

BOARD OF EDUCATION MEETING

April 16, 2024

2060 Challenger Drive

Marina Conference Room

Alameda, California 94501

UNADOPTED MINUTES

REGULAR MEETING: The regular meeting of the Board of Education was held at the date and location 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 Gary K. Lym, Board Clerk Ryan LaLonde, Board Trustee Heather Little, and Board Trustee Margie Sherratt.

Staff present for Closed Session: Superintendent Pasquale Scuderi, Assistant Superintendent, Human Resources, Timothy Erwin; Assistant Superintendent, Business Services Shariq Khan

Items discussed in Closed Session:

Conference with Labor Negotiators – (Govt. Code, §54957.6, subd. (a)) District designated representative: Timothy Erwin, Assistant Superintendent - Human Resources.

Employee organizations: Alameda Education Association (AEA), California School Employees Association Chapter 27 (CSEA 27), California School Employees Association Chapter 860 (CSEA 860) and Executive Cabinet/Administrative and Supervisory/Confidential/Licensed/Unrepresented.

Conference with Legal Counsel Regarding Existing Litigation (Govt. Code §54956.9, subd. (d) (1)) Agency designated representative: Lenore Silverman, Attorney from Fagen Friedman Fulfrost, LLP (two cases):

- 1) John Doe and Alameda Unified School District: Update on Settlement Agreement dated November 3, 2023.
- 2) John Doe and Alameda Unified School District: Update on Settlement Agreement dated November 7, 2023.

Public Employee Performance Evaluation - (Govt. Code, §54957, subd. (b)(1)):

- 1) Superintendent

3. Reconvene to Public Session - 6:30PM

Board President Williams reconvened the meeting at 6:40PM.

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:
Board of Education Members present: Board President Jennifer Williams, Board Vice President Gary K. Lym, Board Clerk Ryan LaLonde, Board Trustee Heather Little, and Board Trustee Margie Sherratt.

Student Board members were not in attendance for this meeting.

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 Manager of Community Affairs, Susan Davis and Senior Executive Assistant to the Superintendent, Kerri Lonergan.

6. Closed Session Action Report:
There was no action taken during Closed Session.

B. MODIFICATION(S) OF THE AGENDA:

There were no modifications to the agenda.

C. APPROVAL OF MINUTES

The minutes from the January 23rd and the February 13th Board of Education meetings were considered for approval.

Motion to approve the minutes from the January 23rd and the February 13th Board of Education meetings.

MOTION: Member LaLonde

SECONDED: Member Sherratt

STUDENT BOARD MEMBER VOTES

AYES:

NOES:

ABSENT: Members Kruger, Kotovsky, and Lau

BOARD MEMBER VOTES

AYES: Members Little, Williams, Lym, and LaLonde

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 written correspondence related to this agenda.

3. Report from Employee Organizations:
Tim Smith, president, California School Employees Association, Chapter 860 (CSEA 860): CSEA 860 President Tim Smith thanked the AUSD negotiations team, along with the members of the CSEA 860 negotiations team for working together to come to a tentative agreement.

Amy Keegan, president, California School Employees Association, Chapter 27 (CSEA 27): CSEA 27 President Amy Keegan thanked the AUSD negotiations team, along with the members of the CSEA 27 negotiations team for working together to come to a tentative agreement.

4. Report from PTA Council:
Cynthia Park, vice president, Diversity, Equity, and Inclusion for the PTA Council: Ms. Park provided an update on the PTA Equity Project and shared that there continues to be inequities in PTA fundraising and school opportunities.

5. Board Members' Report:
Board Clerk Ryan LaLonde: Board Clerk LaLonde stated that he attended Senator Nancy Skinner's Gun Violence Restraining Order Workshop. Since 2016, there has been a law that when school personnel, police, or families feel there is a threat, they can initiate what is called a *Gun Violence Restraining Order* and authorities will come out and remove any firearms from the residence.

Board Clerk LaLonde shared that he learned very few of these restraining orders have been utilized, and staff wasn't sure if this is because there hasn't been as much of a need or if people don't know about this provision.

Board Clerk LaLonde stated attendees at the workshop were asked to make sure their communities were aware that we can use gun violence restraining orders.

Board Member Margie Sherratt: Board Member Sherratt thanked everyone who got out and voted in the recent March election. Board Member Sherratt stated she was very grateful to the Alameda community for passing the renewal of the parcel tax.

6. Superintendent's Report:
Superintendent Pasquale Scuderi: Superintendent Scuderi expressed his gratitude to Shamar Edwards, AUSD's Senior Director of Equity, for her presentation at the recent ACSA conference. Superintendent Scuderi stated he also appreciated the presentations on LGTBQ curriculum and hearing from Arab-American students.

7. Student Board Members' Report:
Student Board members were not in attendance for this meeting.

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 Individual Service Agreements (ISAs) with Non-Public Schools and Non-Public Agencies
7. Approval of Quarterly Report on Williams Uniform Complaints
8. Approval of Revised Board Policy 4354: Personnel (Health and Welfare Benefits for Administrative, Supervisory, Confidential, Licensed, and Unrepresented Classified Personnel)
9. Proclamation: Alameda Education Foundation Appreciation Day - April 25, 2024
10. Proclamation: Asian-Pacific Islander Heritage Month - May
11. Ratification of Contracts Executed Pursuant to Board Policy 3300
12. Proclamation: Jewish American Heritage Month - May
13. Resolution No. 2023-2024.56 Approval of Budget Transfers, Increases, Decreases
14. Resolution No. 2023-2024.57 Authorization to Dispose of Surplus Property
15. Resolution No. 2023-2024.58 Approval of Notice of Completion: Various Roofing Projects

Motion to adopt the Consent Calendar.

MOTION: Member Lym

SECONDED: Member Little

STUDENT BOARD MEMBER VOTES

AYES:

NOES:

ABSENT: Members Kruger, Kotovsky, and Lau

BOARD MEMBER VOTES

AYES: Members Williams, Lym, LaLonde, Little, and Sherratt

NOES:

ABSENT:

MOTION APPROVED

F. GENERAL BUSINESS

1. Update on School Level Initiatives to Support African American Achievement at Earhart Elementary School

AUSD continues to share the struggle of many school districts when it comes to serving all of our students effectively. That is, we continue to see differences in outcomes and opportunities for students in our system, differences that correlate to factors like race, disability, and housing status. This pattern warrants both our sustained attention and a sustained effort to disrupt.

Tonight, leaders from Earhart Elementary School shared information about their site plans to support achievement for our African American students with the Board. Principal Bryan Dunn-Ruiz notes that it would be helpful to have more professional development for teachers and staff so they better understand how to support African-American students. AUSD staff are working on those plans. Noon Supervisor Monica Washington shared her concerns because there is such a small number of students who are African American, and this can cause negative social repercussions.

Subsequent presentations on this topic will come to the Board throughout the 2023-2024 school year.

Board members thanked Principal Dunn Ruiz and Ms. Washington for their thoughtful and honest remarks.

2. Continued Discussion of AUSD's Secondary Math Program: Moving Toward an Integrated Pathway

At the February 27th Board of Education meeting, Superintendent Scuderi gave the Board and public information on AUSD's Secondary Math Program. His presentation provided information on current district policies and goals which include:

- Increase overall math performance
- Have students make meaning with mathematics and see it in real life contexts
- Ensure access and pathways to higher level math classes
- Increase numbers of underrepresented students in higher level math classes

Tonight, Kirsten Zazo, Assistant Superintendent of Educational Services, Vernon Walton, Ed.D., Director of Secondary Education, and Lise Needham, Teacher on Special Assignment returned with a subsequent update to Superintendent's Scuderi's presentation from February 27th. The presentation included:

- Goals and Vision for the AUSD Math program grades 8-12
- Developments in Math with a brief history of Math pre and post COVID
- Current Math performance and student voice through student survey
- Next steps to introducing new pathways for accessing higher level math courses

At the May 14th Board of Education Meeting, staff will return with their recommendation for a new High School Math Curriculum and seek the Board's approval for adoption.

3. Alameda Unified School District Bond Oversight Committee Annual Report for 2022-2023

Sarah Olaes and John Baum, members of the Bond Oversight Committee began their presentation with an acknowledgement for former Bond Oversight Committee Chair, Don Sherratt, who recently passed away after chairing the committee for over nine years. The Committee's purpose is to inform the public about the expenditures and uses of each bond's proceeds, and its legal charge is to actively review and report on the expenditures of taxpayer money for school improvements and construction. Tonight, the committee is presenting their report on the Bond Program for the 2022-2023 Fiscal Year.

Measure B projects as of June, 2023 include the Lum demolition and temporary portable campus; the Alameda High swim center and Kofman Auditorium upgrades; the Encinal High field project. The new Wood campus will be jointly funded by Measures I and B.

4. Resolution No. 2023-2024.59 Declaration of Intent to Grant an Easement to the City of Alameda

The Measure B Bond project list includes the rebuilding of Wood Middle School at 420 Grand Street. The approved school design includes a new school drop-off and parking area, thus requiring construction of a new road on Assessors Parcel Number 074-1250-001-2. Portions of the new road fall on property owned by both Alameda Unified School District ("District") and the City of Alameda ("City").

The City is seeking a perpetual permanent easement and right of way on the West Segment owned by the District for the purpose of public and vehicular access on the new road and parking area.

The District is seeking a perpetual permanent easement to accommodate the construction and future use of the new road and parking area. Alameda City Council has consented to, approved, and authorized these easements through Ordinance No. 3359.

Education Code requires a two-step process for granting easements. Step one is tonight's action on attached Resolution 2023-2024.59 Declaration of Intent to Grant an Easement to the City of Alameda.

Motion to approve Resolution No. 2023-2024.59 Declaration of Intent to Grant an Easement to the City of Alameda.

MOTION: Member Little

SECONDED: Member Sherratt

STUDENT BOARD MEMBER VOTES

AYES:

NOES:

ABSENT: Members Kruger, Kotovsky, and Lau

BOARD MEMBER VOTES

AYES: Members Williams, Lym, LaLonde, Little, and Sherratt

NOES:

ABSENT:

MOTION APPROVED

5. Approval of Resolution No. 2023-2024.60 Declaring Results of Measure E Election Held March 5, 2024

The Alameda County Registrar of Voters has certified the election results from the Presidential Primary election held on March 5, 2024. 76.15% voted yes on Alameda Unified School District's Measure E, more than the 66.6% required to pass such ballot measures. Measure E, a parcel tax to support district students and staff and maintain high-quality schools is a continuation of current Measures B1 and A.

Per Election Code section 15400, the Governing Board is required to formally declare the results of any measure under its jurisdiction. Resolution 2023-2024.60 is a formal declaration by the Board of Education of the results of Measure E and further instructs the Superintendent to notify the Alameda County Superintendent.

Motion to approve Resolution No. 2023-2024.60 Declaring Results of Measure E Election Held March 5, 2024.

MOTION: Member Lym

SECONDED: Member Sherratt

STUDENT BOARD MEMBER VOTES

AYES:

NOES:

ABSENT: Members Kruger, Kotovsky, and Lau

BOARD MEMBER VOTES

AYES: Members Williams, Lym, LaLonde, Little, and Sherratt

NOES:

ABSENT:

MOTION APPROVED

6. California School Boards Association (CSBA) 2024 Delegate Assembly Election Run-Off Vote

The California School Boards Association (CSBA) Delegate Assembly is a vital link to the Association's governance structure. The Delegate Assembly is made up of approximately 270+ delegates who are elected by local board members in 21 geographic regions throughout the state, thus ensuring that the Association reflects the interest of school districts and county offices of education throughout the state.

Sub region 7-B (Alameda County) had 4 vacancies. In February 2024, School Boards in sub region 7-B were asked to vote for four delegates. Due to an

insufficient number of candidates, School Boards were asked to include write-in candidates in their vote. AUSD Board members voted for write-in candidates Ryan LaLonde and Gary K. Lym.

Delegates selected will serve two-year terms from April 1, 2024 through March 31, 2026. The following candidates were chosen from write-in votes during the initial vote in February. Boards now need to vote for ONE of the following candidates (* denotes incumbent):

- Dolly Adams (Castro Valley USD)
- Ryan LaLonde (Alameda USD)
- Gary K. Lym (Alameda USD)
- Jackie C. Perl (San Leandro USD)*

Motion to elect Ryan LaLonde to the California School Boards Association (CSBA) 2024 Delegate Assembly.

MOTION: Member Lym

SECONDED: Member Little

STUDENT BOARD MEMBER VOTES

AYES:

NOES:

ABSENT: Members Kruger, Kotovsky, and Lau

BOARD MEMBER VOTES

AYES: Members Williams, Lym, Little, and Sherratt

NOES:

ABSTAIN: Member LaLonde

MOTION APPROVED

7. Approval of AB1200 and Associated Salary Schedules: Alameda Education Association (AEA), California School Employees Association Chapter 27 (CSEA 27), California School Employees Association Chapter 860 (CSEA 860) and Executive Cabinet/Administrative and Supervisory/Confidential/Licensed/Unrepresented
Shariq Khan, Assistant Superintendent, Business Services shared the AB1200 document with the Board. The document has been prepared to comply with the AB 1200 and collective bargaining agreement public disclosure requirements of Government Code Section 3547.5. The forms are designed to present multi-year costs and budget implications of negotiations once completed. The forms and copies of the proposed bargaining agreements must be submitted to the Alameda County Office of Education after the Board of Education has taken action on the proposed agreement.

The District has reached a tentative agreement with the Alameda Education Foundation (AEA), California School Employees Association – Chapter 860 (pending membership ratification), and California School Employees Association – Chapter 27 (pending membership ratification) Bargaining Units. The cost element of the tentative agreement for all units is listed below:

- Effective July 1, 2023
 - 6% ongoing compensation increase.
- Effective January 1, 2024
 - 1% ongoing compensation increase.
- Effective January 1, 2025
 - Increase District’s annual contributions towards participating active and qualifying retired employees’ medical coverage to \$12,265.

The total three-year implementation cost of the tentative agreement reached with the three bargaining units is \$29.6 million. This amount (\$29.6 million) includes a set-aside for an identical compensation increase for management/unrepresented employees.

Open Public Hearing: 8:25pm
 No public comments
 Close Public Hearing: 8:26pm

Motion to approve AB1200 and Associated Salary Schedules: Alameda Education Association (AEA), California School Employees Association Chapter 27 (CSEA 27), California School Employees Association Chapter 860 (CSEA 860) and Executive Cabinet/Administrative and Supervisory/Confidential/Licensed/Unrepresented.

MOTION: Member Little

SECONDED: Member Garu

STUDENT BOARD MEMBER VOTES

AYES:

NOES:

ABSENT: Members Kruger, Kotovsky, and Lau

BOARD MEMBER VOTES

AYES: Members Williams, Lym, LaLonde, Little, and Sherratt

NOES:

ABSENT:

MOTION APPROVED

8. Approval of Tentative Agreement with Alameda Education Association (AEA) on Reopener Agreement for 2023-2025

Timothy Erwin, Assistant Superintendent, Human Resources shared the details of the tentative agreement with Alameda Education Association (AEA):

- Article 9 – Class Size
 - Lowered the maximum class size for 4/5 combination classes from 30 to 29
 - Added language concerning pay for going over the maximum class size in elementary and secondary grade levels
- Article 10 – Transfer

- Added language that to qualify for Seniority Transfer a unit member must have Permanent status
- Article 12 – Benefits
 - Effective January 1, 2025, increase the cap for District contributions towards medical benefits to \$1021.41 per month
 - Capped current retiree’s District contribution for medical benefits at the current rate
 - Added language that members who retire between July 1, 2023, and December 31, 2024 and thereafter will have medical benefits capped at two levels: July 1, 2024, at \$514.11 per month January 2, 2025, at \$1021.41 per month
- Article 14 – Compensation
 - Effective July 1, 2023, increase all salary schedules by an amount equal to a 6.0% raise
 - Effective January 1, 2024, increase all salary schedules by an amount equal to a 1.0% raise
 - Add language that if the funded State COLA for 2024 – 2025 comes in a less than 2.0% the parties will not negotiate for that year
- Article 27 – Special Education
 - Added language concerning the pay when there is an overage in a Co-Taught class
 - Added language concerning the pay when there is an overage for a Speech and Language Pathologist
 - Added a process whereby a school psychologist can request a meeting if their assigned caseload exceeds 725

Motion to approve the Tentative Agreement with Alameda Education Association (AEA) on Reopener Agreement for 2023-2025.

MOTION: Member LaLonde

SECONDED: Member Little

STUDENT BOARD MEMBER VOTES

AYES:

NOES:

ABSENT: Members Kruger, Kotovsky, and Lau

BOARD MEMBER VOTES

AYES: Members Williams, Lym, LaLonde, Little, and Sherratt

NOES:

ABSENT:

MOTION APPROVED

9. Approval of Tentative Agreement with California School Employees Association, Chapter 27 (CSEA 27) on Reopener Agreement for 2023-2025

Timothy Erwin, Assistant Superintendent, Human Resources shared the details of the tentative agreement with California School Employees Association, Chapter 27 (CSEA 27):

- Article 11 – Pay
 - Effective July 1, 2023, increase all salary schedules by an amount equal to a 6.0% raise
 - Effective January 1, 2024, increase all salary schedules by an amount equal to a 1.0% raise
 - Add language that if the funded State COLA for 2024 – 2025 comes in a less than 2.0% the parties will rollover the current Collective Bargaining Agreement for one year and begin Successor negotiations in the Spring of 2025
- Article 12 – Benefits
 - Effective January 1, 2025, increase the cap for District contributions towards medical benefits to \$1021.41 per month
 - Capped current retiree’s District contribution for medical benefits at the current rate
 - Added language that members who retire between July 1, 2023, and December 31, 2024 and thereafter will have medical benefits capped at two levels:
 - July 1, 2024, at \$370 per month
 - January 2, 2025, at \$1021.41 per month

Motion to approve the Tentative Agreement with California School Employees Association, Chapter 27 (CSEA 27) on Reopener Agreement for 2023-2025.

MOTION: Member Lym

SECONDED: Member Sherratt

STUDENT BOARD MEMBER VOTES

AYES:

NOES:

ABSENT: Members Kruger, Kotovsky, and Lau

BOARD MEMBER VOTES

AYES: Members Williams, Lym, LaLonde, Little, and Sherratt

NOES:

ABSENT:

MOTION APPROVED

10. Approval of Tentative Agreement with California School Employees Association, Chapter 860 (CSEA 860) on Reopener Agreement for 2023-2025
Timothy Erwin, Assistant Superintendent, Human Resources shared the details of the tentative agreement with California School Employees Association, Chapter 860 (CSEA 860):

- Article 11 – Pay
 - Effective July 1, 2023, increase all salary schedules by an amount equal to a 6.0% raise
 - Effective January 1, 2024, increase all salary schedules by an amount equal to a 1.0% raise
 - Add language that if the funded State COLA for 2024 – 2025 comes in a less than 2.0% the parties will rollover the current Collective Bargaining Agreement for one year and begin Successor negotiations in the Spring of 2025
- Article 12 – Benefits
 - Effective January 1, 2025, increase the cap for District contributions towards medical benefits to \$1021.41 per month
 - Capped current retiree’s District contribution for medical benefits at the current rate
 - Added language that members who retire between July 1, 2023, and December 31, 2024 and thereafter will have medical benefits capped at two levels:
 - July 1, 2024, at \$370 per month
 - January 2, 2025, at \$1021.41 per month

Motion to approve the Tentative Agreement with California School Employees Association, Chapter 860 (CSEA 860) on Reopener Agreement for 2023-2025.

MOTION: Member Little

SECONDED: Member Lym

STUDENT BOARD MEMBER VOTES

AYES:

NOES:

ABSENT: Members Kruger, Kotovsky, and Lau

BOARD MEMBER VOTES

AYES: Members Williams, Lym, LaLonde, Little, and Sherratt

NOES:

ABSENT:

MOTION APPROVED

G. ADJOURNMENT – Board President Jennifer Williams adjourned the meeting at 8:36pm.

Respectively Submitted,

Kerri Lonergan
 Senior Executive Assistant
 Alameda Unified School District