BOARD OF EDUCATION MEETING
February 24, 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 – 5:30pm:
   Board Members met privately in Conference Room 361 in City Hall for Closed Session. Agenda items discussed in Closed Session included:

   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.

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

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

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. Wood Middle School students Hilary, Sophia, Mercier, and Nayeli from the WRaP Program led the Pledge of Allegiance in Spanish.

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 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; Senior Manager of Community Affairs, Susan Davis: and Senior Executive Assistant to the Superintendent, Kerri Lonergan.

6. Closed Session Action Report:
In Closed Session the Board voted unanimously to authorize the Assistant Superintendent of Human Resources to issue notices of non-reelection to certain probationary certificated employees, effective June 5, 2026.

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

C. APPROVAL OF MINUTES
The minutes from the February 10, 2026 Board of Education meeting were considered for approval.

Motion to approve the minutes from the February 10, 2026 Board of Education meeting.

MOTION: Member Williams **SECONDED:** Student Member Byrne Sarno

STUDENT BOARD MEMBER VOTES
AYES: Members Byrne-Sarno, Smith, and Woldesemayat
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:
Caroline Brossard, (AUSD parent and community member): Ms. Brossard raised concerns about persistently low Smarter Balanced Assessment Consortium (SBAC) math outcomes for African American/Black students, socioeconomically disadvantaged students, and students with disabilities. She asked the district to provide clearer data on the impact of the new secondary math curriculum and where struggling students are concentrated. She urged the district to outline concrete strategies and targeted supports to address these disparities and help students who are significantly behind.

Katherine Schwartz (Chief Operating Officer, Alameda Family Services): Ms. Schwartz stated that cuts to Mental Health Services Act (MHSA) funding will eliminate districtwide Tier 1 student mental health prevention services. She also noted that the medical partner for the Alameda High School Health Center will end services in April, putting the center's operations at risk. Schwartz said the organization is seeking new partners but providers may require stabilization funding due to uncertainty around Medi-Cal reimbursement.

Kyle Sinkoff (Division Director, Alameda Family Services): Ms. Sinkoff of Alameda Family Services described the organization's school-based health outreach programs that provide mental health education, prevention campaigns, and connections to counseling and medical services for students across Alameda Unified School District. She highlighted efforts such as campus campaigns, peer education, and workshops that aim to reduce barriers to care and increase awareness of available supports. Ms. Sinkoff said the programs have shown strong outcomes in helping students identify resources and connect with support service.

Carmen Sanchez (AUSD parent): Ms. Sanchez expressed strong frustration with Alameda Unified School District, criticizing recent layoffs in the special education department that affect 19 staff members, including 9 therapists who work directly with students. She emphasized that district leadership does not know the students personally, unlike the educators who are being let go, and warned that these decisions will negatively impact students' lifelong learning. Sanchez highlighted a significant disconnect between district leadership and the staff working directly with children, calling the situation unacceptable.

Julie Robbins Kim (AUSD parent of Lacrosse player): Ms. Robbins Kim, parent of a freshman at Alameda High School, urged the Board to support adding lacrosse as a high school sport, noting a strong pipeline of students from local elementary and middle schools. She highlighted the benefits of team sports for physical and mental health, social connectedness, school spirit, and academic achievement. Ms. Robbins Kim emphasized that adding lacrosse would provide opportunities for students who currently lack access to the sport and offered letters of support from the community.

Max Kim (AUSD student/Lacrosse player): AUSD student Max K. shared his positive experience playing Lacrosse with the Board.

Carter Gutierrez (AUSD student/Lacrosse player): AUSD student Carter G. urged the Board to make lacrosse an official high school sport in Alameda. He emphasized that playing lacrosse builds teamwork, friendships, and healthy habits, while giving students a sense of belonging and a positive outlet after school. Gutierrez noted that making lacrosse official would allow students to continue a sport they enjoy, stay active, and be part of a team as they transition to high school.

Ryan Gutierrez (AUSD student/Lacrosse player): AUSD student Ryan G. urged the Board to make lacrosse an official high school sport in Alameda. He highlighted that lacrosse is fun, fosters teamwork and communication, and allows students to travel, meet peers from other towns, and feel part of a larger

community. Ryan emphasized that making lacrosse official would give more students the chance to participate in a sport they enjoy and be part of a team.

Mandi Cline (Instructional Coach, Maya Lin School): Ms. Cline, a 22-year veteran of Alameda Unified School District, expressed concern over the proposed elimination of TSA instructional coach positions and intervention leads. She described the process as unclear, stressful, and rushed, with staff receiving little advance notice and insufficient information about timelines or new job descriptions. Ms. Cline urged the Board to postpone the vote to allow staff to review details and provide informed input.

Kelsey Ahearn (Teacher, Special Education): Ms. Ahern, an AUSD speech-language pathologist, raised concerns about unsustainable special education staffing due to the non-re-election of numerous specialized professionals. She highlighted that heavy workloads, limited support, and compliance demands are causing turnover, service gaps, and delayed assessments, reflecting systemic problems rather than isolated issues. Ms. Ahearn urged the district to provide proactive oversight to ensure both staff retention and sustainable services for students.

Alexis Ogdie (Intervention Lead, Bay Farm School): Alexis Ogdie, Intervention Lead at Bay Farm School, spoke against the non-re-election of Dr. Megan Flom, a school psychologist, citing the high turnover of specialized staff as harmful to student stability, trust, and continuity of services. He emphasized Dr. Flom's strong relationships with students, families, and staff, her dedication beyond formal duties, and the disruption that replacing her would cause for vulnerable students. Ogdie urged the Board to rescind the decision to allow Dr. Flom to continue serving the Bay Farm community.

Anna Leah Ah (AUSD parent of Lacrosse player): Ana Leah Ah, a parent of an AUSD middle schooler, urged the Board to add lacrosse as a high school sport so students like her son can continue playing after middle school. She highlighted that lacrosse fosters motivation, responsibility, teamwork, and executive functioning skills, while engaging students who may not connect with traditional sports. Ms. Ah also noted lacrosse's growing popularity and its inclusion in the 2028 LA Olympics, calling on the district to act now and support student interest.

2. Written Correspondence:
The Board received five (5) emails related to the non-reelection of certain certificated employees, which is an item on tonight's Closed Session agenda.

3. Report from Employee Organizations:
California School Employees Association, Chapter 27 (CSEA 27): Amy Keegan, President: Amy Keegan, President of CSEA Alameda Chapter 27, provided updates on the chapter's activities, including the annual scholarship dinner awarding up to $1,000 to graduating seniors with a Chapter 27 family member. She announced elected delegates for CSEA's 100th annual conference in Las Vegas, highlighted support for extending Proposition 55 to maintain public school funding, and noted that Chapter 27 expects to conclude bargaining soon. Keegan also congratulated AEA on reaching a tentative

agreement with the district and acknowledged the dedication shown during negotiations.

Alameda Education Association (AEA): Judy Ganley, President: Ms. Ganley updated the Board on upcoming general membership meetings to review and vote on a tentative agreement, providing members with presentations and opportunities for questions. She expressed concern over probationary non-re-election notices, particularly for special education staff, citing irregularities, potential retaliation, and systemic issues with retention, caseloads, and support. Ms. Ganley also emphasized the need to address continuity, hiring practices, and class sizes, noting that TSA job descriptions and reductions will be formally bargained before implementation.

4. Report from PTA Council:
PTA Council (PTAC): PTA Council did not submit a report.

5. Board Members' Report:
Board Clerk Jennifer Williams: Board Clerk Jennifer Williams expressed concern over the potential closure of the Alameda High School-based health center due to diversion of Prop 1 funds to support the unhoused population, noting that this would impact at least 1,500 students. She emphasized the board's commitment to student mental health and encouraged families and staff to advocate for the program. Board Clerk Williams proposed bringing a resolution at the next board meeting urging the Alameda County Board of Supervisors and County Department of Education to find supplemental funding to prevent the closure.

Board Trustee Gary K. Lym: Board Trustee Gary K. Lym wished everyone a healthy and prosperous Lunar New Year, shared his experience of celebrating it in China, and commended the students who spoke about lacrosse. He requested information on how many Alameda County school districts have high school lacrosse programs to assess the potential for competition or leagues.

Board President Ryan LaLonde: Board President Ryan LaLonde Board President Ryan LaLonde expressed appreciation for Alameda Family Services for highlighting county budget shifts affecting school-based health services, clarifying that these changes are county- and federally-driven.

Board President LaLonde emphasized the Board's active oversight and advocacy, including his work on the Measure A Oversight Committee, and supported bringing a resolution to encourage county accountability.

Board President LaLonde also acknowledged the concerns of a parent of a special education student, highlighting the Board's behind-the-scenes efforts and careful oversight of HR and student matters. Board President LaLonde closed with a personal note celebrating his 30th anniversary, while reinforcing the Board's dedication, attentiveness, and commitment to students and families.

6. Superintendent's Report:

Superintendent Pasquale Scuderi: Superintendent Pasquale Scuderi reflected on the recent negotiations that resulted in a tentative agreement, highlighting the complexity of the process and the dedication of both teachers and the Board. He emphasized that teachers advocated passionately for their profession, while the Board balanced those needs with long-term fiscal responsibility.

Superintendent Scuderi praised the Board for their steadfast commitment to the community, noting that they have consistently supported local education through three major revenue measures in the past six years, improving both teacher compensation and classroom conditions. He complimented their thoughtful stewardship, responsiveness to community needs, and willingness to engage in rigorous dialogue during negotiations, describing their efforts as above and beyond what is typical in the region.

Superintendent Scuderi underscored that the three-year agreement reflects not only the hard work and engagement of both sides but also the Board's dedication to supporting educators and students now while planning responsibly for the future.

7. Student Board Member Reports:

Roan Byrne Sarno (ASTI): ASTI student Board member Roan Byrne Sarno thanked Alameda Family Services for supporting students' access to on-site mental and reproductive health services, emphasizing their importance for students on the island.

Roan also highlighted recent student activities: ASTI's candy gram fundraiser for prom, Black History Month events including trivia and music appreciation, an upcoming student walkout and rally at Franklin Park to advocate for community protection, and Choice Day on March 13th, offering students hands-on lessons in topics ranging from automotive repair to saltwater tanks.

Ruth Woldesemayat (Alameda High): Alameda High School student Board member Ruth Woldesemayat shared updates on student activities, including the senior auction on Saturday at 5 p.m., which will feature a live auction, food, and drinks to raise funds for senior events like prom. She also reported that students are campaigning for leadership president and commissioner positions, with debates on Wednesday and elections on Thursday and Friday. Student leadership is organizing a 24-hour relay fundraiser in March to support human trafficking awareness. The Student Wellness Committee will host a Teen Domestic Violence Awareness presentation on Thursday, and leadership is coordinating tutoring for ELD students ahead of upcoming ELPAC testing. Finally, the Black Student Union is planning a Black History Month fair on Friday, which will include food, activities, and music.

Donovan Smith (Encinal Jr. & Sr. High): Encinal Jr. & Sr. High School Student Board member Donovan Smith provided updates on upcoming student events. This Friday, the school will hold a Black History Month

Assembly featuring Grammy Award-winning poet Prentice Powell, activist and NCNL alum Vicki Smith, and a performance by Africa We Dance. Leadership elections for the 2026–27 school year are underway, with voting on Tuesday, March 3rd, and results announced Friday, March 6th. On March 7th, the school will host its annual Crab Feed fundraiser for athletics at the O Club on the base, and on March 13th, the second annual March Madness Teachers vs. Students basketball game will take place.

E. ADOPTION OF THE CONSENT CALENDAR

1) Certificated Personnel Actions
2) Classified Personnel Actions
3) Approval and Acceptance of Donations
4) Approval and Ratification of Contracts Executed Pursuant to Board Policy 3300
5) Approval and Ratification of Facilities Bond Measure I and Measure B Contracts (Standing Item)
6) Approval of Bill Warrants and Payroll Registers
7) Approval of CSBA Recommended Updates to Board Policies Reviewed at the February 4, 2026 Board Policy Subcommittee Meeting
8) Approval of Individual Service Agreements (ISAs) with Non-Public Schools and Non-Public Agencies
9) Resolution No. 2025-2026.35 Approval of Budget Transfers, Increases, Decreases
10) Resolution No. 2025-2026.36 Authorization to Dispose of Surplus Property

Motion to adopt the Consent Calendar.

MOTION: Member Williams **SECONDED:** Member Little

STUDENT BOARD MEMBER VOTES
AYES: Members Byrne-Sarno, Smith, and Woldesemayat
NOES:
ABSENT:

BOARD MEMBER VOTES
AYES: Members LaLonde, Little, Williams, Hahnel and Lym
NOES:
ABSENT:

MOTION APPROVED

F. GENERAL BUSINESS

1. Report on Supports and Services Provided by the Student Support Services Wellness, Resources, and Partnership (WRaP) Team

The Wellness, Resources, and Partnership (WRaP) Team is part of Student Support Services and works with school sites to remove barriers to attendance, improve student engagement, and support overall wellness. Students are referred through the COST process and may receive services such as home visits, individual counseling, connections to community resources, or additional Tier 2 or Tier 3 supports. The team, launched in the 2023–24 school year and primarily funded through grants, also works to improve school culture and climate through direct services and partnerships with schools and community organizations.

The multidisciplinary team includes counselors, a school psychologist, a child welfare and attendance specialist, and a wellness and resource liaison who together provide a wide range of supports. Their work includes counseling for students, mentoring programs such as Young Men's Groups, outreach and resource support for McKinney-Vento families experiencing housing instability, classroom lessons on topics like stress management and interrupting hate speech, and professional development for staff. The team also supports LGBTQ+ students, facilitates social-emotional learning groups, conducts crisis intervention when necessary, and strengthens family engagement through home visits and collaboration with community partners.

Early outcomes show significant activity and impact across the district. In the 2025–26 year, the team delivered more than 150 classroom lessons, facilitated 25 student support groups, provided individual counseling to 27 students across nine schools, conducted 52 home visits, and supported 78 McKinney-Vento students and their families with basic needs and resources. Districtwide behavioral health interventions have increased by about 30% since 2022–23, reflecting expanded services and increased support for students' social-emotional and attendance needs.

Students from the WRaP Program joined the presentation and they answered questions posed by Board Members. Kelvin Areas, Wood Middle School Psychologist, translated the questions and the answers from the students. Board members thanked the students for participating in the Board meeting.

Public Comments:
Caroline Brossard, (AUSD parent and community member): Ms. Brossard AUSD parent Carolyn Brossard thanked Jodi McCarthy and the WRaP team for their presentation and praised the important support they provide to students, particularly some of the district's most vulnerable populations. She expressed appreciation for the team's work and the impact of their services.

Ms. Brossard also recognized Kelvin Arenas and the students from Wood Middle School who spoke at the meeting, noting that it can be difficult to speak in a public forum and commending them for doing an excellent job. She said hearing the students' voices made her evening and expressed gratitude that they participated.

2. Mentoring and Advising Update from the Office of Equity
The Office of Equity's mentoring and advising program focuses on supporting "Focal Scholars"—students identified through data analysis for targeted

academic and social-emotional support. The program currently serves 849 TK–12 students across Alameda Unified School District, with the majority in elementary and middle school grades. Advisors and mentors work directly at multiple sites—including Maya Lin Elementary, Ruby Bridges Elementary, Encinal Jr. Jets, Wood Middle School, and Alameda High School—to provide mentoring, academic assistance, and culturally responsive support structures designed to improve engagement, achievement, and belonging.

The initiative combines mentoring with targeted academic interventions and strong family engagement. Advisors facilitate math support groups for grades 4–8, tutoring, affinity spaces for Black and Latino students and families, and "Hopes and Dreams" conferences with families. Staff also implement culturally and linguistically responsive practices, analyze student data through professional learning communities, and monitor progress through systems such as COST and EduClimber. Family feedback gathered from Black, multilingual, and special education families highlights appreciation for responsive support and culturally inclusive programming, while also identifying opportunities for improved communication and consistency.

Early outcomes indicate positive progress. The district is no longer under the state's CCEIS mandate for disproportionate special education identification among Black and multi-ethnic students, and focal scholars who previously scored at urgent intervention levels are gradually improving in reading and math while also showing better attendance and behavior. Additional initiatives supported by the Office of Equity include professional development for staff, culturally responsive curriculum efforts, AP African American Studies courses at both high schools, partnerships with community organizations, family engagement events, and student leadership and cultural programs aimed at strengthening equity and opportunity across the district.

Public Comments:
Caroline Brossard, (AUSD parent and community member): AUSD parent Carolyn Brossard thanked Shamar Edwards and the Office of Equity team for their presentation and for their ongoing commitment to supporting students. She noted that the mentoring and advising work grew out of the CCEIS process and said it was encouraging to see the original pilot expand and show positive progress across the district.

She emphasized that advisors provide support that goes beyond data by building trusted relationships with students and serving as consistent mentors and advocates. Brossard also recognized specific staff members and programs that help build student confidence and improve outcomes, and she concluded by expressing gratitude for the team's work advancing equity, belonging, and opportunity in AUSD.

3. Resolution Number 2025-2026.37 Recommendation to Decrease the Number of Classified Employees Due to a Lack of Work and/or Lack of Funds
Timothy Erwin, Assistant Superintendent Human Resources, gave the Board information on this resolution.

California Education Code sections 45114, 45117, 45298 and 45308 permit the Governing Board to reduce or discontinue classified services and terminate the employment of affected classified employees not later than the beginning of the following school year due to lack of work and/or lack of funds.

Staff recommended the Board vote to reduce or discontinue the classified services of the District as described herein no later than the beginning of the 2026-2027 school year due to a lack of work and/or lack of funds.

Public Comments:
Caroline Brossard, (AUSD parent and community member): AUSD parent Caroline Brossard expressed strong concern about the proposed classified layoffs, particularly the potential loss of special education staff. She noted that many of the affected positions are paraprofessionals who play a critical role in helping students with disabilities access the curriculum and successfully navigate the school day.

She questioned whether cutting these relatively low-paid positions would meaningfully address budget challenges and emphasized the significant impact their loss could have on vulnerable students. Brossard urged the Board not to approve the layoffs and asked the district to find alternative solutions that would avoid eliminating paraprofessional support for special education students.

Motion to approve Resolution Number 2025-2026.37 Recommendation to Decrease the Number of Classified Employees Due to a Lack of Work and/or Lack of Funds.

MOTION: Member Hahnel **SECONDED:** Member Williams

STUDENT BOARD MEMBER VOTES
AYES:
NOES:
ABSTAIN: Members Byrne-Sarno, Smith, and Woldesemayat

BOARD MEMBER VOTES
AYES: Members LaLonde, Little, Williams, Hahnel and Lym
NOES:
ABSENT:

MOTION APPROVED

4. Resolution Number 2025-2026.38 Recommendation to Decrease the Number of Certificated Employees Due to a Reduction in Particular Kinds of Services for the 2026-2027 School Year
Timothy Erwin, Assistant Superintendent Human Resources, gave the Board information on this resolution.

California Education Code Sections 44949 and 44955 set forth dates and procedures by which the Governing Board must express its intent to reduce and/or discontinue particular kinds of services now being offered by the District. Staff will recommend that services be reduced according to the least senior employee so long as the employee being retained is credentialed and competent to perform the assignment. The Superintendent or his/her designee shall give

notice to affected certificated employees that their services may not be required for the ensuing school year.

Assistant Superintendent of Human Resources Timothy Erwin explained that, following a careful review, the district is recommending certain certificated positions for potential reduction. Approval of the resolution would allow the district to issue preliminary layoff notices and inform affected employees of their due process rights.

He added that Human Resources will continue working with principals and department managers in the coming weeks to determine whether final layoffs will be necessary. Erwin acknowledged that staffing reductions are difficult and respectfully recommended that the Board approve the resolution.

Motion to approve Resolution Number 2025-2026.38 Recommendation to Decrease the Number of Certificated Employees Due to a Reduction in Particular Kinds of Services for the 2026-2027 School Year.

MOTION: Member Williams **SECONDED:** Member Lym

STUDENT BOARD MEMBER VOTES
AYES:
NOES:
ABSTAIN: Members Byrne-Sarno, Smith, and Woldesemayat

BOARD MEMBER VOTES
AYES: Members LaLonde, Little, Williams, Hahnel and Lym
NOES:
ABSENT:

MOTION APPROVED

5. California School Boards Association (CSBA) 2026 Delegate Assembly Election Vote
   Board President Ryan LaLonde shared information with the rest of the Board and the audience about the The California School Boards Association (CSBA) Delegate Assembly Election Vote.

   The California School Boards Association (CSBA) Delegate Assembly is a vital link to the Association's governance structure. The Delegate Assembly is made up of approximately 270+ delegates who are elected by local board members in 21 geographic regions throughout the state, thus ensuring that the Association reflects the interest of school districts and county offices of education throughout the state.

   Sub region 7-B (Alameda County) currently has four vacancies. Delegates selected will serve two-year terms from April 1, 2026 through March 31, 2028. The candidates running for delegate assembly are (* denotes incumbent):
   - Charlie Jones (Pleasanton USD)
   - Kyla Sinegal (San Lorenzo USD)*
   - Christiaan VandenHeuvel (Livermore Valley Joint USD)
   -

Not enough nominations were received for a fourth candidate; Board may vote for a write in candidate.

The Board as a whole may vote for the three candidates listed, or any combination of candidates listed and a write-in candidates for up to four candidates.

Board members decided to vote for Charlie Jones (Pleasanton USD) and incumbent Kyla Sinegal (San Lorenzo USD).

Motion to vote for Charlie Jones (Pleasanton USD) and Kyla Sinegal (San Lorenzo USD) for the 2026 CSBA Delegate Assembly.

MOTION: Member Williams **SECONDED:** Member LaLonde

STUDENT BOARD MEMBER VOTES
AYES: Members Byrne-Sarno, Smith, and Woldesemayat
NOES:
ABSTAIN:

BOARD MEMBER VOTES
AYES: Members LaLonde, Little, Williams, Hahnel and Lym
NOES:
ABSENT:

MOTION APPROVED

G. ADJOURNMENT - Board President Ryan LaLonde adjourned the meeting at 9:14pm.

Respectively Submitted,

Kerri Lonergan
Senior Executive Assistant
Alameda Unified School District