

**BOARD OF EDUCATION MEETING**  
March 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. Call to Order - Public Session – 6:30pm  
Board President Ryan LaLonde called the meeting to order in Council Chambers at 6:30pm.
2. Pledge of Allegiance  
Board President Ryan LaLonde led the Pledge of Allegiance.
3. Introduction of Board Members and Staff:  
Board of Education Members present: Board President Ryan LaLonde, 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.

*Board Vice President Heather Little was out of town for a conference.*

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

Board President Ryan LaLonde pulled item E13 - Approval of Revised Board Policy 4354, Health and Welfare Benefits from the Consent Calendar due to this item being related to the Contract the Board is being asked to vote on under General Business items 5, 6, and 7. This item will move to the last item on General Business.

***Motion to move item E13 - Approval of Revised Board Policy 4354, Health and Welfare Benefits to the last item under General Business.***

**MOTION:** Member LaLonde

**SECONDED:** Member Williams

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Byrne-Sarno, Smith, and Woldesemayat

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

**C. APPROVAL OF MINUTES**

The minutes from the March 10, 2026 Board of Education meeting were considered for approval.

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

**MOTION:** Member Williams

**SECONDED:** Member Hahnel

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Byrne-Sarno, Smith, and Woldesemayat

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

**D. COMMUNICATIONS**

1. Resolution 2025-2026.45 In Support of Adult Education

Students from the Adult School program read a resolution in support of Adult Education that stated adult schools have played an important role in California for more than 150 years by helping immigrants learn English, providing job training, supporting students in earning high school diplomas or equivalency certificates, and helping adults gain skills to support their families and communities. The resolution highlighted the work of Alameda Adult School, which served more than 1,200 students during the 2024–25 school year through ESL, diploma, GED/HiSET, and career training programs. It also emphasized the school’s commitment to providing a safe and inclusive learning environment and urged the Governor and Legislature to continue supporting and expanding access to adult education programs across California.

*Motion to Resolution 2025-2026.45 In Support of Adult Education*

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

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Byrne-Sarno, Smith, and Woldesemayat

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

2. Public Comments on Non-Agenda Items:

*Ryan Brazil, teacher at Love Elementary:* Ms. Brazile spoke against the proposal to combine instructional coach and intervention lead positions. He explained that the two roles serve very different purposes in supporting both teachers and students, and argued that combining them would weaken student support services.

*Krystal – A psychologist on special assignment, Krystal expressed concern over proposed reductions to Teachers on Special Assignment (TSAs). She said the positions provide critical instructional and intervention support and warned that consolidating the roles would overburden staff and reduce services for students.*

*Yael Friedman-Goody, teacher at Lincoln Middle School:* Ms. Friedman-Goody criticized the district’s handling of TSA layoffs and the lack of tenure protections for some staff. She also read a statement praising the work of Lincoln Middle School TSAs and describing the many programs and student supports they coordinate.

*Kathleen Collins, instructional coach at Love Elementary:* Ms. Collins spoke about the uncertainty and healthcare concerns caused by the elimination and restructuring of TSA positions. She urged the district to slow the process, negotiate thoughtfully, and ensure continuity for employees and students.

*Rebecca Baumgartner, teacher at Alameda High School and Alameda Adult School:* Ms. Baumgartner raised concerns about diversity and representation within district leadership. She questioned why Michael Lee was not selected as principal of Alameda High School despite strong support from staff and community members.

*Stephanie Dawson, instructional coach at Ruby Bridges Elementary:* Ms. Dawson spoke about her long service to AUSD and frustrations with remaining on temporary status for many years. She expressed concern over repeated layoff notices, lack of healthcare security, and the rushed timeline for creating a new TSA job description.

*Sarah Goody, intervention lead at Lincoln Middle School:* Ms. Goody spoke emotionally about the stress and instability caused by layoff notices and the

possibility of losing healthcare coverage while expecting her first child. She criticized the district's communication process and urged the board to rescind the notices and approach changes more thoughtfully.

*Natalie Navarro, teacher at Lincoln Middle School:* Ms. Navarro opposed combining instructional coach and intervention lead positions. She also shared her own experience losing healthcare coverage as a temporary teacher and argued that forcing TSAs to reapply while losing benefits conflicts with district values.

*Pan, teacher at Lincoln Middle School:* Pan spoke about the strong support received from the school's instructional coach and intervention lead. He credited them with improving his teaching skills and helping struggling students, and asked the board to preserve TSA positions and healthcare benefits.

*Xenia Gangopare, English and History teacher at Lincoln Middle School:* Ms. Gangopare praised the work of Lincoln's instructional coach and intervention lead and described how they supported both teachers and students. She urged the district to rescind pink slips and maintain the staffing supports that help students succeed.

*Martha Zenk, intervention lead at Franklin:* Ms. Zenk read a statement on behalf of a Lincoln Middle School teacher. The statement criticized the district's decision to pink slip TSAs, arguing that it showed disregard for dedicated educators and harmed staff morale and student support systems.

*Lydia Martinez, Teacher on Special Assignment:* Ms. Martinez read a letter from Lincoln Middle School Principal Sheila Satewarner supporting TSAs. The letter highlighted the important work TSAs do for multilingual learners, students with IEPs, and other underserved groups, while also raising concerns about healthcare coverage and retaining qualified staff.

*Dan Liam:* Mr. Liam read a letter from Lincoln Middle School attendance specialist John Quill Walls. The letter urged the district to reconsider combining TSA roles, arguing that the changes would disrupt school supports and negatively affect students and staff.

*Amy Frary, teacher at Lincoln Middle School:* Ms. Frary read a statement from Lincoln Middle School psychologist Yvette Ramos opposing the consolidation of TSA positions. The letter emphasized the importance of instructional coaches and intervention leads in supporting students, families, and teachers and warned against losing experienced staff and established support systems.

*Joanna Katz, teacher at Paden Elementary School:* Ms. Katz spoke in support of protecting TSA positions, specifically highlighting the work of intervention lead Amy Carlson. She described how Ms. Carlson supports students in crisis through wellness programs, counseling coordination, and intervention tracking, and argued that combining roles would overwhelm staff and hurt students.

*Eric Robbins, teacher at Wood Middle School:* Mr. Robbins argued that TSA staff are already understaffed and underfunded, especially for supporting English learners. He called for better staffing, compensation, and support systems for both teachers and TSA employees.

*Saddia Hadawi, teacher at Lincoln Middle School:* Ms. Hadawi read a letter from Lincoln Middle School special education teacher Julia Jawad supporting TSA and intervention positions. The letter described how TSAs help new teachers navigate responsibilities and create programs that support student connection, inclusion, and teacher retention.

*Leila Melborne, AUSD middle school student:* Leila spoke about a civic action project focused on improving student mental health support. She proposed creating a peer-support program connecting middle school students with trained high school students through text, email, and calls in partnership with Alameda Family Services.

3. Written Correspondence:

The Board received one email regarding contracts on our Consent Calendar, which includes the tennis courts at Alameda High, and they received about 6 emails regarding consent calendar item number 1, the certificated personnel report.

4. Report from Employee Organizations:

*California School Employees Association, Chapter 27 (CSEA 27): Alyce Ide, representing CSEA 27:* Alyce Ide, Secretary of CSEA Chapter 27, stated that CSEA members had ratified a new contract agreement that includes salary increases, increased healthcare contributions, and improvements to longevity and vacation benefits. She thanked both the CSEA and district bargaining teams for their work in reaching a fair agreement and noted that the contract will remain in effect through June 30, 2028. Ms. Ide also shared that CSEA is supporting incumbent Kevin Paukey in the upcoming 2026 CalPERS Board School Member Election to help maintain strong classified employee representation on the pension board. In addition, she announced the upcoming CSEA Week and Scholarship Dinner and encouraged eligible graduating seniors related to Chapter 27 members to apply for scholarships.

*Alameda Education Association (AEA):* Judy Ganley, President of AEA, expressed appreciation to the district and bargaining teams for reaching and ratifying the Tentative Agreement, noting that it was gratifying to see all parties come together through the negotiation process. She also thanked CSEA Chapters 27 and 860 for their partnership and solidarity, describing them as valued labor partners. Ms. Ganley invited board members and district staff to attend a celebration at Park Station recognizing the recently ratified agreement. In addition, she shared appreciation for the opportunity to observe Teacher of the Year nominees in classrooms across all grade levels and highlighted the upcoming WHO (“We Honor Our Own”) Awards recognizing labor leaders within the district.

Judy Ganley gave the rest of her time to teacher Sarah Goody: Ms. Goody shared a collective letter signed by more than 100 AUSD staff members

expressing concern about layoff and reassignment notices issued to Teachers on Special Assignment (TSAs). She stated that TSAs play a critical role in supporting students and staff through interventions, mentoring, professional development, family communication, and instructional coaching, and argued that the proposed restructuring would negatively impact school communities. Ms. Goody also expressed concern that laid-off TSAs could lose healthcare coverage in August and that the rushed process could lead to the loss of experienced educators as staff seek employment elsewhere. The letter urged the Board to rescind the layoff notices, ensure continued healthcare coverage for TSAs, and delay revisions to the job descriptions until fall 2026 to allow for a more thoughtful process that includes stakeholder input.

5. Report from PTA Council:

*PTA Council (PTAC):* Katie Honegger, President of PTA Council, encouraged parents, teachers, staff, students, and community members to become involved in their local PTAs by serving in executive or committee leadership roles during the current nomination season. She noted that several leadership positions are also available on the Alameda PTA Council Executive Board, including the PTA Council President position. Ms. Honegger highlighted the important role PTAs play in supporting schools, including funding positions and student support programs. She also recognized two Alameda community members honored at the Peralta District PTA Founders Day Awards: former Alameda PTA Council President Paige Tomlin, who received the Honorary Service Award, and Christine Chauka, Executive Director of Academy of Alameda, who received the Outstanding Administrator Award for helping revive the school's PTA program.

6. Board Members' Report:

*Board Clerk Jennifer Williams:* Board Clerk Jennifer Williams recognized Women's History Month by reflecting on the importance of honoring the achievements, struggles, and contributions of women throughout history. She highlighted the courage and resilience of civil rights leader Dolores Huerta, including Huerta's recent public disclosures about sexual abuse and her decision to speak openly after years of silence. Ms. Williams emphasized the importance of teaching historical truths in schools, supporting survivors, and ensuring that young people understand the importance of bodily autonomy, reporting abuse, and standing up for themselves and others. She also stated that no political movement, ideology, or cause should ever take priority over the safety and well-being of women and girls. Ms. Williams concluded by encouraging schools and communities to learn from the experiences and sacrifices of women in order to help students develop the confidence to live safe, empowered, and productive lives.

*Board President Ryan LaLonde:* Board President Ryan LaLonde shared appreciation for the opportunity to visit classrooms as part of the Teacher of the Year selection process, noting the dedication of teachers in supporting students and maintaining positive classroom environments. He also addressed community concerns regarding the hiring process for the new Alameda High School principal, emphasizing that California personnel privacy laws require confidentiality throughout public school hiring processes. President LaLonde explained that interview panels help narrow candidate pools but do not make final hiring decisions, and that confidentiality is necessary to protect

applicants, encourage qualified candidates to apply, and avoid public bias or political pressure influencing personnel decisions. He expressed concern that public campaigns surrounding hiring decisions could negatively impact both applicants and future recruitment efforts, while also creating discomfort for those involved in the process.

7. Superintendent's Report:

*Superintendent Pasquale Scuderi:* Superintendent Pasquale Scuderi acknowledged the concerns raised by Teachers on Special Assignment (TSAs) and clarified that the district does not intend to eliminate or reduce TSA positions or funding. He stated that AUSD has increased its investment in TSAs over the past six years and currently spends nearly \$3 million annually on these roles, which the district views as critical to supporting student achievement and addressing opportunity gaps. Superintendent Scuderi explained that the district's focus is on updating what it considers an outdated job description and developing a revised negotiated position structure. He also acknowledged concerns regarding possible gaps in healthcare coverage for some TSAs and stated that the district would immediately explore possible solutions. In addition, Superintendent Scuderi announced that Alex Harp had been recommended as the new principal of Alameda High School, highlighting his more than 30 years of experience in public education, and concluded by expressing appreciation for Board Member Jennifer Williams' remarks recognizing Women's History Month.

8. Student Board Member Reports:

*Donovan Smith (Encinal Jr. & Sr. High):* Encinal Jr. & Sr. High School Student Board Member Donovan Smith highlighted several recent and upcoming student activities at Encinal. He shared that the school recently hosted Performing Arts Assemblies for both middle and high school students featuring performances by the band, cheer team, and drama department, and encouraged the community to attend upcoming performances of the school musical Shrek. Mr. Smith also promoted upcoming events including the Island Spike volleyball game against Alameda High School, a campus event hosted by radio station 99.7 Now featuring student interviews and entertainment, and the school's upcoming prom in San Francisco. In addition, he noted that students were preparing for Wood Middle School Unity Day, where leadership students will teach younger students about different cultures and opportunities available throughout AUSD.

*Ruth Woldesemayat (Alameda High):* Alameda High School Student Board Member Ruth Woldesemayat shared several upcoming student activities, including the school's Women's History Month Fair featuring educational activities and information from student clubs, the drama department's upcoming production of Charlie Brown, and the Senior Breakfast event for graduating seniors. She also noted that junior students would be participating in CAASPP testing the following week with adjusted school schedules for different grade levels. In addition, Ms. Woldesemayat stated that while students understand the importance of confidentiality in the principal hiring process, some students have

expressed concerns regarding the selection of the new Alameda High School principal.

*Roan Byrne Sarno (ASTI):* ASTI Student Board Member Roan Byrne Sarno shared that ASTI recently hosted a successful Games Night where students from all grade levels participated in games and karaoke, and thanked the leadership class and staff members who helped organize and supervise the event. Roan also highlighted the school's ongoing Spirit Week activities, which included themed dress-up days, lunchtime karaoke, gaming competitions, and interactive student events designed to encourage school spirit and grade-level participation. In addition, Roan noted that Friday's "Sports Rama" assembly would conclude Spirit Month with students competing in various sports and activities. Roan also reminded students that the following week would be ASTI Spring Break and that students would not have high school or college classes during that time.

#### **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 and Ratification of Individual Service Agreements (ISAs) with Non-Public Schools and Non-Public Agencies
- 7) Approval of 2025-26 Consolidated Application Winter Reporting
- 8) Approval of AUSD's Comprehensive School Safety Plans (CSSP)
- 9) Approval of Bid Award for Invitation to Bid (ITB) #026-077-03 Various Sites Roof Repairs - Bay Farm Elementary School, Otis Elementary School, and Alameda Science and Technology Institute
- 10) Approval of Bill Warrants and Payroll Registers
- 11) Approval of Contract Award for E-Rate Category 2 Equipment and Licensing
- 12) Approval of New Job Description: Low Voltage Technician
- ~~13) Approval of Revised Board Policy 4354: Health and Welfare Benefits~~
- 14) Approval of Revised Board Policy 6146.1: High School Graduation Requirements
- 15) Approval of Updated Teacher and General Support (Administrator, Clerical, Custodian, Food Service, and Paraprofessional) Substitute Salary Schedule
- 16) Proclamation: Dolores Huerta Day - April 10, 2026
- 17) Resolution No. 2025-2026.41 Approval of Material Revision Request Submitted by Alameda Community Learning Center (ACLC)
- 18) Resolution No. 2025-2026.42 Approval of Budget Transfers, Increases, Decreases

19) Resolution No. 2025-2026.43 Authorization to Dispose of Surplus Property

Public Comments on Consent Items:

*Eddie Lowe, Alameda High School Tennis Team:* Mr. Lowe thanked the Board and district for supporting the resurfacing of the Alameda High School tennis courts. He stated that the courts are an important long-term investment for both students and the broader community and expressed appreciation for the district's willingness to listen to student input throughout the process.

*Cal Millett, AUSD student:* Cal, a 9-year-old student, shared that he hopes to one day play on the Alameda High School tennis team. He urged the district to ensure that the Alameda High tennis players have safe tennis courts.

*Eric Robbins, Laney Tennis Association:* Mr. Robbins thanked the district for its continued support of the tennis community and the Alameda High School tennis courts. He also praised district staff and Encinal High School for accommodating tennis programs during the court closures and shared hopes of expanding community and youth tennis partnerships once the Alameda High courts reopen.

*Sophie Featherstone and Zoe, Alameda High School Girls Tennis Team:* The team captains expressed gratitude for the district's support in resurfacing the Alameda High School tennis courts after years of advocacy. They explained that the current court conditions are unsafe and stated that the resurfacing project will provide the team with a safe home facility and strengthen school spirit, recruitment, and community support for the program.

*Soni Johnson, Alameda Community Member:* Ms. Johnson requested greater transparency regarding the Alameda High School principal hiring process. She questioned how stakeholder input was weighed during the selection process and expressed support for Assistant Principal Michael Lee, citing his experience, leadership, and connection to the school community.

*Pamela, Alameda Tennis Community Member:* Pamela thanked the Board and district staff for responding quickly to safety concerns regarding the Alameda High School tennis courts and for moving the resurfacing project forward. She also recognized the collaboration between AUSD, Alameda Parks and Recreation, and the local tennis community in helping the tennis program continue and grow during construction.

*Tyler Chin, Alameda High School Boys Tennis Team:* Mr. Chin, a senior and co-captain of the Men's tennis team, thanked the Board for considering the resurfacing project. He shared personal memories of competing on the Alameda High courts and emphasized that restoring the courts will support future generations of students and strengthen school pride and community connection.

*Michael O'Malley, teacher, Alameda High School:* Mr. O'Malley, a teacher at Alameda High School, spoke in support of Assistant Principal Michael Lee for the principal position. He praised Mr. Lee's professionalism, calm leadership style, and ability to resolve conflicts while maintaining strong relationships with students, parents, and staff.

*Rebecca Baumgartner, teacher, Alameda High School and Alameda Adult School: Ms. Baumgartner discussed the importance of representation and diversity in school leadership, particularly in relation to the district’s Ethnic Studies curriculum and values around inclusion. She expressed concern that recent leadership decisions did not reflect the district’s stated commitments to diversity, equity, and representation for students of color.*

A Board member thanked students and community members for their advocacy and participation in the meeting, particularly Alameda High School tennis students and community members involved in the principal hiring discussion. They emphasized that community feedback and stakeholder engagement are valued and can help improve district processes over time. Board members also acknowledged that inclusive decision-making processes can be challenging and emotional, but stated that the district remains committed to listening to community concerns while supporting the transition to the new Alameda High School principal.

***Motion to adopt the Consent Calendar with the exception of item E13 -Approval of Revised Board Policy 4354: Health and Welfare Benefits, which will be heard as the last item on the General Business agenda.***

**MOTION:** Member Lym

**SECONDED:** Member Hahnel

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Byrne-Sarno, Smith, and Woldesemayat

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

**F. GENERAL BUSINESS**

1. 2025-26 Three-Year Local Control and Accountability Plan (LCAP) Goal 3 Featuring Ruby Bridges Elementary and Encinal Jr. & Sr. High School

The Local Control and Accountability Plan (LCAP) is a three-year plan that describes the goals, actions, services, and expenditures to support positive student outcomes that address state and local priorities. The LCAP provides an opportunity for local educational agencies (LEAs) to share their stories of how, what, and why programs and services are selected to meet their local needs.

District and school site staff presented updates on Goal 3 of the Local Control and Accountability Plan (LCAP), which focuses on providing academic, social-emotional, and culturally responsive supports to help all students succeed. District priorities continue to include early literacy, math instruction, common assessments, and a focal student approach designed to better support students with the greatest needs.

Ruby Bridges Elementary School shared its work implementing culturally and linguistically responsive teaching practices, targeted reading interventions, and social-emotional supports. Staff highlighted increased student engagement, collaborative instructional practices, and positive early results from the Ignite Reading intervention program, while also emphasizing the importance of team-based student support systems and restorative practices.

Encinal Junior & Senior High School staff discussed efforts to strengthen professional learning communities, develop common assessments, expand family engagement, and support focal students through classroom interventions and wellness services. Staff also highlighted the growth of the AVID program, the implementation of a student Wellness Center, and ongoing work to align instruction and improve student outcomes through collaboration and data analysis.

2. Alameda Unified School District Citizens' Bond Oversight Committee Annual Report for 2024-2025

Bond Oversight Committee members Mike McMahon and John Baum provided an update on the progress and oversight of Measure I and Measure B bond projects throughout the district. Mr. Baum reflected on the successful completion of Measure I projects, highlighting major improvements to school facilities, including technology infrastructure, safety upgrades, modernized campuses, and ongoing projects at schools such as Wood Middle School, Encinal High School, and Alameda High School. He praised district staff, architects, and project managers for their work managing the large-scale construction efforts and emphasized the community's continued support through local bond measures.

Mr. McMahon outlined upcoming Measure B projects and future construction priorities, including work at Otis Elementary, Lincoln Middle School, Wood Middle School, athletic facilities, and the Alameda High School tennis courts. He also highlighted the district's management of complex projects such as the Encinal High School pool replacement and stressed the importance of continuing to communicate project timelines and bond expenditures clearly to the community.

Board members thanked the Bond Oversight Committee members for their years of service and for helping ensure transparency and accountability in the use of bond funds. They emphasized that the committee's independent oversight helps build public trust and community support for school bond measures by ensuring funds are spent appropriately and responsibly. Board members also highlighted the visible improvements made across district campuses, including upgraded facilities, safety improvements, and modernization projects that benefit students and the broader community. In addition, they recognized the significant behind-the-scenes work involved in overseeing multiple projects across the district and expressed appreciation for district staff and committee members who support the bond program and construction efforts.

3. Approval of AB1200 and Associated Salary Schedules: 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

Assistant Superintendent Shariq Khan presented the district's required AB1200 fiscal disclosure related to recently negotiated agreements with the Alameda Education Association and CSEA Chapters 27 and 860. He explained that AB1200 requires school districts to demonstrate long-term fiscal planning and transparency regarding labor agreements to ensure districts remain financially stable. Mr. Khan outlined the agreements' major fiscal components, including ongoing salary increases, one-time payments, and increased healthcare contributions over a three-year period, with the total cumulative cost projected at approximately \$32.3 million.

Mr. Khan stated that the district is projecting an ongoing structural deficit in future years, with expenditures expected to exceed ongoing revenues by approximately \$14 million annually. He explained that the district plans to temporarily offset these costs using one-time funding sources, including Measure B funds, discretionary funds, and reserve reductions, but cautioned that the district could face a projected deficit by the 2029–30 school year if corrective actions are not taken. Superintendent Pasquale Scuderi and Mr. Khan emphasized that the district is not predicting financial crisis, but rather stressing the importance of long-term planning, disciplined budgeting, and early intervention strategies to manage future fiscal challenges.

Mr. Khan also reviewed possible strategies used by other districts to address structural deficits, including limiting new ongoing costs, aligning staffing with enrollment, reducing discretionary spending, and considering future program or facility adjustments if necessary. He noted that future financial conditions could improve or worsen depending on enrollment, attendance, state funding, and other external factors, and emphasized the need for continued monitoring and flexibility as the district updates its multi-year financial projections.

Public Hearing Opened: 9:42pm  
No Public Comments  
Public Hearing Closed: 9:43pm

Board members emphasized the importance of maintaining the district's long-term fiscal solvency by aligning expenditures with revenues and making responsible financial decisions early rather than delaying difficult choices. They expressed confidence that the district will continue planning carefully to meet its contractual obligations while monitoring future budget conditions. One board member also used a retirement budgeting analogy to explain how the district proactively plans for future financial challenges by adjusting spending, identifying potential new revenues, and making gradual changes over time to avoid larger financial problems later.

***Motion to approve AB1200 and Associated Salary Schedules: 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.***

**MOTION:** Member Williams

**SECONDED:** Member Hahnel

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Byrne-Sarno, Smith, and Woldesemayat

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

4. Arts, Music, and Instructional Materials (AMIM) Discretionary Block Grant Expenditure Plan

Assistant Superintendent of Business Services Shariq Khan presented the district's proposed expenditure plan for approximately \$5.3 million in one-time state discretionary block grant funding designated for art, music, and instructional materials. He explained that the district plans to use the funds to support current-year special education expenditures, which would create greater financial flexibility within the budget to help support the recently negotiated employee agreements. Mr. Khan stated that the proposal is part of the district's broader long-term financial strategy aimed at balancing student needs, fiscal responsibility, and staff retention, and noted that the expenditure plan is being presented publicly as required under AB1200 regulations.

A Board member asked for clarification about whether the \$5.3 million discretionary block grant discussed in the current item was the same funding source referenced in the earlier AB1200 presentation regarding \$2.7 million in discretionary funds. Assistant Superintendent Shariq Khan clarified that the two funding sources are different and explained that the \$5.3 million grant must be used before it expires at the end of the fiscal year.

The Board member also asked how the district could use the grant for special education expenditures while also describing it as supporting employee compensation increases. Mr. Khan explained that by using the restricted grant funds to cover special education costs, the district frees up unrestricted general fund dollars that can then be used to support compensation increases and other operational needs.

***Motion to approve the Arts, Music, and Instructional Materials (AMIM) Discretionary Block Grant Expenditure Plan.***

**MOTION:** Member Lym

**SECONDED:** Member Williams

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Byrne-Sarno, Smith, and Woldesemayat

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

5. Approval of Tentative Agreement with Alameda Education Association (AEA) on Successor Agreement for 2025-2028

Assistant Superintendent of Human Resources Timothy Erwin presented the proposed 2025–2028 successor agreement between the Alameda Education Association (AEA) and Alameda Unified School District for Board approval. He noted that negotiations lasted more than a year and included multiple bargaining and mediation sessions. Mr. Erwin highlighted key components of the agreement, including previously discussed salary and healthcare increases, expanded opportunities for professional collaboration, updates to the professional growth and evaluation system, enhanced special education supports, a separate salary schedule for speech and language pathologists, and expanded structures for secondary department chairs. He also thanked the AEA and district bargaining teams, Superintendent Pasquale Scuderi, Assistant Superintendent Shariq Khan, and the Board of Education for their collaboration, leadership, and support throughout the negotiation process.

A Board member reflected on the emotional challenges surrounding the recent hiring process and acknowledged the difficulty of balancing confidentiality requirements with strong public interest and community emotions. The Board member noted that public criticism directed at board members during the negotiations process had become personal at times, while also recognizing that many community members were deeply invested and emotional about the issue. The comments emphasized the importance of remembering the humanity of everyone involved in difficult discussions and encouraged continued respect, gratitude, and accountability as the district moves forward.

***Motion to approve Tentative Agreement with Alameda Education Association (AEA) on Successor Agreement for 2025-2028.***

**MOTION:** Member Williams

**SECONDED:** Member Hahnel

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Byrne-Sarno, Smith, and Woldesemayat

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

6. Approval of Tentative Agreement with California School Employees Association, Chapter 27 (CSEA 27) on Successor Agreement for 2025-2028

Assistant Superintendent of Human Resources Timothy Erwin presented the

proposed 2025–2028 successor agreement between Alameda Unified School District and CSEA Chapter 27 for Board approval. He stated that the agreement reflects a shared commitment to supporting classified employees through increased compensation and benefits, along with updates to contract provisions intended to better support employees and school operations. Mr. Erwin highlighted revisions related to overtime procedures, longevity credits, vacation accumulation, catastrophic leave, and the transition of all classified employees to a 12-month pay cycle. He also thanked both bargaining teams for their collaboration, advocacy, and partnership throughout the negotiation process.

*Motion to approve Tentative Agreement with California School Employees Association, Chapter 27 (CSEA 27) on Successor Agreement for 2025-2028.*

**MOTION:** Member Lym

**SECONDED:** Member Williams

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Byrne-Sarno, Smith, and Woldesemayat

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

7. Approval of Tentative Agreement with California School Employees Association, Chapter 860 (CSEA 860) on Successor Agreement for 2025-2028

Assistant Superintendent of Human Resources Timothy Erwin presented the proposed 2025–2028 successor agreement between Alameda Unified School District and CSEA Chapter 860 for Board approval. He stated that the agreement was the result of months of collaboration and problem-solving and includes compensation and benefit increases along with several contract updates for classified employees. Mr. Erwin highlighted provisions related to access to district computers and email, flexibility in overtime compensation, a transition to a 12-month pay structure, and improvements to longevity credits and vacation accumulation. He also thanked the district and CSEA 860 bargaining teams for their professionalism and partnership throughout the negotiation process.

*Motion to approve Tentative Agreement with California School Employees Association, Chapter 860 (CSEA 860) on Successor Agreement for 2025-2028.*

**MOTION:** Member Hahnel

**SECONDED:** Member Williams

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Byrne-Sarno, Smith, and Woldesemayat

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

8. Resolution No. 2025-2026.44 Approval to Accept the Developer Fee Justification Report and Adopt the Proposed Adjustment to the Developer Fees Levied by the District

Assistant Superintendent of Business Services Shariq Khan presented an item regarding updated developer fees required to remain aligned with state law. He explained that developer fees are collected from new residential and commercial construction projects to help school districts address the impact of enrollment growth and fund needed school facilities. Mr. Khan stated that the State Allocation Board recently approved increases to the maximum allowable fees, raising residential rates to \$5.38 per square foot and commercial rates to 87 cents per square foot. He noted that the district completed the required justification study and public hearing process and recommended approval of the resolution so the updated fees could begin being collected later in May through the City of Alameda.

Public Hearing Opened: 9:52pm

No Public Comments

Public Hearing Closed: 9:53pm

A Board member asked Assistant Superintendent Shariq Khan for clarification about how developer fees are collected and whether the City of Alameda acts as the district's fiscal agent. Mr. Khan explained that the city collects the fees on the district's behalf to simplify the permitting process for developers and then remits the funds to the district on a quarterly basis with detailed reporting. He also clarified that the fee rates are established by the state, not the city, and that the fees can only be used for facilities-related purposes, not for ongoing operational expenses such as teacher salaries. Mr. Khan further explained that developer fee revenues fluctuate based on construction activity and noted that recent collections have been used to help fund the expanded reconstruction project at Wood Middle School.

***Motion to approve Resolution No. 2025-2026.44 Approval to Accept the Developer Fee Justification Report and Adopt the Proposed Adjustment to the Developer Fees Levied by the District.***

**MOTION:** Member Lym

**SECONDED:** Member Williams

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Byrne-Sarno, Smith, and Woldesemayat

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

9. Approval of Revised Board Policy 4354: Health and Welfare Benefits

Assistant Superintendent of Human Resources Timothy Erwin presented a revised Board Policy 4354 regarding health and welfare benefits for Board approval. He explained that the revisions reflect the changes recently negotiated in the tentative labor agreements and noted that the policy update was intentionally brought forward after approval of the agreements to ensure proper sequencing of the items.

*Motion to approve Revised Board Policy 4354: Health and Welfare Benefits.*

**MOTION:** Member Lym

**SECONDED:** Member Williams

**STUDENT BOARD MEMBER VOTES**

**AYES:** Members Byrne-Sarno, Smith, and Woldesemayat

**NOES:**

**ABSENT:**

**BOARD MEMBER VOTES**

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

**NOES:**

**ABSENT:** Member Little

**MOTION APPROVED**

**G. ADJOURNMENT** - Board President Ryan LaLonde adjourned the meeting at 10:02pm.

Respectively Submitted,

Kerri Lonergan  
Senior Executive Assistant  
Alameda Unified School District