

BOARD OF EDUCATION MEETING
February 25, 2025
Regular Meeting of the Board of Education
2263 Santa Clara Avenue
Alameda, California 94501

ADOPTED 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 Gary K. Lym, Board Vice President Ryan LaLonde, Board Clerk Heather Little, Board Trustee Jennifer Williams, and Board Trustee Meleah Hall.

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

Items discussed in Closed Session:

Conference with Legal Counsel Regarding Anticipated Litigation Pursuant to Govt. Code § 54956.9, subdivision (b). Agency Designated Representative: Lenore Silverman, Fagen Friedman Fulfroft, LLP. (1 case):

- 1) One case Alameda Unified School District as potential plaintiff

Public Employee Discipline/Dismissal/Release - (Govt. Code, §54957):

- 1) Non-Reelection of Certain Certificated Probationary Employee(s)

3. Reconvene to Public Session - 6:30PM
Board Member Jennifer Williams reconvened the meeting at 6:30PM.

4. Call to Order - Pledge of Allegiance – 6:30pm
Board Member Jennifer Williams led the Pledge of Allegiance.

5. Introduction of Board Members and Staff:
Board of Education Members present: Board President Gary K. Lym, Board Vice President Ryan LaLonde, Board Clerk Heather Little, Board Trustee Jennifer Williams, and Board Trustee Meleah Hall.

Student Board Member Lianna Lau from ASTI was present. Student Board Members Eugene Kruger (EJSHS) and Tabitha Kim (AHS) were absent.

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:

In Closed Session the Board voted 4-0-1 to non-reelect certain certificated employees.

B. MODIFICATION(S) OF THE AGENDA:

There were no modifications to the agenda.

C. APPROVAL OF MINUTES

The minutes from the January 14, 2025 Board of Education meeting were considered for approval.

Motion to approve the minutes from the January 14, 2025 Board of Education meeting.

MOTION: Member Little

SECONDED: Member Lym

STUDENT BOARD MEMBER VOTES

AYES: Student Board Members Lau, Kim, and Kruger

NOES:

ABSENT:

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

D. COMMUNICATIONS

1. Public Comments on Non-Agenda Items:

Inshirah Tsetse, parent of AUSD student: Ms. Tsetse referenced hate graffiti that was drawn at Encinal Jr. and Sr. High School in December 2024, and she asked the Board what is being done to keep students and staff safe in light of these harmful messages.

Eric Fonstein, City of Alameda Community Development Office: Mr. Fonstein announced the Season for Nonviolence Speech Contest and the Career/Job Fair, which will take place on March 26th at Encinal Jr. & Sr. High School. Mr. Fonstein stated last year over 600 students attended the fair, and he thanked Paul Igaz for his help and leadership with the event.

2. Written Correspondence:

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

3. Report from Employee Organizations:

Amy Keegan, President CSEA 27: Ms. Keegan announced the annual ParaEducator Conference is coming on March 11-13th. CSEA 27 will be represented by Tara Shelton. 99th Annual CSEA Conference will be happening in Reno – three delegates will attend, Tonya Morgan, Ben Peters, Melab Solari. CSEA 27 has provided AUSD with the articles they will sunshine and they are looking forward to successful and collaborative bargaining sessions.

Nancy Read, President AEA: AEA has been emphasizing that their ongoing bargaining efforts support our students not only to learn, but to feel safe in their classrooms. Resources to support student safety include spaces where students can learn and think. AEA urges the Board to use their positions to address heat in classrooms in the very near future.

4. Report from PTA Council:

PTAC President Katie Honegger: Ms. Honegger announced this year the AUSD PTAC piloted mini grants with some extra funds they had. The grants focused on equity, access, and impact. Sites were encouraged to reach out and apply. Grant money totaled \$2,000 and sites received from \$100 to \$600 for each mini grant. At Paden, they funded their Pride Month event, Earhart funded their garden program, Edison funded Love their cultural celebrations, ASTI their Black Excellence, Ruby Bridges used their grant outdoor supplies, and Encinal's Unity Day.

5. Board Members' Report:

Board Clerk Heather Little: Board Clerk Little gave the audience and community sobering information on the financial status of neighboring districts as a way of showing AUSD's financial responsibility in recent years. Of the many districts listed by Board Clerk Little, AUSD was the only district not in serious financial uncertainty. Board Clerk also announced how many positions these districts are laying off, unlike AUSD who has a very small number of layoffs.

Board Clerk Little thanked staff for making sure AUSD remains fiscally solvent, and she mentioned the Board has had to make hard decisions in order for this to happen, but fortunately we are not in the position that these other districts are in.

Board Member Meleah Hall: Board Member Hall stated she recently attended the Black Joy Parade in honor of Black History Month with 20,000 other community members, including many members of the Alameda Unified family.

Board Member Hall thanked teachers and staff for their work to celebrate all cultures and communities.

Board President Gary Lym: Board President Lym reference Board Clerk Little's comments and he thanked the Alameda community for continuing to pass Parcel Taxes and Bond Initiatives to make sure AUSD has what we need to serve our students.

Board Member Jennifer Williams: Board Member Williams also referenced Board Clerk Little's comments and she stated that she also has been watching our neighboring districts as they make difficult decisions on what programs to cut to make sure they are fiscally solvent.

Board Member Williams stated she participated in a statewide call with the building trades and it was shocking to hear from districts that don't support bonds and parcel taxes. She stated she was again reminded of the generosity of the Alameda community and the tremendous support of our PTAs and the incredibly talented staff, including Superintendent Scuderi and his team, and teachers, principals, and classified staff. Board Member Williams finished her comments by reminding the audience of how our neighbors are dealing with situations much, much more dire than we have in Alameda.

6. Superintendent's Report:

Superintendent Scuderi added onto the comments regarding our neighboring districts and the cuts they are having to make. Superintendent Scuderi thanked Student Services Coordinator Jodi McCarthy for finding a grant to help fund our mental health efforts.

7. Student Board Member Report:

Student Board Member Lianna Lau (ASTI): Student Board Member Lau stated Black History Month continues to be celebrated on the ASTI campus, including this Friday. Student Board Member Lau announced Spirit Month is being kicked off with a carnival and all proceeds will go to ASTI student body. Student Board Member Lau stated ASTI has a national merit scholarship finalist.

Student Board Member Tabitha Kim (AHS): Student Board Member Kim stated the AHS Blood Drive was very successful. Student Board Member Kim also announced that all five of AHS's Winter Sports teams made NCS finals, with Men's Basketball and Soccer teams winning the championship.

Student Board Member Eugene Kruger (EJSHS): Student Board Member Kruger stated the Spring Musical "Mama Mia" is very fun, and the students have been practicing very hard for the show. Student Board Member Kruger also stated that Encinal has been competing to see which class has the best attendance.

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) Ratification of Contracts Executed Pursuant to Board Policy 3300

- 8) Resolution No. 2024-2025.47 Approval of Budget Transfers, Increases, Decreases
- 9) Resolution No. 2024-2025.48 Authorization to Dispose of Surplus Property
- 10) Resolution No. 2024-2025.49 Approval of Notice of Completion: Ruby Bridges Elementary School Classroom Building Roof Replacements Project
- 11) Resolution No. 2024-2025.50 Approval of Notice of Completion: Alameda High School Roof Repairs Project
- 12) Resolution No. 2024-2025.51 Approval of Notice of Completion: Earhart Elementary School Modernization Project
- 13) Resolution No. 2024-2025.52 Support of Applications for Eligibility Determination and Funding: Designation of Authorized District Representatives
- 14) Resolution No. 2024-2025.53 Authorizing the Filing of Application(s) for State Allocation Board Administered Programs for the Alameda Unified School District
- 15) Resolution No. 2024-2025.54 Authorizing the Filing of Applications to the State School Facility Program Beyond Bond Authority List
- 16) Resolution No. 2024-2025.55 Annual Signature Authorization for California Department of Social Services Child Care and Development Services Contracts for FY 2025-2026

Motion to adopt the Consent Calendar.

MOTION: Member Lym

SECONDED: Member Hall

STUDENT BOARD MEMBER VOTES

AYES: Student Board Members Lau, Kim, and Kruger

NOES:

ABSENT:

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

F. GENERAL BUSINESS

1. TK-12 Mathematics Update: Curriculum, Professional Learning, and Student Outcomes
Vernon Walton, Ed.D., Director of Secondary Education, Tanya Harris, Director of Elementary Education, Lise Nunn Needham, Secondary Math Coach, and Jen Balaian, Elementary Math Coach presented the Board of Education with an update on TK-12 Mathematics with a focus around Curriculum, Professional Learning, and Student Outcomes.

High School Highlights:

- First year implementation of CPM Integrated Math
- Launched lead teacher model
- 22 teachers participated in more than 700 hours of training with CPM and the lead teachers
- Building strong course level curricular teams through ongoing collaboration and professional learning, shared pacing guides, planning, and resources
- IM3/Precalculus compacted course development

Middle School Updates:

- Year 3 of Carnegie Learning Middle School Math Curriculum
- Teachers participated in curriculum and instruction development as part of pilot and implementation in year 1
- Continued to work on common pacing, standards alignment, and shared resources with summer collaboration days
- 9 of 14 current middle school math teachers joined AUSD within last 3 years and for 5 this is their first teaching job
- Only 48% of 6th grade students entering Encinal and Wood this year met standard on their 5th grade SBAC
- 42% of 6th - 8th grade students at those schools met the standard last year

Ongoing Support in Elementary Grade Levels (Math teacher leaders/coaches):

- Pacing guide with suggestions and modifications
- Meet with teachers upon request in person or on Teams
- Model lessons (coach teaches or takes colleagues to see other teachers)
- Lesson planning support
- Support in class instruction
- After school collaborations/trainings (math fact fluency games, IAB training, Make and Take for K/1- center swap, counting collections)
- Attend PLCs and/or staff meetings to address math needs at the site/grade level

2. Strategic Planning Update: 2024-25 Collaboration Implementation Featuring Edison Elementary and Encinal Jr. & Sr. High School

In Fall of 2022, the District and the Alameda Education Association (AEA) came to a tentative agreement for the fiscal years 2022-2025 which included language on "Collaboration" under Article 8.

Collaboration is designed by the site leadership team to support the process of working together to achieve the goals and actions in the school site plan. The structure will support time for teachers to plan, problem solve together and participate in inquiry together. Sites shall have four days per month for no less than 55 minutes and no more than 60 minutes of collaboration within the workday on Wednesdays. Site Leadership teams will create a schedule for collaboration.

The presentation is a follow up to the presentation made to the Board of Education on May 28, 2024 and features Kirsten Zazo, Assistant

SuperintEdison Elementary principal, Greg Sahakian, and Kirstin Snyder, principal of Encinal Jr. & Sr. High School.

3. Alameda Unified School District “Sunshine” of Initial Proposals for Successor Collective Bargaining Agreement with California School Employees Association, Chapter 860 (CSEA 860)

The Educational Employment Relations Act (EERA; Government Code Section 3540 et seq.) provides for and establishes requirements for collective bargaining between public school employers and exclusive representatives of certificated and classified employees. The EERA obligates public school employers and exclusive representatives to “sunshine” their initial negotiating proposals to the public and to provide an opportunity for public expression on such proposals. This item is provided in order to meet AUSD’s sunshine obligation.

Tim Erwin, Assistant Superintendent Human Resources presented the articles in accordance with Board Policy 4143, the Board recognizes its responsibilities to represent the public's interests in the collective bargaining process, keep the public informed about issues being negotiated, and provide members of the public an opportunity to express their views on all initial contract proposals.

AUSD sunshined the following articles for Successor Agreement provisions in its collective bargaining agreement with CSEA 860:

1. Article 2 Association Rights: The District proposes adding language concerning access to computers to conduct District Business, including reading emails.
2. Article 3 Organization Security: The District proposes revising this article to be consistent with the US Supreme Court Janus vs. AFSCME (2018) decision.
3. Article 11 Pay and Allowances: The District proposes negotiating salary to retain and attract a competitive workforce while maintaining fiscal solvency. In addition the District proposes including ten (10) month employees on twelve (12) monthly pay cycles.
4. Article 12 Health and Welfare: Benefits Administration The District proposes negotiating the District’s contribution to health and welfare consistent with fiscal solvency while balancing the District’s interest in retaining and attracting a competitive workforce.
5. Article 21 Layoff and Reemployment: The District proposes revising the language of this article to make it consistent with recently updated California Education Code.
6. Article 23 Term: The District proposes to update this article to reflect the term of the new agreement. The District intends to pursue a multi-year term.

Public Hearing Opened: 8:23pm

No public comments

Public Hearing Closed: 8:24pm

This item will come to the Board in March for approval.

4. Alameda Unified School District “Sunshine” of Initial Proposals for Successor Collective Bargaining Agreement with California School Employees Association, Chapter 27 (CSEA 27)

The Educational Employment Relations Act (EERA; Government Code Section 3540 et seq.) provides for and establishes requirements for collective bargaining between public school employers and exclusive representatives of certificated and classified employees. The EERA obligates public school employers and exclusive representatives to “sunshine” their initial negotiating proposals to the public and to provide an opportunity for public expression on such proposals. This item is provided in order to meet AUSD’s sunshine obligation.

Tim Erwin, Assistant Superintendent Human Resources presented the articles in accordance with Board Policy 4143, the Board recognizes its responsibilities to represent the public's interests in the collective bargaining process, keep the public informed about issues being negotiated, and provide members of the public an opportunity to express their views on all initial contract proposals.

AUSD sunshined the following articles for Successor Agreement provisions in its collective bargaining agreement with CSEA 27:

1. Article 4 Organization Security: The District proposes revising this article to be consistent with the US Supreme Court Janus vs. AFSCME (2018) decision.
2. Article 11 Pay and Allowances: The District proposes negotiating salary to retain and attract a competitive workforce while maintaining fiscal solvency. In addition the District proposes including para educators pay on twelve (12) monthly pay cycles. The District proposes deleting language regarding Sick Leave Incentive as it is also referenced in the Leaves article.
3. Article 12 Health and Welfare: Benefits Administration. The District proposes negotiating the District contribution to health and welfare consistent with fiscal solvency while balancing the District’s interest in retaining and attracting a competitive workforce.
4. Article 20 Layoffs: The District proposes revising the language of this article to make it consistent with recently updated California Education Code.
5. Article 21 Term: The District proposes to update this article to reflect the term of the new agreement. The District intends to pursue a multi-year term.

Public Hearing Opened: 8:25pm

No public comments

Public Hearing Closed: 8:26pm

This item will come to the Board in March for approval.

5. California School Employees Association, Chapter 27 (CSEA 27) “Sunshine” of Initial Proposals for Successor Collective Bargaining Agreement with Alameda Unified School District

CSEA 27 president Amy Keegan presented this item to the Board. The Educational Employment Relations Act (EERA; Government Code Section 3540 et seq.) provides for and establishes requirements for collective bargaining between public school employers and exclusive representatives of certificated and classified employees. The EERA obligates public school employers and exclusive representatives to “sunshine” their initial negotiating proposals to the public and to provide an opportunity for public expression on such proposals.

In accordance with Board Policy 4143, the Board recognizes its responsibilities to represent the public's interests in the collective bargaining process, keep the public informed about issues being negotiated, and provide members of the public an opportunity to express their views on all initial contract proposals.

1. Article VI Hours and Overtime: CSEA hereby proposes language as it relates to the extended school year.
2. Article XI Pay and Allowances: CSEA hereby proposes a fair and equitable increase to the matters contained herein, including but not limited to the salary schedule, out of class, and longevity pay.
3. Article XII Health and Welfare Benefits: CSEA hereby proposes a fair and equitable adjustment to the District benefits coverage and contribution requirements.
4. Article XIV Vacation Plan: CSEA hereby proposes a fair and equitable adjustment to vacation accrual requirements.
5. Article XV Leaves: CSEA hereby proposes a fair and equitable adjustment to leaves.
6. Article VIII Professional Growth Plan: CSEA hereby proposes adjustments to the Professional Growth Plan.
7. Article XXI Term: CSEA hereby proposes a new 3-year term with subsequent year reopeners.

Finally, CSEA looks forward to having this opportunity to negotiate with the district and appreciates the opportunity to partake in the bargaining process with the District, with the intention of executing the Successor Agreement.

Public Hearing Opened: 8:27pm

No public comments

Public Hearing Closed: 8:28pm

6. Resolution Number 2024-2025.56 Recommendation to Decrease the Number of Certificated Employees Due to a Reduction in Particular Kinds of Services for the 2025-2026 School Year

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 2024-2025.56 Recommendation to Decrease the Number of Certificated Employees Due to a Reduction in Particular Kinds of Services for the 2025-2026 School Year.

MOTION: Member Little

SECONDED: Member LaLonde

STUDENT BOARD MEMBER VOTES

AYES: Student Board Members Lau, Kim, and Kruger

NOES:

ABSENT:

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

7. Resolution Number 2024-2025.57 Resolution to Decrease the Number of Classified Employees Due to a Lack of Work and/or Lack of Funds

California Education Code 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.

Staff will recommend that it shall be necessary to reduce or discontinue the classified services of the District as described herein no later than the beginning of the 2025-2026 school year due to a lack of work and/or lack of funds.

Motion to approve Resolution Number 2024-2025.57 Resolution to Decrease the Number of Classified Employees Due to a Lack of Work and/or Lack of Funds.

MOTION: Member LaLonde

SECONDED: Member Little

STUDENT BOARD MEMBER VOTES

AYES: Student Board Members Lau, Kim, and Kruger

NOES:

ABSENT:

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

8. California School Boards Association (CSBA) 2025 Delegate Assembly Election 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 (which includes AUSD and other districts in Alameda County) currently has 3 vacancies. Delegates selected will serve two-year terms from April 1, 2025 through March 31, 2027. There are three candidates running for three seats on the delegate assembly. They are:

- Dolly Adams (Castro Valley USD)
- Dianne Jones (Fremont USD)
- Sara Prada (Hayward USD)

Motion to vote for Dolly Adams, Dianne Jones, and Sara Prada for the California School Boards Association (CSBA) 2025 Delegate Assembly.

MOTION: Member Hall

SECONDED: Member Lym

STUDENT BOARD MEMBER VOTES

AYES: Student Board Members Lau, Kim, and Kruger

NOES:

ABSENT:

BOARD MEMBER VOTES

AYES: Members LaLonde, Williams, Hall, and Little

NOES:

ABSENT: Member Lym

MOTION APPROVED

G. ADJOURNMENT – Board Member Jennifer Williams adjourned the meeting at 8:35pm.

Respectively Submitted,

Kerri Lonergan
Senior Executive Assistant
Alameda Unified School District

