

**BERKELEY PUBLIC SCHOOLS
Board of Education**

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

Official Minutes

January 13, 2016

President Leyva-Cutler called the meeting to order at 7:42 p.m. She reported that the Board convened to Closed Session at 5:45 p.m.

Roll Call:

Board of Education:

Beatriz Leyva-Cutler, President – Present

Ty Alper, Vice President – Present

Judy Appel, Director/Clerk – Present

Josh Daniels, Director – Present

Karen Hemphill, Director – Present

Angelo Paraiso-Arroyo, Student Director, BHS – Present

Alaunte Keys, Student Director, BTA – Excused Absence

Administration:

Donald 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 Leyva-Cutler reported out on Closed Session:

Request for Record Expungement (Ed Code 48917(c)/48918):

Case #1516-02-051898

Motion to approve the request for record expungement, including expulsion and suspension, in this matter:

Hemphill/Alper and unanimously approved 5-0

**Public Employee Discipline/Dismissal/Release/Evaluation
(Government Code Sections 54954.5(e), 54957)**

Suspension of Classified Employee #8855

Motion to suspend classified employee #8855 for 30 days:

Hemphill/Alper and unanimously approved 5-0

Settlement Agreement with Classified Employee #4504

Motion to approve settlement agreement with classified employee #4504:
Daniels/Alper and approved unanimously 5-0

**Collective Bargaining: Lead Negotiator: Legal Counsel Roy Combs BCCE
Negotiations (Government Code Section 54957.6(a))**

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

**Worker's Comp Claims (Government Code Section 54961): Intercare
Claim #15-082442**

Motion to approve Intercare Claim #15-082442:
Alper/Daniels and approved unanimously 5-0

APPROVAL OF REGULAR MEETING AGENDA

President Leyva-Cutler explained there would be a second opportunity for the public comment to comment specifically on Action Item 12.1, African American Town Hall Meeting Follow-Up.

At the request of Appel, Consent Item 11.19, Approval of Proposed Committee Assignments for 2016, was pulled for discussion

At the request of Daniels, Consent Item 11.3, Approval to discontinue Planning Process for Portables at Thousand Oaks, was pulled for discussion.

Motion to approve the agenda as amended by President Leyva-Cutler, Director Appel and Director Daniels:
Appel/Paraiso-Arroyo and approved unanimously 6-0

PUBLIC TESTIMONY

A total of four people addressed the Board:

One person addressed the Board about the Ethnic studies program

One person spoke in response to the racist threat authored in the Berkeley High library.

One person addressed the Board about the complaint policy.

One person commented on student discipline.

UNION COMMENTS

Paula Phillips, *Berkeley Council of Classified Employees (BCCE)*, President Phillips commented on Board Policy 4020: Alcohol-free and Drug-free Work Place and stated that the District should ensure compliance by implementing the following:

1. Establish a policy statement
2. Establish a drug free awareness program
3. Notify employees that they must abide by the terms of the policy statement
4. Notify the contracting agency within 10 days after receiving notice that an employee has been convicted a criminal drug violation
5. Impose penalty by requiring satisfactory participation in a drug abuse assistance for rehabilitation program by any employee who is convicted of a reportable workplace drug conviction
6. Make an ongoing, good faith effort to maintain a drug-free workplace by meeting the requirements of the act.

COMMITTEE COMMENTS

Laura Babbitt, Parent Advisory Committee (PAC), Chair Babbitt stated that the PAC is deeply invested in ensuring an excellent LCAP. She solicited support for staff to adhere to set bylaws to make sure our initiatives truly meet the need of our students. She added that the PAC has implemented a process for which they would like staff to support by adhering to steps and deadlines communicated to them.

BOARD MEMBER AND SUPEINTENDENT COMMENTS

Director Daniels Announced the BSEP event on Thursday, February 25 at 7pm in the Board Room. He also announced that the elementary and middle school enrollment deadline is Friday, February 5, 2016. Office hours: Saturday, January 30, from 1:30 p.m. to 3p.m. at Take 5 Cafe.

Vice President Alper stated that his office hours are on the website.

President Leyva-Cutler announced her office hours: Thursday, January 15 from 4:30p.m to 6p.m. at Casa Latina.

Director Hemphill announced the Fifth Annual MLK Breakfast Celebration at HS Lordships on Jan. 18th, 8-10am. Office hours: Last Saturday of the month, 10-11:30am at Café Leila.

Director Paraiso-Arroyo stated he was looking forward to the discussion around the African American town hall follow up and BSUs demands.

Director Appel sent her best wishes to one of our teachers who was a victim of gun violence. She also shared that the Restorative Justice Committee held a meeting at BHS with teachers, administrator, counselors and a couple of Board members. They identified goals and discussed “Where Discipline and Racial Equity Intersect”, an article from *American Educator*. Office hours: Jan. 16, 1pm-3pm at MoJoe Café.

Superintendent Evans encouraged everyone to attend the Fifth Annual Martin Luther King Breakfast Celebration.

CONSENT CALENDAR

Motion to approve the Consent Calendar without Consent Items 11.19 and 11.13, and with the revision to the Common Core Math Adoption item listed in the Nov. 18 Board meeting minutes:

Appel/Paraiso-Arroyo and unanimously approved 6-0

ACTION ITEMS

African American Town Hall Meeting Follow-Up

Allotted Time: 60 min.

Actual Time: 72 min.

Presenters:

Superintendent Evans

Pat Saddler, Director of Special Projects

Maggie Riddle, Director of K-8 Schools

Superintendent Evans introduced this presentation as a follow-up to the African American town hall on Dec. 7, as well as to BSUs list of demands presented to the Board on Dec. 9. Their presentation included a recap of the racial incident that took place on Dec. 4 and a list of some of the requests voiced by the community and BSU.

Some of the community’s requests included defined protocols for police interaction, a revised African American curriculum, increase in cultural pedagogy, more teachers of colors, addressing special education disproportionality and restorative practices.

Some of BSUs requests included a revised history curriculum to include Afro-centric history, full funding for BHS African American studies department, an on campus Black resource center, and an assigned committee to oversee retention and recruitment of teachers of color.

In response, short, mid and long-term actions were outlined for each of the following categories:

- #1. Physical Safety

- #2. Psychological and Social/Emotional Well Being
- #3. Academic, Intellectual Well Being

The short-term actions included:

#1 Physical Safety

- a) Develop a stronger communication protocol with stakeholders
- b) Develop Board Policy to address hate crimes and racial harassment
- c) Develop anonymous reporting system
- d) Establish policy/protocols outlining police interactions with students,
- e) Seek a city grant for an additional school safety officer to focus on preventative measures and restorative practices
- f) Provide training to current safety officers

#2 Psychological and Social/Emotional Well Being

- a) Develop a robust restorative justice program to begin in the fall of 2016
- b) Provide additional opportunities for peer-to-peer safe spaces

#3 Academic, Intellectual Well Being

- a) Create community brochures of initiatives and programs available for African Americans
- b) Align k-8 libraries/classroom and intervention reading materials to reflect African American culture

The mid-term actions included:

#1 Physical Safety

- a) Communicate safety plan to all stakeholders
- b) Increase parent presence on campus
- c) Develop automate notification system

#2 Psychological and Social/Emotional Well Being

- a) Implement the robust restorative justice practices program
- b) Update counseling responsibilities
- c) Establish additional culturally relevant programs
- d) Hire and support African American teachers
- e) Facilitate parent empowerment workshops
- f) Establish a "being an ally" curriculum

#3 Academic, Intellectual Well Being

- a) Restructure high school counselor focus on targeted students,
- b) Implement college and career mentor program
- c) Expand Bridge program
- d) Differentiate programs for underserved children

The long-term actions included:

#1 Physical Safety

- a) Hire TSA to infuse African American history into k-12 curricula,
- b) Facilitate more workshops
- c) Form a committee to address Special Education disproportionality

#2 Psychological and Social/Emotional Well Being

- a) Reexamine high school assignment lottery to ensure equitable placement
- b) Restructure learning communities
- c) Establish fill period leadership classes

#3 Academic, Intellectual Well Being

- a) Expand the African American Studies Department
- b) Strengthen relationship with universities

EXTENDED PUBLIC COMMENT

The Board gave an opportunity to the public to comment on this item. A total of five people addressed the Board:

Two BSU representatives expressed displeasure with the response to their demands.

Two NAACP representatives commented on BUSDs response to racism.

A PCAD representative highlighted some of the short, mid and long-term actions and said that this is the time to deliver.

Questions and discussion followed.

Director Daniels moved to approve staff recommendation with the exception of appointing an oversight committee to monitor progress and with the following modifications to the short-term actions:

- No immediate action required for #1.a) Develop a stronger communication protocol with stakeholders, #1.b) Develop Board Policy to address hate crimes and racial harassment, #2.a) Develop a robust restorative justice program to begin in the fall of 2016, #2.b) Provide additional peer-to-peer safe spaces and all of the action items listed under category #3.
- The adoption of #1.c) Develop anonymous reporting system, and #1.f) Provide training to Safety Officers.
- The rejection of #1.d) Establish policy/protocols outlining police interactions with students #1.e) Seek a city grant for an additional school safety officer to focus on preventative measures and restorative practices.

- No action recommended/taken on all other items.

Motion to approve staff recommendation as amended by Daniels:

Daniels/Alper and approved unanimously 6-0

DISCUSSION ITEMS

Approval to Discontinue Planning Process for Portables at Thousand Oaks

Daniels explained that no new information has been presented since June 2015 when the Board approved continuing the planning process for portables at Thousand Oaks. Thus, he is not ready to vote to discontinue planning process for portable at Thousand Oaks. Questions and discussion followed.

Motion to adopt staff recommendation:

Appel/Alper and approved 2-4

Beatriz Leyva-Cutler, President – *Yes*

Ty Alper, Vice President – *Yes*

Judy Appel, Director/Clerk – *Yes*

Josh Daniels, Director – *No*

Karen Hemphill, Director – *Yes*

Angelo Paraiso-Arroyo, Student Director, BHS – *No*

Alaunte Keys, Student Director, BTA – *Absent*

Update on Local Control and Accountability Plan (LCAP) Intervention Programs for Secondary Students: AVID, Bridge and BHS Intervention Coordinator

Allotted Time: 45 min.

Actual Time: 52 min.

Presenters:

Pasquale Scuderi, Assistant Superintendent, Educational Services

Pat Saddler, Director of Special Prjoects

Debbi d'Angelo, Director, Berkeley Research, Evaluation and Assessment

This presentation focused on middle school AVID, high school AVID, middle school Bridge, NHS Bridge Program and BHS intervention counseling. It highlighted key components of the program including organizational skills that promote academic success and professional development. In terms of next steps, the goal is to train more middle school teachers in AVID and create a plan for school-wide sixth grade AVID implementations. Questions and discussion followed.

Approval of Proposed Committee Assignments for 2016

Director Appel moved to approve proposed committee assignments for 2016 with her and Daniels on the BSEP committee.

Motion to approve the proposed committee assignments for 2016 as amended by Appel:

Appel/Daniels and approved unanimously 6-0

ADJOURNMENT

President Leyva-Cutler adjourned the meeting at 10:40 p.m.