

BOARD OF EDUCATION MEETING
March 11, 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 Labor Negotiators - Pursuant to Subdivision 54957.6:
Agency 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.

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

1) Superintendent

3. Reconvene to Public Session - 6:32PM
Board Member Jennifer Williams reconvened the meeting at 6:32PM.
4. Call to Order - Pledge of Allegiance
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 Members Lianna Lau (ASTI) and Eugene Kruger (EJSHS) were present. Tabitha Kim (AHS) was 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:
The Board did not take action in Closed Session.

B. MODIFICATION(S) OF THE AGENDA:
There were no modifications to the agenda.

C. APPROVAL OF MINUTES
The minutes from the January 28, 2025 Board of Education meeting were considered for approval.

Motion to approve the minutes from the January 28, 2025 Board of Education meeting.

MOTION: Member Little

SECONDED: Member Lym

STUDENT BOARD MEMBER VOTES

AYES: Student Board Members Lau and Kruger

NOES:

ABSENT: Student Board Member Kim

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

D. COMMUNICATIONS

1. Public Comments on Non-Agenda Items:
Veronica Rylander, teacher, Lincoln Middle School: Ms. Rylander referenced the recent projects done by Lincoln Middle School 8th graders. On behalf of the LMS 8th grade department Panel Day was a huge success, because many of you showed up. Ms. Rylander thanked Shamar Edwards, Melissa Saunders, Susan Davis, Board Member Jennier Williams, Board Member Ryan Lalonde, Board Member Meleah Hall, and Superintendent Scuderi, as well as many other people who made it a huge success.
2. Written Correspondence:
The Board did not receive any correspondence related to this agenda.
3. Report from Employee Organizations:

Martha Zenk, President AEA: Ms. Zenk stated AEA members are here to connect to what Ms. Rylander just talked about. Ms. Zenk stated with what we're about to learn in the second interim Budget report, and with what Deveny Dawson was talking about before the meeting, the joy of education. We do love our jobs as educators. There is often exaltation and dreams of changing the world, and Deveny was talking before about dancing and singing in classrooms as students were learning.

Ms. Zenk stated she has talked about how teachers feel when they have to bargain, they feel responsible to the workers and students now, and also they feel responsible for the workers and students of the future. Ms. Zenk stated many of the Executive Board members will be meeting with Board Members in the near future, and she thanked the Board Members for setting up these appointments.

Amy Keegan, President CSEA 27: Ms. Keegan announced that the first day of negotiations for Chapter 27 will take place on March 18th where I'll be working alongside our negotiations team: Tonya Morgan, Letty Lopez, Erin Gilchrist-Brown, and Eric del Nero. Ms. Keegan announced CSEA 27 also has a new labor relations representative, Julissa Limatou.

Ms. Keegan stated this year CSEA 27 is combining their spring event with Classified School Employee Week, and their celebration of scholarship award winners at a combined dinner to be held on Wednesday, May 21st at Dragon Rouge at 5:30pm.

4. Report from PTA Council:

The PTA Council did not have a report at this meeting.

5. Board Members' Report:

Board Vice President Ryan LaLonde: Board Vice President LaLonde started his report by saying how much he enjoyed going to Lincoln Middle School for their civics action projects. Board Vice President LaLonde stated how sweet it was that the students were so nervous because he felt that the adult observers were a little bit nervous, too. Vice President LaLonde stated it was a really fun and exciting event, and he looks forward to attending in the future.

Vice President LaLonde also mentioned today at the Department of Education 2,000 employees received a pink slip, basically saying that they had the choice of cleaning out their desk tomorrow, when they come into work. Vice President LaLonde clarified there's only 4,000 employees in that department. So a little over 50% of employees out of the DC office and the ten regional offices are being laid off. Vice President LaLonde stated this is going to have a profound impact on things that they're overseeing, particularly grants and the arts.

Vice President LaLonde continued by saying when it comes to our Federal budget, only 4% of the Federal budget actually goes towards anything to do with Department of Education. So, having these major cuts in our smallest departments that have the greatest impact with a little amount of money that they do receive is going to have a profound effect on us as it trickles down.

Board Clerk Heather Little: Board Clerk Little stated she was very sad to have missed the day at Lincoln Middle School. Clerk Little explained that she has stuff on her calendar that she never anticipated before, and conflicts arise. Clerk Little stated she is going to do her absolute best to make sure she can attend the event at Lincoln Middle School next year because it sounds like it was phenomenal, and she's really excited to get back to being able to be at school sites.

Clerk Little closed her report by saying it was so lovely to be back with the Encinal Jr. & Sr. High School community on Saturday at their annual fundraiser. Clerk Little stated it was really nice to be able to talk and share with staff and parent/guardians all the things we have going on at the District level.

Board Member Meleah Hall: Board Member Hall thanked the Lincoln Middle School students and staff for including her in the 8th grade projects presentation day. She stated she was blown away by the presentations, and the students were so poised and had so much confidence. Board Member Hall stated she loves that our 8th graders at Lincoln Middle School can experience having so many adults show up for them. Board Member Hall also remarked on how hospitable the staff at Lincoln were. They had parking spaces for Board members and guests, which everyone knows is often hard at school sites to find.

Board Member Hall also thanked Alameda High Music teacher Tyra Cable. Ms. Cable invited Board Member Hall to see the Alameda High School jazz band perform a concert at Yoshi's. Board Member Hall stated she wasn't able to attend because there was a Board meeting that night, but she encouraged the audience to check out the AHS Jazz Band on YouTube.

Board Member Hall addressed the uncertainty in Washington, DC. She stated a colleague recently came back from Selma, and the colleague told Board Member Hall that the Doge is closing African American museums across the nation and putting them up for sale.

Board Member Hall said her colleague told her our only hope is education. Board Member Hall closed her report by thanking all AUSD educators, because they help bring her hope right now.

Board President Gary Lym: Board President Lym referenced being invited to but not able to attend the 8th grade projects day at Lincoln Middle School. Board President Lym said he is caring for several elderly family members, and this makes it a challenge to attend every event he is invited to. He stated he appreciates the invitations he gets from school sites and asked that they keep coming.

Board Member Jennifer Williams: Board Member Williams also referenced the event at Lincoln Middle School, and she thanked Ms. Veronica for the invitation. Board Member Williams stated her favorite part of the day was seeing what an opportunity to do public service does to our kids

Board Member Williams stated a day like the one the Board witnessed at Lincoln may be the spark that changes our students' trajectory in the work that

they grow up to do, as it was for her. Board Member Williams stated there is nothing in her personal or professional life that can replicate how it feels to help other people, and it feels better than making money.

Board Member Williams stated to be able to witness our students having that experience at such a young age was great, and she thought all the presentations were wonderful. Board Member Williams stated overall it was a really beautiful event, and she thanked the teachers, staff, and especially the students for letting her be a part of the day.

Board Member Williams stated last Saturday was International Women's Day, and March is Women's History Month. Board Member Williams took a moment to reflect on the incredible contributions of women throughout history. Board Member Williams stated we have a lot of really talented women in the broader Bay Area - including politicians, educators, women from different walks of life - lawyers, judges, many who she's had the pleasure of working with, but also in our community.

Board Member Williams shared that a majority of all of the elected officials in Alameda are women, and the same holds true for our state, county, and local positions as well. Also, right now, most positions on our city council and our mayor, and a majority of positions on this Board are held by women - women that Board Member Williams stated she has a deep respect for.

Board Member Williams also stated she wanted to acknowledge the amazing women in our AUSD family, including our dedicated staff, who work tirelessly to serve our AUSD students and families. Board Member Williams closed her report by wishing Assistant Superintendent, Kirsten Zazo a happy birthday. Board Member Williams told Ms. Zazo she is an amazing leader in this district, and she thanked Ms. Zazo for her work.

6. Superintendent's Report:

Superintendent Scuderi reminded folks that during our Board meeting on October 22nd we said we would come back with a framework, a starter set, for our cooling strategies. He stated we are admittedly a little bit behind on that, so he wanted to let folks know we'll be back with a presentation on Cooling Strategies in April that will include timelines and cost estimates.

Superintendent Scuderi wished Kirsten Zazo a happy birthday and stated the instructional rounds event that was held today in large part by her leadership and also that of the Ed Services team and our site leadership teams, including our teachers.. Practice is something that originated in the medical field that combines peer observations with discussions about improvement strategies, and it was really energizing to see our Ed services team again, our principals all participating, and our classroom teachers in particular, for being incredibly vulnerable and welcoming.

Superintendent Scuderi stated he remembers back when he was a teacher and having groups of people come walk into his classroom to observe, was one of his worst memories as a classroom teacher. He stated it is incredibly vulnerable to have a whole bunch of folks with clipboards compiling into my

classroom to assess how I was making out on the then No Child Left Behind initiative (NCLB).

Superintendent Scuderi stated thought the openness of our teachers and the preparation that staff at all levels did really made this a promising example of the way we can do peer to peer observations and generate improvement strategies from the classroom out.

7. Student Board Member Report:

Student Board Member Eugene Kruger (EJSHS): Student Board Member congratulated Encinal's girls basketball team on their NCS win. He also reminded the audience that the spring musical, *Mama Mia*, is opening this weekend.

Student Board Member Kruger stated the Encinal class elections were held today, and he will be returning next year as Student Board member for Encinal. Additionally, Board Clerk Little referenced the Encinal Crab Feed, which is a big success this weekend to fund our athletics boosters.

Student Board Member Kruger closed his report by announcing last weekend Model UN went to a competition, and Encinal students did a great job.

Student Board Member Lianna Lau (ASTI): Student Board Member Lau stated ASTI had an amazing Black History Month celebration. On Friday, February 28th ASTI had a Zimbabwean artist, and her band come out as students enjoyed food from Solely Vegan. Solely Vegan is owned and operated by Miss Dyson who was ASTI's Black History Month keynote speaker. Miss Dyson told the students her story about being a woman of color entrepreneur, and how she made it to become a very renowned East Bay restaurant serving Vegan food, which is a very difficult task to do.

Student Board Member Lau said the event was great, the food was wonderful, and students had so much fun. Student Board Member Lau announced Spirit Month has also begun at ASTI, where there are multiple events each week at lunch, ending with an additional, even bigger event after school on Friday.

E. ADOPTION OF THE CONSENT CALENDAR

- 1) Certificated Personnel Actions
- 2) Classified Personnel Actions
- 3) Approval and Acceptance of Donations
- 4) Approval of Calendars: AUSD 2027-2028 School Year; ASTI 2025-2026 and 2026-2027 School Years; Adult School 2025-2026 School Year; and ACDC 2025-2026 School Year
- 5) Approval of Easement Quitclaim Deed (Relinquishment of Easement) at Alameda Point
- 6) Approval of Facilities Bond Measure I and Measure B Contracts (Standing Item)

- 7) Approval of Individual Service Agreements (ISAs) with Non-Public Schools and Non-Public Agencies
- 8) Approval of New Job Descriptions: Data Systems Specialist, Network Technician, and Technology Systems Manager
- 9) Ratification of Contracts Executed Pursuant to Board Policy 3300
- 10) Resolution No. 2024-2025.58 Approval of Budget Transfers, Increases, Decreases
- 11) Resolution No. 2023-2024.59 Adoption of Notice of Exemption Pursuant to California Code of Regulations, Title 14, Section 15302 and Section 15314 Relating to Alameda Unified School District's Otis Elementary School Site Work and New Construction Project

Motion to adopt the Consent Calendar.

MOTION: Member Little

SECONDED: Student Member Kruger

STUDENT BOARD MEMBER VOTES

AYES: Student Board Members Lau and Kruger

NOES:

ABSENT: Student Board Member Kim

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

F. GENERAL BUSINESS

1. Strategic Plan Key Indicators: Star Reading and Math Growth Report
Lindsey Jenkins-Stark, Senior Manager of Data and Research, presented the Board of Education with an update on Star Reading and Math Growth.

The Star Renaissance Math and Reading assessments are nationally recognized, valid, and reliable assessments Alameda Unified School District uses to determine students who need additional support and to monitor student progress.

During this presentation, staff reviewed the following:

- The purpose of Star Reading and Math assessment in AUSD as one of our Strategic Plan Key Indicators
- The aggregated growth from Fall to Winter and state test predictor scores as determined by the Star Reading and Math Assessment and
- The implications of these results

There were many bright spots in the data shown, such as (for Reading scores):

- The percent of students with typical or high growth is high at 73% overall.
- On average, overall, students are predicted to score a 3 or higher on the SBAC

And for Math scores:

- The overall percent of students with typical or high growth has increased from 2022-23 (+2.1%). This trend continued across grades 2-5 (+3.1%).
- The percent of students with typical or high growth increased or remained consistently high from 2022-23 for most student groups.

Areas to dig deeper were (for Reading scores):

- There is a notable gap in the percent of students with typical or high growth overall and students who identify as Black/African American and students who are socio-economically disadvantaged.

And for Math scores:

- The percent of students with typical or high growth has declined from 2022-23 for students who identify as Black or African American (-6.5%) and for students with IEPs (-3.5%)
- There is a notable gap in the percent of students with typical or high growth overall and students who identify as Black/African American, Pacific Islander, English Learning students, students with IEPs and students who are socio-economically disadvantaged.

2. Strategic Plan: Update on Elementary Literacy Initiative

Tanya Harris, Director of Elementary Education and her teammates: Lindsey Jenkins-Stark, Senior Manager, Research, Data & Assessment; Shana Riehart, Coordinator, Language and Literacy; and Deveny Dawson, Instructional Coach shared an update on AUSD's Elementary Literacy Initiative with the Board.

The objective of the presentation was to:

- Share teacher feedback and recommendations/areas of opportunity,
- Update the Board on the development of AUSD's Literacy Framework,
- Outline the ELA Curriculum and Early Screener adoption and implementation process, and
- Highlight the impact of strategic systems and resource allocation in service of improved outcomes for students.

Public Comments:

Carolyn Brossard, parent of AUSD student(s): Ms. Brossard asked if parent/guardians or families are allowed to review curriculum prior to the curriculum being adopted.

Board members stated they would like to ask the same question about parent/guardian feedback about new curriculum. Kirsten Zazo shared the following information about the opportunities for community members to

weigh in about new curriculum: AUSD has quarterly meetings that we invite families to for this purpose. Tonight is the third meeting this year where curriculum is being discussed publicly. At our last meeting we were talking about some of the secondary curriculum, and we also gave an update on where we were in the process of the literacy framework. Tonight we are a little more focused on the actual adoption process and the literacy framework with a little bit more focus on the science of reading and what we're looking into around that, and then we'll have one more at the end of the year. These are regularly scheduled quarterly meetings, where families really can come and ask questions about where we are in the adoption process, where we are in the professional development process around these adoptions. We send notifications about these meetings out through our parent newsletter, and through Parent Square. We also post them on our Facebook. And they're on our website as well.

3. Approval of Second Interim Financial Report

In California, local educational agencies (LEAs) are required to file two interim financial reports each fiscal year to assess their financial health. The first interim report is due on December 15, covering the period ending October 31, and the second interim report is due on March 17, covering the period ending January 31. These reports help ensure that districts are financially stable and able to continue providing education without disruption.

County superintendents are responsible for reviewing and certifying the financial status of districts within their county. They must submit these certifications to the Superintendent of Public Instruction and the State Controller within 75 days after the close of each reporting period.

The interim reports include a certification indicating whether or not the LEA can meet its financial obligations. These certifications are classified as follows:

- **Positive Certification:** This is assigned when the district is expected to meet its financial obligations for the current year and the next two fiscal years.
- **Qualified Certification:** This is assigned when the district may not be able to meet its financial obligations for the current year or the next two fiscal years.
- **Negative Certification:** This is assigned when the district will be unable to meet its financial obligations for the remainder of the current year or for the next fiscal year.

Shariq Khan, Assistant Superintendent – Business Services presented the 2024-2025 Second Interim Report, which gave the Board an update on the district's financial status as of January 31, 2025.

Public Comments:

Martha Zenk, Co-President, Alameda Education Association (AEA): Ms. Zenk asked why is the percentage of the budget that goes to salaries decreasing?

Carolyn Brossard, parent of AUSD student(s): Ms. Brossard asked if the line item titled Federal revenue is under threat, and if that's been factored into the

multi-year projections? Ms. Brossard also stated she hopes staff are putting some thought into what will happen if one-time monies used to support our most in need students are not renewed somehow. How will AUSD find the money to keep these programs? Ms. Brossard added she is referring to AUSD's historically marginalized communities and our students with disabilities.

Motion to approve the Second Interim Financial Report.

MOTION: Member Lym

SECONDED: Member LaLonde

STUDENT BOARD MEMBER VOTES

AYES: Student Board Members Lau and Kruger

NOES:

ABSENT: Student Board Member Kim

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

4. 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 of 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.

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

MOTION: Member Hall

SECONDED: Member Lym

STUDENT BOARD MEMBER VOTES

AYES: Student Board Members Lau and Kruger

NOES:

ABSENT: Student Board Member Kim

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

5. 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.

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.

The articles to be "sunshined" were presented to the Board and public as a public hearing on February 25, 2025. Staff is now asking the Board to approve this list of articles.

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.

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

MOTION: Member Little

SECONDED: Student Member Lau

STUDENT BOARD MEMBER VOTES

AYES: Student Board Members Lau and Kruger

NOES:

ABSENT: Student Board Member Kim

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

G. ADJOURNMENT – Board Member Jennifer Williams adjourned the meeting at 8:34pm.

Respectively Submitted,

Kerri Lonergan
Senior Executive Assistant
Alameda Unified School District