

**ALBANY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION  
MINUTES OF REGULAR MEETING**

**Tuesday, April 16, 2019**

**Albany City Hall**

1000 San Pablo Avenue

Albany, CA 94706

(BOE approved: 5/28/19)

**I. OPENING BUSINESS**

**A) Call to Order**

President Kim Trutane called the meeting to order at 5:30 p.m.

**B) Roll Call**

- 1) **Board Members Present:** President Kim Trutane, Trustee Jacob Clark, Trustee Sara Hinkley, Trustee Clementina Duron, Vice President Brian Doss
- 2) **Staff Members Present:** Superintendent Valerie Williams; Cheryl Cotton, Director, Human Resources

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

Eric Paulovich, IT Network Administrator for Albany Unified School District, addressed the Board and submitted a letter (previously sent to all Board members on December 12, 2018) regarding the First Interim budget with regards to the Network Administrator position that is subject to being cut, and the need to maintain the position (see attached letter).

Dax Kajiwara, IT Director, addressed the Board in support of the IT Network Administrator position to urge the Board not to cut it. Of all the times to be down a network administrator, this is the absolute worst time to do so, because of the buildings being constructed. He spoke about Mr. Paulovich's versatile role.

**III. CLOSED SESSION:** With Respect to Every Item of Business to be Discussed in Closed Session:

**A) Pursuant to Government Code Section 54957.6:**

- 1) Conference with Labor Negotiator (Superintendent Valerie Williams, District Representative), Regarding Negotiations as it Pertains to:
  - Albany Teachers Association (ATA)
  - California School Employees Association (CSEA)
  - Service Employees International Union (SEIU)

**B) Pursuant to Govt. Code Section 54956.9:**

- 1) Conference with Legal Counsel - Existing Litigation:
  - Philip Shen, et al. v Albany Unified School District

**C) Pursuant to Govt. Code Section 11126(a)1:**

- 1) Personnel Action:

- Notice of Release - Classified Employees
  - Appointment of Director III, Special Education/Student Services
- 2) Discussion of Employment of a Public Employee:
- Superintendent

#### IV. OPEN SESSION

##### A) Call To Order (Reconvene to Open Session)

President Trutane called the meeting to order at 7:18 p.m.

##### B) Roll Call

- 1) **Board Members Present:** President Kim Trutane, Vice President Brian Doss, Trustee Jacob Clark, Trustee Sara Hinkley, Trustee Clementina Duron, Student Board Member Michaela Weinstein, Student Board Member Audrey Mallah,
- 2) **Staff Present:** Superintendent Valerie Williams; Marie Williams, Assistant Superintendent, Educational Services; Cheryl Cotton, Director of Human Resources; Carrie Nerheim, Director I, Student Services
- 3) **Staff Excused:** Jackie Kim, Chief Business Official; Diane Marie, Director III, Special Education; Dax Kajiwarra, Director of Technology

##### C) Pledge of Allegiance

##### D) Reading of the AUSD Mission & Vision Statement and Meeting Norms

Student Board Member Audrey Mallah read the AUSD Mission and Vision statement, and Student Board Member Michaela Weinstein read the Meeting Norms of the Board of Education.

##### E) Report of Action Taken in Closed Session

In Closed Session, the Board took action to approve the layoffs of Classified employees per Education Codes: 45114, 45117, and 45308.

##### F) Approval of Agenda of April 16, 2019 Regular Board Meeting

- **Changes to Agenda:** Kim Trutane requested to pull the *Certificated Personnel Assignment Order & Classified Personnel Assignment Order* from the Consent Calendar.
- **Motion to approve the Agenda with this change:** Sara Hinkley
- **Second:** Student Board Member Michaela Weinstein
- **Result:** unanimously approved

##### G) Spotlight: Albany Children's Center

Anna Mansker, Director of the Albany Children's Center, showcased the Albany Children's Center 5-Star Rating. They scored a total of 34 out of 35 points, and joined the ranks of a very small group of Preschools in Alameda County to receive such a rating. Congratulations to Ms. Mansker and the Albany Children's Center!

##### H) Approval of Consent Calendar

### 1) Human Resources

- a) Certificated Personnel Assignment Order & Classified Personnel Assignment Order (*pulled from Consent Calendar*)
- b) Memorandum of Understanding (MOU) for the Contra Costa County Office of Education (CCCOE) Teacher Induction Program

### 2) Curriculum, Instruction, and Assessment

- a) Overnight Field Trip: Marin Elementary School to Gillespie Youth Camp in Tilden Regional Park

### 3) Student Services

- a) Quarterly Report on Williams Uniform Complaints

- **Motion to approve the Consent Calendar (with the *Certificated Personnel Assignment Order & Classified Personnel Assignment Order* pulled):** by Jacob Clark
- **Second:** President Kim Trutane
- **Result:** unanimously approved

Superintendent Williams announced the new ***Director of Special Education/Student Services, Veronica Bedolla Michael***. Ms. Michael addressed the Board and community and stated that she is honored and privileged to serve Albany Unified School District.

President Trutane requested a **motion to accept the *Certificated Personnel Assignment Order & Classified Personnel Assignment Order***:

- **Motion:** by Sara Hinkley
- **Second:** Vice President Doss
- **Result:** unanimously approved

## I) Board and Superintendent Reports

### 1) Superintendent Williams:

- Reported that she, President Kim Trutane, Student Board Member Michaela Weinstein, and ATA Co-President Patty Fujiwara attended the Rally for Education in Sacramento on April 3, 2019. She distributed flyers from the Alameda County Office of Education regarding public education funding, and stated that these would be sent to each elementary school to go home in the Friday folders of every student.
- Reported that seven (7) Albany Middle School Students were honored at the 15th Annual African American Student Achievement & Excellence Awards, an annual event by the African American Regional Education Alliances. The students recognized and honored were Cynthia Kamau, Nathaniel Mehari, Alice Privitera, Kenneth Stuart, Taj Thompson, Nikko West, and Robel Yared. Congratulations to these students!

### 2) President Kim Trutane:

- Announced that the Albany High School National Ocean Sciences Bowl Team won the national competition. The Team included Evan Zhong, Nathan Skinner, Ruby Tang, James Hort, and Maria-Sophia Fedyk.

3) **Vice President Brian Doss:** No report

4) **Trustee Jacob Clark:** No report

5) **Trustee Sara Hinkley:** No report

6) **Trustee Clementina Duron:** No report

#### **J) Student Board Members' Report**

Student Board Members Weinstein and Mallah provided the Board with the Student Board Member Report, which highlighted some of the recent and upcoming events in the Albany schools.

#### **Ocean View Elementary:**

- Ocean View Temporary Housing Update will be held at 6:30 p.m. in the Library.

#### **Marin Elementary:**

- The Marin Midnight Basketball League is back for Adults. Basketball will be played on Monday nights from 8:00-10:00 p.m. at the Albany High School gym. Proceeds from the fee will go to the Marin PTA. Vice President Doss will be there.
- Parent Education Night will be held on April 14th. The topic is to be announced.

#### **Cornell Elementary:**

- Tomorrow, April 17th, is the last day to donate to the fundraiser "Pennies for Patients" for blood cancer through the Leukemia and Lymphoma Society.

#### **All Elementary Schools:**

- The all Elementary School Band Extravaganza will be at Albany High School at 7:00 p.m.
- SchoolCare will be hosting *Soulcare*, a fundraiser to mingle and sparkle, eat and greet, drink and dance. This event will take place on April 27th at 7:00 p.m. All proceeds from the event will benefit SchoolCare.

#### **Albany Middle School:**

- AMS Open House is coming up. Come see the wonderful work our middle schoolers have been creating.
- Middle school students attended the Middle School Movie Night over Spring Break on April 11th where they watched Napoleon Dynamite.

#### **Albany High School:**

- The Science Olympiad Team placed 5th out of 35 at state championships.

- Clubs will be selling food on Friday, April 19th for International Food Day.
- Tomorrow, Wednesday April 17th, students can attend the Community College Fair to learn about opportunities after high school.

### **K) Persons To Address the Board on Matters Not on the Agenda**

Nery Castillo-MacIntyre addressed the Board:

- Announced the KDFC Playground Pop-ups Symphony will be held on Thursday, May 16th at Ocean View. It is free to the school. They will try to bring it to Marin and Cornell as well, if not this year then in the future.
- recommended that the District work with Facing History and Ourselves regarding issues of race, and equity; although he is not sure if they charge a fee.
- His daughter went to Albany Children’s Center and had a wonderful experience.

### **L) Review And Action**

#### **1) Curriculum, Instruction, and Assessment**

##### *a) Board Policy 5144: Discipline*

Marie Williams, Assistant Superintendent, Educational Services, brought this item to the Board for their review and approval. There was no discussion from the Board.

President Trutane stated that she would like to see the Board Policy Committee more involved in what policies the Board reviews.

- **Motion to approve Board Policy 5144:** by Jacob Clark
- **Second:** Student Board Member Audrey Mallah
- **Result:** unanimously approved

##### *b) Overnight Field Trip: Albany High School Environmental Design Science Engineering And Technology Program (EDSET) To Mt. Tamalpais State Park, Alice Eastwood Group Campsite*

Marie Williams, Assistant Superintendent, Educational Services, stated that this a routine request, just a different location than last year.

- **Motion to approve:** by Clementina Duron
- **Second:** Vice President Brian Doss
- **Result:** unanimously approved

#### **2) Student Services**

##### *a) Memorandum of Understanding Between Alameda County Office of Education and Albany Unified School District for the Tobacco Use and Prevention Education (TUPE) Grant*

Carrie Nerheim, Director of Student Services, reviewed the item as presented in the Agenda packet. There was no discussion from the Board.

- **Motion to approve:** by Clementina Duron
- **Second:** Vice President Brian Doss
- **Result:** unanimously approved

**b) Board Policy 5117 (Interdistrict Attendance)**

Carrie Nerheim, Director of Student Services, reviewed the materials in the board packet and addressed questions from the Board. Board discussed and then heard public comment.

**Public Comment:**

Miriam Walden, Albany High School teacher, stated that she supports Clementina Duron's idea of minimizing the restrictions to the minimum number of hours for anyone who works in Albany; agrees that we need to accept Interdistrict Transfer students for the perpetuity of their academic career, and to treat them fairly and indiscriminately. Defending against facilities overcrowding at the expense of the opportunity to educate students doesn't make sense.

Chris Knight, Albany High School/MacGregor High School teacher, stated that this there is also an implementation issue regarding interdistrict transfer students. The Board approved 30 new students to get into the high school next year, but there are only six (6) currently waiting to get in. The high school could use more support to get the word out that there are spots available.

Superintendent Williams stated that there is no deadline to apply, and parents can apply at any time. She also stated that she is working on a flyer that will be sent out to private schools in the area. President Trutane requested that NextDoor give Albany Unified School District an account, and stated that the flyer will be sent out to 16 schools within a 10 mile radius.

Jessica Cross spoke on behalf of the Budget Advisory Committee regarding the issue of continuity of education and relaxing the directive regarding elementary school interdistrict transfers.

Stephen Stewart, parent and Budget Advisory Committee member, stated that the idea is not to get rid of continuity; we are trying to do is to counterbalance genuine concern about getting the 30 high school transfer students and relaxing the standards to allow people in at elementary level.

Olga Miranda, parent, requested the Special Education updates be provided to the Board at least once a month as they were under the previous Board. She also stated her concern about the deficit in staff at middle school and high school for special education students, and the provisions of Special Education Supports and Services for interdistrict transfer students.

President Trutane stated for the record that the Special Education updates have been pushed back since January because of the crowded agendas, but they will be back on in May and June.

The Board recommended Staff to make the following changes to the 1st, 2nd, and 4th Priorities in Board Policy 5117:

**1. Change 1st Priority**

- Current Language: "Students whose parents/guardians are employees of the Albany Unified School District (must work .40 FTE or more)."
- Proposed Language: "Students whose parents/guardians are employees of the Albany Unified School District (must work a minimum of .25 FTE)"

## 2. Change 2nd Priority

- Current Language: “Students whose parents/guardians are employed by the City of Albany, (employed at least 20 hours a week)”
- Proposed Language: “Students whose parents/guardians are employed by the City of Albany, (employed at least 10 hours a week).”

## 3. Change 4th Priority:

- Current Language: “Students whose parents/guardians have been business owners/operators within the City of Albany for a period of at least 12 months prior to their application.”
- Proposed Language: “Students whose parents/guardians have been business owners/operators within the City of Albany for a period of at least 1 month prior to their application.”

To listen to the discussion in its entirety, please view the [April 16, 2019 BOE Video](#) (starting at 1:14). This item is under “Review and Action” on the agenda, but the item itself says “Review and Discussion” with no recommended action, so no action is required by the Board. This will come back to the Board under Review and Action at the April 30th meeting with the requested changes implemented. **Motion:** No motion was taken on this item.

## 3) Board of Education

### a) *Stakeholder Input Report for Superintendent Search*

Bill Huyett and Nicole Anderson from McPherson & Jacobson, prepared and presented the final input report for the Board, which includes a broad summary of recurring themes and a comprehensive list of the input that they noted from each group. Mr. Huyett and Ms. Anderson reviewed the Executive Summary of the report that was provided in the [Addendum: Final Stakeholder Input Report for Superintendent Search](#).

- **Motion to approve:** by Sara Hinkley
- **Second:** Jacob Clark
- **Result:** unanimously approved

### b) *Determine Stakeholder Panel for Superintendent Finalist Interviews*

The Board submitted a straw poll to vote on the panelist for the Superintendent Finalist interviews. Poll results were displayed at the meeting, and further discussed. The Board voted to approve the election of the following people to the panel.

STAKEHOLDER INTERVIEW PANEL FOR FINAL CANDIDATES (15 members)	
Composition	Selected
<b>2 Administrators:</b>	
- 1 Administrator from District Office (chosen by Executive Cabinet)	Cheryl Cotton
- 1 Administrator from School Site (chosen by School Sites)	David Hauptert

<b>2 Classified (chosen by respective unions):</b>	
- 1 CSEA	Renee Howley
- 1 SEIU	Mike Sherwood/Shawn Lucas
<b>3 teachers (chosen by ATA union):</b>	
	Kim Gray-Albany Middle School
	Miriam Walden-Albany High School
	Stephen Naiff-Marin Elementary School
<b>1 AHS student (Board member):</b>	Audrey Mallah
<b>7 community members:</b>	
(elected by the Board)	Yael Bloom
	Jenny Jones
	Colette West
	Nery Castillo-McIntyre
	Dorothe Piluso
	Doris Mitchell
	Lucy Wu

- **Motion to Approve the Stakeholder Panel selected:** by Jacob Clark
- **Second:** Sara Hinkley
- **Result:** unanimously approved

**M) Need to Extend Meeting**

- **Motion to extend the meeting until 10:15 p.m.** by Clementina Duron
- **Second:** Vice President Doss

**N) Review And Discussion**

**1) Business Services**

**a) Food Service Program Overview and Elementary Breakfast Program**

Superintendent Williams introduced Sabina Feinberg, Executive Chef/Food Services Director, and Clell Hoffman, former Executive Chef/Food Services Director, to discuss with the Board and answer any questions. There was no formal presentation aside from the information in the board agenda packet. The Board discussed at length, and decided on the following direction to Staff:

- 1) Create a survey with no more than 3 questions, get it out in 48 hours; give parents five days to respond.
- 2) Bring back to the Board: information on cost and logistics of breakfast program: what it will take to make it happen and how can we make it happen (not a proposal). It will be up to Staff



to develop the program. It will be brought back under Review and Action.

To listen to the discussion in its entirety, please view the [April 16, 2019 BOE Video](#) (starting at 2:55).

**2) Superintendent**

**a) Equity Goals Survey**

- **Motion to Table:** President Trutane
- **Second:** Jacob Clark
- **Result:** so moved

**O) Extend Time of Meeting**

- **Motion to extend the meeting until 10:40 p.m.:** by Jacob Clark
- **Second:** Clementina Duron

**V. AGENDA ITEMS/MATTERS INTRODUCED BY THE BOARD**

- Special Education Update as Staff Report
- Interdistrict Transfer as Review and Action
- Equity Goals Survey
- Elementary School Breakfast Program (Review and Action)

**VI. ADJOURNMENT**

The Board adjourned the meeting at 10:44 p.m.

**FUTURE BOARD MEETINGS**

<b>Date</b>	<b>Time</b>	<b>Location</b>
*April 29, 2019 SPECIAL BOARD MEETING - CLOSED SESSION FOR SUPERINTENDENT SEARCH	7:00 - 10:00 p.m.	Cornell Elementary School Library
April 30, 2019	7:00 - 9:30 p.m.	Albany City Hall

**ATTACHMENT:**

- 1) Letter to Board of Education from Eric Paulovich



## First Interim Budget

Eric Paulovich <epaulovich@ausdk12.org>

Wed, Dec 12, 2018 at 2:15 PM

To: Kim Trutane <ktrutane@ausdk12.org>, Jacob Clark <jclark@ausdk12.org>, Brian Doss <bdoss@ausdk12.org>, Clementina Duron <cduron@ausdk12.org>, Sara Hinkley <shinkley@ausdk12.org>, Valerie Williams <vwilliams@ausdk12.org>

Dear AUSD Board members,

My name is Eric Paulovich and I am the father of 2 children who have gone through AUSD schools from Kindergarten and now at AHS. I am also the Network Administrator for the District, a position I have held for the last 5 years.

I'd like to start by saying thank you to all of you for jumping in last night and tackling the difficult Budget issue. I know the meeting went very late and I appreciate the time and energy that you put in. As the discussion turned towards dropping the projected cuts to meet 3% reserve (vs. 4%) and adding in new enrollments, I was optimistic that my position would be removed from the cuts. I was disheartened to see that it was not and I am writing to urge you to reconsider. With the change to 3% goal and increased revenue from new enrollments added to the budget, I firmly believe that the goal can be met while keeping the Network Administrator position.

There is a stated goal to keep the cuts away from the classroom and the learning experience for students. I believe that cutting the Network Administrator position will definitively have a negative impact for students, teachers, administration and staff. My duties touch all aspects of technology used in and out of the classroom throughout the District. I manage the technology that affects student Chromebooks, teacher and staff laptops, library and lab computers. The entire network, both wired and wi-fi, as well as all of our onsite systems that handle business critical services (user accounts, logons, email and Google Drive, printing, etc.) is my responsibility. I manage the security for District technology, including the Firewall, Content Filter, Backups and Video systems. New technology is also part of my duties, having implemented the District's recent switch to virtual servers and I am currently working on the set up and configuration of the new systems for the AMS Annex.

Every day I am onsite at the schools helping to resolve an issue for students, teachers and staff. As just a few examples from this past week, I've been able to troubleshoot student and staff logon issues, Wi-Fi connectivity problems for teachers, inability for a teacher to reach a necessary website and an urgent email issue for administration. I also work behind the scenes managing, maintaining and fixing the systems and network. Some examples from the last few weeks include resolving a District wide phone outage, a District wide network outage that affected Wi-Fi, email and internet connectivity, and investigating/resolving hacking of accounts.

Technology is not perfect and issues do happen. Technology is also used every day by teachers and students, administration and staff. With a Network Administrator who has intimate knowledge of District technology, any problems or outages can be dealt with immediately, and issues resolved or systems brought back up as quickly as possible. Do we want students unable to do their work, teachers unable to implement lesson plans, and staff unable to perform their duties because there isn't a Network Administrator to immediately address these technical issues?

I understand that this is a difficult process and cuts need to be made. But I urge you to reconsider the negative impact cutting the Network Administrator position would have. With the direction to add revenue from limited increased enrollment, a goal of 3% reserves, as well as my previously stated willingness to negotiate a reduced salary, take furlough days and/or increase my contribution to health benefits, I believe this can be accomplished.

Thank you for your time and reconsidering this matter.

With respect,

Eric Paulovich

AUSD Network Administrator

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**Eric Paulovich**  
Network Administrator  
Albany Unified School District