

BSEP PLANNING & OVERSIGHT COMMITTEE MINUTES

February 26, 2019

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

P&O Committee Members Present

Nicole Chabot, *Arts Magnet*

Liz Fox, *Cragmont*

Jonathan Weissglass, *Emerson*

Tiara Maldonado, *Oxford*

Weldon Bradstreet, *Rosa Parks*

Jenny Sitkin Morgan, *Willard*

Rita Gaber, *Willard*

Aaron Glimme, *Berkeley High*

Shauna Rabinowitz, *Berkeley High*

Bruce Simon, *Berkeley High*

Wim-Kees Van Hout, *Berkeley High (Alt)*

Felicia Bellows, *Independent Study*

P&O Committee Members Absent*

Orville Jackson, *Jefferson*

Jane Tunks Demel, *Malcolm X*

Kate Jordan, *Sylvia Mendez (Co)*

Justin Randall, *Sylvia Mendez (Co)*

Heather Flett, *Washington*

Stephanie Upp, *Washington*

Terry Pastika, *King*

Josh Irwin, *Berkeley High*

**Alternates and co-reps are not marked absent if another rep is present. Currently there is not representation from the stand-alone TK, Pre-K, John Muir, Thousand Oaks, Longfellow, or BTA.*

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

Donald Evans, *Superintendent of Schools*

Pasquale Scuderi, *Associate Superintendent of Educational Services*

Jay Nitschke, *Director of Technology*

Maggie Riddle, *Director of Schools*

Ann Marie Callegari, *Supervisor of Family Engagement and Equity*

Cathy Campbell, *President of Berkeley Federation of Teachers*

Olivia Sanders, *Literacy Coach at John Muir Elementary*

Kara Eisenberg, *Literacy Coach at BAM*

Jeannie Wang, *Literacy Coach at Emerson Elementary*

Matilde Merello, *Literacy Coach at Rosa Parks*

Simone Miller, *Literacy Coach at John Muir Elementary*

BSEP Staff:

Natasha Beery, *Director of BSEP and Community Relations*

Danielle Perez, *BSEP Program Specialist*

Joann Marshall, *BSEP Clerical Assistant*

1. Call to Order, Introductions & Site Reports

At 7:15, Chairperson Bradstreet called the meeting to order with introductions and site reports from around the table. Chair Bradstreet noted that Rosa Parks had a visit from Assistant Superintendent Evelyn Tamondong-Bradley and Maggie Riddle, Director of Schools to discuss steps for the principal search. Rep Chabot reported that Berkeley Arts Magnet reviewed their safety plan, discussed how to measure welcoming school environment goals and they reviewed budgets. Rep Morgan shared that Willard is working on the budget, discussed challenges with increased enrollment, specifically counseling. Anne Callegari, Supervisor of Family Engagement and Equity, shared that site based competitions for the Oratorical Fest are happening now and encouraged attendance. Rep Weissglass shared that at Emerson the big issue is the new principal selection. Rep Fox reported that the Cragmont SSC is working well together and looking forward to approving their budget soon.

2. Establish the Quorum & Approve Agenda

The quorum was established with 10 committee members present.

Rep Van Hout moved to approve the agenda, Rep Simon seconded the motion; the agenda was approved unanimously.

3. Chairperson's Comments

Weldon Bradstreet, co-Chair, Planning and Oversight Committee

Chair Bradstreet reminded the committee to contribute to the snack fund.

4. BSEP Director's Comments

Natasha Beery, Director BSEP & Community Relations

Director Beery distributed the following documents:

- 2008-2016 CSR history
- ECO Detail document

Director Beery had just returned from giving a presentation to California Schools Public Relations Association about the experience of changing the Sylvia Mendez School name.

In response to a request at the last meeting, Director Beery provided the 2008-2016 CSR History document summarizing Measure A. The measure began with high COLAs, lower costs. More program costs were brought into BSEP from the General Fund. Later in the Measure A there were higher costs and lower revenues which made it impossible for BSEP funds to maintain all program costs.

Also in response to a prior request, Associate Superintendent Scuderi provided an

Expanded Course Offerings document that details what classes ECO funds are paying for in '18-19. As a further follow-up to a question from the prior meeting, Ms. Perez added that in response to a question about how many students were in Special Education K-5, that number is 472 students.

5. Superintendent's Comments

Dr. Donald Evans, Superintendent of Schools

Dr. Evans thanked all who attended the previous speaker series presentations, and invited members to attend the last event in the program. Richard Rothstein, author of *The Color of Law* and Distinguished Fellow of the Economic Policy Institute will speak about the history of segregation and its impact on schools. The event will be at Berkeley High School at 4:30pm on March 5th.

6. Approval of Minutes 2.26.19

Rep Van Hout moved to approve the 1/29/19 minutes draft, Rep Maldonado seconded; the minutes were approved unanimously.

7. Public Comment

Kara Isenberg, Literacy Coach at Berkeley Arts Magnet, representing K-5 Literacy coaches, came to discuss the proposed cut of K-5 District Literacy Coach position from 1.0 FTE to .5 FTE. The district Literacy Coach is currently the PD leader and teacher training leader. The work is focused on struggling readers in the early years, primarily first grade. Ten of 11 site Literacy Coaches are trained in Reading Recovery. Literacy Coaches would like to be assured this program will continue.

Jeannie Wang, Literacy Coach at Emerson Elementary, shared her experience with Reading Recovery. As a teacher in her 29th year of teaching, and 5th year as a Literacy Coach she found that Reading Recovery by far surpasses all other PD. She stated the intervention is highly focused and utilizes equity practices tailored to student needs in collaboration with teachers and parents. Teachers voluntarily attend numerous trainings and participate in a community of continuous mutual support.

Cathy Campbell, BFT President, provided context by sharing that new duties have been assigned to the district TSA position due to the new phonics program that began implementation over the past 6 months, and some of these duties may continue into next year. Ms. Campbell expressed that 1.0FTE is required to get this work done, including Reading Recovery. There is concern that if the district position is reduced while capacity is needed to implement the new phonics program, something will be sacrificed.

Rep Fox asked if there was any coordination between school districts in approaching the state to get more funding generally? Dr. Evans answered that superintendents have done so independently by writing letters; Alameda county is getting ready to approach the state again. There is a meeting next week to address issues county-wide and there are joint efforts state-wide. Rep Glimme noted that unions have worked to introduce a ballot measure for 2020 to change Prop 13, focusing on commercial properties, which if it passes it will bring in substantial new revenue for schools.

**8. Recommendation for BSEP High Quality Instruction (HQI) Funds FY 2019-20:
CSR and Teacher Support**

Pasquale Scuderi, Associate Superintendent of Ed. Services

Mr. Scuderi distributed the following documents:

- **HQI Appendix A: Summary**
- **HQI Appendix A2: Teacher Template**
- **HQI Appendix B: Professional Development (PD)**
- **HQI Appendix C: Program Evaluation**

Mr. Scuderi began by addressing the revised Teacher Template, specifically the changes on page 2 to Classroom Support. Changes include increasing funding for the U9 at BHS from 2.0 to 5.0 FTE, and maintaining the IB Coordinator at BHS with addition of BSEP resources to avoid reducing that position as a part of proposed GF budget reductions.

Appendix A is a narrative overview of the HQI budget. Appendix B reflects spending on PD district wide. The top of the document contains the program summary, including the proposed reduction of 1.0 FTE K-5 Lit position to 0.5FTE. Another proposal is to move Literacy Coach funding from LCAP to BSEP. That would mean 75% of all 11 K-5 Lit Coaches will be funded from BSEP, and augmented by site funding this provides 1.0 FTE Lit Coach at each elementary site.

Middle school Literacy Coaches would be added to BSEP funding for this year, for the past three years there has been an allocation of 2.20, of which 1.0 at King and 0.6 each at Willard and Longfellow middle schools, providing coaching for classroom teachers, small group and intervention support and helping implement the recently adopted language arts program Inquiry by Design. The funding for Middle School Literacy Coaches had been limited term Common Core funds, but these positions need to be maintained at least through '19-20 to support current progress. The proposal is to have 1.2 FTE from BSEP funding work in tandem with additional funding to maintain 2.20 FTE at least through '19-20.

BHS PD leaders are funded at 4.40FTE to provide teacher leadership, PD, collaboration and planning in each department and small school community at Berkeley High School. The Instructional Technology TSA position at 1.0FTE is a shared position supporting

instructional technology at Berkeley High school. The Professional Development coordinator position operates out of the District Office, and coordinates PD days and supervises most teachers on special assignment to develop curriculum and plan PD in collaboration with the K-8 irector and principals.

Mr. Scuderi explained that the state is now providing a “Low Performing Students Block Grant” allocated to augment LCAP supplemental funding. He shared a preliminary proposal is to keep the K-5 Literacy Coach position whole (at 1.0 FTE) for at least 2 years using some of this funding. This new revenue source will amount to about \$458,000 spent by June of ‘20-21. Within the district there is a lot of capacity needed with the new Fast Track curriculum, core curriculum, and state changes relating to dyslexia early interventions; it is not an ideal time to lose K-5 Literacy Coach capacity. When the group addresses the Measure A carryover spending plan later in the meeting, the preliminary proposed use of the Block Grant funds will be provided in more detail.

Rep Weissglass asked if the only proposed cut is the 0.5FTE K-5 Literacy Coach or if there are other cuts from the current year. Mr. Scuderi responded that the Instructional Technology position that was to be funded with Measure A carryover for one year is proposed to be moved to the block grant for two years. It is also being proposed to address the need for coordination and curriculum planning for K-8 science 0.6FTE position from BSEP funds by moving other items focusing on Language Arts and Math into the Block Grant.

Rep Glimme clarified that there is only a small change to BSEP funding of the Lead Lit Coach position from 0.5 to 0.6FTE; the remaining reduction proposed to that position is due to expiring Common Core funding. Literacy Coaches K-5 are still funded through a cost sharing model including the use of site funds. Rep Fox shared Cragmont SSCs concern with math results and asked if this was being addressed in addition to literacy. Mr. Scuderi has heard these concerns, and one of the proposed uses of the block grant is to fund a pilot site-specific 0.6-0.7FTE Math Coach position in addition to the district-wide 1.0FTE Math Coach position. There is a search for more resources for math.

Appendix C, the Program Evaluation Plan, contains a minor change from the prior presentation, found in Budget and Plan Details under Educational Program Staff. This resource has funded 2.8 TSAs in Evaluation in this first full year without a Director. This year there is a proposal to reduce management /supervisory staff by another Director position, representing a 40% reduction in Ed Services supervisory staff over the past 3-4 years. Proposed here is that of 2.8FTE currently paying for Teachers on Special Assignment, 0.4FTE would see a slight increase in cost to contribute to a Coordinator of Evaluation position. Along with LCAP funds, this position provides assistance with day to day planning and operating in the Evaluation and Assessment department. The change is 2.8FTE reduces to 2.4FTE in TSA, while the 0.4FTE will be working with other

funding to create a Supervisory position.

Rep Simon asked for confirmation that despite these proposed changes in expenditure the overall plan would still result in an increase in the fund balance, which Director Beery affirmed to be true. The projected fund balance with these changes will still equal a little over \$4.4 million, when original projections based on a lower COLA were made at around \$2 million for this point in the measure. However, as was seen over the life of Measure A, changing COLAs and compensation increases can vary widely from year to year and from projection to reality, so caution must be kept even if fund balances trend high at the start of a new measure.

Chair Bradstreet proposed discussing Measure A agenda item before returning to possible vote on HQI Plan. Mr. Scuderi affirmed that he planned to do so.

Ms. Campbell asked if the Block Grant details would be provided before the P&O Committee votes on the HQI Plan, which Mr. Scuderi confirmed. Further, the School Board must vote to approve both applying for the Block Grant and all the proposed purposes for use of those funds at the March 13 board meeting.

9. Measure A Carryover

Pasquale Scuderi, Associate Superintendent of Ed. Services

Mr. Scuderi distributed the following documents:

- **Recommendation for BSEP Measure A Program Support and Professional Development Funds FY 2019-20**
- **Low-Performing Students Block Grant: Very Preliminary Draft**

Mr. Scuderi discussed the proposal for Measure A carryover funds as summarized in the document, Recommendation for BSEP Measure A Funds FY 2019-20. The Low-Performing Students Block Grant may allow allocations that were proposed for Measure A carryover funds to be moved in order to preserve Measure A funds for use through '20-21. Not everything in the Low-Performing Students Block Grant preliminary budget relates to Measure A Carryover Funds. This preliminary proposal is to keep 2.0 FTE of BHS Counselors and 1.0 FTE for BHS Dean of Attendance in Measure A for one year. The expectation is that there will be alternative funds for the CTE Coordinator in March or April, either via the California Career Technical Education Incentive Grant or through the Strong Workforce Grant K-12 that is being administered by the state through the community colleges for K-12 LEAs (Local Education Agencies). If the CTE position is covered by other funds there will be \$137,000 added to \$70,000 fund balance in Measure A. The Instructional Technology position is proposed to be moved to into the Low-Performing Students Block Grant adding another \$50,000 to Measure A, potentially leaving approximately \$260,000 in Measure A for '20-21. Moving these allocations to

other funding sources leaves a balance in Measure A carryover to cover two counselors, or an administrator and a counselor through '20-21, hopefully giving time for more robust state funding that might allow those positions to be moved back into ongoing General Fund resources. The Instructional Tech TSA would move into the Block Grant extending the position for 2 years, it also saves \$50,000 in Measure A that could help support Dean of Attendance or Counselors in '20-21 if necessary. The K-5 Lit Coach would be maintained at 1.0 with BSEP PD budget 0.5 contribution. The K-5 position would be kept whole with this proposal through '20-21 school year. Middle School Lit Coaches are also proposed to be moved to the Block Grant, maintaining the current 2.2 FTE through the '19-20 school year, saving money in both LCAP and Measure A carryover for other uses.

Rep Van Hout asked for clarification of Measure A funds being used. Director Beery explained that in Measure A, Program Support was resource number 0841, while Professional Development was provided through the separate resource 0855. This is a different resource structure than is used in Measure E1. Rep Simon asked what confidence level existed that the Block Grant would be received by BUSD. Mr. Scuderi answered that BUSD has already received \$288,000 and the second installment will be paid in the Spring for a total of \$488,000; the only necessary step is Board approval on 3/13. Director Beery clarified there are three items that apply to the BSEP budget that are proposed for the Block Grant: Middle School Lit Coaches, Instructional TSA and K-5 Lit Coach, totaling \$205,000; if this amount has already been received the P&O can approve a revised BSEP plan including these proposed changes, at the next committee meeting.

Measure A Funds for PD in the final page include a proposal for 0.4 FTE Middle School Lead Literacy Coach and 0.4 FTE Science TSA; by moving these positions to the Block Grant for '19-20 we keep them whole and free that 0.40 FTE up to either increase the Science TSA position to 0.60 FTE or reserve funds for 0.40 FTE for later years.

Rep Rabinowitz asked what Tier One and Tier Two classroom settings describe. Mr. Scuderi explained that Tier One is a standard classroom setting, Tier Two is intervention for students who need the next level of support, while Tier Three is a more intensive one on one intervention or change in placement.

8. Recommendation for BSEP HQI Funds FY 2019-20: CSR and Teacher Support

Pasquale Scuderi, Associate Superintendent of Ed. Services

Chair Bradstreet directed the committee back to item #8 on the agenda. Director Beery proposed that in light of Block Grant information, the HQI Professional Development portion of the plan text describing the K-5 Lit Coach needs to mention a potential for augmentation upon the receipt of Block Grant funding.

Rep Weissglass asked if this proposal is approved now, but the Block Grant doesn't come through, will it be possible to amend the plan to spend more BSEP money on the K-5 Literacy Coach. Director Beery confirmed this is the case. Rep Gaber asked if approval is based on 0.5 FTE being funded by the Block Grant. Mr. Scuderi confirmed that is accurate.

Rep Chabot moved to approve 2019-20 HOI proposal with discussed addition of language mentioning the Block Grant funding. Glimme seconded; the plan was approved unanimously.

10. Preliminary Recommendation for BSEP Funds FY 2019-20: Effective Student Support

Pasquale Scuderi, Associate Superintendent of Ed. Services

Mr. Scuderi distributed the following documents:

- **Effective Student Support Preliminary Summary**
- **Effective Student Support Preliminary Appendix A**
- **Effective Student Support Preliminary Appendix B**

Director Beery introduced with the Effective Student Support Preliminary Summary, which accounts for 7% of Measure E1 funds, noting that the purposes and allocations within this budget can change. This current proposal contains complicated trade-offs with other resource funding such as LCAP.

Mr. Scuderi began with Student Achievement Strategies, Appendix A. He explained the proposal to add up to additional 2.20 FTE for Literacy Coach funding from LCAP. Also potentially added from LCAP would be the Math Coaches up to 1.60 FTE. These additions are offset by consolidating OFEE staffing expenses to LCAP.

Appendix B, School Counseling, maintains the BSEP contribution to Middle School Counseling. Rep Gaber asked if there is a ratio to establish the number of middle school counselors in light of concerns at Willard Middle School regarding their recent growth in enrollment. Mr. Scuderi answered that the current numbers at Willard and Longfellow have not been adjusted, although with LCAP there have been intervention counselors added at each site.. Director Beery noted there is some fund balance in that allocation, current fund balance may have a bit of room to expand. Rep Rabinowitz asked how many counselors 2.4 FTE represents. Mr Scuderi answered that that it is 2.4 FTE of 3 FTE total that are rounded out with site funds. Director Beery added that Willard has a significant fund balance in their site funds of about \$100,000 that could be used for expansion. Rep Gaber asked if there is a ratio of students to counselors in the union contract. Ms. Campbell answered no.

Director Beery shared that at the PAC meeting last week a member asked about non-staffing costs to support the Office of Family Engagement. Drawing on the Measure A fund balance was the only way to sustain the staffing model in BSEP. By shifting staffing costs into LCAP there would be a \$90,000 projected fund balance that can be drawn on for non-staffing costs. Ann Marie Callegari, Supervisor of the Office of Family Engagement and Equity has in the past had a larger budget for other costs beyond staffing. Ms. Callegari had used these funds for staff development, parent meetings, child care at parent meetings, parent workshops, contractors, travel time for staff, cell phones to use between sites. The OFEE has used grants to fund programs and services like the Oratorical Fest (for which they received a \$2,000 grant), and parent workshops, and they will continue to seek grants. Director Beery added that some Family Engagement expenditures are not permissible under BSEP, as they fall into a “gift of public funds” category, so grants help help provide for these expenditures.

11. P&O Statement to the School Board

Weldon Bradstreet and Terry Pastika, P&O co-Chairs

Chair Bradstreet presented themes for the draft that were discussed at the last meeting, some are reflected in the minutes from the last meeting, for example, a reminder for the board that the current budgetary position of BUSD is not caused by a failure on the part of the district but due to inadequate funding from the state. Discuss the interplay between BSEP and the GF; last year’s statement to the board contains this sentiment. Former Chair Simon’s text from last year’s statement is being used as a guide, BSEP and GF do not owe each other, they are simply two different resources that are used in tandem with the common goal of educating the students at BUSD. Include an explanation of the role of the P&O, explain process and the constraint of the legal dictates of the measure. Statement will include a cautionary aspect, reminding the board that BSEP has run short in the past, it is known that there will be unforeseen higher expenses, it is not known what those expenses will be, or the timing of them. Overall tone in closing statement will urge the board to move cautiously when proposing to use BSEP funds to cover GF obligations. History has shown that it is good to maintain a balance as a cushion. Rep Van Hout recommended to augment the last part discussed, Measure A was in this same position last time, it felt good and look what happened. Rep Simon recommended asking the board for institutional memory of the life of the measures and to make sure they pass this message down.

Director Beery pointed out that she has inserted in the HQI document, on page 4, new paragraphs to memorialize what has been added since inception of E1. These are all increases supported by increased revenues that are legally and fiscally appropriate, but caution is to be taken.

Mr. Nitschke added that many people have no knowledge of what the structure of Measure E1 is. It is important to break down what Measure E1 pays for, enumerate all the things the measure pays for: 30% of classroom teachers, entire library program, K-8 music program, \$265 [note: \$285 in '19-20] per student in site funds at every school, technology, family engagement, etc. The measure is responsible for small class sizes, under 23:1 in elementary schools. It is important that people realize that it is the voter that makes these programs possible. Some portion of the statement should cover the importance of BSEP. Rep Simon added thanking the public for their support that allows the funds ability to do all that it does. Rep Chabot added a reminder that the press and taxpayers in the audience should be considered when crafting the statement. Important to many taxpayers is the concept that BSEP is an independent fund with an independent advisory committee. Van Hout added that site committees reflect individual school sites needs, it is community driven.

Chair Bradstreet offered to deliver the statement to the board on March 13, Rep Glimme will also stand to deliver the statement. All P&O committee members are invited to represent the group.

12. For the Good of the Order

Director Beery asked if there is a desire to continue discussion more in depth regarding state funding. Rep Glimme asked to clarify his earlier statement regarding 2020 ballot initiative to address Prop 13, the projected revenue for schools would be \$100 billion over a 10 year period. Director Beery offered to put this discussion on the agenda for a future meeting so that it can be discussed in more depth. Rep Chabot asked if there is a current negotiation timeline for BUSD. Superintendent Evans answered that negotiations will start in March.

14. Adjournment

Rep Van Hout moved to adjourn, Rep Glimme seconded the motion.

The meeting was adjourned at 9:02 pm.