institutions

b. Presentation on the District's Energy Conservation Program Time Certain: 08:15 PM

Energy Specialist, Pauline Cutter, provided an update on the District's Energy Conservation program to date. The presentation reviewed the goals of the program, how savings are determined and the savings to date, environmental benefits, and planned future projects. Also in attendance were Cenergistic representatives Mr. Dan Kropp (Implementation Lead), Mr. Mark Giugni (Data Lead) and Mr. Ed Graff (Marketing). A copy of the detailed presentation was provided at the Board meeting for their review.

Highlights included:

- Report covers the first 10 months of the program (June 2012 to March 2013)
- Primary Goals
    - Maintain comfort
    - Eliminate energy waste
    - Save dollars
    - Involve all staff to create a sustainable "climate of energy conservation" throughout the whole District
- Key Accomplishments to Date
    - Performed three major shutdowns - resulting in saving energy costs and earning almost $2,000 through PG&E's Winter Gas Credit program, noting that almost 40% of our annual savings can come from our summer shutdown, which we are currently in the process of implementing
    - Identified a billing error by PG&E charging monthly Utility Use Tax resulting in savings of up to $3,000 per month
    - Identified meters that are no longer in use but billed for
- Measurement & Verification
    - Through the use of an industry standard software program called Energy CAP (Costs Avoidance Program) we can track our savings progress
    - CAP's primary purpose is to calculate the value of energy we avoid through our conservation efforts
    - Energy CAP calculates our savings by taking the energy usage prior to the start of our program and adjusting it to today's conditions and

compares the differences in temperature, in building square feet, mechanical systems and occupancy, and differences in monthly billing cycles
    - Energy CAP then multiplies the expected energy usage by today's energy rates to determine that amount we pay without the energy program and that expected cost is compared to today's actual cost to determine our savings
    - Our base year comparison will always be from June 2011 through May 31, 2012
    - Total Savings to Date: $88,946* or 8% (June 2012-March 2013)
- Environmental Benefits
    - During the past 10 months, SLUSD has avoided using 333,000 KWh of electricity and little over 31,000 therms of natural gas which equates to savings of 264 metric tons of carbon dioxide emissions being prevented, or 47 automobiles being removed from the highways annually, or 6,751 tree seedlings planted and grown for 10-years

Ms. Cutter further explained that while she is excited about the accomplishments to date, there is much more work to be done towards saving energy and money. In addition to continuing with the work that we have already started, we will be focusing on water and irrigation and other money-savings projects, adding that a main goal for the District and for her is to get the entire District to think about ways to conserve so that everyone is doing their part.

The Board thanked Ms. Cutter for the presentation, commenting that what this program demonstrates is that the most effective way to deal with energy is to approach conversation first rather than adjust to alternative energy, and the incredible environmental benefits/savings realized from this program. In addition, questions raised included what factors are used to calculate the expected usage in the areas of electricity, natural gas, water & sewer and irrigation and how is water usage saved at a school district which was addressed by the presenters.

6. REPORTS-8:30-8:45 p.m.

a. Correspondence

Trustee Carey reported receipt of the following emails from June 4, 2013, to June 17, 2013: From Laura Gomez regarding "Monroe Eagle Eye Flyer"; from Jon Sherr regarding "Bargaining Report - SLTA"; from Danielle Gallagher regarding "Title Changes and Raises"?; from Mike Katz-Lacabe, Robin Michel, and Ling King regarding "San Leandro School Board Hires New Superintendent"; from Ebado Ismail regarding "June 2013 Bancroft Banner Newsletter"; from Mike McLaughlin regarding "Thank You"!; from Cindy Cathey regarding "Call of Action," and "FW: Bancroft - 6/10 Helicopter Landing"; from Robin Michel regarding "Please join the Board in Honoring Superintendent Cathey at a Reception on Tuesday, June 18, at 6 p.m.," and "Summer Pre-K: Still openings! Register today"; from Elaine Tesorero regarding "Weekly Bulletin June 10-June 14, 2013"; from Jennifer Rohrer regarding "8th Grade Invite"; from Alex Harp regarding "Thank You!" from Senator Corbett regarding "Legislative Update"; from Garry Grotke regarding "Thank You!"; from Lisa Carboni and Zaira Duncan regarding "Sufficient Disabled Parking for SLHS Graduation"; from Unique Holland regarding "ACOE News: Teachers of the Year, Summer PDs and More"; from Senator Corbett regarding "You're Invited: Senate Select Committee on Emerging Technology Hearing," and "Mobile Office Hours";and from Sukhi Sidhu regarding

"Facilities and Technology Committee Agenda - June 19, 2013".

b. Union Representative Reports

There were no Union Representative Reports.

c. Superintendent's Report

Superintendent Cindy Cathey reported that promotion and graduation ceremonies were especially moving and thoughtful this year. On a particular note was the SLHS graduation at Burrell Field, reporting that meeting the Thursday deadline was nothing short of a miracle and everything was perfect for the more than 4,000 people in attendance, (3500 in seats and 570 graduates). While parking was somewhat of a challenge, the Superintendent reported that the two responses she received were positive, adding that notices were sent to businesses in the area announcing the graduation and they were really hospitable, patient, and accommodating.

Superintendent Cathey acknowledged the Board for their enormous integrity and genuine efforts making very tough decisions on behalf of the students, adding that "you made my job as Superintendent so much better and so much easier, because of the respect you have for each other, the way you conduct yourself and for doing what's right for the District. I will miss working with all of you. It has truly been a pleasure, an honor. and a privilege. I thank you so much."

7. BOARD COMMITTEE REPORTS-8:45:8:50 p.m.

a. Facilities / Technology

Trustee Prola reported that the Facilities & Technology Committee met on June 5, and discussed the Muir Middle School old pool demolition and hardtop athletic facilities, noting that the project is currrently under budget. The committee heard an update on the digital billboard at Burrell Field, reviewed the design proposal for the Instructional Materials Center (IMC) conference center, and discussed San Leandro High School swimming pool rates, along with other revenue generating ideas such as renting to San Lorenzo High school swim teams, the Red Cross for life saving lessons, and the Adult School to offer classes.

8. BOARD REPRESENTATIVE REPORTS-8:50-8:55 p.m.

a. Eden Area Regional Occupational Program

Trustee Toro reported that the Eden Area ROP Governing Board met on June 6. The committee approved the Final Operating Budget for the 2013-2014 school year and reviewed the Community College Articulation Update, noting that ROP offers over 60 courses that articulate to three different community colleges in the area.

9. CONSENT ITEMS-8:55:-9:10 p.m.

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

The Board approved the Consent Items. Trustee James was absent.

Motion made by: Mike Katz-Lacabe
Seconded by: Jason Toro

Votes

Unanimously Approved

10. General Services

a. Approval of Minutes - May 21, 2013

b. Approval of Minutes - June 4, 2013

c. Resolution #13-39 Mid-Year Revision Signature Card - Authorized Agents on Payroll Warrants and Disbursements *(V) (C)*

11. Human Resources

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

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

c. Resolution #13-38 Establishment of Four-Consecutive-Day Workweeks for July 2013 *(C)*

d. Approval of Work Year Calendars

12. Educational Services

a. Memorandum of Understanding Between San Leandro Unified School District and Playworks at Jefferson Elementary School for the 2013-2014 School Year *(V) (C)*

b. Memorandum of Understanding Between San Leandro Unified School District and Playworks at Wilson Elementary School for the 2013-2014 School Year *(V) (C)*

c. Contracted Services Agreement Between San Leandro Unified School District and HERO, Inc. at Roosevelt Elementary School for the 2012-2013 School Year *(V) (C)*

d. Memorandum of Understanding Between San Leandro Unified School District and Mills Teacher Scholars Program at Roosevelt for the 2013-2014 School Year *(V) (C)*

e. Contracted Services Agreement Between San Leandro Unified School District and AVID Center at Bancroft, Muir and San Leandro High School for the 2013-2014 School Year *(V) (C)*

f. Memorandum of Understanding Between San Leandro Unified School District and Santa Clara County Office of Education for Participation in A Look at Learning Collaborative for the 2013-2014 School Year *(V) (C)*

g. Memorandum of Understanding Between San Leandro Unified School District and California State University East Bay for the Mathematics Achievement Academy Program for Summer 2013 *(V) (C)*

h. School Accountability Report Card (SARC) Licensing Agreement with Document Tracking Services (DTS) for the school year 2013-14 (for the SARC period of 2012-13) *(V) (C)*

13. Business and Operations

a. Ratification of Payroll *(V) (C)*

b. Approval of Bill Warrants *(V) (C)*

c. Resolution #13-37 to Declare Certain Equipment Surplus and/or Obsolete *(V) (C)*

d. Contracts for amounts $5,000 or less for fiscal year 2012-2013. *(V) (C)*

14. Facilities and Construction

a. Amendment #01 to the Architectural Services Agreement with Spencer Associates, Inc. for the John Muir Middle School Athletic Fields and Bancroft Middle School Par Course to add demo and reuse of old pool area *(V) (C)*

15. ACTION ITEMS-9:10-9:20 p.m.

a. Approval of Action Items

16. Human Resources

a. Resolution #13-34 Reducing and/or Eliminating Specially Funded and General Funded Classified Services *(V)*

The Board adopted Resolution #13-34 Reducing and/or Eliminating Specially Funded and General Funded Classified Services. Trustee James was absent.

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

Votes
Unanimously Approved

17. CONFERENCE ITEMS - 9:20-9:30 p.m.

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

18. Business and Operations

a. Contract for Services between Apex Learning and San Leandro Adult School Online Courses *(D) (V)*

The Board approved the contract between Apex Learning and the San Leandro Adult

School. Trustee James was absent.

.Motion made by: Vince J. Rosato
Seconded by: Mike Katz-Lacabe

Votes
Unanimously Approved

b. Agreements between the San Leandro Adult School and Non-Union Agencies *(D) (V)*

Trustee Prola commented that while the Adult School has not been able to locate any additional local union agencies to fill apprenticeship program slots, she would prefer not to enter into negotiations with non-union apprenticeships. A brief discussion ensued; however, the Board was unsure about what the alternatives would be as we may be forgoing an opportunity for our students.

Assistant Superintendent Song Chin-Bendib clarified that the Adult School has unused federal apprenticeship funds, and by partnering with non-union agencies, the Adult School would be able to expense their remaining portion of their apprenticeship funds, otherwise, these unused funds will be returned to the state.

Following the discussion, a motion was made by Trustee Katz-Lacabe, seconded by Trustee Toro to amend the recommendation by including language, "subject to having a formal process to exhaust all the union-available opportunities before proceeding with non-union agencies."

Trustee López would also like to limit the duration of the agreement to a "one school-year cycle", which was agreeable to Trustees Katz-Lacabe and Toro.

At the conclusion of the discussion, the Board approved the following amended recommendation:

Approve the Agreements between the San Leandro Adult School and Non-Union Agencies for the 2013-2014 school year, subject to having a formal process to exhaust all the union-available opportunities before proceeding with non-union agencies. Trustee James was absent.

Motion made by: Mike Katz-Lacabe
Seconded by: Jason Toro

Votes
Unanimously Approved

19. Facilities and Construction

a. Proposal from American Outdoor for a Digital Billboard Sign *(D) (V)*

20. INFORMATION ITEMS 9:30-9:35 p.m.

a. Information Items

21. Human Resources

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

Government Code 3547 requires school districts to "sunshine" collective bargaining proposals at a meeting of the Board of Education. the California School Employees' Association's (CSEA) submitted an initial proposal to the San Leandro Unified School District (SLUSD) that was first presented to the public at the June 4, 2013, meeting of the Board of Education. This proposal was presented to the SLUSD a second time for public review and comment.

22. Business and Operations

a. Miscellaneous Receipts

Miscellaneous Receipts in the amount of $7,058,758.87 have been deposited in the Treasury of Alameda County.

23. ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS-9:35 p.m.

Trustee Carey attended the Senior Recognition Night, and the Adult School, Lincoln Continuation High School, and San Leandro High School graduations. He thanked the City for their help with the traffic logistics at Burrell Field for the high school ceremony.

Trustee Toro attended the Senior Recognition Night and was very impressed with the number of scholarships and money given to our students, adding that he presented a scholarship on behalf of the San Leandro Rotary. He also attended the graduation ceremonies for the Adult School, Lincoln Continuation High, and San Leandro High School. He thanked and acknowledged Superintendent Cathey for welcoming him and helping the new Board members to become productive members of the Board.

Trustee Rosato also attended the Senior Recognition Night and graduation ceremonies, thanking the Adult School for providing gowns. He also commented that he is currently attending a four-day training on the implementation of Common Core in his own District.

Trustee López commented that she spent an afternoon working on the ROP "Call to Action" with Trustee Toro. Letters were sent to representatives of the Assembly and to Senator Corbett asking for their help to preserve ROP programs. She attended the Bancroft Middle School promotion and the San Leandro High School graduation. Trustee López expressed her appreciation and thanks to Superintendent Cathey for her accomplishments, stating that "You have built great collaborative relationships, there is nothing but respect for you."

Trustee Katz-Lacabe commented on two high-profile issues: the Supreme Court's decision not to revive a parcel tax for schools in Alameda that set higher rates for larger business properties and LCFF and the impact to San Leandro Unified. He attended one graduation and his daughter's 5th grade promotion ceremony. He acknowledged Superintendent Cathey, stating that "You will be missed. You came in at a very difficult

time, and have done nothing but help and improve things since then."

Trustee Prola commented that she attended the Muir Middle School promotion ceremony, commending Principal Belen Magers on her "take charge" approach to the event. She attended a meeting with the San Leandro Mayor, City Manager, Superintendent Cathey, new Superintendent McLaughlin, and Trustee Toro on Saturday and discussed the relationship between the City and school district and how they work together. Trustee Prola expressed her appreciation and thanks to Superintendent Cathey.

Superintendent Cathey thanked the Board for their kind thoughts, stating that, "I am only as good as everyone around me", including her Cabinet, and the District team.

24. RECESS INTO CLOSED SESSION

The Board recessed into Closed Session at 8:45 p.m.

a. Public Employee Discipline/Dismissal/Release/ Hiring, Government Code Section 54957

b. Conference with Labor Negotiator (Government Code section 54957.6) Employee organizations: SLTA, CSEA, T/T, Unrepresented Groups, Designated Representative: John Thompson

c. Conference with Legal Counsel Anticipated Litigation - Significant exposure to litigation pursuant to Government Code Section 54956.9 (1 case)

d. Public Employee Appointment: Title: Coordinator of Educational Services; Associate Principal of San Leandro High School (Government Code Section 54957)

e. Conference with Legal Counsel - Existing Litigation (Government Code Section 54956.9, subd. (a))

f. Liability Claim

25. RECONVENE INTO OPEN SESSION

The Board reconvened into open session at 10:10 p.m.

a. Report on Closed Session Action

President Prola said that the Board had been in closed session where the following action was taken:

- On a motion made by Trustee Carey and seconded by Trustee Toro, the Board rejected Claim #481533, by a 6-0 vote. Trustee James was absent

26. ANNOUNCEMENT

a. Board of Education Meetings

27. ADJOURNMENT*

a. Time *(V)*

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

Motion made by: Jason Toro
Seconded by: Vince J. Rosato

Votes
Unanimously Approved

Respectfully submitted,

Ron Carey, Clerk

Board Approved: 6/25/13

TO: Board of Education

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

DATE: June 18, 2013

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	FTE TO	FROM	TO
APPOINTMENT							
1236	Castro, Alysse	Continuation H. S. Principal	Lincoln	1.0		8/6/13	
UNPAID LEAVE OF ABSENCE							
398	Theresa Liao	Teacher	Muir	1.0	to 0	6/4/13 – 6/13/13	
983	Jocelyn Peralta	RSP	Wilson	1.0	to .80	2013-14 school year	
RESCIND UNPAID LEAVE OF ABSENCE							
524	Jeanetta Mack (job share)	Teacher	Monroe	.40	to 1.0	2013-14 school year	
RESIGNATION							
275	Clyde Jackson	RSP	Washington	1.0		6/15/13	
202	Adesola Harrison	Teacher	Bancroft	1.0		6/15/13	
APPOINTMENTS							
	Nathaniel Whitaker	Substitute Teacher	Various	05/31/2013			
	Lisa Lewis	Substitute Teacher	Various	05/31/2013			

To: Board of Education

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

Date: June 18, 2013

Re: Acceptance of Personnel Report

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

CLASSIFIED EMPLOYEES

POS # Funding	NAME	POSITION	LOCATION	FTE	FROM	TO
Appointment						
575-Unrestricted	Michelle Morales	Custodian A.	Roosevelt	1.000	06/10/13	
584-Unrestricted	Anthony Diaz	Head Custodian Night	SLHS	1.000	06/07/13	
775-Unrestricted	Benetico Canlas	Accounting Manager	District Office Business	1.000	06/17/13	
Adult Basic Ed & GED	Judy Gestring	Adult School Teacher	Adult Education	Hourly	06/05/13	
Adult Basic Ed & ESL	Judith F. Flores	Adult School Teacher	Adult Education	Hourly	06/07/13	
Vocational Education	Amrit Gill	Adult School Teacher	Adult Education	Hourly	06/05/13	
Substitute	Olivier Henri Ducommun	Classified Employee	Various	Hourly	06/13/13	
Resignation						
833-Unrestricted	Monita Jit	Accounts Payable Technician I	District Office Business Dept.	0.50	06/21/13	
1322-Title III -LEP Student Program	Melina Gonzalez	Para Educator ELD	SLHS	0.80	06/08/13	
1399-Special Education	Karen Cross	Para Educator-Mild/Moderate	John Muir	0.80	06/14/13	
Release						
1408-Idea Local Assistance	5257-Released from Probationary Service	Para Educator-Moderate/Severe		0.87	06/14/13	