

**BSEP PLANNING & OVERSIGHT COMMITTEE MINUTES**

**February 25, 2020**

BUSD Offices –Technology Room 126  
2020 Bonar Street, Berkeley, CA 94702

**P&O Committee Members Present**

Nicole Chabot, *Berkeley Arts Magnet*  
Alisha Graves, *Cragmont*  
Jonathan Weissglass, *Emerson*  
Pamela Hyde, *Emerson (Alt)*  
Chris Wallace, *Jefferson*  
Weldon Bradstreet, *Rosa Parks*  
Kate Jordan, *Sylvia Mendez*

Heather Flett, *Washington*  
Terry Pastika, *King Middle School*  
Aaron Glimme, *Berkeley High*  
Esfandiar Imani, *Berkeley High*  
Josh Irwin, *Berkeley High*  
Shauna Rabinowitz, *Berkeley High*  
Felicia Bellows, *Independent Study*

**P&O Committee Members Absent\*:**

Tamara Perkins, *Early Childhood Education* Jose Rodriguez, *Longfellow M.S.*  
Vanessa Garza, *John Muir* Jennifer Sitkin-Morgan, *Willard Middle School*  
Jane Logan, *Malcolm X* Rita Gaber, *Willard Middle School*  
Carla Bryant, *Oxford* Evon Williams, *Berkeley Technology Academy*  
Martin de Mucha Flores, *Longfellow M.S.*

*\*Alternates and co-reps are not marked absent if another rep is present. Currently there is no representation from Thousand Oaks elementary, and only one representative from King Middle School.*

**Visitors, School Board Directors, Union Reps, and Guests:**

Cathy Campbell, *Former BFT President*  
Judy Appel, *School Board President*

**BUSD Staff:**

Brent Stephens, *Superintendent of Schools*  
Bajé Thiara, *Associate Superintendent of Educational Services*  
Natasha Beery, *Director of BSEP and Communications*  
Jay Nitschke, *Director of Technology*  
Elizabeth Karam, *BSEP Senior Budget Analyst*  
Danielle Perez, *BSEP Program Specialist*

**1. Call to Order and Introductions**

At 7:15 p.m. Chairperson Pastika called the meeting to order. The meeting began with introductions around the table.

**2. Establish the Quorum/Approve the Agenda**

The quorum was established with 13 voting members present.

Chair Pastika asked for a motion to approve the agenda. Rep. Glimme moved to approve the agenda, Rep. Irwin seconded the motion; the agenda was approved unanimously.

### **3. Chairperson's Comments**

Chair Bradstreet asked members to contribute to the snack fund.

### **4. Public Comment**

Rep. Graves shared a message from the Green Team at Cragmont and others in the district who are collectively interested in phasing out non-compostable products currently being used in the schools. Parents have looked at other districts' phasing-out, in favor of reusable foodware. The group has a plan to put forth a proposal to the Board and are recruiting families to show up in support of the proposal at the next Board meeting on March 11.

### **5. BSEP Director's Comments**

*Natasha Beery, Director BSEP & Community Relations*

Director Beery thanked Director Nitschke, Ms. Karam and Ms. Perez for the "extra lifting" during her absence. She also expressed gratitude to committee members for staying late, and shared that it is likely that the committee will need to add another meeting to the calendar in April and/or May, given how much there is to do with the Annual Plans. Ms. Perez will send out a survey on potential dates to get an additional date on the calendar.

### **6. Superintendent's Report**

*Dr. Brent Stephens, Superintendent of Schools*

Dr. Stephens shared that Steve Collins from Facilities presented an update on the district's Sustainability Plan at the most recent Board meeting. The single largest barrier to phasing out single use products is labor; the district averages about 6 openings per year due to the salary level and shift times for nutrition services positions. This proposed move to reusable materials would require more labor. The Director of Nutrition Services, Bonnie Christensen, and the Green Teams will sit down and go over the challenges at the Wellness Committee meetings.

Generally speaking, there are ongoing budget conversations in various committee meetings. The priorities are to pay additional attention to African American students and families, and added attention to sexual harm prevention in response to recent outstanding and courageous actions of BHS students. Some proposals this evening will directly address these two concerns.

### **7. School Board Update**

*Judy Appel, School Board President and BSEP Liaison*

President Appel did not have any further updates.

### **8. Approval of Minutes**

*January 28, 2020*

Rep. Irwin moved to approve the 2.11.20 meeting minutes, Rep. Bellows seconded; the minutes were approved unanimously.

### **9. SBAC Report**

*Reps. Carla Bryant, Nicole Chabot, and Josh Irwin*

Rep. Chabot shared that, in response to the need to reduce General Fund (GF) expenses by over \$1 million, Dr. Stephens brought a straw-man list of shifts and solutions to the SBAC, which takes into account various pressures and moving parts. With this information, the SBAC feels

that we can make some steps forward. The pressures on budget planning are: 1) The \$1 million budget shortfall for the coming year due to revenues not equaling current expenses. 2) \$700,000 worth of expenses paid from one-time funds in the current year, which now must either be added to an ongoing budget or eliminated. 3) Additional asks and needs that have arisen, equaling another \$1.3 million. So in total, there is almost \$3 million worth of expenses that need to be resolved for the coming school year. The SBAC talked through action items, and the net takeaway was general surprise that the number of expected cuts in 2020-21 is relatively small. However, there will be a lot of shifting between funds, particularly impacting LCAP and of BSEP. The P&O will be very involved in those discussions. Rep. Irwin reminded the committee of comments and requests from past meetings, when committee members looked at the fund balances in BSEP and asked about using those resources to implement new programs; one of the reasons we built up those funds is because we never know what's going to come up as far as need.

Dr. Stephens added that a significant portion of the district budget from LCAP supplemental funds is targeted to provide services for unduplicated students (socioeconomically disadvantaged, foster youth, and English learners [ELs]). The district recently learned that the number of unduplicated students in '19-20 has fallen, so we will experience a decrease in revenue of about \$220,000 this year and an anticipated decrease of \$340,000 next year, totalling about \$560,000 to cut from that \$5.5 million budget.

Rep. Rabinowitz asked when the snapshot or census of student enrollment is taken, given that students come and go all the time in the district. Director Nitschke explained that BUSD's CALPADS (enrollment) census is done every year on the first Wednesday of October. Board President Appel noted that this change in enrollment clearly reflects what we're seeing in our city, new people moving in and pushing other families out. Chair Pastika inquired when the big picture ask from BSEP is coming to the P&O. Director Beery answered that most of the new asks from High Quality Instruction will be presented this evening. Dr. Stephens elaborated that the additions are generally a direct response to the overall health of the BSEP measure. Rep. Weissglass asked if a list of cuts was yet available and Dr. Stephens responded that yes, there is a preliminary proposed list, but it is not yet public. He has been giving straw-man proposals to prompt discussion in the SBAC, but the March 11 Board meeting will have a public proposal.

**10. Recommendation BSEP Funds in FY 2019-20: Measure A Carryover: Program Support**

*Dr. Brent Stephens, Superintendent of Schools*

Dr. Stephens distributed the following document:

- BSEP Measure A Program Support Supplemental Proposal

Dr. Stephens explained that due to requests/demands around education on consent and increased educational opportunities for BHS students, this use of carryover provides \$50,000 to fund a starter kit on contracts with local experts who work in this area. The district is busy collecting and vetting resources as groups have reached out over the past 2 weeks, and this money will permit us to enter into contracts with one or two programs of our choice to bolster programs at BHS through this semester; we will then think about further steps for next school year, so the committee will see a repeat of this line in the BSEP Counseling budget for '20-21.

Rep. Graves asked if there is a mandated, standard curriculum taught across district. At Cragmont it is a school initiative to have puberty/sex education, it's unclear if something standard exists. Dr. Stephens answered that the most institutionalized instruction is the Social Living unit given to all 9th graders at BHS. The School Climate TSA has discovered a grade 6 puberty education curriculum from Oakland, and is distributing those now, but the uptake with those materials is not yet known. President Appel shared that the Board did get a pretty full summary of what is offered at King. Dr. Stephens acknowledged that there are many school-based efforts, but these are the two centrally coordinated by the district. Rep. Rabinowitz asked if the district's Title IX position is funded out of GF. Dr. Stephens answered yes, and the addition of an investigator position in that office will increase staffing from 2 to 3.

Director Beery explained that the budget page in this document shows the current totals and a revision with this new expense factored in, showing how it draws down the carryover resource. This addition reduces fund balance to \$66,000 which still needs to be spent in accordance with wording of prior measure from which it was collected. Ms. Karam explained that the starting fund balance changed between the two budget sets because the original number was an estimate from last Spring, which has been updated since the books closed at the end of last school year.

This item will come to the P&O committee for a vote at the next meeting on March 10.

**11. Recommendation for BSEP Funds 2020-21: Support for Teaching: Professional Development, Evaluation, Expanded Course Offerings, and Classroom Support**

*Brent Stephens, Superintendent of Schools and Natasha Beery, Director of BSEP*

Dr. Stephens and Director Beery distributed the following documents:

- BSEP CSR and Support for Teaching Revised Summary
- BSEP Measure E1 of 2015 Budget Model Assumptions
- CSR Multi-Year Projection 2020 Draft
- Measure A History

Director Beery explained that the committee will return to the Teacher Template (TT) later in the meeting, but first the group will take another look at the big picture for High Quality Instruction (HQI), excluding Professional Development (PD) and Evaluation, detailed plans for which will come to the committee in March. Tonight's presentation is to bring an idea of the big asks being put into BSEP budgets under Classroom Support, and to give the committee a summary of where those budgets are headed. Taking all these proposals and rough numbers, Director Beery will then present a multi-year projection to show the impact on the fund balance in the out years of the measure, assuming that all these additions are accepted. Later, when the committee hears more about PD and Evaluation proposals, this will have provided context. The hope is that the committee will then have sufficient information to approve the first component, the TT, later in this meeting so that we can allow HR to move ahead with staffing our schools for next year.

Dr. Stephens provided an overview of this HQI component of the BSEP budget. The first page details Class Size Reduction and the TT, which describes the already-discussed adjustment of the GF contribution to teacher salaries, from a student:teacher ratio of 34:1, to 36:1 in 2020-21. This

change doesn't adjust class size, but does increase the BSEP contribution toward maintaining class sizes.

A good portion of PD in the district is funded from this BSEP HQI budget, but not all. There are many lines of work we want to build into next year, including items that have previously been funded such as specific support for ELs, the Silicon Valley Math Initiative (SVMI), and RTI. There are also additions of enhanced work with ELs (directly in response to a CDE audit suggesting we have work to do to beef up designated and integrated English Language Development [ELD]), early literacy development, and supporting students with phonological processing issues (specifically students with dyslexia). Further, there is work adjacent to Special Education, particularly as it is likely the district will be declared significantly disproportionate due to African American students being referred to SpEd at disproportionate rates. This is true for most districts in Alameda County. So more details will be provided on PD as it relates to all these topics when that plan is presented at the March 10 P&O meeting.

Additionally, after engaging the consultant Dr. Linda Wing, we needed more time to work across multiple teams to ensure that the BREA (Evaluation) budget and scope is in line with the recommendations collected by Dr. Wing on behalf of the district. There is potential for increase in the PD proposal, but we don't expect an increase in BREA beyond funding for contracts.

The Expanded Course Offering (ECO) plan remains unchanged from this year to next. For Classroom Support, we will continue to have BSEP provide U9 support, TWI support at Sylvia Mendez, and funds for the IB Coordinator at BHS. We are also inserting five full-time SpEd positions; three will work towards caseload reductions at sites with the highest caseload averages while two will work to relieve SpEd staff caseloads for new assessments. Another new proposal is for a 504 Coordinator. 504 Plans provide accommodations for students with a variety of disabilities that are not necessarily SpEd, but which BUSD is legally required to provide. BHS will have more than 400 students with 504 Plans by end of this year, and those plans are currently managed by counselors but not overseen by an administrator. This position will determine who is eligible for a 504 Plan, interface with parents and medical professionals, attend negotiations, and monitor the Plans to ensure that agreed-upon accommodations are being implemented.

Next, it is proposed that two positions which are currently funded one-time from measure A carryover funds in SY 2019-20 would effectively be made permanent by adding them to this Measure E1 budget. These are the CTE Coordinator and the Dean of Attendance at BHS. Director Beery explained that in Measure A the resource had been called Program Support; generally the same description of appropriate programs for this funding applies to the HQI budget in Measure E1. Rep. Graves asked how many current SpEd employees the district has in the positions that will be paid out of BSEP funds next year (the 5 FTE being added). Dr. Stephens answered roughly 38 SpEd teachers across elementary and middle schools, plus two TSAs at the District Office working on assessments.

Rep. Rabinowitz asked if any of these employees are coming out of the district's Pathways to Teaching program. Dr. Stephens responded that they could be, we placed our first BPACT teacher in our schools this year. It isn't required, but we would love to recruit them if available.

Chair Pastika asked if each of the areas being presented and discussed (PD, ECO, Evaluation, etc.) has established metrics for success or outcomes to be achieved. Dr. Stephens responded that we do gather data around these programs, but we as with other districts we cannot prove a causal relationship to any individual program or initiative. Chair Pastika asked how the district assesses whether any given investment of funds is effective. Dr. Stephens answered that we evaluate anecdotal feedback, looking at populations served. We can look at metrics around STAR assessment results in math and ELA, but it's tough to take those trends and be sure that it's related to one spending point. Rep. Glimme commented that there is no way to tease out what aspect of a program drives a specific change; there are too many variables for any scientific study to analyze. Teasing out a single change's impact is very hard to impossible to measure. Dr. Stephens referred back to the discussion around increasing the contracting budget for BREA, to take on 2-3 higher quality research projects per year providing qualitative and quantitative studies evaluating a performance metric we want to measure. We do want to start that work, though we can't define scope down to one expense out of hundreds. Chair Pastika elaborated that she was hoping for goals associated with spending. Rep. Imani also asked if there is any benchmarking or lessons learned that we can use from other districts to justify our spending. Dr. Stephens answered that the state accountability system is meant for that comparison, but at the level of specificity that we're talking about, it is very difficult to compare across districts. Some programs, like the International Baccalaureate Program or AP exam results, which share standards across schools, are easier to compare than others.

Rep. Graves stated that the OFEE presentation included a report of improvement in attendance rates, and asked if a program similar to the OFEE structure would be more effective than the Dean of Attendance position. Dr. Stephens responded that the OFEE information was probably referring to the fact that contact with McKinney-Vento staff improves attendance, but that doesn't necessarily come from OFEE alone, it could also be from counselors or other staff. Specifically at Longfellow, attendance has improved this year, and that is attributed to the African American Success Program.

Rep. Irwin asked, if we see that those 5 FTE for SpEd save the GF money due to avoided lawsuits, then perhaps this expense shouldn't stay in BSEP budgets forever. If the district can save enough money to absorb these position costs, and if we free up proportional funds in BSEP, we could do a lot of other things. Dr. Stephens noted that this is one of a number of strategies that the district hopes to leverage and which will work together. Rep. Hyde asked what, if more money were available, would the next-highest district priority be. Dr. Stephens answered that in general, the three groups furthest from opportunity in BUSD are African American, SpEd, and English Learner students. Rethinking the role of the PD department, and also expanding African American Success Project are generally where he would want to see investments take place from the GF, LCAP, and BSEP. Rep. Hyde asked if the district is hoping to be able to get at these systemic needs in 3-5 year cycles, or if we are solving crises each year as they arrive. Dr. Stephens answered that these incremental adjustments are building on long-term plans, not new thinking, expanding on work and longer term thinking that already exists. President Appel agreed, stating that as time goes on we can do this work even more, given our group of leaders with a long-term commitment to these goals and the new energy and ideas being incorporated. The group is hearing intentional thinking about long-term plans.

Director Beery explained that the Multi-Year Projection (MYP) incorporates the assumptions presented by the HQI document which the committee just reviewed, and plays them out over the next three years for the purposes of discussion. She is also sharing a document that was requested at previous P&O meetings, containing the assumptions that were made about the new measure as it was being constructed, and which we adjust and continue to use as we make decisions moving through the life of Measure E1. This MYP is just for the HQI budget, the entire BSEP budget revenue annually is \$32 million, but \$20 million goes to CSR and related programs. This does not include the other measures up for approval by voters in March, which represents another resource to bolster compensation for our teachers and staff. We have to set aside a reserve for contingencies, and indirect costs, in addition to expenses for items listed in each part of the BSEP Annual Plan. There's also an additional amount taken out to supply a required 3% reserve separate from contingency funds.

In 2019-20 we'll spend about \$19 million all told from HQI, and next year we'll spend \$21-\$22 million. If revenue is less than that expense, we have to draw down on the fund balance to fulfill those promises, and if this plan moves forward at this rate, we would draw down about \$800,000 a year. All together, by year 7 or 8 of the measure, we'll be out of fund balance. According to this model, with no cost of living adjustment (COLA) increases, we would need to adjust this budget by reducing expenses to sustain it through tot the last years of the measure. We did that under Measure A, which we'll review more in the next document. Rep. Chabot clarified that these numbers include the TT adjustment, but not the staff salary increase contingent on the passage of the BERRA ballot measure, because that would be a completely self-sustaining revenue which wouldn't impact BSEP.

The next document shows some of the assumptions used to build Measure E1, during the final years of Measure A, and also the overall trajectory of Measure A. Note that Measure A's trajectory mirrors that of E1 in the first three years. In the next three years of the old measure we had middling COLAs and increased enrollment, which resulted in higher costs to BSEP (though teachers weren't seeing raises). In the last years we saw teacher compensation increase, LCAP bringing in more money to the GF, but COLAs were flattening to exactly zero and BSEP could not support as many FTE and expanded programs. So the GF took on expenses that had previously been in BSEP.

Rep. Imani asked, given that the COLA determination is made by the state, if it is based on state economy. Ms. Karam explained that for the years during Measure A in which we didn't get a COLA, the overall state school funding formula had changed so that the state was paying districts back for prior years in which the state hadn't fully funded its obligations. In the years in which the COLA was zero, the state was still in repayment mode such that the GF was still receiving increasing funds. President Appel added that the district depends on a higher COLA because the increases in the local control funding formula (LCFF) are over, the state has calculated that they've paid us back for the recession, and this COLA is all we're getting in increases to state funding. Ms. Karam added that Measure E1 has a COLA based on the local Consumer Price Index (CPI), but that LCFF funding is based on state CPI and government decisions. Director Beery explained that the next document shows the factors that we took into account when planning Measure E1, given how things had gone in measure A. We moved from a 10 year measure to 8 years, which seemed more reasonable to project, but even so some of our

assumptions have played out while others have not. Some portions are unpredictable, for example we don't know when new buildings will come on line, if they are exempted because of non-profit status, or if low-income seniors will request refunds. Ms. Karam added that we also can't predict when the tax money will be paid and come to us, or if/when some of it may be demanded back as a rebate or adjustment.

For cost projections, we take the costs as they are now with the people we have now working, though that can change. District-paid retirement contributions can increase dramatically, and have done so. Staff salaries increase based on a step and column schedule, and if new employees come in they could be more or less expensive than their predecessors. Originally we built the new model based on the state COLA, but then we decided to use the Bay Area CPI. We also built in an assumption of 3 prep periods per elementary teacher, which increased to 4 per negotiations with their union. We still need to confirm how the equalizing of class sizes across elementary schools will impact how many FTE we need to pay. Dr. Stephens added that the district is looking into how facilities needs and classroom space will be impacted by this shift as well. Director Beery noted that there are two more years until the full impact is realized.

Rep Irwin asked if the model assumes a static square footage in the city. Director Beery confirmed yes, because we can't predict what properties will come on-line for occupancy or when, so we can't rely on it. Also, at 39 cents per square foot, we need a lot of square footage to equal meaningfully more money--we'd need a million square feet to get \$400,000. Rep. Chabot asked if the budget might barely suffice if COLAs come through in years 5-6-7-8. Ms. Karam responded that it depends on what the costs end up being; in all likelihood even with a decent COLA the costs will increase in excess of that amount. Rep. Chabot stated that with the proposals on the table this BSEP surplus is spoken for, and if new asks come next year there won't be room to add expenses. Ms. Karam also noted that even though right now the fund balance looks good, at this magnitude changes of even a small percentage can result in large shifts in dollar amounts moving forward.

## **12. Recommendation for BSEP Funds in FY 2020-21: Teacher Template**

*Brent Stephens, Superintendent of Schools and Natasha Beery, Director of BSEP*

Director Beery distributed:

- 2020-21 Teacher Template

Director Beery explained that, given the context from the preceding budget discussion, the committee is now being presented with a finalized version of the TT, for a vote of approval for just this portion of the HQI budget, to bring to the March Board meeting for implementation.

This begins with the work of Admissions, projecting enrollment and the number of classes needed at each school at each grade. This also includes the adjustment in the GF contribution for teacher salaries, and the projected savings to GF from that change are already built into the Superintendent's budget models moving forward. This change is permissible per the wording of the measure, which states that BSEP shall provide funding above what the GF can provide. See that BSEP also provides funds to round out the FTE so that we have full-time teachers in each elementary class. Overall the GF will contribute  $\frac{2}{3}$  of teacher salaries, and BSEP roughly  $\frac{1}{3}$ .

BSEP also pays its proportional share of substitute costs and indirect costs. There have been no changes to this document since it was last presented. Rep. Graves asked how many more years this measure has left. Director Beery answered that it is an 8 year measure which started in 2017 so through the 2024-25 school year. After that, we go back to Berkeley voters, as we have since 1986. Historically, once in a 12-year measure BSEP did run out of money 2 years early, and we did go back to voters for a “bridge” measure; when those two measures expired in the same year we combined the purposes of both of them into Measure A of 2006 which was approved. Before Measure E1 expires, we will engage in a planning process again to build a new measure to bring back to voters, which takes a year or two, so planning will begin around 2022.

Rep. Wallace asked if the GF is also deficit spending, and if we expect this GF TT contribution to decrease again. Dr. Stephens answered that it is hard to say right now, we appear to be on a disappointingly downward glide in state revenue. A ray of light is the “Schools and Communities First” work to reform property taxes for businesses, which could change funding from state, but it’s tough to say year to year what’s going to happen. Ms. Karam added that the current assumptions are based on the Governor’s January budget proposal, and we don’t know what we’ll see in the May revision. President Appel noted that the Governor also changed what he was proposing for next year’s funding. Chair Pastika asked when the MYP will be updated. Director Beery answered that it could be when the rest of plans are finalized, or a year from now when we’ll know next year’s COLA. We don’t produce them every year, we do them at key moments. Chair Pastika asked if they can be included annually so that P&O members can get a sense of the long-range situation. Director Beery agreed that could be planned for. Ms. Karam cautioned the committee that these numbers are an approximation. Chair Pastika acknowledged that limitation but hoped that the committee can at least have them as a basis for comparison.

Rep. Irwin felt that these developments were discouraging, in that it seems like we’re locking things into BSEP, such as the increased TT contribution and funding new SpEd positions. He hopes that district leadership will come back and look at these again, and consider any developments that should prompt reevaluation. To Rep. Chabot’s earlier point, this limits BSEP’s ability to take on any new needs moving forward. Rep. Glimme reminded the committee that this is not the first time this has happened, the GF contribution to the TT has changed multiple times depending on vagaries of state.

Chair Pastika asked for a motion to approve the 2020-21 Teacher Template. Rep. Glimme moved to approve the Teacher Template for 2020-21, Rep. Weissglass seconded the motion; the document was approved unanimously.

### **13. Recommendation for BSEP Funds 2020-21: Effective Student Support: Student Achievement Strategies and Counseling and Behavioral Health**

*Brent Stephens, Superintendent of Schools*

Dr. Stephens distributed the following documents:

- 2020-21 BSEP Student Support Cover Memo
- Appendix A: Student Achievement Strategies
- Appendix B: Counseling and Behavioral Health

This is the first viewing of these proposed plans for the next portion of BSEP budgets, under the Effective Student Support purpose comprising 7% of available revenues. This includes sub-budgets covering Student Achievement Strategies and Counseling and Behavioral Health, as well as Family Engagement expenses. Note that in the last budgeting year the SBAC and district leadership implemented a change in which staffing costs for OFEE were shifted to LCAP budgets, and BSEP took on fully funding the district contribution toward Literacy Coaches. This shift consolidated funding of each program respectively in an appropriate resource. Ms. Callegari's Annual Report from the 2018-19 school year represented the last year in which BSEP funded OFEE staffing. Now BSEP only funds non-staffing costs out of carryover resources, to pay for contracts, materials and supplies, cell phones, and conferences for OFEE. OFEE work is now evaluated by the Parent Advisory Committee (PAC), which oversees the use of LCAP funds targeting unduplicated students.

Rep. Flett asked if the P&O can be informed whether LCAP funds will be sufficient to provide the funding that Ms. Callegari requested to start a middle school pilot program, and/or if additions to BSEP budgets for this purpose are being considered. Dr. Stephens responded that we would like to find additional resources for Longfellow, though it's not in this budget and may end up in budgets that don't go to committees at all, such as federal funds.

The Literacy Coaches provide direct service to students and also PD for staff, plus central office work around PD as well. That contribution remains the same in this plan. The African American Success Program has Kamar O'Guinn and an Attendance Specialist position, with teacher Chris Oakes designing the curriculum of the Umoja elective. The money here is an additional staff position to expand Umoja into other settings, including some partnership development with philanthropic organizations, and the contracts to enrich programming through these partnerships. This model includes a framework to serve the district over the long haul to address how we serve students, but the project defined here is narrower in scope. Rep. Chabot asked if the numbers here represent a starting point and whether the cost will increase over several years to execute this vision. Dr. Stephens indicated that there are other resources contributing to the Success Project, including the LCAP and 2020 Vision, and his hunch is that with a coherent vision we'll be able to draw upon university and philanthropic funds. We will have to draw from many resources to build this program, the costs will certainly be more over time but not necessarily from BSEP. Rep. Rabinowitz asked if the project is meant to serve the whole district. Dr. Stephens explained that in its first year (2018-19), the district tried to find a focus across middle schools, but that scope was too large. In this second year, 2019-20, we decided to focus on Longfellow with providing this identity-based elective, which is a good starting point given size of the team.

Moving on to Counseling and Behavioral Health, the proposed increase of .5 FTE to the counselor allocation for Willard will bring it in line with King and Longfellow as its population size has increased. There is \$50,000 for contracts for consent education, continuing the purpose of the proposed increase to Measure A expense this year. Rep. Weissglass asked if that cost will continue into subsequent years. Dr. Stephens answered that the district is vetting resources as we build this budget, and as we get more clarity this will be an ongoing line, but how it's funded and for how much is yet to be determined past 2020-21. We can look to grants, city resources, etc. moving forward if possible but this provides a good solid start. Rep. Rabinowitz asked what overlap exists between the Dean of Attendance position and the attendance portion of the African

American Success Project, and if only targeted students will be picked up by both. Dr. Stephens answered that the Success Project is focused on Longfellow, while the Dean of Attendance is focused on BHS. All attendance positions and OFEE staff would naturally support African American students, as well. Rep. Chabot brought up that the BAM SSC has been looking at test scores at the elementary level, and that those for African American students are alarming and attendance data is also bad. The question of attendance is relevant to elementary as well so these students don't fall behind early on. We know that OFEE staff and school secretaries are involved, but wonder if there's value to be improved at elementary level. Dr. Stephens responded that district TSA Kirsten Snyder is working to understand and improve the current RTI system and Coordination of Services (COS) Teams, which focus on student attendance, to strengthen those internal systems at the elementary schools. We are unpacking how the District Office can support COS teams to get regular readouts of attendance.

**14. For the Good of the Order**

No items were presented.

**15. Adjournment**

The meeting was adjourned by acclamation at 9:23 p.m.