

BOARD OF EDUCATION MEETING
December 9, 2025
Regular Meeting of the Board of Education
Alameda City Hall
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:
There were no public comments on Closed Session topics
2. Adjourn to Closed Session:
Student Discipline Matters (Student Suspension, Expulsion, or Readmittance) – Education Code § 48918; Government Code § 35146.
Five (5) Cases:
 - 1) Student ID #88823
 - 2) Student ID #93944
 - 3) Student ID #99316
 - 4) Student ID #102404
 - 5) Student ID #104600
3. Reconvene to Public Session – 6:30pm
The Board reconvened to Public Session in Council Chambers at 6:30pm
4. Call to Order /Pledge of Allegiance
Board Member Jennifer Williams called the meeting to order and 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 Carrie Hahnel.

Student Board Members Ruth Woldesemayat (Alameda High) Roan Byrne Sarno (ASTI), and Donovan Smith (Encinal Jr. & Sr. High) were present.

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; and Senior Executive Assistant to the Superintendent, Kerri Lonergan.

6. Closed Session Action Report:

In Closed Session, the Board was given information to consider the readmission for students: 93944, 88823, 104600, 102404, and 99316.

These students had previously been expelled in accordance with Education Code Section 35146, as well as district policy, the Board has reviewed the recommendations and supporting documentation.

The Board took action in open session, voting separately for each student:

Student ID #93944: The recommendation is to approve the readmission of this student effective January 5, 2026 pursuant to Education Code Section 35146.

Motion to readmit Student #93944 effective January 5, 2026, pursuant to Education Code Section 35146.

MOTION: Member Little

SECONDED: Member LaLonde

BOARD MEMBER VOTES

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

NOES:

MOTION APPROVED

Student ID #88823: The recommendation is to approve the readmission of this student, under a stipulated suspended expulsion, effective January 5, 2026 pursuant to Education Code Section 35146.

Motion to readmit Student #88823 under a stipulated suspended expulsion agreement effective January 5, 2026, pursuant to Education Code Section 35146.

MOTION: Member LaLonde

SECONDED: Member Hahnel

BOARD MEMBER VOTES

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

NOES:

MOTION APPROVED

Student ID #10460: The recommendation is to approve the readmission of this student, under a stipulated suspended expulsion, effective January 5, 2026, pursuant to Education Code Section 35146.

In addition, the Board is recommending the following amendments to this student's rehabilitation plan: That this student be required to complete 20 hours of successful attendance in an individual counseling program.

Motion to readmit Student #10460 under a stipulated suspended expulsion agreement effective January 5, 2026, pursuant to Education Code Section 35146. The student will also be required to complete 20 hours of successful attendance in an individual counseling program

MOTION: Member LaLonde

SECONDED: Member Lym

BOARD MEMBER VOTES

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

NOES:

MOTION APPROVED

Student ID #102404: The recommendation is to approve the readmission of this student, under a stipulated suspended expulsion, effective January 5, 2026, pursuant to Education Code Section 35146.

In addition, the Board is recommending the following amendments to this student's rehabilitation plan: That this student be required to complete 20 hours of successful attendance in an individual counseling program.

Motion to readmit Student #102404 under a stipulated suspended expulsion agreement effective January 5, 2026, pursuant to Education Code Section 35146. The student will also be required to complete 20 hours of successful attendance in an individual counseling program

MOTION: Member Hahnel

SECONDED: Member Lym

BOARD MEMBER VOTES

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

NOES:

MOTION APPROVED

Student ID #99316: The recommendation is to deny the readmission of the student and continue the placement in the current alternative educational program through June 30, 2026, pursuant to Education Code Section 35146.

In addition, pursuant to California Education Code Section 4837 subdivision C the student has not met the conditions of the rehabilitation plan and continues to pose a danger to campus safety or to other pupils or employees of the school district.

Motion to deny the readmission of the student and continue the placement in the current alternative educational program through June 30, 2026, pursuant to Education Code Section 35146. Student will also adhere to the counseling requirements listed in the IEP.

MOTION: Member Lym

SECONDED: Member Little

BOARD MEMBER VOTES

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

NOES:

MOTION APPROVED

B. MODIFICATION(S) OF THE AGENDA:

There were no modifications to the agenda.

C. COMMUNICATIONS

1. Public Comments on Non-Agenda Items:

Asia Day (Teacher, Maya Lin) highlighted educator compensation concerns and significant parking challenges at the school site.

Tara Yudenfreund (Teacher, Maya Lin) emphasized the financial and time burden caused by parking shortages and ticketing.

Caephren McKenna (Teacher, Otis Elementary) addressed compensation disparities, concerns about district fiscal priorities, and comparisons between superintendent and teacher raises.

Corey Spells (Teacher, Maya Lin and Parent) advocated for competitive salaries to retain educators and support student stability.

Kevin Considine (Special Education Teacher) described overwhelming SPED caseloads, paperwork burdens, and the impact on retention.

Ron Parodi (Teacher, Encinal Jr. & Sr. High) presented comparative financial data between Alameda USD and San Leandro USD, noting differences in compensation spending and reserves.

Susan Marks (Parent) expressed strong support for teachers, emphasizing the importance of retention and competitive compensation for student well being.

Rodney Pierre Antoine (Teacher, Wood Middle School) spoke about teacher turnover, the importance of PBIS, and the need for salaries that reflect educators' value and support retention.

2. Written Correspondence:

The Board received one email regarding General Business Item #3 – The swearing in of Board President Ryan LaLonde, and nine (9) emails regarding Consent Calendar item number 6 the Approval of Facilities Bond Measure I and Measure B Contracts specifically Project Addendum No. 2101.5 regarding the tennis courts at Alameda High School.

3. Report from Employee Organizations:

Alameda Education Association: Judy Ganley, President and Veronica Huntsberry, Vice President:

Ms. Ganley reported participating in the United Teachers of Richmond strike and expressed confidence in their progress. She affirmed respect for Superintendent Scuderi's leadership while emphasizing that educators, paraprofessionals, and custodians also deserve competitive compensation.

- Ms. Ganley presented historical data showing increases in the district's ending fund balance from 2019–2025.

- She compared Alameda’s compensation spending to San Leandro Unified, noting that Alameda lags behind.
- She expressed confidence that the district and union would reach a resolution

Ms. Huntsberry expressed concerns about the district’s reliance on contracted service providers, noting that contractors are costly and do not build long-term relationships with students. She urged the district to reduce contractor spending and increase salaries to attract and retain qualified educators, particularly for vulnerable student populations

4. Report from PTA Council:

No report given.

5. Board Members' Report:

Board President Gary Lym: Board President Gary Lym reflected on a CSBA conference quote about students being “seen but not really seen.” He shared an impactful encounter with a young autistic man who had experienced instability in foster care, homelessness, and lack of educational support. Board President Lym highlighted the importance of understanding the challenges faced by foster youth and expressed a commitment to learning more about the foster care system to better support students.

Board Vice President Ryan LaLonde: Board Vice President LaLonde welcomed new Board Member Carrie Hahnel, and he noted the value of attending the CSBA conference as a unified Board. Board Vice President LaLonde reported attending the first CSBA workshop focused on LGBTQ student support, expressing concern about limited representation of LGBTQ students and educators. He emphasized the importance of aligning district policies with local values and continuing advocacy for inclusive practices. Board President LaLonde noted productive conversations with neighboring districts, including San Leandro.

Board Clerk Heather Little: Board Clerk Heather Little reflected on recent conversations with AEA leadership, underscoring the importance of partnership and a shared understanding among all stakeholders. She reported that the CSBA conference highlighted significant statewide political shifts, including upcoming elections for governor, state superintendent, and legislative seats, and emphasized the critical need for statewide advocacy to increase public education funding, noting that many local conflicts are rooted in insufficient state investment. She also highlighted Alameda’s reliance on parcel tax revenue and the likelihood of future renewal or expansion efforts, and encouraged continued unity among the board, district staff, and educators, emphasizing that the district’s strength lies in collaboration and shared values.

Board Member Carrie Hahnel: Board Member Carrie Hahnel reported on CSBA sessions focused on funding inequities, particularly the disparities between basic aid districts and LCFF-funded districts like Alameda. She described Alameda as a “donut hole district,” lacking both the high poverty levels needed to qualify for concentration grants and the excess local wealth of basic aid districts. She noted that statewide fiscal pressures — including rising operational costs, volatile revenue tied to the stock market, and political

uncertainty — impact all districts and cautioned that future state funding may increasingly take the form of one-time categorical programs rather than ongoing increases. She emphasized the importance of both local and statewide advocacy to secure sustainable funding for teacher compensation and student services.

Board Member Jennifer Williams: Board Member Jennifer Williams shared positive feedback from parents in the water polo community, recognizing the exceptional coaching and long-standing dedication of Encinal High School water polo coaches Kyle Baldi and Lani Molina. She highlighted their many years of service, their work with both JV and varsity teams for boys and girls, and their efforts to organize weekend tournaments that expand opportunities for student-athletes throughout the Bay Area, as well as the meaningful nature of Encinal High’s Water Polo Senior Night.

She expressed appreciation for the hardworking AUSD staff and teachers who contribute to making the district a stable and valued community asset, and specifically thanked Sarah Noble for meeting regularly and Judy Ganley for maintaining open lines of communication as the district works collectively toward a new labor contract. She also acknowledged the contributions of educators at Alameda High School, expressed gratitude for the support and service of her fellow Board members, congratulated incoming Board President Ryan LaLonde, and she extended holiday well wishes to staff and colleagues.

6. Superintendent’s Report:

Superintendent Scuderi thanked staff for attending and acknowledged the difficulty of ongoing negotiations. He emphasized that employees deserve more and that the district must continue examining its budget to identify opportunities for reprioritization. He reiterated that successful negotiations require outcomes that feel fair to all parties and committed to maintaining respect, creativity, and long-term responsibility throughout the process.

7. Student Board Member Reports:

Roan Byrne Sarno (ASTI): Updates included the annual ASTI Bowl, Fall Awards Night, multiple student fundraisers, and preparations for Peralta and ASTI finals.

Ruth Woldesemayat (Alameda High): Students participated in study halls, Winter Spirit Week, a door decorating competition, and a winter assembly. A winter fair was scheduled, and a canned food drive collected over 600 items.

Donovan Smith (Encinal Jr. & Sr. High): Leadership and band students visited a senior center for holiday activities. Donation drives continued, finals were scheduled for the coming week, and construction at Central and 3rd was nearing completion, with a ribbon-cutting planned for January 9, 2026.

D. ADOPTION OF THE CONSENT CALENDAR

- 1) Certificated Personnel Actions
- 2) Classified Personnel Actions
- 3) Approval and Acceptance of Donations
- 4) Approval of Appointment of North Region SELPA Community Advisory Committee (CAC) Representative for AUSD
- 5) Approval of Bill Warrants and Payroll Registers
- 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) Ratification of Contracts Executed Pursuant to Board Policy 3300
- 9) Resolution No. 2025-2026.20 Approval of Budget Transfers, Increases, Decreases
- 10) Resolution No. 2025-2026.21 Entitling District Volunteers to Workers' Compensation Benefits
- 11) Resolution No. 2025-2026.22 Authorization to Dispose of Surplus Property
- 12) Resolution No. 2025-2026. 23 Approval of Notice of Completion: Alameda High School Industrial Arts Building Roof Repairs Project
- 13) Resolution No. 2025-2026.24 Appointment of Board Secretary
- 14) Resolution No. 2025-2026.25 Annual Signature Card for AUSD Board of Education Trustees

Public Comment:

Pam Lau, AUSD Parent: Ms. Lau spoke regarding the Alameda High School tennis court resurfacing project, urging attention to USTA standard dimensions and court orientation for safety.

Motion to adopt the Consent Calendar.

MOTION: Member Lym

SECONDED: Member Little

STUDENT BOARD MEMBER VOTES

AYES: Members Byrne Sarno, Smith, and Woldeesemayat

NOES:

ABSENT:

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

Prior to the start of the General Business portion of the meeting, Student Board Members Smith and Woldesemayat left the meeting to study for final exams.

E. GENERAL BUSINESS

1. Approval of First Interim Budget and Approval of Resolution No. 2025-2026.26 Designating Certain General Funds as Committed Fund Balance

Assistant Superintendent of Business Services, Shariq Khan, presented the First Interim Budget. The presentation covered updated revenue assumptions, multi-year projections, staffing trends, special education expenditures, and statewide fiscal conditions.

The district recommended a positive certification, indicating it can meet its financial obligations for the current and subsequent two years.

Key themes included:

- Enrollment increased by 50 students, generating approximately \$500,000 in additional revenue.
- The district anticipates a declining COLA, which may reduce revenue by roughly \$800,000 over three years.
- The district continues a planned seven-year drawdown of one-time funds used to support last year's compensation agreement.
- Staffing levels have increased significantly since pre-COVID years, particularly in special education.
- COVID era one-time funds temporarily increased the ending fund balance, but many associated programs will sunset unless new funding is identified.
- The district maintains reserves consistent with county averages and significantly healthier than districts currently in fiscal distress.

Public Comment:

Ron Parodi (Teacher, Encinal Jr. & Sr. High) Mr. Parodi raised concerns about large fluctuations in the district's projected ending fund balance between the September unaudited actuals and the First Interim Budget, noting that estimates for 2027–28 shifted from about \$6 million to as much as \$24 million. He stated that such changes create confusion for the public and employees and emphasized the need for greater transparency and clarity in financial projections.

Motion to Approve the First Interim Budget and Resolution No. 2025-2026.26 Designating Certain General Funds as Committed Fund Balance.

MOTION: Member Lym

SECONDED: Student Member Byrne-Sarno

STUDENT BOARD MEMBER VOTES

AYES: Member Byrne Sarno

NOES:

ABSENT: Members Smith and Woldesemayat

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

2. Recognition of Outgoing Board President, Acknowledgement of Incoming Board President and Vice President, and Election of Board Clerk

The Board has designated today's meeting as the annual organizational meeting required by section 35143 of the Education Code. Section 35143 states that the Board shall elect officers at its annual organizational meeting. One such officer is the Board Clerk.

Board Bylaw 9123 states that the duties of the Clerk shall be to:

- Certify or attest to actions taken by the Board when required.
- Maintain such other records or reports as required by law.
- Sign documents on behalf of the district as directed by the Board.
- Serve as presiding officer in the absence of the President and Vice President.
- Notify Board members and members-elect of the date and time for the annual organizational meeting.
- Perform any other duties assigned by the Board.

Outgoing Board President Gary Lym reflected on his term by expressing gratitude to fellow trustees, district staff, and his family. He acknowledged the support he received while balancing board service with significant caregiving responsibilities, recognized individual board members and staff for their professionalism, compassion, and partnership, and emphasized the importance of teamwork, shared purpose, and a collective commitment to students and the community. He also offered personal thanks to his son for his emotional support during challenging times.

Board members and the Superintendent collectively offered remarks recognizing Outgoing President Gary Lym's leadership and service. They highlighted the demanding nature of the presidency and praised his humility, collaborative approach, and willingness to seek support when needed. They also commended his long-standing advocacy for youth, particularly in advancing college and career pathways, and noted the strong leadership culture he helped foster on the board.

The Board and Superintendent further acknowledged his steady commitment to students and staff, expressed appreciation for his partnership, and recognized his empathy and positive impact on students. They also expressed gratitude for his consistent focus on student well-being, fiscal responsibility, and equity.

Following recognition, the Board proceeded with officer transitions:

- Ryan Lalonde assumed the role of Board President.

- Heather Little assumed the role of Board Vice President.

Motion to nominate Jennifer Williams as Board Clerk.

MOTION: Member Little

SECONDED: Member Lym

STUDENT BOARD MEMBER VOTES

AYES: Member Byrne Sarno

NOES:

ABSENT: Members Smith and Woldesemayat

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

The Board reaffirmed its tradition of allowing new trustees to spend their first-year learning board processes before entering the officer rotation.

3. Swearing in of Board President Ryan LaLonde
Superintendent Scuderi performed the swearing in of Board President Ryan LaLonde. Board President LaLonde's family joined him for this honor.
4. Discussion and Approval of 2026 Board Committee Assignments and Appointment of Board Representatives to Non-AUSD Committees
Each year during the Board's annual organization meeting and in accordance with Board Bylaw 9130: Board Committees and Board Bylaw 9140: Board Representatives, the Board assigns members to its standing committees and assigns representatives to other public agencies or organizations.

Motion to approve Board Subcommittee and Committee assignments as shown in table.

MOTION: Member Lym

SECONDED: Member Little

STUDENT BOARD MEMBER VOTES

AYES: Member Byrne Sarno

NOES:

ABSENT: Members Smith and Woldesemayat

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

Board Committee	Purpose	Board Members for 2026
<i>City/School Joint Subcommittee</i>	Informational discussions facilitated by the Mayor/City Manager and Board President/ Superintendent on areas of mutual interest	Heather Little Carrie Hahnel Roan Byrne Sarno*
<i>Wellness Advisory Council</i>	Responsible for implementation of Wellness Policy through outreach to sites and eventual development of Wellness site councils	Heather Little Jennifer Williams
<i>Board Policy Subcommittee</i>	Reviews recommended changes to Board Policies	Ryan LaLonde Carrie Hahnel
<i>AUSD/Peralta Joint Subcommittee</i>	Informational discussions facilitated by AUSD Superintendent and Board and Peralta Community College Trustee(s) on areas of mutual interest	Jennifer Williams Gary K. Lym Roan Byrne Sarno*
<i>Diversity, Equity, and Inclusion Workgroup</i>	<i>For 2026, this subcommittee has merged with the Board Policy Subcommittee</i>	

Non-AUSD Committee	Purpose	Board Members for 2026
<i>Alameda County School Boards Association</i>	Alameda County School Board members' networking and information sharing	Ryan LaLonde Jennifer Williams (alt)
<i>Alameda Collaborative for Children, Youth, and Families</i>	Joint committee of the City, County, and District focused on improving opportunities for Alameda youth	Ryan LaLonde
<i>Redevelopment Successor Agency Oversight Board</i>	The Redevelopment Oversight Board shall meet with the City of Alameda in its capacity as Successor Agency of the City.	Gary K. Lym

5. Approval of Schedule of Regular Board of Education Meetings for 2026

The Board's regular schedule of meetings is the second and fourth Tuesday of every month with the exception of July (no Board meetings scheduled). At times, there will be other months when the Board will have just one meeting or a meeting on a day that doesn't fall on the second or fourth Tuesday due to religious holidays, school breaks, or federal and state holidays.

The Board's regular meeting calendar typically includes 20 meetings.

For 2026, the Board will choose between Option 1, which has 20 regular meetings, and Option 2 which has 19 regular meetings. Any meetings outside the typical schedule have been noted on both attachments.

If there are additional meetings needed, the Board President and Superintendent can work with staff to agendize a Special Board Meeting.

Motion to approve Calendar Option #2 for the Schedule of Regular Board of Education Meetings for 2026.

MOTION: Member Lym

SECONDED: Member Little

STUDENT BOARD MEMBER VOTES

AYES: Member Byrne Sarno

NOES:

ABSENT: Members Smith and Woldesemayat

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

ADJOURNMENT – Board Member Jennifer Williams adjourned the meeting at 8:54pm in honor of former Board Member David Forbes, and Food and Nutrition Services staff member Eliodoro Garcia. Both members of the AUSD family passed away in November.

Former Board Member, David Forbes was educated in England and moved to Alameda in the late 1980's. He soon became involved in Alameda schools, serving as Edison PTA president and then as Alameda PTA Council President. While the PTA president at Edison, he started a partnership between Edison and the then Miller School to share PTA resources and fundraising events. This notion was new for the time and proved to be a mutually beneficial partnership for families, staff, and students alike. Mr. Forbes served on several local parcel tax committees, including chairing the successful Bond Measure in 2004. He was also heavily involved in a lawsuit several AUSD families filed to try to fix the way California schools are funded.

He was elected to the AUSD Board of Education from 2004-2008 and served as its president in 2007. He has been involved in the sailing industry for many years, and

led a nationally recognized sailing & powerboat school on San Francisco Bay. He has served on the Board of Girl's Inc. of the Island City and was a co-founder of the Alameda Community Sailing Center. He also recently served as the Board President of the Academy of Alameda.

Mr. Forbes was always a gentleman, and if you were lucky to know him well, he had a hilarious and very dry sense of humor. He is survived by his wife and children, and will be missed greatly by all who knew him.

Also last month, AUSD lost a dear friend and colleague, Mr. Eliodoro Garcia, who passed away after a courageous battle with cancer. For those who had the privilege of knowing and working with him, you know how much joy he brought to everyone around him. His infectious laugh, warm spirit, and unwavering "can-do" attitude made every day brighter.

For those who did not have the chance to know him, Mr. Garcia served as AUSD's Lead Cook at the Wood kitchen for the past 11 years, helping to provide meals to our students not only for Wood Middle School, but also for all of our elementary sites and several catered accounts. Mr. Garcia was one of the hardest-working individuals our district has ever had, and he will be deeply missed.

A moment of silence was held for David Forbes and Eliodoro Garcia.

Respectively Submitted,

Kerri Lonergan
Senior Executive Assistant
Alameda Unified School District

