

**BOARD OF EDUCATION MEETING**  
March 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 Trustee Jennifer Williams, and Board Trustee Meleah Hall.

Board Vice President Ryan LaLonde participated in Closed Session remotely.

Board Clerk Heather Little was absent.

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:

Public Employee Discipline/Dismissal/Release - (Govt. Code, §44954, subdivision (b)):

- 1) Release of Temporary Certificated Employee(s)

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.

3. Reconvene to Public Session - 6:32PM  
Board Member Jennifer Williams reconvened the meeting at 6:34PM.
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 Trustee Jennifer Williams, and Board Trustee Meleah Hall. Board Vice President Ryan LaLonde participated in the meeting remotely.

Board Clerk Heather Little was absent.

Student Board Members Eugene Kruger (EJSHS) and Tabitha Kim (AHS) were present. Lianna Lau (ASTI) 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:

This evening during Closed Session, the Board voted 3-0-1 to allow Board Vice President LaLonde to participate in the meeting remotely. The Board also voted 4-0-1 to authorize Timothy Erwin, Assistant Superintendent of Human Resources, to issue notices of release to temporary Certificated employees effective June 6, 2025.

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

There were no modifications to the agenda.

**C. APPROVAL OF MINUTES**

The minutes from the February 11, 2025 Board meeting were not ready by the posting deadline.

*Motion to move the approval of the minutes from the February 11, 2025 Board of Education meeting to the April 15, 2025 meeting.*

**MOTION:** Member Lym

**SECONDED:** Member Hall

**ROLL CALL VOTE:**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Student Board Members Kim and Kruger

**NOES:**

**ABSENT:** Student Board Member Lau

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

**D. COMMUNICATIONS**

1. Public Comments on Non-Agenda Items:

*David Reed, parent of AUSD student:* Mr. Reed recounted how an AUSD substitute teacher told his trans non-binary child there were only two genders, and if you weren't a boy or a girl, you must be a dog or a cat. Mr. Reed thanked the Board and staff for the decisive response shown to this incident.

Mr. Reed mentioned two recent bills that seek to attack the existence of trans people and anyone who supports or loves them. Mr. Reed stated he deeply appreciates all the work that has been done, particularly by the LGBTQ liaison.

Mr. Reed reminded the Board of how much there is left to do and how much harder it may become to do it. He stated his hope is that this Board and the District will reaffirm their support for trans rights and pledge to protect all students in this District, especially those the state may not deem worthy of such protection.

*Jessica Downs, AUSD teacher:* Ms. Downs stated she appreciates the support the Superintendent gives staff when he informs them of happenings and changes within the government and how AUSD is responding to these changes.

Ms. Downs stated as educators, and as we move through these rapidly changing times, we need to continue that support to ensure we continually place our students at the forefront of our minds.

Ms. Downs stated the District can help ensure our students get high quality teachers and paraeducator support, and that caseloads are manageable, so all students get the individual education plan they need to thrive.

*Ryan Brazil, AUSD teacher:* Ms. Brazil stated she is in her eighth year of the teaching and seventh time addressing the Board. Ms. Brazil shared ongoing personal and professional challenges, including financial hardship and balancing parenting with lesson planning. Despite these difficulties, Ms. Brazil remains committed to her students and passionate about their work.

Ms. Brazil explained that students are engaged in "passion projects," right now, choosing topics that excite them—ranging from writing comedy routines, coding video games, composing music, to making stop-motion films and cookbooks. Even students who typically struggle with focus are highly motivated to work on these projects.

Ms. Brazil described a strong sense of community and creativity among both students and staff at Love Elementary and she asked the Board to help teachers and student thrive by making budget decisions that will help teachers.

*Allison Goldberg, AUSD teacher:* Ms. Goldberg teaches government and politics, and she emphasized the importance of keeping students media literate and civically engaged, especially in today's climate. Ms. Goldberg shared concerns about the district's financial priorities, specifically the declining proportion of the budget allocated to educator wages.

Ms. Goldberg stated the district's financial reserves have grown significantly, a large portion of funds is not being directed toward staff, including teachers, support staff, and custodians who maintain a safe and clean learning environment.

Ms. Goldberg stated AUSD's reserves reportedly make up about a third of its total budget, which is significantly higher than comparable districts like Castro Valley and Pleasanton. Those districts maintain lower reserve percentages and offer higher teacher pay, contributing to better teacher retention.

Ms. Goldberg criticized the trend of Alameda serving as a training ground for new teachers who then leave for better-paying districts, arguing that this turnover harms students and weakens the community.

*Paizley Spencer, AUSD teacher-librarian:* Ms. Spencer raised concerns about the district's large financial reserves while school libraries, particularly at the middle school level, remain under-resourced. The absence of middle school librarians was described as a significant loss, especially for students from LGBTQ+, BIPOC, and other underrepresented communities who benefit from inclusive library materials and the guidance libraries provide.

School libraries play a key role in teaching digital citizenship, research skills, and fostering a love of reading—critical tools for developing informed, thoughtful future leaders. Increased funding for libraries would not only expand access to diverse books but also allow for more meaningful student support through teacher librarians.

Ms. Spencer advocated for hiring additional teacher librarians to ensure all students feel represented and supported. Libraries were portrayed as essential spaces where students can find a sense of belonging and connect with trusted adults beyond the classroom

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 highlighted the importance of prioritizing what benefits students most, referencing recent positive reports from school sites such as Maya Lin and Love Elementary. These improvements were attributed to leveraging a greater number of adults to work directly with students, which fosters stronger relationships and contributes to student success. The speaker emphasized that maintaining consistency by retaining staff is essential.

Ms. Zenk stated voices included the need for smaller class sizes, particularly in physical education, more special education teachers and paraprofessionals, and fully staffed special education programs with manageable caseloads. They also stressed the importance of creating comfortable learning environments, ensuring staff feel financially secure, and increasing the retention of experienced teachers. The overall message focused on sustainable staffing and programming as critical to supporting student achievement and well-being.

4. Report from PTA Council:

Cynthia Park, Vice President of Diversity, Equity, and Inclusion for the PTA Council shared an update from the recent Stop the Hate Community Forum: The event was organized by Caroline Broussard (Alameda Mosaic), Elizabeth Tran Wong (Aceved), and Evelyn Long (PTAC), with support from Shamar Edwards and the AUSD Office of Equity.

Love Elementary Principal Tina Lagdaman hosted the forum, and PTAC provided food.

The goal was to create a meaningful, in-person space for community dialogue on bullying and hate speech, beyond just sharing resources.

Key Themes and Family Feedback:

- Families discussed topics actively addressed at home, including:
- Diversity and inclusion
- American history
- Racism, misogyny, and antisemitism

Next Steps:

A follow-up forum is scheduled for May 15 at Lincoln Middle School, aimed at engaging families who couldn't attend the initial event due to a scheduling conflict.

Appreciation and Continued Engagement:

- Gratitude was expressed to Board Member Jennifer Williams, Superintendent Scuderi, and Board Vice President Ryan LaLonde for attending the forum and listening to community voices.
- A call was made for continued communication (e.g., via ParentSquare) and more shared spaces for connection and healing around these issues.

PTAC Leadership Opportunities:

- PTAC is currently seeking volunteers for two open positions:
- Parliamentarian
- Vice President of Advocacy, Equity, and Inclusion (a merged role)

5. Board Members' Report:

*Board Vice President Ryan LaLonde:* Board Vice President LaLonde shared that he was participating in the meeting remotely due to being out of state dealing with an issue on his family's farm.

Vice President LaLonde also thanked Board President Lim for the opportunity to participate in the Kiwanis Hope for America Awards, which honored outstanding eighth-grade students from across the island, including four from AUSD middle schools. Board Vice President LaLonde also recognized the Encinal DECA program for its most successful season to date.

Vice President LaLonde announced that AUSD received a top-10 ranking from Equality California for its policies supporting LGBTQ+ students, but he emphasized that strong policy must be matched by supportive school culture. Vice President LaLonde stated that while he was very proud of the progress made, continued work is needed to ensure inclusive, safe environments across all campuses.

*Board Member Meleah Hall:* Board Member Hall recognized AUSD teacher Paisley Spencer for being one of only six individuals nominated to the California Young Reader Medal Committee.

Board Member Hall shared a personal story about the lasting impact educators can have, highlighting how former Washington Governor Booth Gardner once supported a student in need—Jimi Hendrix's younger brother—by buying him track shoes. Board Member Hall's remarks concluded with appreciation for educators and coaches whose small acts of kindness can leave a lasting legacy.

*Board President Gary Lym:* Board President Lym thanked Student Board Members Eugene Kruger, Lianna Lau, and Tabitha Kim for meeting with him last week. He was grateful for the opportunity to sit down and discuss the Student Board Members' values and their perspective of AUSD.

Board President Lym closed his remarks by thanking faculty members at Franklin and Paden Elementary Schools for invitations to visit their sites.

*Board Member Jennifer Williams:* Board Member Williams expressed deep gratitude to AUSD teachers and staff for their dedication, emphasizing the profound impact they've had on students and families, including their own.

Board Member Williams highlighted the district's ongoing commitment to equity and safety for all students, referencing past resolutions in support of immigrant families and LGBTQ+ youth.

Board Member Williams shared her appreciation to a community member for their courageous remarks during the meeting. Board Member Williams reaffirmed the Board's steadfast and unapologetic support for creating an inclusive and respectful learning environment.

Board Member Williams closed her remarks with a strong affirmation of the Board's dedication to ensuring all students thrive in AUSD.

6. Superintendent's Report:

Superintendent Scuderi acknowledged the presence and voices of staff, emphasizing that while negotiations may place individuals on opposite sides of the table, everyone ultimately faces shared challenges and constraints.

Superintendent Scuderi expressed openness to feedback about the district's cautious financial approach and stressed the importance of transparency and mutual understanding, even when complete agreement isn't possible.

Superintendent Scuderi reaffirmed the irreplaceable value of teachers and committed to approaching the coming months with transparency, openness, and a willingness to be as creative as possible within real fiscal limitations.

7. Student Board Member Report:

*Student Board Member Tabitha Kim (AHS):* Student Board Member Tabitha Kim expressed deep appreciation for the teachers present, recognizing their roles not only as educators but as mentors, and affirming that students truly value their dedication and student-first approach. She emphasized that, despite how students may sometimes appear, their hard work is seen and appreciated. She also provided updates from Alameda High School, including the ongoing student board member election, spirit week events, a student-teacher kickball game, a school-wide talent show, a senior breakfast, and a Women's History Workshop focused on women in educational mentorship.

*Student Board Member Eugene Kruger (EJSHS):* Student Board Member Eugene Kruger reported that spring sports at Encinal are going well, with the track and field team achieving top rankings in long jump and high jump.

Student Board Member Kruger stated Encinal recently held a successful performing arts assembly and concluded a well-attended school musical. The school's DECA program is excelling, sending 14 students to the international career development conference in Orlando. Additional highlights included a March Madness spirit week and basketball game, and participation in the national Us Versus Hate competition, with 140 student art submissions promoting inclusion. Student Board Member Kruger concluded his report by previewing an upcoming presentation on the AVID program, praising its value.

**E. ADOPTION OF THE CONSENT CALENDAR**

- 1) Certificated Personnel Actions
- 2) Classified Personnel Actions
- 3) Approval and Acceptance of Donations
- 4) Approval of 2024-25 Consolidated Application Winter Reporting
- 5) Approval of AUSD's Comprehensive School Safety Plans (CSSP)
- 6) Approval of Bid Award for Invitation to Bid (ITB) #025-077-01  
Industrial Arts Building Roof Repairs at Alameda High School
- 7) Approval of Bid Award for Invitation to Bid (ITB) #025-077-02  
Various Sites Roof Repairs (Edison ES, Paden ES, and Lincoln MS)
- 8) Approval of Bid Award for Invitation to Bid (ITB) #025-077-03  
District Office Roof Restoration
- 9) Approval of Bill Warrants and Payroll Registers
- 10) Approval of Facilities Bond Measure I and Measure B Contracts  
(Standing Item)
- 11) Approval of Individual Service Agreements (ISAs) with Non-Public  
Schools and Non-Public Agencies

- 12) Approval of Out-of-State Field Trip Request: Students from EJSHS's Marketing CTE Pathway to DECA International Career Development Conference in Orlando, Florida
- 13) Proclamation: Adult Education Week - April 6-12, 2025
- 14) Proclamation: Cesar Chavez Day - March 31, 2025
- 15) Proclamation: Dolores Huerta Day - April 10, 2025
- 16) Ratification of Contracts Executed Pursuant to Board Policy 3300
- 17) Resolution No. 2024-2025.60 Approval of Budget Transfers, Increases, Decreases
- 18) Resolution No. 2024-2025.61 Authorization to Dispose of Surplus Property

Public Comments:

*Joy Chua, Principal of Alameda Adult School:* Adult School Principal Joy Chua highlighted that April 6th marks Adult Education Week and emphasized the importance of Alameda Adult School's services during challenging times. The school serves over 800 students annually, primarily English as a Second Language (ESL) learners and adults pursuing high school diplomas or equivalency. She invited two dedicated ESL students to speak to the board about their experiences, noting their commitment to attending classes in the morning or evening. Principal Chua expressed deep admiration for the students and pride in the impact of adult education.

*Maria Mata, Student from Alameda Adult School:* Ms. Mata shared that she is from Mexico, and she shared her gratitude for the opportunity to learn English at Alameda Adult School. Ms. Mata emphasized that learning English has improved her ability to communicate with her family and children, and has opened up better work opportunities. Despite initial doubts about returning to school, Ms. Mata now feels safe, supported, and encouraged by the teachers and community. She expressed appreciation for the school and encouraged others without jobs or direction to consider adult education as a positive step forward.  
Motion to adopt the Consent Calendar.

*Marina Barrios, Student from Alameda Adult School:* Marina Barrios, originally from El Salvador, shared how attending Alameda Adult School has significantly helped her improve her English skills and overcome the fear of making pronunciation mistakes. She emphasized the importance of learning a new language to unlock workplace opportunities and personal growth. Her experience at the school has supported her professional development and boosted her confidence. She expressed a strong desire to continue her education and give back to the country that has provided her with these opportunities

**MOTION:** Member Lym

**SECONDED:** Student Member Kruger

**ROLL CALL VOTE:**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Student Board Members Kim and Kruger

**NOES:**



**ABSENT:** Student Board Member Lau

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

**F. GENERAL BUSINESS**

1. Update on AVID Featuring Ruby Bridges Elementary, Wood Middle School, and Encinal Jr. & Sr. High School

Vernon Walton, Ed.D., Director of Secondary Education presented the Board of Education with an update on AVID Featuring Ruby Bridges Elementary, Wood Middle School, and Encinal Jr. & Sr. High School.

Dr. Vernon Walton provided an overview of the AVID (Advancement Via Individual Determination) program, highlighting its presence in over 7,000 schools and its impact on more than 2 million students globally. AVID is designed to close opportunity gaps by encouraging students to enroll in rigorous academic courses, improving college readiness and persistence. The program emphasizes skills like inquiry, note-taking, collaboration, and critical thinking, particularly through peer tutorials that support academic and executive functioning. In Alameda Unified, AVID is in its third year, currently implemented at Ruby Bridges, Wood Middle, and Encinal Junior/Senior High, with plans to expand from grades 4 through 12 next year.

The framework of AVID is supported by WICOR (Writing, Inquiry, Collaboration, Organization, and Reading), which helps students develop essential thinking and communication skills across all grade levels.

2. Update from the Office of Equity

Shamar Edwards, Senior Director of Equity, African American and Multi-Ethnic Student Achievement. Ms. Edwards presentation opened with a guiding quote emphasizing the dual responsibility of equity-focused leadership: to confront and dismantle inequities while also energizing and empowering communities. The Office of Equity values representation and humility, recognizing that people are at different points in their equity journey. Equity is described as an action, not just a concept, and the team is actively engaging in meaningful work. The driving force behind these efforts is a commitment to students and families who have historically been underserved in Alameda.

Highlights included mentoring and advising programs at several school sites, including Maya Lin, Ruby Bridges, Junior Jets, and Wood Middle School. Staff work with caseloads of up to 20 students, offering guidance and support to foster student success. A featured program, Black Math Genius at Ruby Bridges, exemplifies this approach by providing targeted math support to students, growing from an initial cohort of 10 to now serving 30 students. The enthusiasm among participants reflects the program's impact and the dedication of the mentors.

At Wood Middle School, the focus included engaging students through culturally relevant programming such as a Black History Month slideshow contest and an annual tabling event hosted by the Black Student Union. Students also selected and ordered books by Black authors, contributing to a more inclusive school library. While successes were celebrated, challenges such as student attendance and chronic absenteeism were acknowledged. The school community remains committed to addressing these issues and continuing collective progress.

3. Parcel Tax Program Annual Reports for 2023-2024

On November 8, 2016, Alameda voters approved Measure B1, with 74.25% voting yes. This parcel tax will generate approximately \$12 million until it sunsets in 2025. It extended the former Measure A (passed in 2011).

On March 3, 2020, Alameda voters approved Measure A, with 67.1% voting yes. This parcel tax will generate approximately \$10 million per year until it sunsets in 2025.

To ensure public accountability and fiscal transparency, both measures provide for an Oversight Committee to "review District compliance with the terms of this Measure." In October 2020, the Board of Education approved combining the two oversight committees into one, unified "Parcel Tax Oversight Committee" to streamline review of and reporting on the district's overall parcel tax program.

During the 2023-24 parcel tax program, the Committee met with AUSD staff four times in public meetings to review the District's compliance with the terms of Measure B1 and Measure A. All meetings of the Committee were open to the public and complied with open meeting laws as set forth under the Brown Act. Agendas were posted at least 72 hours before each meeting.

This item is a presentation of the AUSD Parcel Tax Program Annual Staff and Oversight Committee Reports for 2023-24 fiscal year.

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

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.

Lee Odom, President of California School Employee Association, Chapter 860 (CSEA 860) 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.

CSEA 860 President Lee Odom read the articles that were attached to the agenda item.

Public Hearing Opened: 8:49pm

No Public Comments

Public Hearing Closed: 8:50pm

5. Approval of 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 people 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, 2024 and expires on June 30, 2025.

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

**MOTION:** Member Lym

**SECONDED:** Member Hall

**ROLL CALL VOTE:**

**STUDENT BOARD MEMBER VOTES**

**AYES:** Student Board Members Kim and Kruger

**NOES:**

**ABSENT:** Student Board Member Lau

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

**G. ADJOURNMENT** – Board Member Jennifer Williams adjourned the meeting at 8:52pm.

Respectively Submitted,

Kerri Lonergan  
Senior Executive Assistant  
Alameda Unified School District

