

**BOARD OF EDUCATION MEETING**  
March 8, 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 on the date and place 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, Board Trustee Ardella Dailey, and Board Trustee Gary K. 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.

Items discussed in Closed Session:

- Conference with Labor Negotiators: AEA, CSEA 27, CSEA 860, and Management employee groups were discussed.
- Release of Certain Certificated Probationary Employee(s)

3. Reconvene to Public Session - 6:30 PM - Via Zoom Video 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 Video Conference:

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

Student Board Members present: Henry Mills, Alameda High School, Brian Lin, Encinal Jr. & Sr. High School, and Student Board Member William Lau, ASTI.

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:

In Closed Session, the Board voted 5-0 to authorize the Assistant Superintendent of Human Resources to Non-Reelect certain probationary certificated employees from employment for the 2022 – 2023 school year.

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

There were no modifications made to the agenda.

**C. APPROVAL OF MINUTES:**

Minutes from the February 8th Regular Board Meeting were submitted for approval.

*Motion to adopt the Minutes from the February 17, 2022 Board of Education Meeting.*

**MOTION:** Member Sweet

**SECONDED:** Member Dailey

**ROLL CALL VOTE**

**ROLL CALL VOTE**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Mills, Lau, and Lin

**NOES:**

**ABSTAIN:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSTAIN:**

**MOTION APPROVED**

**D. COMMUNICATIONS**

1. Celebrating Women’s History Month During the Season for Nonviolence

A Season for Nonviolence is a national 64-day educational, media, and grassroots campaign dedicated to demonstrating that nonviolence is a powerful way to heal, transform, and empower our lives and our communities. Inspired by the memorial anniversaries of Mahatma Gandhi and Dr. Martin Luther King, Jr., this international event starts January 30 and ends April 4 and thus honors their vision for an empowered, non-violent world.

Since 1996, the County of Alameda and the City of Alameda have partnered with AUSD to create the Alameda Collaborative for Children, Youth, and

their Families (ACCYF). Moreover, ACCYF each year helps to support a city-wide speech contest.

March is Women's History Month so the Board has elected to have our Season for Non-Violence Reading feature a quote from a notable American woman who has made significant contributions to our country and the world.

Talia Kotovsky, the incoming Student Board member from Alameda High School, read tonight's principle of nonviolence word and quote.

The quote comes from Elizabeth Cady Stanton, who changed the social and political landscape of the United States of America by succeeding in her work to guarantee rights for women. Her unwavering dedication to women's suffrage resulted in the 19th amendment to the Constitution, which granted women the right to vote.

The word we are highlighting is JUSTICE

The quote from Ms. Cady Stanton is:

"A government is just only when the whole people share equally in its protection and advantages."

2. Public Comments:

*Laura Katz, parent of AUSD students:* Ms. Katz asked the Board to amend enrollment Board Policy to allow for a child with PTSD to be given priority for enrollment at AUSD open enrollment schools where there is a waiting list.

3. Written Correspondence:

The Board received 10 emails regarding General Business Item Number 1: *Update on Schools and COVID-19 Pandemic: Cases and Proposed Adjustments to AUSD Protocols.*

4. Report from Employee Organizations:

*Cindy Zecher, California School Employees Association, Chapter 27 (CSEA 27):* Ms. Zecher announced CSEA 27 had their first negotiations session last week, and she thanked the Human Resources team and her CSEA 27 Negotiations team for their time. Ms. Zecher stated CSEA 27 members endorsed AUSD's Bond measure that is on the ballot for the June election. Ms. Zecher thanked Robyn Kondo, AUSD Director of Technology and the Technology team for their support and for working so hard to keep computers and technology working at AUSD's school sites.

*Charlie Satterfield, Alameda Education Association (AEA):* Mr. Satterfield wished everyone a Happy International Women's Day. Mr. Satterfield announced AEA has reached a Tentative Agreement on salary, and AEA continues to bargain for their Successor Agreement. Mr. Satterfield stated he hopes we can match the cost of living in the area and he hopes we can keep the high quality teaching staff we have in Alameda, as there is a large amount of people moving out of the area due to the high cost of living.

5. PTA Council Report:

*Gretchen Hoff Varner, PTA Council Vice President:* Ms. Hoff Varner thanked the Board for voting to put the Bond measure on the ballot so that the District will have the funds it needs to improve our facilities. Ms. Hoff Varner stated the PTAC Executive Board drafted a letter to local politicians to ask for revisions to the Governor's Budget that will make funds in the budget more flexible and not tied to specific programs. Ms. Hoff Varner stated parents and families are grateful that we are in the space we are in that will allow us to make changes to the mask mandates that will put the decision to wear masks in the hands of parents. Ms. Hoff Varner stated PTAC leadership wants to model lifeskills that will teach our children to show support and kindness to all students and staff when it comes to wearing or not wearing masks. Ms. Hoff Varner stated the most important thing for parents and families is to keep our classes open and if it looks like case rates start to climb we are ready to wear masks again rather than have schools close like they did at the beginning of the pandemic.

6. Board Members' Report:

*Board Vice President Heather Little:* Board Member Little wished everyone a Happy International Women's Day. Board Member Little went to the Encinal High Crab Feed on Saturday and it was very well attended. Board Member Little stated it was two years to the day since the last time the school had a big gathering like that. Board Member Little thanked everyone who went and everyone who made the Crab Feed happen.

*Board Clerk Megan Sweet:* Board Member Sweet thanked incoming Alameda High Student Board member Talia for her reading earlier in the meeting. Board Member Sweet wished everyone a Happy International Women's Day. Member Sweet stated the Board Policy Subcommittee met and they voted to update many Board Policies. Board Member Sweet stated in honor of the Season of Nonviolence, her heart is with everyone who is suffering due to the situation in the Ukraine. .

*Board Member Ardella Dailey:* Board Member Ardella Dailey stated she has been selected as one of Girls Inc., of the Island City's Women Who Dare, along with Annika Miller, a student at Alameda High School, and Alyssa Nakken, an assistant coach for the San Francisco Giants. Board Member Dailey stated she was very proud of the honor and she thanked Girls Inc., of the Island City for recognizing her in this way.

*Board Member Gary Lym:* Board Member Lym recognized Women's History Month and he thanked the women he serves with on the Board for their leadership. Board Member Lym congratulated Board Member Dailey for being honored with the Women Who Dare award.

7. Student Board Members' Report:

*Student Board Member William Lau:* Student Board Member Lau wished his fellow Board Members and all women a Happy International Women's Day. Student Board Member Lau stated ASTI's motivation day is taking place.

This day is when former ASTI students come and talk about life after high school.

*Student Board Member Brian Lin:* Student Board Member Lin stated Encinal is holding an event to honor Black History Month on Thursday. Board Member Lin stated the Encinal Crab Feed was a massive success. Student Board Member Lin stated Kevin Gorham led the auction, which raised a lot of money. Student Board Member Lin stated the Youth Advisory Board recently met. Student Board Member Lin stated Spring Sports just started. Student Board Member Lin stated elections are coming up. Student Board Member Lin stated the College and Career Center is putting on a speaker series with speakers talking about jobs and wages they have.

*Student Board Member Henry Mills:* Student Board Member Mills thanked Talia for speaking earlier in the month and he stated he is looking forward to seeing Talia as part of the Board of Education. Student Board Member Mills stated there is a Virtual Tech Jobs Career Panel happening on Tuesday, March 15<sup>th</sup>. Student Board Member Mills stated speakers from Salesforce, BarkBox, Astra, Pixar, and Niantic will be on hand to describe their jobs and experience to students in attendance. Student Board Member Mills stated this Friday will be the annual Alameda High School Mock Congress which is always a really popular event. Student Board Member Mills stated last week the annual Social Justice Assembly took place and the topic this year was Consent. Board Member Mills stated a speaker from Bay Area Women Against Rape. Student Board Member Mills stated AHS students are committed to improving school climate at Alameda High to ensure the school is safe and welcoming for all.

8. Superintendent's Report:

*Superintendent Pasquale Scuderi:* Superintendent Scuderi recognized International Women's Day and thanked his female colleagues for their work. Superintendent Scuderi thanked PTAC Vice President Gretchen Hoff Varner for her comments about the Bond and the support PTAC is providing for the ballot measure. Superintendent Scuderi also thanked Ms. Hoff Varner for her comments about masking and having compassion for all students and families no matter the different choices families are making. Superintendent Scuderi announced the District will hold a series of Workshops/Study Sessions on the topic of Special Education, with the first in the series of these meetings happening on April 7<sup>th</sup>. Superintendent Scuderi thanked the teachers and principals of Love Elementary School for welcoming him at a recent visit. Superintendent Scuderi thanked the student leaders at Alameda High School for a recent fishbowl meeting they had on the culture at the school. Superintendent Scuderi invited the community to join him at a celebration of Black History Month on Saturday, March 12<sup>th</sup> at Encinal High School.

9. Student Advisory Group Report:

*Student Board Member Henry Mills:* Student Board Member Henry Mills stated the group will meet this week to reflect on the meetings held so far during the 2021-2022 school year. Student Board Member Mills stated the group will also discuss focus areas for the group for the rest of the school year.

**E. ADOPTION OF THE CONSENT CALENDAR**

1. Certificated Personnel Actions
2. Classified Personnel Actions
3. Approval of 2021-22 Consolidated Application Winter Reporting
4. Approval of Bill Warrants and Payroll Registers
5. Approval of Measure I Contracts (Standing Item)
6. Ratification of Contracts Executed Pursuant to Board Policy 3300

*Motion to adopt the Consent Calendar.*

**MOTION:** Member Little

**SECONDED:** Member Lym

**ROLL CALL VOTE**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Mills, Lau, and Lin

**NOES:**

**ABSTAIN:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSTAIN:**

**MOTION APPROVED**

**F. GENERAL BUSINESS**

1. Update on Schools and COVID-19 Pandemic: Cases Proposed Adjustments to Superintendent Scuderi gave the Board and community and update on AUSD's new protocols and what he is going to ask the Board to approve. AUSD's new proposal includes:

- To continue to strongly recommend indoor masking for all until further notice in alignment with state and county guidance
- Masking becomes a family's option in alignment with state and county public health guidance AFTER March 11
- Indoor assemblies will be discouraged in favor of outdoor assemblies until further notice.
- All students in classes where a positive case is identified are strongly encouraged by public health to mask for 10 days while on campus
- Staff and Board will review data and impact weekly

Staff will continue to monitor data and case rates to see if rates are climbing. Any potential threat to close schools would be mitigated with the ultimate goal of the District being to keep schools open. The following factors will guide the Superintendent, staff, and ultimately the Board when making decisions about changing masking mandates to make rules more restrictive:

- Have there been any changes or adjustments to guidance from state and county public health?
- Are there significant patterns of a sustained or substantial increase in confirmed cases within AUSD? This would be based on our ongoing and rigorous testing protocols, which will remain in effect indefinitely.
- Is there evidence of increased outbreaks in schools and persistent transmission due to in-school exposure
- Does Alameda County remain in the “medium” or “low” bands on the CDC’s community level scale?
- Have new variants been identified, and, if so, do they pose additional or elevate concerns in the opinion of public health officials?

Superintendent Scuderi asked the Board to approve the following new mandates as of March 14, 2022:

1. AUSD proposes to continue to strongly recommend indoor masking for all until further notice in alignment with state and county guidance
2. Masking becomes a family’s option in alignment with state and county public health guidance AFTER March 11
3. Indoor assemblies will be discouraged in favor of outdoor assemblies until further notice.
4. Staff and Board will review data and impact weekly
5. Board can reinstitute universal masking mandate if local conditions change in consultation with public health and legal counsel

Public Comments:

*Savanna Cheer, AUSD parent:* Ms. Cheer asked what supports would be in place for folks who are vulnerable. Ms. Cheer asked that messaging about the new protocols include information about being thoughtful to students and staff who choose to wear masks. Ms. Cheer asked that AUSD communication about masks be neutral.

*Sami Ferris, AUSD parent:* Ms. Ferris stated she agreed with the previous speaker and she asked that communication about the new protocols be neutral rather than favoring one choice over another.

*Shana Zatinsky, AUSD parent:* Ms. Zatinsky stated the CDC changed the guidance on masks due to political pressure. Ms. Zatinsky stated masks work to protect children. Ms. Zatinsky stated there are inconsistent messages being put out to families.

*Lucy Yoo, AUSD parent:* Ms. Yoo thanked Superintendent Scuderi for showing and trusting the data. Ms. Yoo stated it is time to focus on student mental health. Ms. Yoo stated she agrees with the new protocols because children don't even know what their friends look like.

*Elaine Mendes, AUSD parent:* Ms. Mendes stated her child comes home with severe headaches due to wearing a mask for many hours at a time. Ms. Mendes stated there are children with asthma who are struggling to wear their masks. Ms. Mendes asked the Board to vote to accept the Superintendent's proposal to make masks optional outside.

*Maria Elena Moreno Rivas, AUSD parent:* Ms. Moreno Rivas stated families need to be the ones making decisions regarding whether or not their students wear masks.

*Iris Mitchell, AUSD parent:* Ms. Iris applauded the efforts of the Superintendent and Board in getting things back to normal for students. Ms. Mitchell thanked the Superintendent and Board for basing their decisions on facts and science. Ms. Mitchell stated she is happy the district is moving forward. Ms. Mitchell stated masks are harmful to speech development in children.

*Saskia Winter, AUSD parent:* Ms. Winter stated she agrees with the previous speaker and she thanked the Superintendent and Board for getting things back to normal for students. Ms. Mitchell thanked the Superintendent and Board for basing their decisions on facts and science. Ms. Mitchell stated she is happy the district is moving forward. Ms. Mitchell stated masks are harmful to speech development in children.

***Motion to Approve Superintendent's recommended changes to AUSD's Covid protocols as outlined in the presentation made.***

**MOTION:** Member Dailey

**SECONDED:** Member Sweet

**ROLL CALL VOTE**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Mills, Lau, and Lin

**NOES:**

**ABSTAIN:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSTAIN:**

**MOTION APPROVED**

2. AUSD's Report on Findings of Academy of Alameda's Material Revision Request



On January 25, the Academy of Alameda submitted a request for Material Revision to the Alameda Unified School District's (AUSD) Board of Education.

The Academy of Alameda currently operates two charter schools; The Academy of Alameda Middle School and The Academy of Alameda Elementary School. The Academy of Alameda intends to merge the two charter schools into a single charter school named The Academy of Alameda that will serve students in grades K-8 beginning the 2022-23 school year, and grades TK-8 beginning the 2023-24 school year.

On February 8, 2022, The Academy of Alameda staff made a presentation to the Board of Education in support of their request for Material Revision. Additionally, AUSD staff shared AUSD's review process and criteria with the Board of Education.

Kirsten Zazo, Assistant Superintendent of Educational Services presented the findings from the conducted review. This item will be brought back on March 22, 2022 for the Board's decision on the Material Revision request.

3. Presentation on A-G Completion Improvement Grant

California AB-167 states the A-G Completion Improvement Grant Program is to “provide additional supports to local educational agencies (LEAs) to help increase the number of California high school pupils, particularly unduplicated pupils, who graduate high school meeting the A-G subject matter requirements for admission to the University of California and the California State University.”

Vernon Walton, Ed.D., Director of Secondary Education gave the Board an overview of the funding, use of funds, and reporting around the A-G Completion Improvement Grant Plan, as well as AUSD's Action Plan 2022-2026.

4. Approval of Second Interim Financial Report

Twice during the fiscal year, a school district is required to submit a financial report certifying the district's ability to meet its financial obligations for the current year and two subsequent years. The reports examine the district's attendance, spending patterns, fund balance, reserve for economic uncertainties, and multi-year projections. Staff will present the 2021-2022 Second Interim which reports the district's financial position as of January 31, 2022.

*Student Board Member Henry Mills left the meeting at 8:30pm*

Public Comments:

*Caroline Brossard, AUSD parent:* Ms. Brossard asked if the staffing reductions on the agenda later tonight are included in the Second Interim Report?

5. Resolution Number 2021-2022.44 Recommendation to Decrease the Number of Certificated Employees Due to a Reduction in Particular Kinds of Services for the 2022-2023 School Year

Assistant Superintendent, Human Resources, Timothy Erwin gave the Board information about this agenda item. California Education Code Sections 44949 and 44955 set forth dates and procedures by which the Governing Board must express its intent to reduce and/or discontinue particular kinds of services now being offered by the District. Staff will recommend that services be reduced according to the least senior employee so long as the employee being retained is credentialed and competent to perform the assignment. The Superintendent or his/her designee shall give notice to affected certificated employees that their services may not be required for the ensuing school year.

*Motion to approve Resolution Number 2021-2022.44 Recommendation to Decrease the Number of Certificated Employees Due to a Reduction in Particular Kinds of Services for the 2022-2023 School Year.*

**MOTION:** Member Dailey

**SECONDED:** Member Little

**ROLL CALL VOTE**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Lau and Lin

**NOES:**

**ABSENT:** Member Mills

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSTAIN:**

**MOTION APPROVED**

*Student Board Member Will Lau left the meeting at 9:01pm*

6. Resolution Number 2021-2022.45 Recommendation to Decrease the Number of Classified Employees Due to a Lack of Work and/or Lack of Funds for the 2022-2023 School Year

Assistant Superintendent, Human Resources, Timothy Erwin gave the Board information about this agenda item. California Education Code Sections sections 45114, 45117, 45298 and 45308 permit the Governing Board to reduce or discontinue Classified services and terminate the employment of affected Classified employees not later than the beginning of the following school year due to lack of work and/or lack of funds.

Public Comments:

*Caroline Brossard, AUSD parent:* Ms. Brossard asked the Board to vote no on this item due to their being a paraprofessional on the list of reductions. Ms. Brossard stated Special Education staff should not be reduced due to the difficulty of finding people to fill these roles.

*Motion to approve Resolution 2021-2022.45 Recommendation to Decrease the Number of Classified Employees Due to a Lack of Work and/or Lack of Funds for the 2022-2023 School Year.*

**MOTION:** Member Lym

**SECONDED:** Member Dailey

**ROLL CALL VOTE**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Member Lin

**NOES:**

**ABSENT:** Member Mills and Lau

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSTAIN:**

**MOTION APPROVED**

- G. **ADJOURNMENT** – Board President Jennifer Williams adjourned the meeting at 9:11pm.

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Respectively Submitted,

Kerri Lonergan  
Senior Executive Assistant  
Alameda Unified School District