

**BERKELEY PUBLIC SCHOOLS
Board of Education**

**Meeting Location: 1231 Addison Street, Berkeley, CA 94702
Phone: (510) 644-8764**

Official Minutes

November 18, 2015

President Appel called the meeting to order at 7:45 p.m. She reported that the Board convened to Closed Session at 5:35 p.m.

Roll Call

Board of Education:

Judy Appel, President – Present
Beatriz Leyva-Cutler, Vice President – Present
Karen Hemphill, Director/Clerk – Present
Josh Daniels, Director – Present
Ty Alper, Director – Present
Angelo Paraiso-Arroyo, Student Director, BHS – Present
Alaunte Keys, Student Director, BTA – Present

Administration:

Doanld E. Evans, Ed. D, Superintendent
Javetta Cleveland, Deputy Superintendent
Pasquale Scuderi, Assistant Superintendent, Educational Services
Delia Ruiz, Assistant Superintendent, Human Resources
Lyz Chairez, Recorder

REPORT CLOSED SESSION

President Appel reported out on Closed Session:

1. Conference with Legal Counsel--Pending Litigation (Government Code Section 54956.9)

Workers Compensation Claim/Case #10BSD0001

Motion to accept staff recommendation on this matter:

Daniels/Appel and approved 3-0

Judy Appel, President – *Yes*

Beatriz Leyva-Cutler, Vice President – *Yes*

Karen Hemphill, Director/Clerk – *Not present for this vote*

Josh Daniels, Director – *Yes*

Ty Alper, Director – *Not present for this vote*

2. Public Employee Discipline/Dismissal/Release/Evaluation

(Government Code Sections 54954.5(e), 54957)

Suspension of Classified Employee #9900

Motion to modify staff recommendation to suspend employee #9900:

Leyva-Cutler/Appel and approved 4-1

Judy Appel, President – *Yes*

Beatriz Leyva-Cutler, Vice President – *Yes*

Karen Hemphill, Director/Clerk – *Yes*

Josh Daniels, Director – *Yes*

Ty Alper, Director – *No*

3. Collective Bargaining Government Code Section 54957.6(a) (Lead Negotiator Legal Counsel Roy Combs) BCCE, Local 21 and BFT Negotiations

The Board received an update on this matter. No action was taken.

4. Conference with Real Property Negotiators Government Pursuant to Government Code Section 54956.8

District Negotiator: John Yeh, Legal Counsel; Negotiating Party: REALM Charter; Property: 1222 University; Under Negotiation: Charter Renewal.

The Board received direction on this matter. No action was taken.

District Negotiator: David A. Soldani, Legal Counsel; Negotiating Parties: City of Berkeley; Property: 1231 Addison; Under Negotiation: Price and Terms for Facility Use.

The Board received direction on this matter. No action was taken.

5. Superintendent's Evaluation (Government Code Section 54957)

Motion to approve the Superintendent evaluation tool for the 2015-16 school year:

Alper/Hemphill and unanimously approved 5-0

OPEN SESSION

APPROVAL OF REGULAR MEETING AGENDA

At the request of Director Daniels, Action Item 12.1, Request for Additional Bus Driver and One-Time Funding for the Transportation Department, was moved to the Consent Calendar.

Motion to approve the regular meeting agenda as amended by Director Daniels:

Leyva-Cutler/Hemphill and unanimously approved 7-0

PUBLIC TESTIMONY

A total of 29 people addressed the Board:

21 people addressed the Board in response to the racist threat at BHS.

Three people spoke in support of the bilingual program at Thousand Oaks

Two parents spoke on behalf of students on the BHS basketball team

One person addressed BUSD administration

Two NAACP representatives spoke on behalf of parents, students and employees who have filed complaints against BUSD

UNION COMMENTS

Paula Phillips, Berkeley Council of Classified Employees (BCCE), President
In light of the hate crime at BHS, Phillips addressed the Board on behalf of the African American staff at BHS who also have expressed feeling unsafe. She referenced the neon green safety procedure document, saying that it is outdated. She acknowledged that there is much healing that needs to take place. She added that everyone should be safe and no one should be afraid to come to work or come to school on December 9th. Phillips also requested that the parents who have been assigned as gatekeepers on December 9th at BHS be removed.

Cathy Campbell, Berkeley Federation of Teachers, President
Campbell acknowledged and thanked the community members for coming out. She referenced a writer's perspective on struggle, saying that is an opportunity for BUSD to model it with unity and solidarity. She advocated for a series of forums on December 9th and echoed Phillips' comments on the need for healing.

BOARD MEMBER AND SUPERINTENDENT COMMENTS

Director Paraiso-Arroyo said that the way BUSD and high school administration and staff have responded to this incident is demonstrative of their commitment to the students and the community. He shared that in his classrooms, addressing the needs and feelings of the students with respect to the racist threats has taken precedence over curriculum. He thanked the members of the community for coming out to speak and taking initiative to support the young people that will follow in their footsteps.

Director Keys thanked everyone for coming and addressing the Board. He said that students should feel safe at school and expressed hurt and disappointment with regards to how the December 4 incident has been handled.

Director Alper thanked everyone for coming out and expressed appreciation for the leadership of Dr. Evans and Principal Pasarow. He acknowledged the student directors' words and said that all of our students' voices are critical. He commended the students who, on December 5th, spoke loudly, clearly and eloquently about institutionalized racism at BHS and in BUSD. While he doesn't agree with every word against the District, he said he certainly validated the pain and the impact of white privilege. Schools cannot fix all of the problems, he added, but they can do their part and said he was proud to be part of a team who is clearly committed to this effort. Office hours: Last Sunday of every month, 3:00pm-4:30pm at Casa Latina.

Director Daniels thanked all who came out tonight. He said that in the past week he has had the opportunity to speak with teachers, staff, students, families and colleagues about this incident. He shared that what he has heard consistently is the hurt and the pain from this particular experience as well as the history in Berkeley that produces a call to action, to which BUSD is truly committed. Despite our best efforts as a District, he acknowledged we have not lived up to the needs of our community. We are committed, he added, to ensure that our students not only feel safe, but *are* safe. He reiterated some of the words articulated by community members that stood out: "Get on it", "Step up", "We have work to do", and "There's a lot of healing that needs to take place". Office hours: Saturday, November 21, 1pm at Take One Café.

Director Hemphill expressed feeling bothered that any student would find it okay to post such a hateful threat. She added that students know when they are treated unfairly and notice the difference in treatment in comparison to their counterparts. She said the response to this incident is simply the beginning. While she is not sugar coding or lessening the severity of it, she said this is just an isolated incident that is being supported by a lot more going on at the school. She shared that among the District's efforts to respond, they have reached out to the NAACP and to black ministers to make this more of a community issue rather than just a school issue. She also attested to the deep effect this has had on the Superintendent, who from the moment he found out, responded by going to the high school and standing by our students in support and solidarity.

Vice President Leyva-Cutler thanked all who came out speak and said she listened carefully and feels the pain. In thinking about this incident, she added that we need a policy on bias and bigotry so the District is prepared to respond to such incidents in a way where everyone is informed. She asked that a policy be implemented and expressed support for community

forums where input is received relative to next steps. She added that the student demonstration was peaceful and indicative of how together we are more powerful than the one person who authored the hateful threat.

President Appel said she could not put herself in the shoes of the African American community, but said she really listened and heard all of the pain expressed by the community tonight. It was truly a gift, she said, to have had the opportunity to listen. She expressed interest in continuing this dialogue without the formalities of a Board meeting, but a place where there is a joint dialogue. She also said she was proud of all of our students, African American or otherwise, for the ways they responded. She assured everyone that she takes leadership very seriously and accepted responsibility for what took place.

ACTION ITEMS

Math Adoption for Common Core

Michelle Sinclair, Coordinator of Professional Development presented the evaluation process by which math adoption was conducted. An approval was made to continue using Eureka Math K-8 (A Story of Units and A Story of Ratios) through the school year of 17-18. She reported that the Curriculum Evaluation Committee will reconvene to assess and review newer products or options in spring of 2017.

Motion to adopt the Eureka Math K-8 (A Story of Units and A Story of Ratios) Common Core Math:

Alper/Hemphill and approved unanimously 6-0

Judy Appel, President – *Yes*

Beatriz Leyva-Cutler, Vice President – *Yes*

Karen Hemphill, Director/Clerk – *Yes*

Josh Daniels, Director – *Yes*

Ty Alper, Director – *Yes*

Angelo Paraiso-Arroyo, Student Director, BHS – *Yes*

Alaunte Keys, Student Director, BTA – *Excused at 9:40pm*

DISCUSSION ITEMS

Ed Priorities Green Paper #3: Support for Teaching and Learning

Superintendent Evans introduced this as the third of a series of three papers.

Assistant Superintendent Scuderi added that this final paper details the support for teaching and learning. He reported that he had a great meeting with K-5 principals this morning and was able to share his paper. He encouraged people to read the actual paper. Questions and discussion

followed.

Motion to extend the meeting to 11:15pm:
Appel/Hemphill and unanimously approved 6-0

Board of Education's Evaluation of 2015

President Appel expressed that she loved serving as Board president and highlighted some of the District's accomplishments of 2015. The highlights included adopted policies, Board approved hires, reached agreements with teachers and staff, work around LCAP, investment in family engagement and common core. Internally, she added, we have transitioned to the online agenda, and the use of real data.

Discussion followed as Board members weighed in on some of the successes and challenges of 2015.

Board members and staff alike commended Appel for her leadership and exemplary commitment to the students of BUSD.

ADJOURNMENT

President Appel adjourned the meeting at 11:15 p.m.