

**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
CORNELL ELEMENTARY**

920 Talbot Ave., Albany, CA 94706

Tuesday, April 3, 2018

I. OPENING BUSINESS

A) CALL TO ORDER

President Black called the meeting to order at 7:00 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; Student Board Member Silwal

2. Staff Present: Superintendent Valerie Williams; Allan Garde, Chief Business Official; Marie Williams, Director III, Curriculum, Instruction, and Assessment; Carrie Nerheim, Director I, Student Services

C) PLEDGE OF ALLEGIANCE

D) READING OF AUSD MISSION & VISION STATEMENT

Student Board Member Attanayake read the AUSD Mission & Vision Statement.

E) APPROVAL OF AGENDA

Agenda Adjustments: Superintendent Williams requested to move *Review and Action Item #9 Board of Education Appointment of the City of Albany Parks and Recreation Commission* up to the first item under Review and Action.

Motion: President Black requested a motion to Approve: *Albany Unified School District Board of Education Agenda for the April 3, 2018 Regular Meeting* with this change. Motion by Board Member Trutane; seconded by Board Member Blanchard. The motion passed unanimously.

F) APPROVAL OF CONSENT CALENDAR

1. Board of Education
 - a) Minutes of the February 27, 2018 Board of Education Meeting
2. Human Resources
 - a) Certificated Personnel Assignment Order And Classified Personnel Assignment Order

3. Curriculum, Instruction, and Assessment
 - a) Independent Contractor Agreement with Berkeley Chess School for Elementary Enrichment Classes at Cornell
4. Student Services
 - a) Williams Quarterly Report

Motion: President Black requested a motion for the *Consent Calendar*. Motion by Board Member Clark to Approve: *Consent Calendar*; seconded by Vice President Stapleton-Gray. The motion passed unanimously.

G) BOARD AND SUPERINTENDENT REPORT

Superintendent Williams reported that she attended the Albany High School Freshmen Forums. This year, rather than using a debate format, two teams worked on a topic to provide information and to answer questions from the audience. There were many topics, but the one she attended was a forum on Guns and the 2nd Amendment. Students prepared well-researched information on gun control laws in different countries, the effects of gun control, and whether these practices could be applied in the US.

Superintendent Williams also encouraged the community to write to local legislators in support of the pending Assembly Bill 2808 (Muratsuchi) and the Special Education Reform Bill 3613.

Board Member Blanchard reported that he attended the Venture Open House that same evening, where they were asked to visit eight proposed marketing activities and provide feedback on them. He looks forward to learning who will win.

Board Member Trutane attended the CNEA Music Festival, a judged competition where the Albany Middle and High School bands performed. She reported that it was very enjoyable and all of the Albany bands received at least an “excellent” rating from the judges, and several received unanimous “superior” ratings.

H) 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.

Spring Break for Albany Unified School District is April 9th - 13th. There will be no school during the week as teachers and students take a well-deserved break. Have a safe and fun spring break!

The *5th Grade FITNESSGRAM* begins in April. During the month of April, Cornell 5th graders will be participating in the Presidential Youth Fitness Program. The FITNESSGRAM is a statewide fitness assessment for youth, designed to assess aerobic capacity, muscular strength, flexibility, and body composition.

Marin Elementary will be hosting a movie night featuring “COCO” (rated PG), on Friday, April 20th, from 6:00 - 8:00 p.m.

Saturday, April 28th is the *SOULcare for SchoolCARE* fundraising party from 7:30 - 11:30 p.m. This elegant evening will include live music, local beers, delicious cocktails and other good food - all in support of our Albany schools.

The Student Board Members also commented about the Freshmen Forum. This year's innovative program included a change in structure that moved away from the competitive, combative-style debate and toward a more collaborative discussion-based event that encouraged students to find solutions and view both sides of arguments. The freshmen collaborated on issues such as gun control, elderly care, and voting, among other hot topics.

It was also announced that Student Board Member Mahima Silwal will be attending Bryn Mawr College to study Political Science in the fall, and Student Board Member Navin Attanayake will attend the University of Arizona to pursue Mechanical Engineering. Congratulations Mahima and Navin!

I) PERSONS TO ADDRESS THE BOARD ON MATTERS NOT ON THE AGENDA

No one addressed the Board on matters not on the agenda.

J) STAFF REPORT

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

Carrie Nerheim, Director of Student Services, reported that she recently attended her first Albany Coming Together (ACT) Advisory Committee meeting. The Committee narrowed down to 100 recommendations, many of which had already made progress while some still had research to be done. The next task is for the committee to prioritize 30 of the remaining recommendations to determine which ones to move forward with next. An allocation of funds has been made to the Albany High School principal to be used at her discretion in support of students harmed last spring. Superintendent Williams clarified that the allocation was for students who were affected last spring, and that some of the funds may be used to support the Black Student Union Graduation as well as the Hispanic and Latino Student Organization.

Board Member Blanchard asked about the timelines for this ACT Committee, as well as the for the Board Policy Committee. Superintendent Williams stated that the ACT Committee has 4 meetings this spring. Their objectives are to review the recommendations received, prioritize them, look at what is currently in place and what is in progress, determine areas that need more research, and what should be added. The goal is to provide a three-year action plan that was requested by the Board, and then to present that plan to the Board in June before school is out.

President Black spoke about the Policy Committee, which has met twice so far. The first meeting was more organizational in nature, but the second one, which was recently held, focused on going through policies. They are starting with the policies that were targeted by the ACT Committee such as policies on sexual harassment, bullying, and student discipline. They did a comparison of AUSD's existing policies with the changes recommended by CSBA, which updates policies every year based on changes in law. He noted that some of the policies have major changes, so it will take some time for the committee to get through them all. However, the CSBA changes don't necessarily address the recommendations that came from the ACT Committee, so there will be more work done to address these kinds of issues. There are people who are acting members on both committees with these types of issues specifically in mind.

Board Member Trutane asked for an update on the video project/public service announcement that was part of the approved contract for the facilitator for Albany Coming Together. Superintendent Williams stated that she will present an update to the Board at a future meeting.

2. Special Education Update

Katy Babcock, Director of the Northern Region Special Education Local Plan Area (NR SELPA), provided feedback and suggestions from other SELPAs across California related to issues of paraeducator recruitment, retention, and attendance. There are 130 SELPAs in CA; our SELPA includes Albany Unified School District, Alameda, Berkeley, Piedmont, and Emeryville. Issues of attracting and retaining paraeducators and absenteeism spans across all of the districts in our SELPA, and actually seems to be a universal issue or challenge. She tested her perception by asking her colleagues (134 directors) two questions:

1. Are you struggling with this issue?
2. What are the districts in your SELPAs doing to support paraeducators, or what do you wish could be done?

There was an unanimous positive response to the first question, and Director Babcock shared some of the sample responses to question 2, which were broken up into these three categories, although some overlap a bit:

1. Job Design: raising salaries, longer hours, adding benefits, dividing paras into levels to address challenging student issues, additional stipends, certificates for attendance, changing the job title to Independence Facilitator, recognition and rewards
2. Retention (Professional development): more training, improved, pre-service training, team building between principals/teachers/case managers/paras, train teachers to warmly welcome paras and subs, customer service from HR to paras
3. Recruiting: establish committee specifically to address paraeducator recruiting, retention, and career development; interview candidates monthly, then provide training and career development, then those who pass are processed for placement. Recruitment packets, job fairs, and social media - allow paras to attend and share their perspectives and personal stories to help recruit.

She also shared a comparison of paraeducator compensation among the districts in our NR SELPA. On an annual basis, Albany compares to the other four districts in these ways:

1. Salary only comparisons: Albany: pays \$3,233 more than one other district; \$2,211 less than one district; \$5,096 less than one district; and \$2,701 more than one district.
2. Total Compensation Package: (which includes salary, retirement, and health benefits): Albany pays \$1,259 more than one district; \$7,069 less than one district, \$4,375 less than one district; and \$ 4, 275 more than one district.

The Board and staff discussed the salary comparisons and benefits, and how they pertain specifically to Albany. Benefits at Albany are prorated based on the number of hours of a position worked. For example, if an employee works 90% of a full-time position, then they would receive 90% of their benefits paid by the District. Full medical benefits are paid up to Kaiser family option. Many of the Albany paraeducators are not receiving full benefits because they do not work a full FTE.

Superintendent Williams added that some paras had expressed that they did not want to work on certain days, but many paras have expressed a desire to work full-time, and all would like full benefits. Director Babcock stated that within the NR SELPA, she did not see a correlation between the salary differences and the challenges of paraeducators that were discussed in her report.

Student Board Members both requested a comparison of paraeducator salaries in districts based on regional proximity and distance from Albany and our NR SELPA. For example, El Cerrito and Oakland, who are not included in the NR SELA, as compared to ones farther away. Katy Babcock stated that those numbers are easy to get online and will be happy to look into it. She also reiterated the importance of looking at the salary versus the total compensation and what the needs and desires are. Other factors may be equally impactful to keeping our paras in a district, including how they feel about their level of competency, the level of training provided, their team, and relationship building. The goal is to be able to retain the paras we have and recruit more.

K) REVIEW AND DISCUSSION

1. Adoption of Elementary Instructional Materials: Reading Comprehension

Marie Williams, Director of Curriculum, Instruction, and Assessment, presented the “Units of Study in Reading” as the recommended program to adopt for K-5 reading comprehension, which aligns with the previously adopted “Units of Writing” program. As noted in the Board document, there will be additional costs incurred to build leveled student libraries (i.e. fiction and nonfiction texts at a variety of reading levels), provide professional development, and support ongoing collaboration and coaching. There are funds allocated in the Local Control Accountability Plan to support the implementation of the program. Director Williams described this as a “balanced literacy program” and stated that there will be additional materials to build out the program in the future. The materials for this item will be available for 30 days for public inspection, and it will come back to the Board for approval.

Board Member Clark thanked the teachers who piloted this and stated that he would fully support the program. Director Williams discussed that the program does indeed articulate across grades K-5; however, it is worth noting that in grades K-1, students are learning how to read. President Black also pointed out that under common core, reading comprehension is now very important even in math classes. It was the Board’s consensus to bring this item back to the Board on Consent.

L) REVIEW AND ACTION

1. Board of Education Appointment of the City of Albany Parks and Recreation Commission

**Note that this item was moved up on the Agenda from #9 to #1.*

Vice President Stapleton-Gray noted that the last representative resigned because that person was actually interested in advocating for something, which presented a conflict of interest, so that person chose to step down from the commission. Board Member Blanchard added that the proximity of your residence to a city park where you may be actively engaged in a decision/action can present as a conflict of interest.

Candidate Hillary Sardinas was present at the Board meeting, and President Black asked her to comment on how she would advocate for the students of Albany. Ms. Sardinas described her passion for botany, nature, and entomology, and stated that she would advocate for the science curriculum.

President Black asked Board members to vote for one of the two candidates who had provided their names to the Board. Candidate Hillary Sardines won by 5 to 0.

2. Resolution 2017-18-18: Reduction Of Classified School Services

Superintendent Williams presented this Resolution and stated that all of the positions noted in the resolution are from donated funds or for short-term services received during 2017-18 and are not allocated for the 2018-19 school year. Should the funding become available, then the employees would be hired back based on seniority. She also noted that the paraeducator positions listed are not Special Education paraeducators.

It was clarified by President Black that this situation occurs every year: since the government funding is not sufficient to pay for all of the District's services each year, the District receives public contributions to supplement and pay for things such as these positions. However, the positions cannot be budgeted until the District actually receives the money. Discussion ensued about the funding available for the 2018-19 school year, and Board Members stated that they hoped funds would become available to bring the positions back. Board Member Clark requested that the Board review past minutes to clarify what was previously stated/brought to the Board regarding classified and/or certificate layoffs.

Motion: Board Member Clark moved to Table: *Resolution 2017-18-18: Reduction Of Classified School Services* until the April 24th Board Meeting. The motion was seconded by Board Member Blanchard. The motion passed unanimously.

3. Overnight Field Trip: Albany High School to Northern California State Science Olympiad Tournament in Turlock, California

Marie Williams, Director of Curriculum, Instruction, and Assessment, read an excerpt of an email written by Albany High School teacher, Valerie Risk, describing the Science Olympiad Team requesting to attend this overnight field trip:

This Science Olympiad team started 6 years ago at the Middle School and then moved up to Albany High three years ago. The team went from not placing at the Regional competition in 2015 (their first year), to earning 4th place at Regionals in 2016, to earning 1st place at Regionals and 5th place at State last year! This year they again earned 1st place at Regionals, winning medals in 20 out of 23 events. They have made a reputation for themselves in 3 short years. They have become formidable in competition in an arena with many very competitive schools, both public and private, some of which dedicate extensive resource to Science Olympiad.

Vice President Stapleton-Gray gave a shout out to Albany Middle School for becoming the genesis of this award-winning High School team.

Motion: President Black requested a motion to Approve: *Overnight Field Trip: Albany High School to Northern California State Science Olympiad Tournament in Turlock, California*. Motion by Board Member Trutane; seconded by Board Student Member Attanayake. The motion passed unanimously.

4. Timing and Sequence of Ocean View Elementary and Marin Elementary School Facilities Projects

Allan Garde, Chief Business Official, provided background on this plan as presented in the Board packet. Members of the community, including many Albany teachers, principals, parents, and staff, addressed the Board to ask questions and express their concerns and hopes for this plan. There seemed to be unanimous agreement and support from the community for rebuilding these schools. A large part of the discussion was centered on the issues of renovation versus rebuilding, and temporary housing for students. The Board was urged to consider all of the intended as well as unintended consequences such as student safety, environmental health, convenience for students and parents, equity, traffic, convenience, etc. during construction if we are wanting students to stay on site during construction. Questions and concerns were raised about the cost projections and current actual cost, and the timing of the plan. Concerns that construction costs are rising, money we have in bonds B & E could be spent to achieve this plan. Board members indicated a desire for a defined budget for both projects.

M) EXTEND TIME OF MEETING

Due to the overwhelming feedback from the public and continued discussion with the Board, President Black interjected with a request to extend the meeting 30 minutes to 9:50 p.m.

Motion: Motion to Extend the Meeting by Board Member Blanchard; seconded by Board Member Trutane. Motion passed unanimously.

4. Timing and Sequence of Ocean View Elementary and Marin Elementary School Facilities Projects (Continued)

Public comments and discussion continued. Teachers and community stated that they voted for schools to be rebuilt and not retrofitted. Superintendent Williams stated that she is concerned about young students being near construction sites, and that while there is a need for a District office, she cannot recommend the building of a district office if we cannot rebuild the two elementary schools. With respect to the budget, she added that this is a very collaborative model that works and it can be done if the budget is tightened and closely monitored. Board Member Blanchard recommended endorsing the sequence of the project as presented in the plan, starting at Ocean View and then moving on to Marin. Board Member Trutane suggested to vote on the sequence of projects and then address some of the concerns through the design process and end up with two elementary schools. President Black noted the unanimity of the comments from the audience and that no one had argued against doing any of the project. After almost 2 hours of productive discussion, the Board hashed out a motion to move forward.

Motion: President Black requested a motion to Approve: *The Sequence of Ocean View Elementary and Marin Elementary School Facilities Project as presented in the plan, with the aim to start construction in 2019, but with public conversations around the specifics of the plans to move students and the construction plans*. Motion by Board Member Trutane; seconded by Board Member Blanchard. The motion passed unanimously.

Note: The entire presentation and discussion about *The Timing and Sequence of Ocean View Elementary and Marin Elementary School Facilities Project* can be heard on the [April 3, 2018 BOE Video](#) (starting at 1:05 and ending at 2:55:30).

N) EXTEND TIME OF MEETING

Motion: President Black requested a motion to Extend the Meeting to 10:15 p.m. Motion by Board Member Clark; seconded by Board Member Trutane. Motion passed unanimously.

5. Amendment for Design-Build Services with Alten Construction for the Albany High School Addition Project

Allan Garde, Chief Business Official, introduced Erik Andresen from Alten Construction and Brent Randall from LCA Architects, who presented a silent video of the plan for the AHS addition, and provided some narration. They then discussed the feedback that they have received from the committee. The design team met for 20 hours over the course of 8 meetings to discuss and debate every detail of the project. Some of the details addressed included the large courtyard, which was a main concern to keep in the campus; the addition of staff restrooms, a staff workroom, and some sustainability features; a large Makerspace with an adjoining learning space that can be used as a computer lab; and other features.

The Board discussed briefly this amendment presented for approval, and Allan Garde clarified that it is strictly to incorporate a contract with Alten to remove the Albany High School Amphitheater, and that this contract does not add any additional expense to the project. It was further clarified that security fencing, an important safety feature that Board member Clark requested be added to the final design, is completely separate from this project on the amphitheater removal.

The video of the current design will be posted on the Albany Unified School District website at www.ausdk12.org.

Motion: Board Member Trutane moved to Approve: Amendment for Design-Build Services with Alten Construction for the Albany High School Addition Project. Seconded by Board Member Clark. The motion passed unanimously.

6. Amendment to Derivi Castellanos Architects Agreement to Provide CHPS Commissioning Agent Services for the Albany High School Addition

President Black requested clarification on the difference between “CHPS Commissioning” (as in this contract) and “CHPS consulting” (which is provided in the next contract on the agenda). Allan Garde, Chief Business Official, explained briefly that the CHPS Commissioning agent is focused on developing a schedule from design through construction that ensures all systems and equipment are working properly when the building is complete and one year after the building is in use. Whereas CHPS Consulting is more focused on the CHPS Scorecard and obtaining documentation sufficient to receive all applicable points from the CHPS scorecard. Achieving CHPS Verified Status puts another layer of oversight over the project contractor and project architect.

Motion: President Black requested a motion to Approve: *Amendment to Derivi Castellanos Architects Agreement to Provide CHPS Commissioning Agent Services for the Albany High School Addition*. Motion by Board Member Blanchard; seconded by Board Member Clark. The motion passed unanimously.

7. Independent Contractor Agreement for CHPS Consulting Services with Greenwood Consulting Group for the Albany High School Addition Project

There was no discussion on this item since it was addressed in the previous item.

Motion: Motion by Board Member Clark to Approve: *Independent Contractor Agreement for CHPS Consulting Services with Greenwood Consulting Group for the Albany High School Addition Project*. Motion seconded by Board Member Blanchard. The motion passed unanimously.

8. Amendment to Derivi Castellanos Architects Agreement to Provide Project Management Services for General Maintenance and Facilities Support

Superintendent Williams discussed the need to have an interim consultant in the absence of Chief Business Officer Allan Garde, who will be resigning from Albany Unified School District on April 13, 2018. This contract is for general maintenance and facilities support. The goal is to offset the cost of the contract by the cost savings of not having a Chief Business Official.

Motion: President Black requested a motion. Board Member Trutane moved to Accept: *Amendment to Derivi Castellanos Architects Agreement to Provide Project Management Services for General Maintenance and Facilities Support*. Seconded by Vice President Stapleton-Gray. The motion passed unanimously.

9. Independent Contractor Agreement with Ryland School Business Consulting for General Financial Services Support

Superintendent Williams stated that this consultant is critical to provide short-term needs such as the development of the 2018-2019 Budget for Adoption in June 2018; aligning the budget with the adoption of the Local Control Accountability Plan; helping with Board Presentations related to Business; general financial analysis and projections; and assisting with general day-to-day financial operations of the school district.

Motion: Board Member Blanchard moved to Approve: *Independent Contractor Agreement with Ryland School Business Consulting for General Financial Services Support*. Motion seconded by Board Member Trutane. The motion passed unanimously.

AGENDA ITEMS/MATTERS INTRODUCED BY THE BOARD

- Public Discussion of Options (also includes cost of retrofitting)
- Temporary Housing for Students
- Retrieve Minutes from previous Board Meeting regarding Classified Layoffs (December-January)

II. ADJOURNMENT

The Board adjourned the meeting at 10:30 p.m.

FUTURE BOARD MEETINGS

Date	Time	Location
April 24, 2018	7:00 – 9:30 p.m.	Albany City Hall
May 8, 2018	7:00 – 9:30 p.m.	Albany City Hall

The Board of Education meeting packet is available for public inspection at: Albany Unified School District, 1051 Monroe Street; and is available on the Albany Unified School District web site: www.ausdk12.org. If you provide your name and/or address when speaking before the Board of Education, it may become a part of the official public record and the official minutes will be published on the Internet. In compliance with the Americans with Disabilities Act (ADA), if you need special assistance to participate in this meeting, please contact the Superintendent's Office at 510-558-3766. Notification must be given forty-eight (48) hours prior to the meeting to make reasonable arrangements for accessibility (28 CFR 35.102.104 ADA Title II).