# *San Leandro USD Minutes*

*Created: March 02, 2012 at 04:30 PM*

## Special Board Meeting

**February 28, 2012**
**Tuesday, 07:00 PM**
San Leandro City Council Chambers
835 E. 14th Street
San Leandro, CA

---

**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* |
| 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 - 5:30 P.M.

The meeting was called to order at 5:33 p.m. by President Mack-Rose. All Board members were present except Trustee Carey.

### 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 - 5:30 P.M.

The Board went into closed session at 5:34 p.m.

**a. Student Expulsions - Education Code Sections 35146 and 48918(c)**

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

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

**d. Public Employee Appointment - Title: Vice Principal, Wilson Elementary School; BSTA Coordinator**

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

The Board returned from closed session at 7:04 p.m.

**a. REPORT ON CLOSED SESSION ACTION**

President Mack-Rose reported that the Board had been in closed session where in accordance with Government Code Section 54956, the following action was taken:

- The Board appointed Gilbert Cho to a short-term temporary administrative assignment as a Vice Principal at Wilson Elementary School by a 6-0 vote. Trustee Carey was absent.
- The Board appointed Joy Chua to a part-time BTSA Coordinator Curriculum Specialist position at the District Office by a 6-0 vote. Trustee Carey was absent.

President Mack-Rose noted that Trustee Carey arrived at 5:50 p.m.

**b. PLEDGE OF ALLEGIANCE**

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

**c. APPROVAL OF AGENDA** *(V)*

Motion made by: Mike Katz-Lacabe
Seconded by: Lance James

Votes
Unanimously Approved

**d. LEGAL STATEMENT**

## 5. PUBLIC TESTIMONY ON NON-AGENDA ITEMS - 7:05-7:10 p.m.

- McKinley Elementary School parent Taneisha L'Aimont, along with her Kindergarten student, Artaja, addressed the Board on her concern regarding the lack of recognition and curriculum on African American History Month, and restroom monitoring, noting that the restrooms are located in the hallway of the school and there are no bathroom monitors or buddies to accompany the

kindergartners. The Superintendent will follow-up on these issues.

- Carol Delton, representing the San Leandro Teachers' Association on issues of budget and finance, addressed the Board on the action the Board took at the February 7 Board meeting with regards to Contracts for amounts $5,000 or less for the fiscal year 2011-2012.

**6. PRESENTATION - 7:10-7:20 p.m.**

**a. San Leandro High School Robotics Club**

On February 4, 2012, nine members of the SLHS Robotics Club competed in the *First Tech Challenge* qualifying tournament. Named *Robopirates*, the team won first place, which qua them to compete in the *Northern California First Tech Challenge Championship Tournamer* March 4, 2012, in Newark. In part, the team was able to prepare for the competition than a generous donation from IBEW Local #595. The Robotics Club members who competed included:

- Martin Martinez, Team Captain
- Ricky Liu, Robot Driver
- Daniel Gomez, Head Mechanic
- Jacob Miller: Substitute Driver
- Bianca Luna, Coach
- Hansley Wijaya, Pit Crew
- Andy Wong, Pit Crew
- Malik Cato, Pit Crew
- Nikki Romero, Project Manager

The Robotics Team was supervised by mentors: Randy Picolet, Erik Wilmot, Rick Styner, a Sarah Kayler.

The Robotics Team shared their championship experience and provided a robot demonstra that included maneuvering a bright orange ball, and lifting crates. San Leandro High Schoo senior Bianca Luna and *Robopirates* Coach expressed how this competition opens up fields science, and "for women, this is especially important."

The Board of Education and Superintendent awarded commendations to the Robotics Tean job well done.

**7. PRESENTATION - 7:20-7:45 p.m.**

**a. Summary of the Parcel Tax Community Polling Survey** Time Certain: 07:20 PM

At the Board meeting on December 6, 2012, the Board approved a contract with The Center for Community Opinion. The contract authorized consultant Brad Senden to develop survey questions to assess community support and priorities for a potential parcel tax measure. Subsequently, the Board also entered into the contact with The Lew Edwards Group to advise the District regarding how to best proceed with a potential parcel tax. For the past several months, a team consisting of consultants

Brad Senden, Catherine Lew and Bonnie Jean von Krogh, representatives from CTA, SLTA, CSEA, Teamster/Trades, and SLMA, Deborah Cox chair person of the Measure B & M Bond Oversight Committee and District staff have met to develop and refine the survey questions. During the week of February 12th, The Center for Community Opinion contacted approximately 400 voters and conducted the survey. Brad Senden provided highlights of the survey results from which the Board of Education will consider their next steps. Highlights included:

- The community understands that the greatest challenge facing the District is funding and knows that District cannot rely on Sacramento
- Prior to being informed of the District's financial situation, 58.7% of those polled were in favor of a parcel tax
- After being informed, 63.8% were in favor
- The percentages dropped to 59.6% when participants were told the tax would be $59 per year for six years on residential parcels and 2 cents per square foot on non-residential parcels
- It further dropped to 57.8% for a flat rate option of $124 per parcel
- Phasing the questions in a positive format polled generally at a higher percentage of support

While Mr. Senden said "These numbers were good, the number needed to be closer to 70% to move forward." Concluding that it was not feasible to place a parcel tax on the ballot at this time, his recommendation was that the District implement an education/outreach program to effectively engage and educate constituents about the district's needs.

**PUBLIC COMMENT**

Mayor Stephen Cassidy urged the Board to take a parcel tax to the voters in November, stating that the City would not have a competing measure on the ballot in November 2012 but could not guarantee that would be the case in 2014. He urged the Board members to get out and make an effort to shift public opinion, adding that when "Schools and children succeed, then San Leandro will succeed."

## 8. CONFERENCE ITEMS

### a. Approval of Conference Items

## 9. Conference Item - General Services

### a. The Center for Community Opinion Parcel Tax Survey Results and Next Steps Regarding to Proceed or Not Proceed with a Parcel Tax at This Time *(D) (V)* Time Certain: 07:30 PM

Following the presentation, the Board discussed the parcel tax survey results and agreed that the June ballot was not the time to proceed but supported embarking upon a comprehensive community education and outreach effort with the intent of putting a parcel tax measure on the November 2012 ballot.

## 10. PRESENTATION - 7:45-8:45 p.m.

### a. Impact of the State's Budget Crisis on the District and Potential Reductions for a 2012-2013 Contingency Plan

Time Certain: 07:45 PM

At the Board meeting on February 7, 2012, Assistant Superintendent Business & Operations, Song Chin-Bendib, presented a summary of Governor Brown's 2012-13 proposed budget and its impact on San Leandro Unified School District. The basis for the projected impact was the 2011-12 First Interim report. The Business Department is in the midst of producing the 2011-12 Second Interim report. Assistant Superintendent provided a brief recap of the February 7 meeting. Highlights of the presentation included:

- The budget impact on San Leandro Unified School District
- The Board approved budget cuts for 2012-13 and additional funding sweeps for 2013-14 which are needed even if the tax initiative is passed in November 2012
- A Board approved contingency plan for 2012-13 if the tax initiative is **not** passed by the voters in November
- Additional contingency plan cuts for 2012-13 if the tax initiative is not passed

**PUBLIC COMMENTS**

The following community members, teachers, parents, students and District staff addressed the Board on behalf of specialized educational programs, includuing arts, music, athletics, physical education, libraries, counselors, and campus security: Alex Harp, Belen Magers, John Sherr, Rich Fishbaugh, Emily Fishbaugh, Andrew Storar, Richard Richards, Pamela Richards, Rhonda Spencer, Kerrie Skehan Marshall, Olani Lee, Monica Quinones, Carol Delton, Louise Shaw, Virginia Quock, Richard Shirona, Renee Ulloa, Dan Martin, Ann D'Antonio, Reina Guzman, Biana Luma-Acosta, David Patusco, JoAnm Giong, Laura Michaels Fox, Athena Fong, and Jack Nelson. San Leandro High School senior Biana Luma-Acosta described the situation as "We are at war. The battlefield -- our schools. The bombs are budget cuts. The victims are the students."

The Board thanked everyone for coming and speaking up on behalf of education. President Mack-Rose, who introduced each Board member as a parent active in their children's schools, said "We are also experiencing this in our homes. We work hard for our kids. We work hard for your kids."

Each Trustee spoke about the hard decision forced upon the District by Sacramento, and their duty to develop a contingency plan and represent children and their best interests. Comments included:

- School districts across the country are in a "Great Depression"
- The people must band together to save their schools
- Form a movement similar to Occupy Wall Street and instead Occupy Sacramento
- The California Teachers' Association should organize a statewide general strike, "It's the only way to get Sacramento to change"

## 11. Conference Item - Business & Operations

### a. Contingency Plan Including Additional Proposed Budget Reductions for 2012-13 and Beyond *(D) (V)* Time Certain: 07:55 PM

Recognizing the need to take the fight to Sacramento, and the March 15 layoff deadline for certificated personnel, it was the consensus of the Board to proceed with layoff notifications based on the following contingency plan reductions:

Contingency Plan if Taxes NOT Passed in November 2012

- Additional Proposed Budget Cuts
  - District-wide administrative layoff by reducing 5 work days (including Cabinet)
  - Eliminate Athletics Program
    - High School $196,330
    - Bancroft $16,851
    - John Muir $17,950
    - Athletic Directors .40 FTE $40,901
    - Overtime Campus Supervisor for games $6,500
  - Reduce another 50% Instrumental Music, i.e. eliminate program
  - Freeze Painter Position - 1.0 FTE
  - Reduce 1 Staff Development Day
  - Reduce 50% Secondary Library Media Center Assistants
  - Additional "sweep" of Adult Education funds
- Contingency Plan - Other Ideas - 2012-2013
  - Secondary Librarians:
    - Bancroft Middle School - .8FTE
    - Muir Middle School - .8FTE
    - High School - 1.0 FTE
  - Secondary Counselors:
    - Lincoln - .60 FTE
    - High School - 6.31 FTE
  - Eliminate Grade 1-3 Specialists: 11 FTE @ $67,000 each

## 12. REPORTS - 8:45-9:05 p.m.

Following the discussion and the Board's direction to staff with regards to the Contingency Plan including proposed budget reductions for 2012-13 and beyond, the Board took a break at 10:04 p.m.

The Board returned to open session at 10:13 p.m. President Mack-Rose stated that per Board Bylaw that unless the meeting is extended to a specific time determined by the majority of the Board, the Board meeting will be adjourned at 10:30 p.m.

On a motion made by Trustee James and seconded by Trustee Carey, the Board extended the meeting until 11:00 p.m., by a vote of 6-0. Trustee Katz-Lacabe was not present for the vote.

**a. Correspondence**

It was noted that the Clerk's Correspondence Report would be given at the March 6 Board meeting.

**b. Student Board Member Report**

Student Board member Jack Martin updated the Board on activities at the San Leandro High School main campus and the Fred T. Korematsu campus. Highlights included:

- Last week the schools were closed for Presidents' Week
- Six students on the Girls wrestling placed in NCS and one is going on to the state finals
- Open House was February 16 and from what he heard the new schedule was more efficient

**c. Union Representative Reports**

Carol Delton, on behalf of the San Leandro Teachers' Association, shared a brief update regarding several budget issues including deferred maintenance, materials and supplies, Tier III, and Fund 67. She urged the Board to use every available resource to the fill the potential gap, with the "understanding that these are all priorities and to make your priorities the program for the students."

**d. Superintendent's Report**

Superintendent Cathey reflected briefly on what has happened to public education and our District over the last three years. She also reported that

- On Friday, March 2, Educational Services staff and she will be meeting with the District's DAIT provider to hear their findings, assessment and their recommendations.
- She attended the Black History Program at the AEC sponsored by the Black Student Unions at the San Leandro High School Main Campus, Fred T. Korematsu Campus, and the Black Student Alliance at John Muir Middle School, reporting that it was a fun, well-attended event that brought to together an excellent blend of the talents that our African American students bring to our District and deeply respectful to the African American Scholars and innovators that have made contributions to our nation.
- As a reminder, this Friday, March 2 is Dr. Seuss' Birthday and launches Read Across America Week. If any of the Board are able to participate and read, Washington and McKinley Elementary Schools are looking for readers to visit classrooms.

**13. BOARD COMMITTEE REPORTS - 9:05-9:10 p.m.**

**a. Facilities & Technology**

Trustee Prola reported that the committee met on February 15 and received the Seismic Assessment Report that indicated that all of our buildings are safe. The committee also received the 2012 summer work schedule, and in addition to ongoing

painting and lighting projects at the various elementary schools, Harris & Associates will oversee the installation for a multipurpose (portable classroom) building at Lincoln High School, Phase II of the Career Technical Education Center, Fred T. Korematsu lunch shelter, and the installation of security cameras at the San Leandro High School main campus, all of which are slated for completion before the 2012 fall semester. The next meeting will be March 7, 2012.

**14. CONSENT ITEMS - 9:10-9:25 p.m.**

**a. Approval of Consent Items** *(V) (C)*
The consent calendar was approved.

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

Votes
Unanimously Approved

**15. General Services**

**a. Approval of Minutes - December 6, 2011** *(V) (C)*

**b. Approval of Minutes - February 7, 2012** *(V) (C)*

**c. Approval of Minutes - February 14, 2012** *(V) (C)*

**16. Human Resources**

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

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

**17. Educational Services**

**a. Acceptance of Donations** *(V) (C)*

**b. Resolution No. 12-12, "Art IS Education 2012: Creating a Better Future Together"** *(V) (C)*

**c. Non-Public School / Agency Contracts** *(V) (C)*

**18. Business and Operations**

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

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

**c. Intra-Budget Transfers and Revisions** *(V) (C)*

**d. Internet Contract Renewal with Alameda County Office of Education (ACOE)** *(V) (C)*

**e. Exchange Upgrade Contract** *(V) (C)*

**f. Resolution #12-13 to Declare Certain Equipment Surplus and/or Obsolete** *(V) (C)*

**19. Facilities and Construction**

**a. Agreement with Enviroplex for the Fabrication and Installation of a Portable Multipurpose Building at Lincoln High School** *(V) (C)*

**b. Amendment #4 to the Division of the State Architect (DSA) Inspector of Record (IOR) Professional Services Agreement with Jerome R. Zalinski to Include Summer 2012 Bond Projects** *(V) (C)*

**20. ACTION ITEMS - 9:25-9:45 p.m.**

**a. Approval of Action Items** *(V)*

**21. Human Resources**

**a. Resolution #12-14 Criteria for Determining Order of Seniority for Those Employees with the Same Date of First Paid Service (Tie-Breaking Criteria)** *(V)*

John Thompson, Ed.D, Senior Director II Human Resources, explained that Resolution #12-14 Criteria for Determining Order of Seniority for Those Employees with the Same Date of First Paid Services (Tie-Breaking Criteria); and Resolution #12-15 Criteria for Determining Certificated Permanent and Probationary Personnel are the same documents presented last year; however, in response to Trustees James and Mack-Rose, Mr. Thompson stated that while the San Leandro Teachers' Association was aware that the Board would be considering adopting these resolutions, he had not sat down with the unit to review it specifically, but he was confident that this would not be a problem. Trustee Mack-Rose suggested that in the future it might be helpful to have SLTA review the information before it come to the Board for a vote.

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

Votes
Unanimously Approved

**b. Resolution #12-15 Criteria for Determining Certificated Permanent and Probationary Personnel Whom the District Shall Exempt from the Order of Layoff** *(V)*

As SLTA had not specifically reviewed the document, Trustee Mack-Rose reiterated her suggestion that in the future, the unit review the information before bringing it to

the Board for a vote.

Motion made by: Mike Katz-Lacabe
Seconded by: Carmen Sullivan

Votes
Unanimously Rejected

**22. Educational Services**

**a. Recommendation for Readmission from Expulsion** *(V)*

Motion made by: Mike Katz-Lacabe
Seconded by: Lance James

Votes
Unanimously Approved

**b. Recommendation for Readmission from Expulsion** *(V)*

Motion made by: Lance James
Seconded by: Ron Carey

Votes
Unanimously Approved

**c. Recommendation for Readmission from Expulsion** *(V)*

Motion made by: Mike Katz-Lacabe
Seconded by: Lance James

Votes
Unanimously Approved

**23. CONFERENCE ITEMS - 9:45-10:00 p.m.**

**24. General Services**

**a. Redevelopment Successor Agency Oversight Board Candidate(s) Recommendation** *(D) (V)*

Trustee Mack-Rose explained that the District received a request from County Superintendent Sheila Jordan requesting that the Board submit the names of 1-2 candidates to her so that she can select someone to serve on the Redevelopment Successor Agency Oversight Board. Since the District had not received any applications, the next step would be for the Board to appoint a Board member to represent the District on this committee. Trustee Katz-Lacabe suggested that the Board nominate Trustee Mack-Rose. Receiving no other nominations, the Board nominated Trustee Mack-Rose for consideration by County Superintendent Sheila Jordan to serve on the RDA Successor Agency Oversight Board by the following vote.

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

Votes

Unanimously Approved

**25. INFORMATION ITEMS - 10:00-10:05 p.m.**

**a. Information Items**

**26. Business and Operations**

**a. Miscellaneous Receipts** *(D)*

**27. Facilities and Construction**

**a. Receive for Information the Master Schedule Update for Measures B & M** *(D)*

The Board received for information the Master Schedule Update for Measures B & M.

**b. Receive for Information the Notice of Exemption for the San Leandro High School Replacement of Existing Swim Center, Track & Fields, funded through Measure M.** *(D)*

The Board received for information the Notice of Exemption for the San Leandro High School Replacement of Existing Swim Center, Track & Fields.

**28. ADDITIONAL SUGGESTIONS AND COMMENTS FROM BOARD MEMBERS 10:05 pm**

Trustee James announced that an "Occupy Sacramento" rally will be March 5, 10 a.m. For those interested in joining students, parents, and teachers, CTA will be providing buses, free of charge. In addition, he reported that on March 1, CTA President Dean Vogel would be speaking at the Castro Valley High School stadium, 3:30 -5:30 p.m. and urged everyone to continue to E-mail our representatives in Sacramento.

Trustee Prola announced that the California Conservatory Theater will be hosting their annual fundraising dinner and distributed flyers the Board. She also distributed cards for the San Lorenzo Adult Water Color class art exhibit. She thanked those who came to the meeting to share their concerns.

Trustee Sullivan reiterated the mantra "Occupy Occupy Occupy - Occupy until voices are heard." She was also saddened about the comments made by the McKinley parent regarding Black History Month, noting that in addition to Martin Luther King, Jr. there are many young innovative black men and woman today that are roll models for our African American students.

Trustee Almonte, on behalf of the Lions Club of San Leandro, invited the Board to their annual crab feed Saturday, March 3, at IDES Hall.

Trustee Carey thanked those who came and shared their passion for education. He attended the open house at the high school and liked the new format; however, he was disappointed that many of the classrooms were closed, noting that while the event is not

always well-attended, teachers should be there so that parents can come in and visit the classrooms. He attended, along with City staff and the Mayor, the California Public Officials Communication Training at the San Leandro Public Library on January 27. The training focused on elected officials' role and responsibilities in the event of a disaster in California. This Friday, March 2 is Drakes Fundraiser to support Madison Elementary School.

Trustee Katz-Lacabe commented that it was evident by the public speakers tonight, there is so much more that is important to the development of children that does not come as a result of being tested in Math and English. He attended the California Public Officials Communication Training and in addition to Reading Across America this Friday at the school sites, the San Leandro Library is kicking-off the Big Read on Saturday March 3, which will be translated into Spanish.

Trustee Mack-Rose was also shocked to hear the comments by the McKinley Elementary School parent, noting that she attended Washington Elementary's "Soul Food Night", where there was a live band, students read poetry and she learned that an African American was instrumental in developing some technology for cell phones.

**29. ANNOUNCEMENT**

**a. Board of Education Meetings**

- Regular Board Meeting – March 6, 2012
- Special Board Meeting – March 13, 2012
- Regular Board Meeting – March 20, 2012
- Regular Board Meeting – April 3, 2012
- Regular Board Meeting – April 17, 2012
- Regular Board Meeting – May 1, 2012
- Tentative Board Work Session - May 8, 2012
- Regular Board Meeting – May 15, 2012
- Regular Board Meeting – June 5, 2012
- Regular Board Meeting – June 19, 2012
- Special Board Meeting – June 26, 2012

## 30. ADJOURNMENT*

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

The Board meeting was adjourned at 10:42 p.m.

Motion made by: Mike Katz-Lacabe
Seconded by: Lance James

Votes

Unanimously Approved

Respectfully submitted,

Carmen Sullivan, Clerk

Board Approved: 3/6/12