

**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, May 8, 2018
Albany City Hall**

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

No one addressed the Board at this time.

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

IV. 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 Present:** Superintendent Valerie Williams; Marie Williams, Director III, Curriculum, Instruction, and Assessment; Carrie Nerheim, Director I, Student Services; and Cheryl Cotton, Director, Human Resources
3. **Excused:** Cynthia Attiyeh, Director III, Human Resources

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

Adjustments to Agenda: Request to move **Review and Action Item N2: Job Description: Product Development Assistant** up the agenda and present it before the STAFF REPORTS.

Motion: Board Member Trutane moved to Approve: *Albany Unified School District Board of Education Agenda for the May 8, 2018 Regular Meeting with this change*. Motion seconded by Board Member Blanchard. The motion passed unanimously.

G) EMPLOYEE RECOGNITION

Superintendent Williams, Director of Human Resources, Cheryl Cotton, and Board President Black recognized Certificated and Classified Staff. President Black read the Resolutions aloud and presented certificates to representatives for each of the following:

1. **Resolution 2017-18-20: Teacher Appreciation Week (ATA):**

Motion to Approve by Board Member Clark; seconded by Board Member Blanchard. Approved by a vote of 7-0.

2. **Resolution 2017-18-21: Classified Employees Appreciation Week (for CSEA and SEIU)**

Two certificates: one for CSEA employees and one for SEIU employees. Motion to Approve by Vice President Stapleton-Gray; seconded by Board Member Trutane. Approved by a vote of 7-0.

H) SCHOOL SPOTLIGHT: Child Nutrition

Clell Hoffman, Executive Chef and Director of Food Services, presented some highlights of the report from a survey conducted in January 2018: *Dining By Design: Phase I - Discovery*, which is included in the Board packet materials. Some findings include:

- *Food sales have increased over the past 7 years, but participation (i.e. meals served) has decreased.*
- *High percentage of students who enjoy quality of food*
- *Biggest concerns expressed by students are 1) adding variety, and 2) lines in cafeteria (biggest barrier for participation; source of social friction); only 18% of students mentioned quality of food as a concern.*
- *Pre-order food option to avoid lunch lines; use of mobile devices, social media for online menus, preordering*
- *Priority Recommendations: reduce social friction; promote new offerings*

The Board and members of the community discussed briefly the use of social media platforms to poll students and promote food services; diversifying payment methods (apps like Venmo) to allow students to use their phones; the issue of cutting in lines; and the variety of foods offered. Clell is working with site administration to address the issue of cutting in lines. Board Member Trutane commented on the healthy options on the Lunch Cart and Snack Cart at the Middle School.

D) APPROVAL OF CONSENT CALENDAR

1. Board of Education

- a) Minutes of the April 3, 2018 Board of Education Meeting
- b) Minutes of the April 24, 2018 Board of Education Meeting

2. Human Resources

- a) Certificated Personnel Assignment Order & Classified Personnel Assignment Order

3. Business Services

- a) March 2018 Warrant Report
- b) March 2018 Donation Report

4. Curriculum & Instruction

- a) Adoption of Elementary Instructional Materials: Phonemic Awareness and Decoding
- b) Overnight/Outdoor Education Field Trip: Cornell to YMCA Camp Campbell in 2019

5. Special Education

- a) Master Contract Between Albany Unified School District And A Better Chance School
(provided under separate cover)
- b) Master Contract Between Albany Unified School District And The Phillips Academy
(provided under separate cover)
- c) Master Contract Between Albany Unified School District And Raskob Learning Institute and Day School
(provided under separate cover)
- d) Master Contract Between Albany Unified School District And Maxim Healthcare Services, Inc.

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

J) BOARD AND SUPERINTENDENT REPORT

Superintendent Williams recognized Albany High School student, Mateo Rodriguez, who was honored at the April 27 "Fiesta Fabulosa" at Albany High. He was named a 2018 CIEE CLTA (*Council for International Education and Exchange and California Language Teachers Association*) "Student of the Year." Mateo received a \$2500 award, which he will use to study Spanish Languages and Cultures this summer as a CIEE Global Navigator in Palma de Mallorca, Spain. She read a statement from Mateo:

I am so honored and grateful to have received this award. I am really looking forward to studying abroad in Palma de Mallorca this summer. I want to thank Kelly Britt, Professor Lim-McAlister, and CIEE for their support and for making this opportunity possible.

There were no Board Reports.

K) 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.

- Albany Middle School's *Parent Information Night* for incoming 6th Graders will be held on Wednesday, May 16th from 7:00 - 8:00 p.m. All incoming 6th grade parents/guardians are invited to the AMS gym to get an overview of the Albany Middle School 6th grade experience.
- AMS will host *Principal's Coffee* on Friday, June 1st from 8:00-9:00 a.m. in the AMS library. This is a less formal opportunity to speak with Principal Deborah Brill about what to expect next year. Principal Brill will be visiting each 5th grade class in May during library time to answer students' questions about transitioning to middle school. Also in June, students will be touring AMS during the during the school day.
- On Thursday, May 24th the *Science Investigations Fair* will be held at Marin Elementary in the Multi-Purpose Room from 6:30 - 8:30 p.m.
- Throughout the week, staff at Cornell will be treated to decorated doors, a catered lunch from Cafe Raj, coffee drinks from Eunice Cafe, pizza from Little Star, gift cards, flowers, and homemade baked goodies. Thank you staff!
- Albany High School is having their annual Prom on June 2nd at the Chabot Space and Science Center. We hope it will be out of this world!

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

President Black pointed out that the Public Hearing to Sunshine Negotiation Proposal **California School Employees Association (CSEA)** will be towards the end of the meeting, and requested that if anyone from CSEA wants to comment on salaries, the time to do it would be during the Public Hearing.

Two staff members from the CSEA addressed the Board requesting an increase in salary. Numerous others were waiting in line to speak. At that time, Board Member Clark requested an *Adjustment to the Agenda to move up the Public Hearing to Sunshine Negotiation Proposal From California School Employees Association (CSEA)*. President Black requested to first hear members of the audience who wish to address the Board on Matters NOT on the Agenda, and then the Board could move to the Public Hearing.

A member of the community spoke briefly about the Instagram incident last year: how the District Administration, Staff, and members of the Board handled the Instagram incident last Spring, the legal decisions made, the settled lawsuits, and expressed disapproval of how certain members of the Board handled the situation at the last Board Meeting of April 24, 2018.

M) REQUEST TO ADJUST AGENDA

Board Member Clark moved to adjust the Agenda to move up Item 3: Public Hearing to Sunshine Negotiation Proposal From California School Employees Association (CSEA). Approved and so adjusted.

N) REVIEW AND ACTION

- 1. Conduct A Public Hearing To Receive Sunshine Negotiation Proposal From California School Employees Association (CSEA)** *NOTE: This item was moved up on the Agenda as requested.

President Black Opened the Public Hearing to allow for public comment and discussion.

Numerous staff, teachers, and community members spoke to express their request for an increase in wages for paraeducators and other CSEA Classified staff. Members of the Board discussed the requested increase in wages, and Superintendent Williams stated that negotiations is on the Agenda for the May 22, 2018 Board Meeting under Closed Session. It was clarified that the role of the Board is to provide oversight and management; it does not go to direct negotiations. Rather, the Board directs Administration, and the administration and the representatives from unions are the negotiators.

The Board was presented with a *Petition in Support of CSEA Classified Salary Increases*, signed by 603 people, which President Black read for the record:

*WE, THE EMPLOYEES OF THE ALBANY UNIFIED SCHOOL DISTRICT AND THE ALBANY COMMUNITY SUPPORT **THE OFFICE/PARAEDUCATOR** BARGAINING UNIT GOAL TO ACHIEVE A LIVING WAGE THAT ENABLES US TO SUPPORT OUR FAMILIES AND FULFILL THE NEEDS OF OUR STUDENTS.*

SALARIES NEED TO BE RAISED TO ADDRESS THE OUT OF CONTROL COST OF LIVING IN THIS AREA AND THE ABILITY OF EMPLOYEES TO CONTINUE TO WORK IN THE SCHOOL DISTRICT AND MEET BASIC NEEDS SUCH AS HOUSING, FOOD, CHILD CARE, MEDICAL COSTS, AND TRANSPORTATION.

President Black temporarily closed the Public Hearing and stated that the Board will return to it later, according to the agenda.

2. Job Description: Product Development Assistant

**Note: this item was moved up on the Agenda as requested*

This *Job Description* was previously presented to the Board on April 24th and tabled so that Clell Hoffman could be present to answer questions about the position. Clell explained that this position was created in response to a need based on a survey; it is not a new position but is a reclassification for someone already employed at AUSD. The position left open will not be backfilled. He addressed some of the previously asked questions regarding some of the duties of the position that are needed, such as taste-testing and floating substitute, and explained that they do not have a formal system of taste-testing now but would like to implement one, and while there is a floating substitute now, the Food Services Department is often short-staffed and several District Office employees have even stepped in many times to help out when they are in need.

A member of the community reiterated concerns that were asked at the last meeting on April 24th (i.e. the quality and variety of food being served at the Elementary Schools, the calorie count regulations, food lines). Clell clarified that through this new position, more taste-testing, student feedback, and variety will follow. He will also be working with site staff regarding food lines.

Motion: Board Member Trutane moved to Approve: *Job Description: Product Development Assistant* Seconded by Board Member Blanchard. The motion passed unanimously.

O) STAFF REPORT

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

Carrie Nerheim, Director of Student Services, spoke about the Social and Emotional Learning (SEL) and Social Justice (SJ) competencies, a program the District Leadership Team has been working on, and read a paragraph that described the program:

Social and Emotional Learning (SEL) and Social Justice (SJ) competencies are foundational skills necessary for children and adults to connect across race, class, culture, ethnicity, language, gender identity, gender expression, sexual orientation, differing abilities, faith and religion, learning needs, age, and all other identities represented among our diverse community. These competencies deepen our awareness, knowledge, social skills, and strengthen our relationships in our community.

The Elementary Wheel presented in the Board packet includes kid-friendly language appropriate for age elementary levels. There is also a Secondary Wheel, and the principals at the middle school and high schools are working with staff to modify the language on them to be more appropriate for those grade levels. Staff and District Leadership will decide how best to interpret and implement it with each grade level. Members of the community and Board commented on sections of the Wheel such as “Self-Management,” “Self-Awareness,” “Social awareness,” and “Social inequities” and asked for Staff and District Leadership to further examine some of the issues and challenges that fall under these categories.

2. Special Education Update

Diane Marie, Director of Special Education, discussed her report as presented in the Board packet. Hope to hold Professional Development opportunities twice a month on topics as requested by paraeducators.

On a related note, Superintendent Williams gave a shout out to Dr. Loretta Kane’s course at Berkeley City College, as Albany Unified has been able to recruit paraeducators from that program.

3. Elementary Temporary Student Housing

Superintendent Williams stated that in discussing the plans for temporary housing for students during the elementary school construction, the main priority has been to keep the students in Albany.

The purchasing of furniture for the schools may need to be postponed. It was clarified that the next Special Board Meeting on May 15th will not discuss temporary housing; that meeting will be to discuss the plan to rebuild or renovate Ocean View school. The calendar year to start the project is at the very earliest the 2019-2020 school year, with an anticipated two-year construction program. Details on the a.m./p.m. bell schedules, and after-school programs with school sites will all need to be worked out. Updates will be communicated with the public. Board Member Blanchard stated that this temporary housing plan saved the construction budget \$4 million.

P) REVIEW AND ACTION ITEM (continued)

1. Albany High School Behavior Matrix

Superintendent Williams stated that the purpose of this is to *review and act* on the AHS Behavior Matrix.

Alexia Ritchie, Principal of Albany High School, and Assistant Principal, Larry Pratt, presented a slideshow and addressed questions that were previously submitted by the Board prior to the meeting.

Comments from Audience included suggestions such as taking the action of pulling a fire alarm (noted on page 146) more seriously since it is a very dangerous and illegal thing; delineating or defining what constitutes a “terrorist” threat”; allowing for differentiation of consequences for children who have mental health issues; and on a different note, allowing for recognition of nationalities, diversities, and celebrations. Principal Ritchie reiterated that the counseling piece is essential, and that after an infraction, all students are counseled, including students with all ranges of mental health strengths and challenges.

Motion: President Black requested a motion to Table: Albany High School Behavior Matrix and bring it back on Consent at next Board Meeting with the changes that have been requested. Motion by Board Member Blanchard; seconded by Vice President Stapleton-Gray. The motion passed unanimously.

Q) NEED TO EXTEND MEETING

President Black requested a motion to extend the Meeting 30 minutes until 10:00 p.m. Board Member Trutane moved to extend the Meeting 30 minutes.

R) REQUEST TO ADJUST AGENDA

President Black moved to adjust the Agenda to move up Item 5: Memorandum of Understanding Between Berkeley City College and the Albany Unified School District - Teacher Preparation Pipeline. Approved and so adjusted.

S) REVIEW AND ACTION (continued)

5. Memorandum of Understanding Between Berkeley City College and the Albany Unified School District - Teacher Preparation Pipeline

**Note: This was moved up the Agenda as requested.*

Superintendent Williams introduced Dr. Loretta Kane from Berkeley City College, who described the Field Work course (per the MOU) and answered questions from the Board. Paraeducators enrolled in this program and course can work in classrooms as volunteer paraeducators at the high school. They would not be paid or replace paraeducators since this is a field studies program. The pay they would receive would be the units that are earned for the program.

Board Member Trutane explained that this is the second time this program has been presented to the Board, and is almost too good to be true as it gives high school students the opportunity to earn community college credit on high school campus during the high school hours. It also helps AUSD by involving students in our schools.

Superintendent Williams explained that the vision of this program is to educate Albany students and bring them back for hire later on. This Memorandum of Understanding is a 1 year pilot program, it is free for students and free for the school district.

Motion: President Black requested a motion to Approve: *Memorandum of Understanding Between Berkeley City College and the Albany Unified School District - Teacher Preparation Pipeline*. Motion by Board Member Clark; seconded by Board Member Blanchard. The motion passed unanimously.

3. Conduct A Public Hearing To Receive Sunshine Negotiation Proposal From California School Employees Association (CSEA) (continued)

President Black re-opened the Public Hearing. Discussion and comments continued from earlier in the meeting regarding the need and demand for a fair and decent wage increase for paraeducators and other classified support staff. The best way to compliment someone is to pay them more.

President Black closed the Public Hearing.

Motion: President Black requested a motion to Approve: *The Sunshine Negotiation Proposal From California School Employees Association (CSEA)*

Motion by Board Member Trutane; seconded by Board Member Blanchard. The motion passed unanimously.

4. Conduct A Public Hearing To Receive Sunshine Negotiation Proposal From Albany Unified School District

President Black opened the Public Hearing. There were no comments on this item.

President Black closed the Public Hearing.

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

AGENDA ITEMS/MATTERS INTRODUCED BY THE BOARD

- Bring back AHS Behavior Matrix on Consent
- Soda Tax Revenues - to be reported on a Friday Update to the Board by Superintendent Williams

V. ADJOURNMENT

The Board adjourned the meeting at 9:56 p.m.

FUTURE BOARD MEETINGS

Date	Time	Location
May 15, 2018: SM 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).