

BOARD OF EDUCATION MEETING
March 22, 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. Student Board Members present: Brian Lin (Encinal Jr. & Sr. High School), Henry Mills (Alameda High School), and Will 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.

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)
- Conference with Legal Counsel Regarding Existing Litigation Pursuant to Govt. Code Section 54956.9, subdivision (d) (1) (2 cases):
 - Katz v. Alameda Unified School District: Case No. 3:21-CV-00115-JD (United States District Court)
 - Traiman v. Alameda Unified School District: Case No. RG20061550 (Alameda County Superior Court).

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, 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 voted 5-0 to authorize the Assistant Superintendent of Human Resources to release certain temporary 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 March 8th Regular Board Meeting were submitted for approval.

Motion to adopt the Minutes from the March 8, 2022 Board of Education Meeting.

MOTION: Member Lym

SECONDED: Member Sweet

ROLL CALL VOTE

STUDENT BOARD MEMBER VOTES

AYES: Members Mills, and Lau

NOES:

ABSENT: Member Lin

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

Maya Rogers, a Wood Middle School student read the Season for Nonviolence principle for the Board:

The 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, 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.

Daily readings are just one of the highlighted activities practiced during the season. AUSD schools have been provided materials by which teachers and administrators integrate these daily readings into the school day.

March 31st is Cesar Chavez Day, an American national commemorative holiday aimed to celebrate the birth and enduring legacy of the American civil rights and labor movement activist Cesar Chavez. This holiday is commemorated to promote service to the community in honor of Cesar Chavez's life and work.

Today's principle of nonviolence is:

SI SE PUEDE!

"There is no such thing as defeat in nonviolence." Cesar Chavez

Board President Jennifer Williams thanked Maya for reading the Season for Nonviolence Principle to the Board and community.

Student Board Member Brian Lin entered the meeting at 6:40pm.

2. Public Comments:

Jessica Sims, parent of AUSD students: Ms. Sims asked the Board to direct staff to keep the music portion of the elective wheel at Lincoln Middle School.

Jeremy, AUSD student: Jeremy asked the Board to direct staff to keep the music portion of the elective wheel at Lincoln Middle School. Jeremy explained how Ms. Cable and the Lincoln Band Program were very important to him.

Annalisa Moore, Executive Director, CLCS Schools, Inc: Ms. Moore submitted the Nea Community Learning Center Charter revision. Ms. Moore thanked Assistant Superintendent, Educational Services for her help during the Charter Revision process.

Carmen Watson, parent of AUSD students: Ms. Watson stated she had two children that were part of the band program at Lincoln Middle School. She asked the Board to direct staff to keep the music portion of the elective wheel at Lincoln.

Ben Rose, parent of AUSD students: Mr. Rose asked the Board to direct staff to keep the music portion of the elective wheel at Lincoln Middle School. Mr. Rose quoted Ed Code that stipulates mandated arts instruction for middle school students.

Flora Tso, parent of AUSD students: Ms. Tso asked the Board to direct staff to keep the music portion of the elective wheel at Lincoln Middle School.

Jason O'Broin, parent of AUSD students: Mr. O'Broin asked the Board to direct staff to keep the music portion of the elective wheel at Lincoln Middle School.

3. Written Correspondence:

The Board did not receive any communications related to the March 22nd Board agenda.

4. Report from Employee Organizations:

Cindy Zecher, California School Employees Association, Chapter 27 (CSEA 27): Ms. Zecher thanked Superintendent Scuderi, Board members, Student Board members, and Executive Cabinet members for coming to Lincoln Middle School to view the Youth Activist Art Projects. Ms. Zecher also thanked Aaliyah Khan and Jasmina Huskic from the Educational Services department for help recently; it has been very much appreciated. Ms. Zecher thanked Maya Rogers for reading the proclamation earlier in the meeting.

Charlie Satterfield, Alameda Education Association (AEA): Mr. Satterfield announced Alameda Education Association voted last week to endorse AUSD's Facilities Bond that is on the ballot for the June election. Mr. Satterfield also announced that AEA voted to ratify their recent tentative agreement.

5. Board Members' Report:

Board Vice President Heather Little: Board Member Little thanked Maya Rogers for reading the proclamation earlier in the evening. Board Member Little recognized that Maya did a wonderful job reading and she lived up to the principle of "Si Su Puede!" Member Little announced the Encinal Jazz Band would be playing at Yoshi's in 20 minutes. Member Little stated she will be able to visit Lincoln Middle School's Student Activist Art Project. Member Little stated she will also be attending the Alameda High School Spring Play, "She Kills Monsters."

Board Clerk Megan Sweet: Board Member Sweet thanked Maya Rogers from Wood Middle School who made Wood School very proud with her reading of the proclamation earlier in the meeting. Board Member Sweet also thanked the

students at Lincoln Middle School for the showing of the Youth Activist Project art installation. Board Member Sweet thanked the members of the Strategic Planning team who have been meeting for most of the school year. Member Sweet stated meeting with this group of educators has many times been the highlight of her week.

Board Member Gary Lym: Board Member Lym thanked Cindy Zecher, Chris Hansen, and student Fiona for including him in the invitation to view the Youth Activist projects at Lincoln Middle School. Member Lym stated he was very impressed by the work he saw. Board Member Lym also recognized Alex Ho for his individual project.

Board President Jennifer Williams: Board President Williams stated we will not have our first regular April Board meeting due to this meeting falling within AUSD's Spring Break. Member Williams invited the community to join the Board and AUSD staff for a Special Board meeting regarding Special Education on April 7th. Board President Williams stated April is Autism Awareness Month and on April 23rd AUSD will celebrate families who receive Special Education services. Board President Williams invited all families involved in Special Education to look for more details to come on this event.

6. Student Board Members' Report:

Student Board Member William Lau: Student Board Member Lau stated he was in support of AUSD's music programs.

Student Board Member Brian Lin: Student Board Member Lin stated he would be taking part in the Spring Play at Encinal Jr. & Sr. High School. Student Board Member Lin stated there was a presentation by Alameda Firefighters at the school and the firefighters gave students information about what it is like to be a firefighter. Student Board Member Lin stated many representatives from the nation's Armed Services came to the school to talk to students about the Army, Navy, Marine Corps, and the Coast Guard. Student Board Member Lin announced that tickets will be on sale soon for Encinal's Grad Night. Student Board Member Lin announced the many fun activities that would be a part of Grad Night, and he encouraged students to sign up.

Student Board Member Henry Mills: Student Board Member Mills stated Junior Prom is coming up and there will be a clothing swap coming up so that students can reuse clothes from others. Student Board Mills recommended the spring play, "She Kills Monsters," which is currently being performed at Alameda High School.

7. Superintendent's Report:

Superintendent Pasquale Scuderi: Superintendent Scuderi thanked Maya Rogers for her reading of the Season for Nonviolence agenda item tonight. Superintendent Scuderi also congratulated Board Member Dr. Ardella Dailey for being recognized by Girls, Inc. of the Island City as a "Woman Who Dares." Superintendent Scuderi stated it was a great event and it was inspiring for him personally as a father of two daughters. Superintendent Scuderi thanked Lincoln students, Genevieve and Esther who led the tour of the Youth

Activist Art Project that the Superintendent and Board Members visited. Superintendent Scuderi also thanked the members of the Ruby Bridges staff who welcomed him into six classrooms on a recent visit. Superintendent Scuderi thanked members of the Encinal team who hosted him on a recent visit. Superintendent Scuderi stated the team has been looking at preliminary data that has shown average growth from Fall to Winter in grades 2 through 5. Superintendent Scuderi thanked the teachers who have led this work over the past very difficult two years.

E. ADOPTION OF THE CONSENT CALENDAR

1. Certificated Personnel Actions
2. Classified Personnel Actions
3. Approval of 2024-2025 School Year Calendar
4. Approval and Acceptance of Donations
5. Approval of Bill Warrants and Payroll Registers
6. Approval of CSBA Board Policy Updates
7. Approval of Measure I Contracts (Standing Item)
8. Proclamation: Adult Education Week - April 18-22, 2022
9. Proclamation: Cesar Chavez Day - March 31, 2022
10. Proclamation: Dolores Huerta Day - April 10, 2022
11. Proclamation: Earth Week - April 18 - 22, 2022
12. Proclamation: John Muir Day - April 21, 2022
13. Ratification of Contracts Executed Pursuant to Board Policy 3300
14. Resolution No. 2021-2022.47 Approval of Budget Transfers, Increases, Decreases
15. Resolution No. 2021-2022.46 Approval of Material Revision Request Submitted by the Academy of Alameda (AoA)

Motion to adopt the Consent Calendar.

MOTION: Member Sweet

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. Restructuring of Goals 1 and 2 of AUSD's Strategic Plan and Community Engagement Schedule

In February 2020, the Board approved AUSD's Graduate profile, which consists of four goals for students as they exit AUSD's schools and prepare for life beyond our K-12 program:

1. I Am College and Career & Life Ready
2. I Seek Opportunities and Challenges
3. I Know Myself and Work Effectively with Others
4. I Build Community through Understanding and Service

Work on the District's Strategic Plan was to begin the following month, March 2020. Instead, school districts across the country had to prepare for what has turned out to be an almost 2-year period of uncertainty due to the worldwide COVID-19 pandemic.

As students returned to in-person learning last year, the Superintendent and his team picked back up on the important work of a Strategic Plan and formed AUSD's Strategic Planning Workgroup. This group includes the following team members:

- Board Member Megan Sweet, Ed.D.
- Superintendent Pasquale Scuderi
- Assistant Superintendent, Educational Services Kirsten Zazo
- Senior Manager of Data, Assessment, and Research Lindsey Jenkins-Stark
- Senior Director of Equity, African-American and Multi-Ethnic Student Achievement Shamar Edwards
- Senior Director of Special Education Randhir Bains, Ed.D.
- Director of Secondary Vernon Walton
- Director of Elementary Yvonne Wright
- Coordinator of Language and Literacy Nancy Lai

The group has been working to set universal goals pursued by targeted processes to achieve those goals. Targeted universalism is an approach that supports the needs of the particular while reminding us that we are all part of the same social fabric.

Tonight's presentation from Superintendent Scuderi, Assistant Superintendent – Educational Services, Kirsten Zazo; Senior Manager of Data, Lindsey Jenkins-Stark; Director of Secondary Vernon Walton; and Coordinator of Language and Literacy, Nancy Lai gave the Board information about the work done and the timeline for work to be completed and stakeholder engagement. The team also showed revisions to the first two draft goals based on suggestions and feedback from the Board on February 8, 2022.

Board members and Student Board members discussed if there would be time to report to stakeholders so that they know their feedback was added to the project. Superintendent Scuderi stated absolutely there would be time to go back to the stakeholders to make sure they were aware of their contributions to the work.

Board members appreciated the alignment of the goals so that the team was held accountable to school site staff and teachers.

Several Board Members thanked Board Member Sweet for her contributions to this work and for being a part of the Strategic Planning team. Board Members acknowledged that some of AUSD's best and brightest have been working to develop a dedicated framework for our students, which will eliminate the silos the work has been stuck in over the last few years.

Student Board Member Brian Lin left the meeting at 7:15pm

Student Board Member Will Lau left the meeting at 7:18pm

2. Approval of A-G Completion Improvement Grant

This item came to the Board for information at the March 8th Board Meeting. Vernon Walton, Director of Secondary Education gave the Board a review of what was discussed at the last Board meeting.

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.”

Since March 8th, funds for the A-G Completion Improvement Grant Plan have been released. Staff presented on how these funds will be allocated and spent per the guidelines outlined.

Staff asked the Board to approve the A-G Completion Improvement Grant Plan. AUSD's approved plan needs to be submitted to the California Department of Education by April 1, 2022.

Motion to approve the A-G Completion Improvement Grant.

MOTION: Member Lym

SECONDED: Member Sweet

ROLL CALL VOTE

STUDENT BOARD MEMBER VOTES

AYES: Member Mills

NOES:

ABSENT: Members Lau, and Lin

BOARD MEMBER VOTES

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

NOES:

ABSTAIN:

MOTION APPROVED

3. Approval of AB1200 and Associated Salary Schedules: Alameda Education Association (AEA), California School Employees Association Chapter 27 (CSEA 27)

Shairq Khan, Assistant Superintendent of Business Services gave the Board information on 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 California School Employees Association (Chapter 27) and the Alameda Education Foundation (AEA) Bargaining Unit. The cost element of the tentative agreement is listed below:

- 1% ongoing raise retroactive to 07/01/2021
- 1% ongoing raise retroactive to 01/01/2022, and
- \$1275.00 one-time payment prorated by FTE (Paraprofessionals working six or more hours will be considered 1FTE for purposes of this one-time payment)

The total three-year implementation cost of the tentative agreements reached with the Alameda Education Association and the California School Employees Association (Chapter 27) is \$6,585,718.00. This amount (\$6,585,718.00) includes a set-aside for identical compensation increase for California School Employees Association (Chapter 860) members and unrepresented employees.

Public Hearing Opened at 8:02pm

Public Hearing Closed at 8:03pm

Motion to approve AB1200 and Associated Salary Schedules: Alameda Education Association (AEA), California School Employees Association Chapter 27 (CSEA 27).

MOTION: Member Dailey

SECONDED: Member Lym

ROLL CALL VOTE

STUDENT BOARD MEMBER VOTES

AYES: Member Mills

NOES:

ABSENT: Members Lau, and Lin

BOARD MEMBER VOTES

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

NOES:

ABSTAIN:

MOTION APPROVED

4. Ratification of Tentative Agreement between Alameda Unified School District (AUSD) and Alameda Education Association (AEA) for Salary Increase for 2021 – 2022

Tim Erwin, Assistant Superintendent of Human Resources gave the Board information on the Tentative Agreement reached with Alameda Education Association over salary for the 2021 – 2022 school year. This agreement provides for a 1% salary increase effective to July 1, 2021 and a 1% salary increase effective to January 1, 2022. It also includes a one-time off schedule payment of \$1,275 pro-rated based on FTE.

Motion to approve the Ratification of the Tentative Agreement between Alameda Unified School District (AUSD) and Alameda Education Association (AEA) for Salary Increase for 2021 – 2022.

MOTION: Member Lym

SECONDED: Member Little

ROLL CALL VOTE

STUDENT BOARD MEMBER VOTES

AYES: Member Mills

NOES:

ABSENT: Members Lau, and Lin

BOARD MEMBER VOTES

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

NOES:

ABSTAIN:

MOTION APPROVED

5. Ratification of Tentative Agreement between Alameda Unified School District (AUSD) and California School Employees Association, Chapter 27 (CSEA 27) for Salary Increase for 2021 – 2022

Tim Erwin, Assistant Superintendent of Human Resources gave the Board information on the Tentative Agreement reached between California School Employees Association, Chapter 27 (CSEA 27) and the District. The two parties have come to a Tentative Agreement over salary for the 2021 – 2022 school year. This agreement provides for a 1% salary increase effective to July 1, 2021 and a 1% salary increase effective to January 1, 2022. It also includes a one-time off schedule payment of \$1,275 pro-rated based on FTE.

Motion to approve the Ratification of the Tentative Agreement between Alameda Unified School District (AUSD) and California School Employees Association, Chapter 27 (CSEA 27) for Salary Increase for 2021 – 2022.

MOTION: Member Little

SECONDED: Member Sweet

ROLL CALL VOTE

STUDENT BOARD MEMBER VOTES

AYES: Member Mills

NOES:

ABSENT: Members Lau, and Lin

BOARD MEMBER VOTES

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

NOES:

ABSTAIN:

MOTION APPROVED

6. Approval of Declaration of Need for Fully Qualified Educators

Assistant Superintendent, Human Resources, Timothy Erwin gave the Board information on the Declaration of Need for Fully Qualified Educators.

The Commission on Teacher Credentialing, with the approval of the Title 5 Regulations, starting July 1, 1994, has granted the right for districts to use general waiver requests. These requests pertain to Educator Preparation and Credentialing, and with the new regulations, districts have the general ability to employ or assign persons who are not within the total legal compliance requirements of the Commission on Teacher Credentialing. This system allows Emergency Permits to be granted in a more expedient manner.

It is the recommendation of the Administration that the Board of Education declare that there may be an insufficient number of certificated persons who meet the District's specified employment criteria (credentials) for the positions listed on the attached exhibit. This takes effect on July 1, 2022 and expires on June 30, 2023.

Motion to approve the Declaration of Need for Fully Qualified Educators.

MOTION: Member Sweet

SECONDED: Member Little

ROLL CALL VOTE

STUDENT BOARD MEMBER VOTES

AYES: Member Mills

NOES:

ABSENT: Members Lau, and Lin

BOARD MEMBER VOTES

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

NOES:

ABSTAIN:

MOTION APPROVED

7. Update on Schools and COVID-19 Pandemic: Review of Data and Protocols

Superintendent Scuderi gave the Board a very brief updated on data on the COVID-19 pandemic, and he explained how some protocols were being lifted

as the district, along with greater Alameda County sees a reduction in the number of positive cases being reported. Superintendent Scuderi also presented data on case rates and plans for testing as we approach Spring Break. The Superintendent shared information about how the first week of the new mask mandate has gone.

Public Comments:

Sami Ferris, parent of AUSD student: Ms. Ferris asked if she could make a comment on a previous agenda item.

Board President Williams stated she was not able to take public comments on agenda items that were presented earlier in the agenda, but she invited Ms. Ferris to email Ms. Lonergan with her comments and Ms. Lonergan will put her in touch with the correct staff member.

Board members stated they were happy to see this presentation in a shorter format due to the pandemic slowing down.

- G. **ADJOURNMENT** – Board President Jennifer Williams adjourned the meeting at 8:15pm and reminded the audience to join the Board for a Board Workshop on Special Education on April 7th.

Respectively Submitted,

Kerri Lonergan
Senior Executive Assistant
Alameda Unified School District

