

BERKELEY PUBLIC SCHOOLS
Board of Education
1231 Addison St., Berkeley, CA 94702
510-644-6206

Official Minutes

May 4, 2016

President Leyva-Cutler called the meeting to order at 7:30 p.m. She reported that the Board convened to Closed Session at 6:45 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

Angelo Paraiso-Arroyo, Student Director, BHS – Present

Alaunte Key, Student Director, BTA – Present

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:

**Public Employee Appointment: Principal of Jefferson Elementary School
(Government Code Section 549957)**

Motion to approve the appointment of Mary Cazden as the new Jefferson Principal:

Alper/Daniels and unanimously approved 5-0.

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

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

Worker's Comp Claims (Government Code Section 54961)

Claim #120500107

Motion to accept staff recommendation:
Alper/Appel and unanimously approved 5-0.

OPEN SESSION

APPROVAL OF REGULAR MEETING AGENDA

At the request of Keys, Consent Item 11.2, Ratification of Renewal of Employment Contract for Administrators, was moved to Discussion

Motion to approve agenda as amended by Keys:
Paraiso-Arroyo/Daniels and unanimously approved 7-0.

PUBLIC TESTIMONY

A total of 10 people addressed the Board:

A person commented on the Superintendent's employment contract.

A parent thanked the Board for approving the Green Dot training scheduled for the summer.

Two teachers and two parents advocated for proportional staffing.

Two SEEDS representatives shared some of their work at various sites.

A parent commented on the initiatives supported by LCAP.

A parent addressed A-G completion rates of Black students

UNION COMMENTS

Cathy Campbell, President, Berkeley Federation of Teachers (BFT)

Campbell expressed of efforts around Restorative Justice practices. She thanked Susan Craig and Judy Appel for their leadership in this work. She asked the Board to give staff direction on middle school counselors now instead of waiting until June to begin hiring. With respect to LCAP, BFT supports the proposals coming forward tonight. She thanked HR for modifying its hiring dates.

COMMITTEE COMMENTS

Laura Babitt, Chair, Parent Advisory Committee (PAC)

Commented on the need to improve communication between the Restorative Justice Advisory Committee and the PAC. In terms of the LCAP positions, she

urged the Board not to approve the use of supplemental funds for positions whose roles and responsibilities are yet to be clearly defined.

BOARD MEMBER AND SUPERINTENDENT COMMENTS

Director Daniels reported that during today's three-hour Policy Subcommittee meeting, participants discussed a policy around communicating our responses to what we're defining as community-based threats, and a policy on our interaction with law enforcement. He also reported that Albany and other districts are putting forward soda taxes modeled after Berkeley's.

Director Hemphill shared that she's been working closely with BUSD administration on addressing the issues voiced by the community at the December 2015 town hall. She added that the Anti Racism Taskforce has been the most amazing taskforce she's been a part of.

Director Appel acknowledged Jesus El from SEEDS for his work. She shared that she accompanied teachers and administrators on a trip to El Cerrito High. It was inspiring to see the way they have incorporated trauma informed teaching practices and Restorative Justice practices.

President Leyva-Cutler shared a statement on behalf of the Board addressing BCCE members.

CONSENT CALENDAR

Motion to approve the Consent Calendar:

Appel/Alper and unanimously approved 7-0.

ACTION ITEMS

Update on District Wide Efforts and Initiatives for Restorative Justice Practices

Allotted time: 60 min

Actual time: 75 min

Presenters:

Dr. Susan Craig, Director, Student Services

Sam Pasarow, Principal, Berkeley High School

Eddie Estrada, Restorative Justice Coordinator, Berkeley High School

Their presentation provided a historical context dating back to 2012 when the Board adopted a resolution in support of Restorative Justice practices in BUSD. This initiative followed the Welcoming Schools curriculum adopted in 2010 and preceded the adoption of Toolbox in 2014. The Broad vision for RJ includes a school community as a holistic ecosystem, leveraging community based-systems and focusing on community building.

At the elementary level, they are proposing continued Restorative Justice supports with PBIS, Toolbox, and Welcoming Schools, as well as continued Restorative Practices at Washington School following a successful pilot there. At the middle schools, where Toolbox has been implemented at the 6th grade level, and Restorative Justice has been implemented throughout, the proposal is for the Board to approve full time counseling positions with the ability to supervise interns to coordinate Restorative Justice. At the high school level, the recommendation is to maintain the existing supports in the form of restorative circles, youth court program, young women's support group and RTI in the garden.

Additionally, the Restorative Practices Advisory Committee has broken up into two subcommittees. One is a road map subcommittee that is developing plans for overall implementation of Restorative Practices in BUSD; the other is a matrix subcommittee identifying best practices to bring about desired behavioral outcomes.

Questions and discussion followed.

The Board requested a job description for the counselors, data relative to demographics of participating students, and a report on how restorative justice is impacting BUSDs anti-racism efforts.

Superintendent's Employment Contract

Allotted time: 15 min

Actual time: 5 min

Director Appel explained that the terms of this contract have been developed with the Superintendent. The recommendation is a base salary of \$248,416 beginning in school year 2016-17 with the removal of the daily salary. This amount is the Superintendent's current salary with the additional amount negotiated with BFT.

Motion to approve contract as recommended by Appel:

Leyva-Cutler/Appel and unanimously approved 7-0.

Ratification of Renewal of Employment Contract for Administrators

Student Director Keys explained that he pulled this item from Consent because contracts were not attached.

Hemphill said that in the interest of transparency, we bring this item back with the contracts for the public to see.

Hemphill moved to revisit this item and accompanying contracts at the next meeting.

Hemphill/Keys and unanimously approved 7-0.

DISCUSSION ITEMS

Draft of Local Control Accountability Plan (LCAP)

Time allotted: 45 min

Actual time: 81 min

Presenters:

Patricia Saddler, Director, Programs and Special Projects

Maggie Riddle, Director, K-8 Schools

Directors Riddle and Saddler presented changes in funding, actions and services. There will be a decrease of funding of about \$35,000 for current school year and will progressively decrease by \$536,889 over the course of time in projected funding. They are proposing an increase of \$60,000 for Restorative Justice, \$100,000 for coordination of services, and \$100,000 for an intervention counselor at BHS. The intervention counselor was added to engage students in a non traditional way while addressing their needs, and after school academic intervention was a result of conversation with Principals around the best use of funds to target students directly. There are also some proposed reductions in the middle school Bridge and in recruitment and retention in the amounts of \$120,000 and \$20,000, respectively. With Restorative Practices, the recommendation is to continue existing support. Counselors will be provided with an identified case load and will be overseen by the District. This model will aid in better coordination of the support services, specifically in the area of attendance. There is also a need to clarify the role and responsibilities of proposed positions. They are requesting Board approval to proceed with posting positions.

Based on the Board's input, staff will bring back some of their proposed positions for action at a subsequent Board meeting.

BOARD SELF-EVALUATION

Superintendent acted as the observer:

- Items were introduced well
- We went over allotted time
- There was mutual respect and civility

ADJOURNMENT

Meeting adjourned at 11:05 p.m.