

BOARD OF EDUCATION MEETING
January 13, 2026
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:

Board Members met privately in Conference Room 361 in City Hall for Closed Session. Agenda items discussed in Closed Session included:

Public Employee Discipline/Dismissal/Release (Gov. Code §54957 (b)(1))
(Request to Appeal Resolution of Complaint Against an Employee) (1 Case):

1) Complaint No. 25-0016

Conference with Labor Negotiators – (Govt. Code, §54957.6, subd. (a))

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 – 6:30pm

The Board reconvened to Public Session in Council Chambers at 6:30pm

4. Call to Order /Pledge of Allegiance

Board President Ryan LaLonde 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 Ryan LaLonde,
Board Vice President Heather Little, Board Clerk Jennifer Williams,
Board Trustee Carrie Hahnel, and Board Trustee Gary K. Lym.

Student Board Members Ruth Woldeemayat (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 voted 5-0 to deny the request to hear the appeal of Complaint 25-0015.

B. MODIFICATION(S) OF THE AGENDA:

There were no modifications to the agenda.

C. APPROVAL OF MINUTES

The minutes from the December 9, 2025 Board of Education meeting were considered for approval.

Motion to approve the minutes from the December 9, 2025 Board of Education meeting.

MOTION: Member Little

SECONDED: Member Williams

STUDENT BOARD MEMBER VOTES

AYES: Members Byrne-Sarno, Smith, and Woldeemayat

NOES:

ABSENT:

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

D. COMMUNICATIONS

1. Public Comments on Non-Agenda Items:

Stephanie Hipps (Teacher, Alameda High School): Spoke as both a teacher and parent, emphasizing that teachers and support staff—not district leadership—most directly impact students’ daily experiences. Called for a budget that truly prioritizes teachers as leaders, noting repeated claims of “no money” alongside large reserves.

Corey Spells (Teacher, Maya Lin School): Described unsustainable workloads and planning demands facing special education teachers, leading to burnout and high turnover. Urged the board to listen to educators rather than management and to meaningfully support special education staffing.

Veronica Rylander (Teacher, Lincoln Middle School): Advocated for authentic listening to educators who work closest to students, stressing that effective decisions require direct engagement at school sites. Argued that ignoring educator needs weakens schools and undermines student success.

Sarah Noble (Teacher, Alameda High School): Asked the board to reprioritize the budget and engage in genuine partnership with educators. Emphasized reinvesting in students by respecting educators and reaching a fair contract.

Crystal Roth-Sepez (Teacher, Alameda High School): Highlighted excessive class sizes and caseloads for special education teachers and the resulting impact on students. Warned that current conditions drive turnover and destabilize student support systems.

Aiden Morris (Teacher, Alameda High School): Reinforced that unmanageable workloads in special education harm students and staff alike. Urged the board to consider the long-term cost of not investing in competitive pay and reasonable caseloads and to accept the AEA proposal.

Amy Frary (Teacher, Lincoln Middle School): Shared that she works multiple jobs to supplement her teaching salary, underscoring financial strain on educators. Asked the board to reinvest in students by supporting the educators and staff who serve them daily.

Meli Mahfouz (Teacher, Encinal Jr. & Sr. High School): Criticized district leadership for repeating long-standing arguments against salary increases despite a significant surplus. Urged teachers to recognize their collective power and called on the district to act on its moral responsibility.

Gabrielle Leparo (Teacher, Otis Elementary): Spoke as both an alumna and current teacher about struggling to afford living in the community she serves. Called for livable wages and affordable healthcare as a reflection of the district's stated values.

Douglas Heim (Teacher, Ruby Bridges Elementary): Shared how personal circumstances, including spousal insurance coverage, make it possible for him to teach in Alameda. Urged the board to invest in teachers so they can afford to remain in the community and continue serving students.

Joanna Katz (Teacher, Paden Elementary): Connected social justice commitments to fair compensation for educators. Cited Dr. Martin Luther King Jr. to argue that supporting labor and unions is essential to achieving equity for students.

Samantha Keys Levine (Special Education Teacher, Love Elementary): Described severe burnout as a speech-language therapist due to overwhelming caseloads and IEP demands. Asked the board to prioritize manageable workloads to retain staff and adequately support students.

Molly Keller (Teacher, Alameda High School): Spoke about the financial insecurity facing early-career teachers, especially regarding healthcare and

family planning. Emphasized that retaining educators requires compensation that allows them to build stable lives in the district.

Jules Brouillet (Teacher, Lincoln Middle School): Outlined concrete budget priorities from a special education perspective, including better pay, reduced reliance on contractors, and stronger leadership. Asserted that educators themselves best understand how to use funds effectively.

Andrew Duncan (Substitute Teacher, AUSD): Spoke as the partner of an Alameda teacher, highlighting the strain of healthcare costs on family planning. Urged increased healthcare funding to retain educators and ensure stable classrooms.

Nicholas Schwartz (Teacher, Alameda High School): Spoke as a general education teacher supporting many students with IEPs, stressing the need for collaboration time and manageable class sizes. Asked the board to approve the contract to improve student outcomes.

Sylvia Gibson (Teacher, Island High School): Reflected on decades of teaching in Alameda and the joy of long-term community impact. Used a metaphor of turning walls into bridges to call for collaboration and fair teacher compensation.

Lyndsey Schlax (Teacher, Lincoln Middle School): Highlighted that paraeducators qualify for food assistance due to low wages, contradicting the district's stated values. Urged the board to support educators and staff if it truly aims to address inequity.

Ryan Brazil (Teacher, Love Elementary): Spoke about the personal sacrifices educators make to advocate for their students and district. Framed the large turnout as hopeful and urged the board to see the moment as an opportunity for meaningful action.

Amy Kesner (Teacher, Lincoln Middle School): Credited AUSD teachers for her children's academic success while detailing the financial sacrifices teachers routinely make. Asked the board to prioritize teacher compensation so educators can continue supporting students without personal hardship.

2. Written Correspondence:

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

3. Report from Employee Organizations:

California School Employees Association, Chapter 27 (CSEA 27) - Amy Keegan, President: Ms. Keegan thanked district leadership and community members, recapped a successful December holiday party, and acknowledged those who attended, supported, or contributed to the event. She shared upcoming plans, including a May scholarship dinner, the launch of a scholarship application process, and February nominations for delegates to CSEA's 100th annual conference, noting that the state delegation fee has been waived. She also announced her election as Alternate Area C Director, appointment to a new task force focused on protecting democratic institutions

and civil liberties, and ongoing advocacy efforts including extending Prop 55. Ms. Keegan closed by emphasizing continued bargaining efforts and the importance of fair, equitable contracts that support employees, strengthen schools, and ultimately benefit students.

Alameda Education Association (AEA): Judy Ganley, President: Ms. Ganley urged the District to reprioritize the budget to lower class sizes, create manageable caseloads, and hire and retain qualified educators, emphasizing the need for “today’s dollars for today’s students.” She challenged a budget narrative driven by fear and uncertainty, noting that reserves consistently exceed 3% and arguing that educator needs can be prioritized while still valuing all labor and maintaining fiscal stability. Ganley expressed appreciation for district leadership and the Alameda community, called for timely and collaborative negotiations, and highlighted strong collective action among educators. She reported that ahead of mediation, AEA conducted a non-binding membership poll with 94.6% participation, and 91.4% of respondents indicated they would be willing to strike if an agreement cannot be reached, while emphasizing that AEA’s goal remains working together to achieve a fair agreement without harming the District.

4. Report from PTA Council:

PTA Council (PTAC): Katie Honneger, President: shared updates on PTA priorities and initiatives across the District, including ongoing climate and sustainability efforts, DEI and advocacy work, and support for parent-led affinity groups. She highlighted a major focus on school safety and traffic mitigation in collaboration with Safe Routes to School, particularly in light of increased construction near school sites, as well as coordinated efforts to better support immigrant students, families, and staff. Honneger also announced the launch of PTA mini-grants, upcoming school fundraisers, and the need to recruit new PTA leaders, emphasizing continued partnership with the Board and school communities. Ms. Honneger thanked the Board’s newest member, Carrie Hahnel, for being a guest speaker at an upcoming event.

5. Board Members' Report:

Board Trustee Carrie Hahnel: Board Trustee Carrie Hahnel thanked community members for the strong turnout and said she was inspired by hearing directly from staff about their work, dedication to students, and commitment to the community. She acknowledged the time and personal sacrifice it took for people to attend and share their concerns, and affirmed that the Board is listening and also hopes to reach an agreement soon. Board Trustee Hahnel emphasized that she values Alameda Unified’s collaborative culture and commitment to working together toward solutions, and expressed appreciation for continued partnership moving forward

Board Trustee Gary Lym: Board Trustee Gary Lym shared that he would be saving his comments until after the first AUSD/Peralta Subcommittee meeting, because he wants to integrate what he learned about Career Technical Education during the recent CSBA Conference.

Board Vice President Heather Little: Board Vice President Little thanked community members for their strong turnout and engagement during what she described as a politically and financially tumultuous time, noting statewide

unrest and significant leadership and election changes affecting public education. She cautioned against comparisons to neighboring districts, emphasizing that Alameda Unified is in a uniquely precarious position due to its heavy reliance on a narrowly passed parcel tax that does not grow with cost-of-living adjustments and must be renewed through continued community goodwill. Little acknowledged the realities of ongoing negotiations and affirmed that the Board is listening and working hard, while urging careful consideration of rhetoric and potential actions that could jeopardize future parcel tax support. She stressed the importance of collaboration, fiscal caution, and long-term sustainability, noting that without significant changes to state and federal education funding, the District will continue to face these structural challenges.

Board President Ryan LaLonde: Board President LaLonde shared announcements related to upcoming enrollment outreach, highlighting a TK informational night at Earhart on January 14 and kindergarten informational nights at all school sites the following evening. He emphasized the importance of early enrollment, noting that timely participation helps the District plan more effectively and supports students in enrolling early at the schools they are likely to attend long term. He encouraged community members to spread the word to families with young children to ensure they receive this information.

6. Superintendent's Report:

Superintendent Pasquale Scuderi: Superintendent Scuderi thanked community members for attending and acknowledged that the concerns raised were difficult but essential as the District works to balance fiscal responsibility with fairly compensating employees. He shared an early look at the Governor's proposed budget, describing it as generally stable but not expansive, with only a marginal and insufficient increase to special education base funding, despite rising costs that continue to strain district budgets statewide. Scuderi noted a proposed \$2.8 billion one-time funding set-aside, though its distribution and local impact remain unclear, and said a detailed analysis will be presented next week. He also cautioned against state messaging that frames per-pupil spending as unprecedented, explaining that it includes deferred funds already owed to districts, which can create confusion and mistrust. He concluded by emphasizing continued advocacy, transparency, and a commitment to creative, disciplined efforts to reach balanced solutions locally.

7. Student Board Member Reports:

Donovan Smith (Encinal Jr. & Sr. High): Board Member Smith shared highlights from the start of 2026, including the ribbon-cutting for the renovated stadium. Reported on upcoming events like a 100th-day-of-school chocolate cake eating contest, ongoing 8th-grade tours led by student leaders, and the drama department rehearsing for the annual musical, Shrek.

Roan Byrne Sarno (ASTI): Board Member Byrne Sarno reported that students are settling back into the spring semester, with college classes for juniors and seniors beginning the day after MLK Day. Shared that student leadership is planning and fundraising for prom and an upcoming

movie night, which will feature a civil rights-themed film to kick off Black History Month.

Ruth Woldesemayat (Alameda High): Board Member Woldesemayat expressed gratitude to teachers for their dedication and support, and highlighted student leadership activities, including collecting artwork for the annual art gallery and hosting ELD study sessions for ELPAC testing. Reported on info meetings for next year's EP courses, a tote bag design contest for International Disability Awareness Month, and a Red Cross blood drive coordinated by the Black Student Union for sickle cell anemia patients.

Prior to the vote on the Consent Calendar, Student Board Member Smith left the meeting at 7:38pm to work on college applications.

E. 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) Approval of New High School Course Description: Multimedia 1
- 9) Approval of New Middle School Course Description: Introduction to 3D Art
- 10) Approval of Memoranda of Understanding with Colleges and Universities for Internship Programs
- 11) Approval of Out-of-State Field Trip Request: Encinal Jr. & Sr. High School Students to Attend the National High School Model United Nations (NHSMUN) Conference in New York, N.Y.
- 12) Approval of Quarterly Report on Williams Uniform Complaints: October-December 2025
- 13) Approval of Updated California Interscholastic Federation Representatives to League for 2025-26 School Year: Alameda High School
- 14) Ratification of Contracts Executed Pursuant to Board Policy 3300

- 15) Resolution No. 2025-2026.26 Delegation of Authority to Purchase and Contract
- 16) Resolution No. 2025-2026.27 Approval of Budget Transfers, Increases, Decreases
- 17) Resolution No. 2025-2026.28 Authorization to Dispose of Surplus Property

Motion to adopt the Consent Calendar.

MOTION: Member Lym

SECONDED: Member Little

STUDENT BOARD MEMBER VOTES

AYES: Members Byrne Sarno and Woldesemayat

NOES:

ABSENT: Member Smith

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

F. GENERAL BUSINESS

1. 2025-26 Three-Year Local Control and Accountability Plan (LCAP) Goal 2 Featuring Earhart Elementary and Wood Middle School

Tanya Harris, Director of Elementary Education introduced Bryan Dunn-Ruiz, Principal of Earhart Elementary and Jessica Lucio, Principal of Wood Middle School to give the Board an update on Goal 2 of the 3-Year Local Control Accountability Plan (LCAP), focusing on building supportive, inclusive, and safe school environments.

Earhart Elementary Highlights:

- Focus on social-emotional learning through the district's "toolbox" curriculum, emphasizing six core tools and meshing with the SOAR PBIS (Positive Behavioral Interventions and Supports) matrix.
- Recognition programs such as SOAR tickets and Friday assemblies celebrate positive student behavior and achievements.
- Strong PTA support with over 20 committees providing financial and volunteer assistance.
- CLR (Culturally and Linguistically Responsive) professional development for staff and ongoing classroom coaching.
- Proactive outreach to Black and mixed-race families through targeted meetings to foster inclusion.
- Programming to raise race consciousness among parents and create safe spaces for dialogue about race and equity.

Wood Middle School Highlights:

- Transitioned to a temporary campus with efforts focused on rebranding and improving school culture.
- Developed the “Beaver Blueprint,” a set of student dispositions and skills aligned with the district graduate profile, focusing monthly on themes such as lifelong learning, empathy, communication, and community impact.
- Advisory periods twice a week dedicated to social-emotional learning, community building, and academic interventions (BILD time).
- Expanded social-emotional and academic interventions, including affinity groups for students.
- Innovative events during advisory and assemblies promote joy, fun, and engagement, such as talent shows and dance competitions.
- Family-school action plans involve teachers and families collaborating to support students with academic challenges.
- Anticipation of the new school building as a fresh opportunity to further enhance inclusion and engagement.

Public Comment:

Judy Ganley (President, Alameda Education Association): Ms. Ganley spoke about her experience as a teacher at Wood Middle School. She also expressed appreciation for the school’s current leadership and the positive impact the programs described in the presentation have had on students and staff.

Board Discussion:

Board members commented on the importance of looking beyond school reputations to focus on what happens inside classrooms, sharing personal connections to schools and pride in student and staff accomplishments. They acknowledged the challenges faced by staff during transitions and praised the collective efforts to build school culture and positively impact students’ daily experiences. Comments highlighted the value of integrating programs like PBIS with younger students to foster allyship and thoughtful classroom placement to support diversity and inclusion. Board members also recognized the creativity and positivity of school rebranding efforts, the need for smooth transitions at new sites, and shared reflections as long-time community members with enduring personal ties to the district’s schools.

2. Process for Naming Encinal Jr. & Sr. High School Athletic Field

Susan Davis, Senior Manager of Community Affairs shared information on the process AUSD follows for the naming of school buildings and facilities.

Community members have expressed interest in naming the new athletic stadium at Encinal Jr. & Sr. High School.

Board Policy and Administrative Regulation 7310, “Naming of Facility,” dictate the steps involved with naming a new AUSD school or facility.

Those steps include:

- Requesting name suggestions
- Convening a committee to review names

- Choosing three suggestions to move forward to Board of Education
- A Board vote on the final name

The presentation reviews the steps involved in naming a new school facility and a draft timeline.

Motion to approve the recommendation to start the process to name the new Encinal Jr. & Sr. High School Athletic Field.

MOTION: Member Williams

SECONDED: Member Little

STUDENT BOARD MEMBER VOTES

AYES: Members Byrne Sarno and Woldesemayat

NOES:

ABSENT: Member Smith

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

3. Resolution No. 2025-2026.29 Declaration of Intent to Grant an Easement to the City of Alameda, Alameda Municipal Power, at Frank Otis Elementary School
Assistant Superintendent – Business Services, Shariq Khan, gave the Board information on the intent to grant an easement to the City of Alameda’s power company, Alameda Municipal Power.

Alameda Municipal Power (“AMP”) is requesting a perpetual, nonexclusive easement at Frank Otis Elementary School (“Otis Elementary School”), located at 3010 Fillmore Street, Alameda, California 94501 (Assessor’s Parcel Number 069-0014-001). The Measure B Bond Otis Elementary School project requires the installation of new electrical service lines, and AMP has indicated that, in order to provide power to the project, the District must grant right-of-way easements on the site to allow for installation, operation, and maintenance of the electrical facilities.

Education Code requires a two-step process for granting easements. Step one is the approval of the attached Resolution No. 2025-2026.29 Declaration of Intent to Grant an Easement to the City of Alameda, Alameda Municipal Power, at Otis Elementary School.

Motion to approve Resolution No. 2025-2026.29 Declaration of Intent to Grant an Easement to the City of Alameda, Alameda Municipal Power, at Frank Otis Elementary School.

MOTION: Member Lym

SECONDED: Member Hahnel

STUDENT BOARD MEMBER VOTES

AYES: Members Byrne Sarno and Woldesemayat

NOES:
ABSENT: Member Smith

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

4. Resolution No. 2025-2026.30 Annual Accounting for Developer Fees for Fiscal Year 2024-2025 Collected by the District in Account: Fund 25

Assistant Superintendent – Business Services, Shariq Khan, gave the Board information about the annual accounting of Developer Fees.

In accordance with Government Code Sections 66001 and 66006, public agencies that collect development fees, including school districts, are required to provide an annual accounting of statutory school facilities fees. These sections stipulate that the accounting must be made available to the public within 180 days of the end of the fiscal year. For this fiscal year, the deadline for public disclosure is on or before December 29, 2025. The accounting data was made public on December 19, 2025.

Additionally, the governing board is required to review the accounting at its next regularly scheduled meeting, which must take place at least 15 days after the report has been made available to the public.

By disclosing the annual accounting as required, the District will be in compliance with the mandates outlined in Government Code Sections 66001 and 66006.

Public Hearing Opened: 8:24pm

No Public Comments

Public Hearing Closed: 8:25pm

Motion to approve Resolution No. 2025-2026.30 Annual Accounting for Developer Fees for Fiscal Year 2024-2025 Collected by the District in Account: Fund 25.

MOTION: Member Hahnel

SECONDED: Member Little

STUDENT BOARD MEMBER VOTES

AYES: Members Byrne Sarno and Woldesemayat

NOES:

ABSENT: Member Smith

BOARD MEMBER VOTES

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

NOES:

ABSENT:

MOTION APPROVED

ADJOURNMENT – Board President Ryan LaLonde adjourned the meeting at 8:26pm.

Respectively Submitted,

Kerri Lonergan
Senior Executive Assistant
Alameda Unified School District