

**ALBANY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION**

The mission of Albany Unified School District is to provide excellent public education that empowers all to achieve their fullest potential as productive citizens. AUSD is committed to creating comprehensive learning opportunities in a safe, supportive, and collaborative environment, addressing the individual needs of each student.

**MINUTES FOR REGULAR MEETING**

Tuesday, March 13, 2018

Closed Session: 6:00 p.m. - 7:00 p.m

Open Session: 7:00 p.m. - 10:00 p.m.

**I. OPENING BUSINESS**

**A) CALL TO ORDER**

President Black called the meeting to order at 6:00 p.m.

**B) ROLL CALL**

1. Board Members Present: President Black, Vice President Stapleton-Gray, Board Member Blanchard, Board Member Clark, and Board Member Trutane.
2. Staff Members Present: Superintendent Valerie Williams; Allan Garde, Chief Business Official; and Cynthia Attiyeh, Director Human Resources

**C) IDENTIFY CLOSED SESSION PURSUANT TO SECTION III BELOW**

**II. PUBLIC COMMENT PERIOD FOR CLOSED SESSION ITEMS**

No one addressed the Board.

**III. CLOSED SESSION**

**A) CONFERENCE WITH LEGAL COUNSEL - Existing Litigation (Gov. Code section 54956.9):**

Name of cases:

- Philip Shen, et al. v Albany Unified School District et. al., United States District Court, Northern District of California;
- Doe, et al v Albany Unified School District et. al., United States District Court, Northern District of California;
- John Doe v Albany Unified School District et. al., United States District Court, Northern District of California;
- C.E. v Albany Unified School District et. al., United States District Court, Northern District of California;
- Kaidong Chen v Albany Unified School District, Alameda County Superior Court

**B) WITH RESPECT TO EVERY ITEM OF BUSINESS TO BE DISCUSSED IN CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTION 54957:**

- Superintendent's Mid-Year Goals Update

**C) WITH RESPECT TO EVERY ITEM OF BUSINESS TO BE DISCUSSED IN CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTION 54957:**

- Personnel - Human Resources Director

D) WITH RESPECT TO EVERY ITEM OF BUSINESS TO BE DISCUSSED IN CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTION 54957.6:

- Conference with Labor Negotiator (Superintendent Valerie Williams, District Representative), Regarding Negotiations As It Pertains To: Albany Teachers Association (ATA)

**IV. REGULAR OPEN SESSION**

A) CALL TO ORDER (Reconvene to Open Session)

President Black called the meeting to order at 7:05 p.m.

B) ROLL CALL

1. Board Members Present: President Black, Vice President Stapleton-Gray, Board Member Blanchard, Board Member Clark, Board Member Trutane, Student Board Member Attanayake and Student Board Member Silwal.
2. Staff Members Present: Superintendent Valerie Williams; Allan Garde, Chief Business Official; Marie Williams, Director III, Curriculum, Instruction, and Assessment; Diane Marie, Director III, Special Education; Cynthia Attiyeh, Director of Human Resources; and Carrie Nerheim, Director I, Student Services.

C) PLEDGE OF ALLEGIANCE

D) READING OF THE AUSD MISSION & VISION STATEMENT

E) REPORT OF ACTION TAKEN IN CLOSED SESSION

President Black reported that no action was taken in Closed Session.

F) APPROVAL OF AGENDA

1. Adjustments to the Agenda:

Superintendent Williams requested a change in Review And Discussion Item #2: *Memorandum Of Understanding: College And Career Access Partnership Between The Peralta Community College District And The Albany Unified School District*: to remove the Memorandum of Understanding with Peralta Community College and just present the program, changing the title to just “*College And Career Access Partnership Between The Peralta Community College District And The Albany Unified School District.*”

2. Motion: President Black requested a motion to Approve: Albany Unified School District Board of Education Agenda for the March 13, 2018 Regular Meeting with this change. Motion by Board Member Blanchard, seconded by Board Member Clark. The motion passed unanimously.

G) SCHOOL SPOTLIGHT: MacGregor High School

Darren McNally, Principal, presented a slideshow to spotlight MacGregor High School, a continuation school that functions like an alternative school within a comprehensive high school. Some important developments in MacGregor this year include: 1) creating their own classroom within Albany High School, which provides more

freedom to better serve students; 2) improvements to Flex Office Space; and 3) creating a more cohesive staff culture, which encourages and allows for teamwork and collaboration. All of these help staff to focus on their relationships with their students. AnnieJae Fischburg, teacher, and Diane Petersen, counselor, also spoke about the success of their program and reiterated that the smaller class size allows for more one on one time with students, and the smaller size team of teachers lends to more successful collaboration and cohesiveness. Staff at MacGregor would like to see more elective options for students. Board members and staff discussed MacGregor as a continuation school versus an alternative school: as a continuation program, California Ed Code states that students must be at least 16 years old to be in the program. Making MacGregor an alternative school as well as a continuation school would allow students in ninth and tenth grades into the program. President Black stated (for the record) that AUSD has additional ways at the high school for credit recovery and that we have a greater need for an alternative school than for a continuation school, and there are freshmen and sophomores who would benefit from MacGregor and he would like to pursue that conversation and move this idea forward. Diane Peterson added that Piedmont has a 9th-12th grade continuation and alternative school in which students are combined successfully.

#### H) APPROVAL OF CONSENT CALENDAR

##### 1. Human Resources

a) Certificated Personnel Assignment Order & Classified Personnel Assignment Order

##### 2. Curriculum & Instruction

a) Overnight Field Trip: Albany High School to National Ocean Sciences Bowl Finals in Boulder, Colorado

Board Member Trutane commented about the Overnight Field Trip for Albany High School to National Ocean Sciences Bowl Finals in Boulder, Colorado. National Ocean Sciences Bowl is paying for the airfare for this trip and gave a shout out to NOSB for supporting students financially as well as academically. President Black requested a motion to Approve: Consent Calendar. Motion by Board Member Trutane, seconded by Vice President Stapleton-Gray. The motion passed unanimously.

#### I) BOARD AND SUPERINTENDENT REPORT

Superintendent Williams discussed her trip to Sacramento on February 28th to meet with Joint Senate and Legislative Subcommittees on Education and Funding to advocate for increased funding for Special Education. It was a three hour meeting during which she was allowed 90 seconds to promote Albany and needs for increased funds for Special Education. She encouraged everyone to write legislators and provided contact information for local politicians as well as sample letters for community members to write.

Board Member Trutane followed with a report on that day's trip to Sacramento with Superintendent Williams for California School Board's Legislative Action Day. They met with Assemblymember Tony Thurmond and staff of Senator Nancy Skinner. More than 200 school board members were in attendance that day with a main agenda to push for full and fair funding.

President Black discussed the March 12th 2x2x2 Meeting: City of Albany, Albany Unified School District, and University of California at Berkeley meet to discuss issues of common interest. The Albany Police Chief will be visiting the Traffic and Safety Committee in April to discuss when a crossing guard is warranted at

intersections and thereby determine number of guards needed; Funding for crossing guards will be discussed at the City Budget meeting in June. The City of Albany will be adding Parcel tax on their ballot in November, and the Albany City Council will be considering adding Ranked Choice Voting.

#### J) STUDENT BOARD MEMBERS' REPORT

Student Board Members Attanayake and Silwal provided the Board with the Student Board Member Report, which announced some of the upcoming events in various AUSD schools, including the following:

Community-wide *White Elephant Auction and Bake Sale* will be on Sunday, March 25th from 12:00-3:00 p.m. at the Four Corners Room in the University Village Community Center. Donations accepted between 10:00-11:30 a.m. All proceeds will help Ocean View Elementary teachers buy more supplies for their students.

*The Annual Sock Hop* will be Friday, March 23rd from 6:30 - 8:00 p.m. in the Ocean View Multi-Purpose Room. Activities include a Crazy Otter Sock Contest, Otter Trail Dance Contest, and much more.

Albany High School's *Annual Spring Fling* will be Friday, March 23rd. Volunteers and chaperones needed.

Cornell will host a *Walkout/Hug* on March 14th in unity with the victims/students of Marjory Stoneman Douglas High School in Parkland Florida.

*The Pink Squad*, a student organized 5th grade group, will host a *bake sale* on Thursday, March 15th from 1:40 – 2:15 p.m. All of the money raised will support “The Noya Association” and “Rabbit Ears.”

*The Marin Moonlight Auction*, Marin Elementary's adult-only fundraiser, will be on Saturday, March 24th, 6:00 -10:00 p.m. This auction is the PTA's largest fundraiser. Purchase tickets by March 23rd for \$30/person. Prices jump to \$40/person at the door.

On March 14th, Albany High School will hold a *school-sanctioned walk out* during Advisory for 17 minutes to honor the victims of the Parkland shooting. Following the walk-out will be a student led protest at Memorial Park, which will not be school-sanctioned.

President Black added that all of the schools will observing the 17 minutes on March 14th.

#### K) PERSONS TO ADDRESS THE BOARD ON MATTERS NOT ON THE AGENDA

No one addressed the Board.

#### L) STAFF REPORT

##### 1. Promoting Safe, Supportive, and Collaborative Environments for All Students and Staff

Director of Student Services Carrie Nerheim presented slides on Albany Middle School's Unity Week, an annual tradition at the middle school that celebrates diversity. Weeklong activities included Spirit Days, a Poetry Slam Assembly for 7th-8th graders, a Super Friend Contest, a t-shirt contest; and lessons held during English Language Arts, Math, Science, and History classes that promote unity and kindness. The t-shirt design winner was Jasmine Jodatian, and the tshirt was displayed at the Board meeting. One noteworthy activity that Director Nerheim observed was a student *Compliment Battle* where students came to the microphone and dropped “epic”

compliments, and numerous staff attended just to observe the fun. Student Board Member Silwal commented that she would love to see this type of week-long event at the high school.

## 2. Special Education Update

Diane Marie, Director of Special Education, presented data on paraeducator attendance rates, including data on the coverage and non-coverage rates at each of the school sites for August - February of this 2017-18 school year. When there are few paraeducators at a site, a few absences appear as a high absence rate when reported as a percentage. There are two floating paraeducator subs; these individuals are typically put into the long-term positions. One substitute has been added since the last Board meeting. Currently there are only 15 para subs available. The District has difficulty filling positions. Interviews are ongoing to fill positions. A side note was added that a teacher has been found to fill a position that was vacated at Albany Middle School.

Board members, staff, and members of the community discussed the attendance rates and substitute information availability. A breakdown of the data presented reflected a total of 43 uncovered para days for K-5 at all three elementary schools combined; 197 uncovered para days at Albany Middle School; and 109 at the high school. These numbers highlight that there is a problem at the middle school that needs to be addressed. Discussion ensued about the difficulty of hiring subs. Director Marie reiterated that some subs only want to work at certain sites, on certain days, or number of hours. Superintendent Williams stated that she has invited the SELPA Director, Katy Babcock, to come to a future Board meeting to talk about the hiring challenges of paras and substitutes. A request was made to see as much data as possible in the Board packet to allow discussions at the meeting to be well-thought through. This will be provided at subsequent Board meetings. Another request was made for a comprehensive Special Education report with breakdown of paras and subs available for each of the school sites. This will be agendaized on a future Board meeting. Mr. Ritchie, Albany Middle School teacher, commented that there may be problems at the middle school but there are also a lot of needs at the middle school. Clarification was requested on substitutes, paraeducators, and resource aides. Superintendent Williams stated that she will send out a letter to the community regarding the challenges of Special Education and the Senate Bill once the formal Bills for Special Education are authored and can be presented with Resolutions to the Board. To listen to the full report and see the data presented, please view the [March 13, 2018 BOE video](#).

## M) REVIEW AND DISCUSSION

Agenda Adjustments: President Black requested to move Review and Discussion Item #2: College And Career Access Partnership Between The Peralta Community College District And The Albany Unified School District up to Item #1 on the Agenda. Agenda so adjusted.

### 1. ~~Memorandum Of Understanding~~: College And Career Access Partnership Between The Peralta Community College District And The Albany Unified School District

As previously noted, the Memorandum of Understanding was pulled from the agenda and the program between Peralta Community College and Albany Unified was presented. Superintendent Williams briefly introduced the program and described the long term goal of the program. Once students graduate from Albany High and are working towards their degree and teaching credentials, Albany would support students enrolled in the program by hiring them as paraprofessionals, and provide student teaching experience and observational experience so

that Albany High graduates would return to teach in Albany Unified School District. Superintendent Williams introduced Ron Rosenbaum, the Student Services Specialist at Berkeley City College, who will serve as the liaison between Albany Unified and Berkeley City College. Mr. Rosenbaum spoke briefly and provided handouts on the program's pathway. Dr. Loretta Kane, Coordinator of the Degree and Certificate Programs in Education at Berkeley City College, discussed the program, the course descriptions, and the learning outcomes. Superintendent Williams added that the program is free of charge, as Dr. Kane has received two grants to fund this pilot program. Darren McNally discussed the dual enrollment process.

President Black asked about the language in the Memorandum of Understanding regarding Albany High School teachers teaching this class. Mr. Rosenbaum clarified that teachers would need to have a Master's Degree to teach this class and this would not affect the staffing or cost to the District. Board members and staff discussed recruiting and spreading the word of the program to actively support the program until the Memorandum of Agreement is brought back to the Board. Dr. Kane addressed questions from a member of the community regarding the diversity of the program and the criteria for involvement. Dr. Kane stated that recruiting a diverse group of students to the program is a priority. The first class typically attracts a diverse variety of students. As for criteria, there are no academic barriers, and a lot of support is provided to students in the program. The potential for a summer bridge program was broached by a member of the community, and Superintendent Williams stated that at this point, the focus is on the first year pilot program and for students to succeed. Then maybe it will lead to a summer bridge program in the future. This program will come back to the Board later this spring for approval once the Memorandum of Understanding is more fully developed and has gone through the Peralta Community College Board. The goal is for classes to start next Fall. To listen to the discussion in its entirety, please view the [March 13, 2018 BOE video](#).

## 2. Adoption of Elementary Instructional Materials: Phonemic Awareness And Decoding

Marie Williams, Director of Curriculum, Instruction, and Assessment, invited two of the three Elementary Teachers On Special Assignment (TSAs), Miesje Child and Rebecca Eros, to present the instructional materials they have selected as part of a comprehensive K-5 literacy program. Miesje provided history and background of how materials are adopted and the work that TSAs do behind the scenes to help move the process along. Rebecca Eros went through the Building Blocks of Reading Proficiency Skills Needed to Read. She emphasized Concepts of Print; Phonemic Awareness, decoding and word recognition; fluency; vocabulary; and comprehension. The Elementary Curriculum Council did not think that a single package of instructional materials was sufficient; their preference is to assemble several outstanding components to create a unique program. Phonemic awareness and decoding for very early learners were discussed. Three to five minutes in Phonemic Awareness helps to identify students who may need it in large group versus small groups. Children who have trouble with Phonemic Awareness often have dyslexia. This type of information helps with dyslexia legislation.

President Black commented on how Miesje and Rebecca articulated extremely well the great values of the TSAs and encouraged the Board to find a way to keep the TSA program going in light of current budget challenges. Marie Williams stated that the materials will be available for public review for 30 days and this item will come back to the Board on May 8th as either a Review and Action or a Consent Item. The Teachers on Special Assignment will return later this spring to discuss other components. The consensus by the Board members was to bring it back on Consent. Director Williams also addressed a question from a member of the community

regarding providing information to families when there will be changes in curriculum. There is definitely an opportunity for some front loading prior to the start of the school year. Resources could be made available online. To hear the presentation in full, please view the [March 13, 2018 BOE Video](#).

## N) REVIEW AND ACTION

### 1. Resolution 2017-18-15: In Support of School Safety And Gun Control

Superintendent Williams presented this Resolution with requested changes (prior to Board meeting) noted in the resolution. Board Member Trutane expressed support for this Resolution and moved to approve with these changes. Board Member Blanchard seconded it.

#### ***Revisions to Resolution 2017-18-15: In Support of School Safety and Gun Control:***

~~Whereas, the United States Congress should allow the Centers for Disease Control to conduct research on gun violence;~~ the US Congress has restricted the ability of the Centers for Disease Control (CDC) to conduct research on gun violence, which research could help to find or highlight effective countermeasures to gun violence; and

~~9. Ensuring local school authorities retain the authority and discretion to use, equip, train, and deploy security officers in schools;~~

10. Ensuring that principals have adequate training to maintain a safe and secure school environment, with cooperation from and in partnership with local law enforcement.

11. Allow the Center for Disease Control (CDC) to conduct research on gun violence and fully fund such research.

President Black expressed a concern for the funding and cost of the things we are asking for in this resolution as the State may not fund them. With no further comments or discussion and a motion and second standing, President Black called the vote to Accept: *Resolution 2017-18-15: In Support of School Safety and Gun Control*. The motions was passed unanimously.

### 2. Resolution 2017-18-16: Calling for Support of AB 2808 (Muratsuchi) to Increase Local Control Funding for California's Public Schools

Board members and staff discussed the differences between this resolution and the next one on the agenda: *Resolution 2017-18-17: Calling for Full and Fair Funding of California's Public Schools*. Assembly Bill 2808 (Muratsuchi) is to increase base local control funding for California public schools. We are asking for the state to raise the base level of funding that we would receive per pupil. This would increase the base grant and for every year there would be a cost adjustment above that amount. To contrast with the other resolution, this bill is specifying amounts by which the base grant would increase; the other resolution states that we need more money but does not specify targets. This bill would add \$1.2 billion in ongoing funding to the Local Control Funding Formula on top of the Governor's \$3 billion addition in the January budget. Superintendent Williams stated that a sample letter will be posted on the AUSD website for parents, staff, and members of the community to send to legislators in support of this Bill. Requested changes were made to the Resolution prior to the meeting.

#### ***Revisions to Resolution 2017-18-16: Calling for Support of AB 2808 (Muratsuchi) to Increase Local Control Funding for California's Public Schools:***

**WHEREAS**, Assemblymember Al Muratsuchi has introduced AB 2808, which would increase LCFF base, supplemental and concentration grant funding to a level that is equal to or above the average of the top 10 states, as called for in State Constitution; ~~and~~,

President Black requested a motion to Accept: Resolution 2017-18-16: Calling for Support of AB 2808 (Muratsuchi) to Increase Local Control Funding for California's Public Schools. Motion by Board Member Trutane, seconded by Board Member Clark. The motion passed unanimously.

3. Resolution 2017-18-17: Calling For Full and Fair Funding of California's Public Schools

This resolution would help to get us into the top 10 states in the nation in terms of public education funding. Board member requested changes will be noted in the resolution.

**Revisions to Resolution 2017-18-17: Calling for Full and Fair Funding of California's Public Schools**

~~WHEREAS, in Robles-Wong v. State of California, a group of plaintiffs led by CSBA argued that California's school funding system violated Article IX of the State Constitution by denying all students access to an education that prepares them for economic security and full participation in our democratic institutions; and~~

~~WHEREAS, the California Supreme Court declined to hear the case by a 4-3 margin, prompting Justice Goodwin H. Liu to write: "It is regrettable that this court, having recognized education as a fundamental right in a landmark decision 45 years ago [Serrano v. Priest (1971) 5 Cal.3d 584], should now decline to address the substantive meaning of that right."; and~~

President Black requested a motion to Accept: Resolution 2017-18-17: Calling for Full and Fair Funding of California's Public Schools. Motion by Board Member Clark; seconded by Board Member Trutane. Motion by passed unanimously.

Superintendent Williams added that these Resolutions will be finalized with changes and sent to all of our local legislators.

4. Conduct A Public Hearing To Receive Sunshine Negotiation Proposal From Albany Teachers Association (ATA)

**President Black opened the Public Meeting.** Cynthia Attiyeh, Director of Human Resources, addressed the Board. ATA has identified the following articles to sunshine: Article 11 – Wages and Salary, including related exhibits; Article 18 – Class Size/Specialists Caseloads; and Article 28 – Working Conditions. A member of the community requested a definition of the working conditions. Director Attiyeh described the working conditions as basically just the conditions of their working area, such as if there is a locked cupboard in classroom, or an intercom system. **President Black closed the Public Meeting.**

President Black requested a motion to Approve: Sunshine Negotiation Proposal From Albany Teachers Association. Motion by Board Member Blanchard, seconded by Vice President Stapleton-Gray. The motion passed unanimously.

5. Conduct A Public Hearing To Receive Sunshine Negotiation Proposal From Albany Unified School District **President Black opened the Public Meeting.** Cynthia Attiyeh, Director of Human Resources stated that in addition to the same three articles (in previous Negotiation Proposal), the Albany Unified School District will also be sunshining these articles: Article 16 – Hours of Employment; and Article 25 – Calendar. A member of the community asked for an explanation on the contract dates, since the current contract remains in effect through 2019. Director Attiyeh explained that full contracts typically run for three years but every year both parties can sunshine (spotlight) different articles to talk about and potentially negotiate each year. Then contracts could be amended going forward. **President Black closed the Public Meeting.**

President Black requested a motion to Approve: Sunshine Negotiation Proposal From Albany Unified School District. Motion by Board Member Trutane, seconded by Board Member Blanchard. The motion passed unanimously.

#### 6. 2017-2018 2nd Interim Financial Report

Chief Business Official Allan Garde presented the mid-year budget update with a slideshow and highlighted several aspects of the budget. The Local Control Funding Formula helps to paint a picture of the Muratsuchi Bill. LCFB began in 2013-14, but the State recognized that they did not have enough money to fully implement it. There has been a gap in funding, and the Governor plans to close that gap in January of 2019. The Muratsuchi Bill identifies an additional gap of \$100+ billion. It would show the need for more funding for education, but this Bill alone does not solve school funding problems.

K-12 funding per student since 1998: inflation-adjusted funding for education has increased by less than 1% each year over the past 25 years. This is the main driver for the Full and Fair Funding Bill as it would get us out of the less than 1% increase each year and get us out of the bottom 50% across the nation in funding for education. Proposition 19 was worded as a minimum that State was supposed to fund schools and it's been treated as a maximum by legislators ever since.

Factors to consider for what will happen next year include: 1) the State budget is driven by economy and April tax collections; 2) revenue projections will determine funding for K-12 education; 3) Governor proposed \$1.8 Billion in one-time funds; and 4) 50% of State Senator Seats and 100% of Assembly Seats are up for election in 2018.

The Board was asked to approve the 2017-2018 2nd Interim Financial Report with a Positive Certification, which means that the School District has at least a 3% reserve in the second subsequent year (2019-20). AUSD has a 9% reserve and will be able to meet all of our financial obligations for the current and two subsequent years. Board members commented on the base funding and percentage of the gap funded in 2017-18 and 2018-19: The gap is getting smaller because the base funding increases. Board members also discussed the Board Budget Committee that was tabled from February 13, 2018. Superintendent Williams stated that the Budget Committee is a Board Appointed Budget Committee and it will be presenting to the Board in the future. The Budget Work Group is supposed to continue to meet until the Board Appointed Budget Committee (role and members) are finalized. Superintendent Williams added that the deadline to write letters supporting AB 2808

(Muratsuchi) Bill deadline has been extended to March 21st and she will post sample letters on the website for the community. For the complete report and discussion of the 2nd Interim Financial Report, please view the [March 13, 2018 BOE Video](#).

President Black requested a motion to Approve: 2017-2018 2nd Interim Financial Report. Motion by Board Member Blanchard, seconded by Board Member Clark. The motion passed unanimously.

#### AGENDA ITEMS/MATTERS INTRODUCED BY THE BOARD

- Staff report from MacGregor about Alternative, Continuation, and “Small-but-necessary” school information
- More clarification on numbers in Special Education
- Board Budget Committee

#### V. ADJOURNMENT

The Board adjourned at 9:45 p.m.

#### FUTURE BOARD MEETINGS

Date	Time	Location
March 27, 2018	7:00 – 9:30 p.m.	Albany City Hall
April 3, 2018	7:00 – 9:30 p.m.	Cornell Elementary School