

**BOARD OF EDUCATION MEETING**  
October 25, 2022  
Regular Meeting of the Board of Education  
Meeting Held on Zoom Platform

**ADOPTED MINUTES**

**REGULAR MEETING:** The regular meeting of the Board of Education was held virtually on the date mentioned above.

**A. CALL TO ORDER**

1. Public Comment on Closed Session Topics:

The Board did not receive any public comments related to this agenda.

2. Adjourn to Closed Session - 5:30 PM

Board of Education Members present: Board President Jennifer Williams, Board Vice President Heather Little, Board Clerk Megan Sweet, and Board Trustee Gary K. Lym.

AUSD staff members present: Superintendent Pasquale Scuderi, Assistant Superintendent - Human Resources, Timothy Erwin, and Assistant Superintendent - Business Services, Shariq Khan.

Items discussed in Closed Session:

- Conference with Labor Negotiators: AEA, CSEA 27, CSEA 860, and Management employee groups were discussed.
- Public Employee Performance Evaluation - (Govt. Code, §54957, subd. (b)(1)):
  - Superintendent
- Conference with Legal Counsel Regarding Existing Litigation Pursuant to Govt. Code Section 54956.9, subdivision (d) (1) (1 case):
  - Traiman v. Alameda Unified School District: Case No. RG20061550 (Alameda County Superior Court).
- Conference with Legal Counsel Regarding Existing Litigation (Govt. Code §54956.9, subd. (d) (1) Agency designated representative: Lenore Silverman, Attorney from Fagen Friedman Fulfroft, LLP (2 cases):
  - John Doe and Alameda Unified School District: Compromise and Settlement Agreement dated September 14, 2022.
  - John Doe and Alameda Unified School District: Compromise and Settlement Agreement dated September 16, 2022

3. Reconvene to Public Session - 6:30 PM - Via Zoom Conference
4. Call to Order - Pledge of Allegiance - Board of Education President Jennifer Williams led the Pledge of Allegiance

5. Introduction of Board Members and Staff Via Conference:  
Board of Education Members present: Board President Jennifer Williams, Board Vice President Heather Little, and Board Clerk Megan Sweet. Student Board Members present: Alameda High Student Board Member Talia Kotovsky, ASTI Student Board Member Evan Lu, and Encinal Student Board Member Vinny Camarillo.

Board of Education Members absent: Board Trustee Dailey and Board Trustee Lym.

AUSD staff members present: Superintendent Pasquale Scuderi, Assistant Superintendent, Human Resources, Timothy Erwin; Assistant Superintendent, Business Services Shariq Khan; Assistant Superintendent, Educational Services, Kirsten Zazo; Senior Director of Equity and African American/Multicultural Achievement, Shamar Edwards; Senior Manager of Community Affairs, Susan Davis and Senior Executive Assistant to the Superintendent, Kerri Lonergan.

6. Closed Session Action Report:  
The Board did not take any action in Closed Session.

**B. MODIFICATION(S) OF THE AGENDA:**

Board President Jennifer Williams made a motion to move agenda items: “Consideration and Approval of the Superintendent’s Employment Agreement” and “Approval of Tentative Agreement with Alameda Education Association (AEA) on Successor Agreement for 2022-2025” to occur as the first and second items under General Business.

*Motion to reorder General Business Items as indicated by Board President Williams.*

**MOTION:** Member Williams

**SECONDED:** Member Lym

**ROLL CALL VOTE**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Camarillo, Lu, and Kotovsky

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

**AYES:** Members Williams, Little, Sweet, Lym, and Dailey

**NOES:**

**ABSENT:**

**MOTION APPROVED**

**C. APPROVAL OF MINUTES:**

Minutes from the October 19, 2022 Regular Board Meeting were submitted for approval.

*Motion to adopt the Minutes from the October 19, 2022 Board of Education Meeting.*

**MOTION:** Member Sweet

**SECONDED:** Member Lym

**ROLL CALL VOTE**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Camarillo, Lu, and Kotovsky

**NOES:**

**ABSENT:**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Camarillo, Lu, and Kotovsky

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

**AYES:** Members Williams, Little, Sweet, Lym, and Dailey

**NOES:**

**ABSENT:**

**MOTION APPROVED**

**D. COMMUNICATIONS**

1. Public Comments on Non-Agenda Items:

There were no public comments under this agenda item.

2. Written Correspondence:

The Board did not receive any communications related to this agenda.

3. Report from Employee Organizations:

*Charlie Satterfield, Alameda Education Association (AEA):* Mr. Satterfield stated he was very excited that Negotiations are over and that the Board will vote tonight on the Tentative Agreement reached with the District.

*Cindy Zecher, California School Employees Association, Chapter 27 (CSEA 27):* Ms. Zecher thanked the negotiating teams and she remarked that in the 30 years of sitting in negotiation sessions, this was the first time the teams were able to get to a Tentative Agreement in about an hour.

4. Report from PTA Council:  
*Ryan LaLonde, PTA Council President:* Mr. LaLonde shared there is a PTAC meeting tomorrow at 6:30pm and the Zoom information is on the PTAC website. Mr. LaLonde stated he enjoyed the Special Education Family meet up last weekend, and he thanked staff for putting this event together.
5. Board Members' Report:  
*Board Vice President Heather Little:* Board Vice President Little stated she really enjoyed attending the recent Special Education Family meet up at Edison School. Board Vice President Little remarked it was lovely to finally be able to see people in person. Board Vice President Little thanked Carolyn Brossard for finding the person who was leading children in song.

Board Vice President Little stated she was honored to represent the Board in the groundbreaking for the Dignity Village Project, which will be 47 modular units that will support housing for up to approximately 60 unhoused residents and it will include wraparound services for residents.

*Board Clerk Megan Sweet:* Board Clerk Sweet thanked the families and staff who came to the Special Education Family event, and she acknowledged the effort it took to put the event together.

Board Clerk Sweet acknowledged the recent school shooting in St. Louis and she spoke about student Alexandria Bell who passed at 15 years old. Board Clerk Sweet also acknowledged teacher Jean Kazatzka who passed while shielding her students from the shooter. Board Clerk Sweet invited members of the audience to reach out to her if they needed resources on what to do to help end school violence.

6. Superintendent's Report:  
*Superintendent Pasquale Scuderi:* Superintendent Scuderi shared his deep appreciation for Shamar Edwards who hosted the African American parent retreat last Saturday. Superintendent Scuderi stated we had about 11 or 12 families really engaged in conversation and feedback to the district. Superintendent Scuderi stated it was much more than just a social gathering, it was more like a working meeting with community members and staff.

Superintendent Scuderi also shared his appreciation to AUSD's Special Education team for guiding his visits to counseling enriched classes last week. Superintendent Scuderi mentioned that he visited Otis, Lincoln and Alameda High School, and he talked to principals about Special Education throughout the year.

Superintendent Scuderi stated he wants to make sure that he and the district's senior administrative team makes a regular effort to be in close proximity to how our Special Day Classes operate, and what their needs are, and how we can both sensitively talk about the special education budget and serving kids.

Superintendent Scuderi gave a thank you to the school psychologists who invited them to their regular meeting to discuss issues related to their work last week.

7. Student Board Members Report:

*Evan Lu, ASTI:* Student Board Member Lu announced Spirit Week was under way and all events were going well. Student Board Member Lu stated the Spirit Week Dance is coming up on Friday. Student Board Member Lu staff met with administrators to discuss a focus on increasing student talk time in classrooms.

*Talia Kotovsky, Alameda High School:* Student Board Member Kotovsky let the Board and audience know Alameda High had a very successful Eco Swap at lunch. Students brought clothing items they no longer wore or wanted and they exchanged these items for items that other students no longer wore or wanted. Student Board Member Kotovsky stated Alameda High will have an ADHD Awareness presentation for all students during their SMART period. Student Board Member Kotovsky stated there is a flu shot drive on November 2<sup>nd</sup> and the Women's Golf Team is going to the North Coast Section championship tournament.

*Vinny Camarillo, Encinal Jr. & Sr. High School:* Student Board Member Camarillo announced that this past weekend, the Encinal Jets Marching Band won first place in their division for Color Guard and Parade Band. Student Board Member Camarillo stated last week the Women's Volleyball and Water Polo teams had their Senior Nights, and this week the Tennis and Football Senior Nights will take place. Student Board Member Camarillo stated on it is Homecoming Week at Encinal. Student Board Member Camarillo announced Encinal had a Filipino American History Month event, where they had many performers and activities that showcased Filipino history in Alameda. Student Board Member Camarillo stated this was the biggest Filipino American History event Encinal had ever put on.

**E. ADOPTION OF THE CONSENT CALENDAR**

1. Certificated Personnel Actions
2. Classified Personnel Actions
3. Approval and Acceptance of Donations
4. Approval of Bill Warrants and Payroll Registers
5. Approval of Facilities Bond Measure I and Measure B Contracts (Standing Item)
6. Approval of Increase in Daily Substitute Teacher Rate
7. Approval of Memorandum of Understanding with Colleges and Universities for Student Teacher Interns: Western Governors University
8. Approval of New Job Description: Expanded Learning Opportunities and ASES Program Coordinator
9. Approval of School Family Involvement Policies for 2021-22 School Year

10. Approval of Special Education Local Plan Area Master Contracts
11. Proclamation: California Sikh American Awareness and Appreciation Month - November
12. Proclamation: National Native American Heritage Month - November
13. Proclamation: Veterans Day - November 11, 2022
14. Ratification of Contracts Executed Pursuant to Board Policy 3300
15. Resolution No. 2022-2023.16 Approval of Budget Transfers, Increases, Decreases

*Motion to adopt the Consent Calendar.*

**MOTION:** Member Lym

**SECONDED:** Member Little

### **ROLL CALL VOTE**

#### **STUDENT BOARD MEMBER VOTES**

**AYES:** Members Camarillo, Lu, and Kotovsky

**NOES:**

**ABSENT:**

#### **BOARD MEMBER VOTES**

**AYES:** Members Williams, Little, Sweet, Lym, and Dailey

**NOES:**

**ABSENT:**

### **MOTION APPROVED**

## **F. GENERAL BUSINESS**

1. Approval of Tentative Agreement with Alameda Education Association (AEA) on Successor Agreement for 2022-2025

Tim Erwin, Assistant Superintendent, Human Resources gave the Board and community a summary of the terms of the 3-year Tentative Agreement with Alameda Education Association (AEA). Some of the highlights include:

- Established collaboration time
- Shortened posting windows for job openings
- Reduced the size of case loads for speech, resource, specialized classes and school psychologists
- Increased all salaries by 6%
- Increased the contractual hourly rate
- Contributed \$100 to health and welfare benefits

Mr. Erwin stated the work of negotiations is a very unique dance, and he thanked the members of both negotiating teams for all that they did.

Mr. Erwin explained that AEA members had voted and ratified the agreement, and Staff recommended that the Board of Education do as well.

*Motion to Approve Tentative Agreement with Alameda Education Association (AEA) on Successor Agreement for 2022-2025.*

**MOTION:** Member Lym

**SECONDED:** Member Dailey

**ROLL CALL VOTE**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Camarillo, Lu, and Kotovsky

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

**AYES:** Members Williams, Little, Sweet, Lym, and Dailey

**NOES:**

**ABSENT:**

**MOTION APPROVED**

2. Consideration and Approval of the Superintendent's Employment Agreement  
Board President Jennifer Williams gave the Board a summary of the details of the Superintendent's proposed amended Employment Agreement. Highlights included:

- Superintendent's revised salary shall be \$275,000 retroactive to July 1, 2022.
- Superintendent shall also be entitled to the same percentage increase, when negotiated employee bargaining units going forward
- Provides for ongoing annual raises of either 3% or negotiated salary increases to all, whichever is greater.
- The amendment extends the term of the contract to June 30, 2026, with an option for the Board to consider in June 2023, whether to extend the contract for an additional year through June 2027

Board President Williams explained that since the Superintendent arrived in 2019, staff received over the course of time, a 15% increase in pay and Superintendent Scuderi took less than 4%. This was when the Superintendent was working tirelessly on his own time to pass the Parcel Tax that is 100% devoted to salaries. Superintendent Scuderi chose to take none of that himself and he is still at this point one of the lowest paid superintendents in the Alameda County.

Board members explained they are thrilled with not only the direction of this district, but also the care and support Superintendent Scuderi has shown to staff, students, and families.

***Motion to Approve the Superintendent's Employment Agreement.***

**MOTION:** Member Dailey

**SECONDED:** Member Lym

**ROLL CALL VOTE**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Camarillo, Lu, and Kotovsky

**NOES:**  
**ABSENT:**

**BOARD MEMBER VOTES**

**AYES:** Members Williams, Little, Sweet, Lym, and Dailey

**NOES:**  
**ABSENT:**

**MOTION APPROVED**

3. 2021-22 Math and English Language Arts Smarter Balance Assessment Consortium (SBAC) Results

Lindsey Jenkins-Stark, AUSD's Data and Assessment Coordinator gave the Board and audience information about the SBAC testing and the results of those tests. Ms. Jenkins-Stark explained that in spring 2022, the California Assessment of Student Performance and Progress (CAASPP) was administered for students in grades 3 through 8 and 11.

*Board Member Ardella Dailey left the meeting at 7:21pm*

This Board item provides a brief review of CAASPP and the Smarter Balance Assessment Consortium (SBAC) testing tool and presents the 2021-22 Math and English Language Arts performance results highlighting bright spots and areas to dig deeper.

Public Comments

*Caroline Brossard, parent of AUSD student:* Ms. Brossard explained she is very concerned about the results for the District's African American students. Ms. Brossard stated AUSD should not compare the scores of its students to the low benchmark set by the State. Ms. Brossard stated she was troubled that the low scores for English learners and students receiving Special Education services were not called out in the presentation.

*Iris Mitchell, parent of AUSD student:* Ms. Mitchell seconded Ms. Brossard's comments and she explained she is also very concerned about the results for the District's African American students. Ms. Mitchell stated students should have access to all programs in AUSD, not just the ones located at their site.

Board members discussed the SBAC scores and they had strong concerns about the scores for AUSD's African American students. Board members stated it is a priority for the Board to get to the bottom of the academic lags we are seeing with this group of children.

4. AUSD Strategic Plan's Intersection with the Local Control and Accountability Plan (LCAP), Part 4

Superintendent Pasquale Scuderi and Kirsten Zazo, AUSD's Assistant Superintendent of Educational Services, presented AUSD's Local Control and Accountability Plan (LCAP), and shared information on how the District's Strategic Plan works in conjunction with the District's Local Control and Accountability Plan (LCAP).



The Board had a study session on this topic, followed by presentations at the last several meetings. Tonight's presentation is the 4<sup>th</sup> in the series that will conclude in January 2023. The presentation specifically focused on LCAP Supplemental expenditures and preliminary ideas for budget realignment relative to Strategic Goals, LCAP, and Board priorities

Subsequent presentations on the topics of LCAP, budget priorities, and the District's Strategic Plan will come to the Board at regularly scheduled Board meetings held in November, and December, with the goal of presenting the Board with preliminary budget decisions in early January.

5. Kindergarten Program Update: Exploration of Full-Day Kindergarten

In April 2018, the Board of Education confirmed elimination of the full-day kindergarten program implemented in August 2016, effective the 2019-20 school year.

Recently, the Board of Education and staff expressed interest in exploring a full-day schedule as a foundational goal in the strategic plan. Staff have explored multiple options available to the district, as well as what neighboring school districts have in place.

Kirsten Zazo gave the Board information for a possible new schedule for Kindergarten. Ms. Zazo also gave the Board the timeline for possible implementation of a new kindergarten schedule for the 2023-24 school year, which would be based on the option the Board would like to see in place. The item is for information tonight and will come back to the Board for vote on November 8<sup>th</sup>.

Ms. Zazo explained that AUSD is the only program on the Island that has a half day program for Kindergarten and that the District loses enrollment because families are choosing private schools and Charters because of the longer day.

Public Comments

*Ryan LaLonde, parent of AUSD student and President of PTAC:* Mr. LaLonde asked the Board to seriously consider the longer day for Kindergarten because what is happening is that families are choosing to stay in their private school for Kindergarten and when they come back to AUSD in 1<sup>st</sup> grade there often is not a space left at their neighborhood school.

Board members stated there are many benefits to having a longer day for Kindergarten students, and that with the longer Transitional Kindergarten schedule implemented by the State, it doesn't make sense for AUSD to continue with the shortened day for Kindergarten like we have now.

6. Update on AUSD's Grading Practices (K-12)

On May 24th of this year, staff presented the Board with an update on AUSD's Grading practices and the work of the Grading for Equity Workgroup formed during the 2020-2021 school year.

Kirsten Zazo, along with Vernon Walton, Director of Secondary Education, and Jan Carroll, Teacher on Special Assignment for Instructional Technology gave the Board information on the following topics:

- Elementary Report Card Update
- Secondary Update on Grading for Equity
- Responses from the October 2022 Survey Data and Next Steps

Public Comments

*Caroline Brossard, parent of AUSD student:* Ms. Brossard stated she was troubled by the thought of a student who did not turn anything in getting the same grade as a student who tried to turn something in even if it wasn't technically correct.

*Gina Ledesma, parent of AUSD student:* Ms. Ledesma thanked the Board for discussing this topic. Ms. Ledesma explained that she likes the direction AUSD is heading for this topic, and she appreciates that we will give more thought to acknowledging students based on the work they have done.

7. Approval of AB1200 and Associated Salary Schedules: Alameda Education Association (AEA)

Shariq Khan, Assistant Superintendent Business Services gave the Board information on the AB1200 document and new salary schedules that go to the Alameda County Office of Education based on the recent Tentative Agreement with Alameda Education Association.

***Motion to Approve of AB1200 and Associated Salary Schedules: Alameda Education Association (AEA)***

**MOTION:** Member Sweet

**SECONDED:** Member Little

**ROLL CALL VOTE**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Camarillo, Lu, and Kotovsky

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

**AYES:** Members Williams, Little, Sweet, and Lym

**NOES:**

**ABSENT:** Member Dailey

**MOTION APPROVED**

8. Resolution No. 2022-2023.17 Declaration of Intent to Grant an Easement to Alameda Municipal Power

Dani Krueger, Coordinator of Business Services gave the Board information on Resolution No. 2022-2023.17 Declaration of Intent to Grant an Easement to Alameda Municipal Power.

Alameda Municipal Power, ("AMP") is seeking a perpetual permanent nonexclusive easement at Wood Middle School located at 420 Grand Street, Alameda, CA 94501 (Accessors Parcel Number 74-1250-1-2). The District anticipates that the Measure I Bond Wood Middle School Modernization project will be completed at the end of October, 2022. Alameda Municipal Power (AMP) has indicated that in order to provide necessary power to the project, the District must convey right of way easements at the site for any necessary servicing of the power lines.

Education Code requires a two-step process for granting easements. Step one is the approval of the attached Resolution 2022-2023.17 Declaration of Intent to Grant an Easement to Alameda Municipal Power.

Should the Board approve Resolution No. 2022-2023.17, a second Board Resolution granting the easement will be presented as a public hearing to the Board of Education at its November 8 meeting. The community will be advised of the Board's intent to grant the easement through a published notice.

***Motion to Approve Resolution No. 2022-2023.17 Declaration of Intent to Grant an Easement to Alameda Municipal Power***

**MOTION:** Member Lym

**SECONDED:** Member Sweet

**ROLL CALL VOTE**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Camarillo, Lu, and Kotovsky

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

**AYES:** Members Williams, Little, Sweet, and Lym

**NOES:**

**ABSENT:** Member Dailey

**MOTION APPROVED**

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- G. ADJOURNMENT** – Board President Jennifer Williams adjourned the meeting at 9:06pm. Board President Williams stated she is grateful for all the work staff has done on the important topics presented at tonight’s meeting.

Respectively Submitted,

Kerri Lonergan  
Senior Executive Assistant  
Alameda Unified School District

