

**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

ALBANY CITY HALL

Tuesday, April 24, 2018

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

C) IDENTIFY CLOSED SESSION PURSUANT TO SECTION III BELOW

II. PUBLIC COMMENT PERIOD FOR CLOSED SESSION ITEMS

III. CLOSED SESSION

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

- Philip Shen, et al. v Albany Unified School District
- Doe, et al. v Albany Unified School District
- John Doe v Albany Unified School District
- C.E. v Albany Unified School District et. al.
- Kaidong Chen v Albany Unified School District

B) CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION:

- Significant exposure to litigation pursuant to Government Code section 54956.9(d)(2): 1 Case

IV. OPEN SESSION

A) CALL TO ORDER (Reconvene to Open Session)

President Black called the meeting to order at 7:10 p.m.

B) ROLL CALL

1. Board Members Present: President Black, Vice President Stapleton-Gray, Board Member Blanchard, Board Member Clark, Board Member Trutane, and Student Board Member Silwal

2. Excused: Student Board Member Attanayake
3. Staff Present: Superintendent Valerie Williams; Marie Williams, Director III, Curriculum, Instruction, and Assessment; Carrie Nerheim, Director I, Student Services; and Cynthia Attiyeh, Director III, Human Resources
4. Excused: Diane Marie, Director of Special Education

C) PLEDGE OF ALLEGIANCE

D) READING OF THE AUSD MISSION & VISION STATEMENT

E) REPORT OF ACTION TAKEN IN CLOSED SESSION

President Black reported that the Board took no action in Closed Session.

F) APPROVAL OF AGENDA

Motion: President Black requested a motion to Approve: *Albany Unified School District Board of Education Agenda for the April 24, 2018 Regular Meeting*. Motion by Board Member Trutane; seconded by Board Member Blanchard. The motion passed unanimously.

G) SCHOOL SPOTLIGHT: Albany Children's Center

Anna Mansker, Principal of Albany Children's Center (ACC), presented a slideshow on their *No Place For Hate Certification*. *No Place For Hate* provides an organizing framework for combating bias and honoring diversity, inclusion, and harmony. In order to achieve their certification, they needed to accomplish at least three main activities, which were coordinated with other schools in the district. ACC participated in many activities; the three main activities included:

1. Celebrated Unity Day on October 25, 2017 with classroom lessons on kindness, a student-and-staff-signed Unity Pledge, and a community unity Sing on the playground. All staff and students wore orange to celebrate diversity, acceptance, and inclusion, and to symbolize a united front against hatred and bullying.
2. Continuous learning: A World of Difference curriculum was adopted in the preschool and TK classrooms.
3. Hosted a *Love Parade and Community Sing* on March 14, 2018 in solidarity with students across the nation to advocate for stricter gun control laws and safe schools.

Albany Children's Center was one of five school districts in the Bay Area that had preschool classrooms participate in the *No Place For Hate Certification*, and the only child development center that has received this certification.

H) APPROVAL OF CONSENT CALENDAR

1. Board of Education
 - a) Minutes of the March 13, 2018 Board of Education Meeting
 - b) Minutes of the March 27, 2018 Board of Education Meeting
2. Human Resources
 - a) Certificated Personnel Assignment Order & Classified Personnel Assignment Order

3. Curriculum, Instruction, and Assessment

a) Overnight/Outdoor Education Field Trip: Ocean View to YMCA Camp Campbell in 2019

Motion: President Black requested a motion on the *Consent Calendar*. Board Member Trutane moved to Approve: *Consent Calendar*; seconded by Board Member Blanchard. The motion passed unanimously.

I) BOARD AND SUPERINTENDENT REPORT

Superintendent Williams provided a brief update on the Berkeley City College Memorandum of Understanding (MOU). Both parties have been working on a revised MOU and she hopes to bring the Berkeley City College-AUSD Teacher Preparation Pipeline program back to the Board in May. She also announced two upcoming events: Albany Middle School will hold their Open House on Thursday, April 26th, and the Albany Education Foundation *Scoops for Schools* is on Sunday, April 29th. This event is a great way to thank the community for all that it's done for the Albany schools. She will be there scooping ice cream!

Board Member Trutane reported that the Board of Education has been making a concerted effort to interact more with the Albany High students. Accordingly, some Board members have been meeting at lunch time to discuss various issues and topics. They have had four meetings this year; the most recent one on April 5th, which she attended along with Board Member Clark and Student Board Members Attanayake and Silwal. She stated that the meetings seem to be more well-attended when there is a specific topic to discuss, rather than when the meetings are open-ended discussions. Therefore, they will modify their plan next year to attend student club meetings and then hold themed forums.

J) STUDENT BOARD MEMBERS' REPORT

Student Board Member Silwal provided the Board with the Student Board Member Report, which highlighted some of the recent and upcoming events in various AUSD schools.

Recent events included:

- Albany High's very own Band teacher, Craig Bryant, was announced as a finalist for this year's *NBC Sports Bay Area All-Star Teacher Award*. The winning teacher's school receives \$20,000. Help Mr. Bryant and Albany High by casting your vote online now through June 1st. Congratulations Mr. Bryant!
- Saturday, April 21st was *STEAM Day* at Marin Elementary. Students enjoyed a laser beam show with synchronized music, coding, robotics, stop-motion animation film making, and much more.
- Tuesday April 24th was *Albany High's Feminist Club* hosted author *Peggy Orenstein* for a Q&A session during lunch.

Upcoming events include:

- The Ocean View PTA will hold a *fundraiser at Farm Burger* on Wednesday April 25th from 5-9:00 . Drop by anytime between 5:00 - 9:00 p.m. to enjoy great food, meet Ocean View families, and support the Ocean View PTA.
- Friday, April 27th is the *2nd Annual Albany Athletics Boosters Pasta Dinner* at the Albany Veterans Memorial Hall from 6:00 - 9:00 p.m. All proceeds will benefit the AHS/AMS athletic teams and AHS leadership. Come enjoy this community building event while raising funds for Albany sports.
- Sunday, April 29th, is *Scoops for Schools*, the Albany Education Foundation's annual free ice cream social at the Albany Community Center from 2:00 - 5:00 p.m. Musicians from Albany schools will be

performing, free ice cream will be served, and donations to the fabulous fine arts programs will be accepted.

Vice President Stapleton-Gray added that voting for Mr. Bryant can be done online every day!

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

Several community members spoke to express disapproval of the District having settled lawsuits brought by students who felt they were disciplined unfairly in regards to the Instagram incident last Spring. A group of parents presented the District with a list of demands. The Board instructed staff to examine the list and report back to the Board on how the District can respond.

To watch the video, please visit the AUSD website or click: [April 24, 2018 BOE Video](#) (25:30 -1:18:05).

L) STAFF REPORT

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

Carrie Nerheim, Director of Student Services, presented a report on the Active Shooter Training that the Albany Administration attended on April 6, 2018. She stated that “the team that attended will meet in the near future to discuss their takeaways and how they plan to strengthen active shooter protocols and preparedness at individual school sites and across the district.”

The Board held a brief discussion about the safety of classroom doors in the Albany Middle School annex (currently under construction) and the Albany High School addition (soon to be built). Superintendent Williams stated that the doors will be lockable from the inside, and that the plan is to be moving to a keyless entry system.

2. Local Control Accountability Plan

Marie Williams, Director of Curriculum, Instruction, and Assessment, highlighted three areas in her update: stakeholder input process that has been ongoing since March; an annual update on the process for the LCAP; and a report on the progress made in achieving 2017-2018 LCAP goals. All stakeholder input feedback received to date has been recorded as is; Director Williams confirmed that none of the data has been synthesized or summarized—it is all there and there are duplicates. President Black confirmed that he had read it all and saw many duplicate responses. Input can be provided and received through the online survey located on the AUSD website until the deadline of April 30. Director Williams stated that input would be received after that deadline, but encouraged the public to submit it by then.

A member of the community addressed a question (posed by a stakeholder): “what really is bullying?” and stressed that bullying is an issue that should definitely be in the LCAP, and should stand out. There are many issues at the middle school that are not being brought to light. Parents need resources from the schools and District.

President Black clarified that the responses found in the document were comments made by adults in response to what they have seen or experienced. He added that the District and Board need to be clear

about what bullying is, and stressed that if the feedback the District and the Board receives from stakeholders does not align with the mission, vision, and strategic plans of the District, then we need to rethink the mission, vision, and plan. The Board discussed this notion of how to adequately assess these goals and how to keep focused on the goals. Board Member Clark commented that the goals seem to be more related to academic outcomes and less on addressing the whole child. A teacher commented about school safety and the safe shooter plan and stated that the only way to prevent shootings when the kids are older is to address things when the students are small.

M) REVIEW AND ACTION

1. Resolution 2017-18-18: Reduction of Classified School Services

Superintendent Williams introduced this item that was previously tabled at the April 3, 2018 Board Meeting. Vice President Stapleton-Gray clarified that this funding is intermittent; every year we have funding and allocate it for certain positions, but we cannot guarantee this funding each year, so every year we go through this cycle. President Black added that these specific positions are largely funded by contributions and since the money has not yet been received for next year, by law the District is required to provide separation notices to the employees. Schools are grossly underfunded in the state of California (45th-48th in the nation). A SchoolCARE representative stated that it would be nice if we didn't see these positions every year. Board Member Blanchard stated for the record that this is a 15 year-old history. Prior to 15 years ago, these positions were part of the District budget, and earlier rounds of budget shortfalls led to difficult decisions about which positions would be cut. Fortunately, the community of Albany has stepped forward to pay for these positions time and time again, and it is very much appreciated.

Motion: Vice President Stapleton-Gray moved to Pass: *Resolution 2017-18-18: Reduction of Classified School Services*. Seconded by Board Member Trutane. The motion passed unanimously.

2. Declaration of Need for Fully Qualified Educators

Superintendent Williams explained this item is in the event that the District would need to hire emergency credentialed teachers; the District is not saying that they need to hire now. It was clarified that "qualified educators" means certificated teachers, not paraeducators.

Motion: President Black requested a motion to Approve: *Declaration of Need for Fully Qualified Educators*. Motion by Board Member Clark; seconded by Vice President Stapleton-Gray. The motion passed unanimously.

N) NEED TO EXTEND MEETING

President Black requested a motion to extend the meeting.

Motion by Vice President Stapleton-Gray to Extend the Meeting 30 minutes to 9:30 p.m. Seconded by Board Member Trutane.

3. Job Description: Product Development Assistant

Superintendent Williams described the job description as presented in the board packet and stated that Clell Hoffman, Director of Food Services was unavailable to attend the Board meeting that evening.

Board Members stated their discomfort and concern with creating a new position with new costs, and the idea of hiring someone at the District. Cynthia Attiyeh, Director of Human Resources, clarified that the purpose of this item is to approve a job description. She explained that this job description would be posted internally with the hopes that a current employee would take the position. If it is filled internally, then they would not necessarily backfill the vacated position.

Board members, staff, and members of the community discussed the idea of approving this job description versus filling a position, and the possibility of incurring new costs. Director Attiyeh reminded the Board that the money for this job description is not from the General fund but from the Cafeteria fund, and that the purpose or goal of this is to raise revenue so that there would be no encroachment on the general fund. Board members explained that if the Cafeteria fund runs in the red then the General fund would be obligated to cover the expense.

A member of the community expressed concern and issues with the food services department, and urged the Board to make this position based on experience with the salary proposed. Director Attiyeh made a clarification about the proposed salary range in the job description. This amount includes the hourly salary plus the cost of statutory benefits, plus the high end of what the district offers as medical benefits. Additionally, the salary schedule posted on the AUSD website includes six columns of salaries that are based on experience, so someone with no experience would be on the lower column and someone with more experience would be on the higher column.

President Black suggested that the Board could approve this job description and then provide direction to staff with the caveat that it would not be an additional position. After continued discussion about whether or not to approve the job description and provide instruction to staff not to fill the position, the general consensus from the Board was to table this item until the next Board Meeting, at which time Clell Hoffman, the Director of Food Services, will be present and can address questions and concerns.

Motion: Board Member Clark moved to Table: Job Description: Product Development Assistant until the next Board meeting on May 8, 2018. Seconded by Board Member Blanchard. The motion passed unanimously.

4. Independent Contractor Services Agreement with Sara Wicht, Wicht Consulting

Superintendent Williams reminded the Board that Sara Wicht was one of the facilitators and a trainer at the Museum of Tolerance who provided the Tools for Tolerance training to AUSD in February of 2018.

President Black stated that he is very happy to see that the District is moving forward with this type of sensitivity training. A member of the community reiterated a concern that once this training is received the teachers will not have enough time to incorporate it into classrooms, especially in History classes, and is eager to see how this will be rolled into classroom curriculum.

Superintendent Williams stated that teachers may have the tools, but with this trainer, they will actually learn how to use the tools. Sara Wicht will teach teachers how to use the tools in the classrooms.

Motion: Board Member Trutane moved to Approve: *Independent Contractor Services Agreement with Sara Wicht, Wicht Consulting*. The motion was seconded by Board Member Clark. The motion passed unanimously.

5. Resolution 2017-18-19: California Schools & Local Communities Funding Act of 2018

Superintendent Williams introduced the Resolution by first recognizing that this all started off as a labor of love with Board Member Trutane, who has been a true advocate for educational funding. Superintendent Williams described the Resolution as outlined in the Board packet.

Motion: Board Member Clark made a motion to Approve: *Resolution 2017-18-19: California Schools & Local Communities Funding Act of 2018*. The motion was seconded by Board Member Trutane and passed unanimously.

6. Amendment for Design-Build Services with Rodan Builders for the Albany Middle School Annex Project With Guaranteed Maximum Price (GMP)

Superintendent Williams presented this Amendment. There were no questions or comments.

Motion: President Black requested a motion to Approve: *Amendment for Design-Build Services with Rodan Builders for the Albany Middle School Annex Project With Guaranteed Maximum Price (GMP)*. Motion by Board Member Blanchard; seconded by Board Member Trutane. The motion passed unanimously.

7. Amendment with A3GEO for Geotechnical Engineering Services for the Albany Middle School Annex

Superintendent Williams presented this Amendment. President Black asked for clarification that even with this amendment we would still be within the budget for Geotechnical Engineering. Superintendent Williams confirmed that to be correct.

Motion: President Black moved to Approve: *Amendment with A3GEO for Geotechnical Engineering Services for the Albany Middle School Annex*. The motion was seconded by Board Member Clark and passed unanimously.

AGENDA ITEMS/MATTERS INTRODUCED BY THE BOARD

- Resolution on Voting Methods
- Evaluation by Staff and then an agendized item for the list of demands received this evening.
- Re-agendize the Job Description: Product Development Assistant
- Board Member Clark requested an update on the minimum wage increase that he requested be agendized. Superintendent Williams stated that this would be under Closed Session, but she is waiting for legal to respond on when they could be available to discuss it.
- Vice President Stapleton-Gray suggested that when the list of demands is agendized, it may also be a good time for Board Members to be able to express their opinions on interaction with the public. He noted, for the record, that his contact information is available to the public and invited anyone, including victims of the Instagram account, or otherwise affected by it, to talk to him at any time.

V. ADJOURNMENT

The Board adjourned the meeting at 9:30 p.m.

FUTURE BOARD MEETINGS

Date	Time	Location
May 8, 2018	7:00 – 9:30 p.m.	Albany City Hall
May 15, 2018: Special Meeting: Work Study Session	7:00 – 9:30 p.m.	Ocean View Elementary - MultiPurpose Room
May 22, 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).