

**SAUSALITO MARIN CITY SCHOOL DISTRICT
BOARD MEETING MINUTES
June 14, 2016**

ATTENDANCE

Board Members Present: Caroline Van Alst, William Ziegler, Thomas Newmeyer, Joshua Barrow, Ida Green

Superintendent: Bob Ferguson

At 5:30 p.m., Trustee Van Alst said that the board had elected not to have a closed session and would go directly to open session at 6 p.m.

The meeting was called to order at 6:10 p.m.

PLEDGE OF ALLEGIANCE

Trustee Barrow led the Pledge of Allegiance.

AGENDA ORDER

Green/Barrow/All to remove the consent agenda item, minutes of the May 31, 2016 meeting, from the agenda. The remainder of the agenda was approved.

Presentation by Mr. William Huyett of McPherson & Jacobson on the Superintendent Search Process and Stakeholder Input

Mr. Huyett said that his firm had received 43 applications for the superintendent post. He continued: The next step is to thoroughly vet the applicants and come forward with recommendations. Tonight we will review the stakeholder report. In addition, we have a survey online through the district web site where interested parties may respond to our questions regarding the desired qualities of a superintendent.

During his interviews with community members, parents and teachers, many stakeholders praised the diversity of the community, its active volunteer corps, caring school staff, modern school facilities and great food program.

Mr. Huyett said he was impressed with the answers he received. He found that concerns about financing and expertise in that field were recurrent. People said that the district needs a bridge builder who can focus on academics and who has the integrity, moral character and strength to stand up for what is right. They emphasized that they want someone who can handle budgets.

Talking about interview questions, Mr. Huyett suggested that each person on the advisory committee come up with 10 questions which would be correlated to the community's desired areas of expertise. Trustee Barrow said that he sees a need for at least two rounds of interviews for each candidate. Mr. Huyett said that leaving that option open is a good way to go.

Mr. Huyett said that normally six to 10 candidates are expected to reach the interview stage. He then described the process: up to two candidates are interviewed per day. Board members and advisory committee members will take turns meeting and interviewing candidates. Advisory committee members

will not select a candidate, but their input will be transmitted to the board through a facilitator. He indicated that his firm will do the "in the trenches" work, allowing the board to ask the questions. The board will have full access to information about each candidate at all times.

Regarding the compensation package, he said that he would discuss the previous superintendent's salary with the candidates with the understanding that their terms will be open and negotiable. He suggested that the position be full-time, as many of the candidates are not willing to take on the position part-time. Typically the superintendent works around 225 days a year but that can be part of the negotiation process, he said.

Trustee Green thanked Mr. Huyett for his time and hard work.

Ricardo Moncrief, director of ISOJI, a Marin City community development organization, asked Mr. Huyett to define "stakeholder." Mr. Huyett said stakeholders can be community service providers, community leaders, even children from the school district. It is up to the Board to decide how the advisory community will be developed, he said.

Marcella Alex-Addae, a WCA parent, asked if the new hire is subject to a background check. Mr. Huyett said that after his firm completes all reference checks, the task is turned over to a professional organization for a credentials, finances and criminal record check.

2016-2017 District Calendar

Superintendent Ferguson said the ultimate goal is to align all 19 districts' calendars.

Green/Barrow/All to approve the 2016-2017 District Calendar

Selection of Dannis Woliver Kelley for 2016-2017 Legal Services

Newmeyer/Barrow/All to approve the Selection of Dannis Woliver Kelley for 2016-2017 Legal Services

INTERDISTRICT ATTENDANCE AGREEMENT

This item was moved to the next board meeting.

Public Hearing on the 2016-2017 Local Control Accountability Plan (LCAP)

Superintendent Ferguson said the Local Control and Accountability Plan process last year was hurried and not well thought-out. Tonight's presentation is a first draft that is being given for the board and the community's input. This is a three-year, living document that is formulated exclusively for Bayside MLK Jr. Academy. He handed out forms so those who wish to ask questions privately can get in touch with him directly.

He thanked Bettie Hodges and the Saving a Generation program for starting the process of inquiring into the LCAP last year. He also thanked Dr. Monica Green, Gail Henrickson, trustee Barrow as well as the WestEd team, Paula Rigney and Amy Prescott for their hard work in writing the draft.

Superintendent Ferguson emphasized that an arts and a music program are in the budget. How it will be staffed is not known at this time, but the money is in the budget, he said.

Every district should have a good LCAP process which addresses the following:

Basic Services

Implementation of Standards

Parent Engagement

Student Achievement

Student Engagement
School Climate
Access to a Broad Course of Study
Other Student Outcomes

79% of our students are designated “unduplicated”, because they fall into several subgroups identified in the LCAP: low-income, English learner, foster youth or homeless. The LCAP’s narrative is divided into goals, actions and metrics or measurable outcomes.

Superintendent Ferguson said he would begin by describing Goal 2, Student Achievement, because that is basically the whole budget. Here the goal is to provide all students with a rigorous, creative and broad curriculum to maximize student achievement and college/career readiness. The measurable outcomes include increasing academic achievement for all students, more access to art, a foreign language and technology, proficiency in several testing areas, a 10% reduction in the number of referrals to the special education program and a 5% increase in the number of special education students who are redirected to the regular classroom.

Public Comment

Dana Perez, a parent, said that her daughter is a 6th grader and her concern is that only \$6800 has been allocated to intervention resources. On the other hand, there is \$140K to develop effective communication between the superintendent and the principal. I find this alarming, she said. Only one field trip has been allocated for each student for the entire school year – that is not adequate, she told the board.

Julius Holtzclaw, the school secretary, said that he would like to speak as a community member. Why has nothing been allocated to the music program, he asked. Two years ago, we switched to multiple subject teachers - why are we now telling teachers that they do not have the right credential to teach specific subjects? For 11 years, you have allowed a library technician to act as a librarian. Now that she has built the library, why are you cutting her program?

Nancy Osborn, a community member, said that she has worked with a program that brings oral history to the 3rd grade in both schools. At the end of their course of study, students were asked to consider the people and buildings of Sausalito. At Bayside MLK Jr. Academy, students wrote about a person or building that they had studied, while at WCA, they had two artists brought in to help students draw portraits of their subjects. These resources are not available to the Bayside MLK kids. Regarding the library, Ms. Osborn said: Your library technician has an advanced degree in library science but does not have a credential. Your library is wonderful, and this is due to the work of Fran Nelson, your library technician.

Robert Harris, parent of a 3rd grader, said he would like to know if PE and Art programs will continue next year, with adequate funding in the budget.

Romelia Gonzalez, a parent, said the children need more art in the school.

Monique Douglas, a parent, said that studies show that higher levels of physical activity help children academically. Students are expected to sit all day. PE allows them to move and use a range of motions. Not being allowed to release that energy hampers the students and increases their level of stress. Please pay attention to this need and make sure that we have a consistent, credentialed PE teacher, she said.

Cozbi Cauich Mazariegos, a parent, said that she is concerned about all the cuts for next year. Art allows the children to say what is on their mind. Please pay attention to what we are asking of you, she told the Board.

Irene Anguiano, a parent, said that she would like to see Art and PE continue in the school.

Fran Nelson, the school librarian, asked: "what are you doing to increase access to foreign language instruction? An increase would not be difficult, as there was no instruction this past year. Two years ago we had a full time Spanish teacher and the kids learned a lot."

Why does "enthusiastic and skilled" have to mean credentialed, she asked? Our charter school does not require certain teachers to be credentialed. Are you going to fund art, music, PE and a foreign language next year? How will the budget support this? I would like to turn over this library to a credentialed media and library specialist. Please consider that, she concluded.

Marilyn Mackel, a community member said, this LCAP calls for a full-time community liaison, but the budget does not fund it. This position is vital to the task of creating a functioning community school. To allocate \$30K for art is inadequate; you need a full-time music teacher as well as a full-time visual art teacher. Relying on tutors coming in from Tam high school to improve instructional outcomes is misguided. When this was tried in the past for math and science, those classes had full-time teachers in the relevant subjects; the Tam tutors were a supplement. Having part-time teachers coming in without any responsibility to the faculty here is the definition of a second-class education. Meanwhile, you plan to have just two middle school teachers, one of whom will also be an assistant principal. In addition, you are taking money from the reserves to pay an architect. This is money that cannot be reimbursed from an eventual bond that you are seeking in order to build the charter school.

Ellen Franz said that Superintendent Ferguson has mentioned that the LCAP will drive the budget. \$30K for art at all levels, and not just the visual arts, is not adequate. This year we only had music for grades K-2. Our students cannot join a band or an orchestra when they go to high school. The actions in goal 2 state that students will have foreign language and technology instruction, but no money has been allocated for these areas in any of the three years of the LCAP. Our kids need these skills.

Barbara Killey, a volunteer, said: "Please postpone the adoption of the budget." Many of us feel that art and music are not being adequately funded. For example, the cost of a credentialed specialist to teach music is about \$350 a day. If the adoption of budget is moved to later, it will allow us time to reconsider these issues.

Glenda Gentry, a volunteer, said she has been an arts teacher and administrator since the 1980s. There are three things about this Board that I don't understand, she said.

1. Your systematic strangulation of the Bayside MLK Jr. Academy educational program, specifically the visual and performing arts, which include visual art, music, theater and dance. Four years ago there were two full-time art and music teachers. To shift to 30K to replace that program is ridiculous.
2. Disparity and inequity between WCA and Bayside MLK. How can your conscience allow it?
3. Not one member of this Board or district administration came to the O' Hanlon Center to see the students' art work, which was on public display and culminated in an auction which raised money for the arts program.

The California educational fabric is rich in what it calls for in arts instruction. It requires a curricular program for every grade level; this program is articulated in a marvelous document entitled the Visual and Performing Arts Framework. I wonder if you know about the mandated requirements in the arts. How will our student be prepared to meet entry requirements for high school? The idea of reducing funding to \$30K and not addressing music, theater and dance is obscene, she concluded.

Jonnette Newton said that integrating art and music in the classroom is a good idea. However our teachers are already loaded with platters, not just plates of classroom duties. To even think that they will have time to include art and music is unrealistic. When I came here seven years ago, I found a mish-mash of neglected instruments in a dusty closet. We have now put together an impressive collection of instruments -I hope they will not be shut up in storage next year. Turning to field trips, she said that one field trip for each student is not sufficient; our students need to be exposed to the outside world.

Pam Dake, a community member, said that goal 2 references a reduction in the number of special education teachers. In a troubled and traumatized population, this scares me, she told the Board. I have been in this school for several years and I know there are several children in the regular classrooms who need special education. This is not OK, especially now that the counselor is gone.

Gail Henrickson said: The LCAP states that our vision is to ensure that all our students are well prepared at every grade level. I helped write that language because I believed in the sincerity of that promise. The next step is for the district to hear our concerns about the budget. It appears to be a lot of business as usual. The shortfalls of this plan, when compared to what went into it, are remarkable. This plan will not be approved unless it realistically reflects the ideas that we put in it. The goals and actions are out of synch with the monetary allocation.

At 8:37 p.m., Trustee Van Alst said that the Board would take a five-minute break. The Board reconvened at 8:49 p.m.

Superintendent Ferguson said we have to go through goals 1 and 3. I understand some of the comments. We are not cutting art, music or PE. The issue is credentials. The county sent us a notice that we have four individuals who are not properly credentialed in music, art and PE as well as the librarian position. The person doing the job may be great, but the law is the law. It is true that there has been \$30K allocated for the community school coordinator, but that is for the first year. Other districts look for grants. Everything cannot be paid for out of the district budget. One thing that has come up again and again, is the large grant we received a few years ago from the Marin Community Foundation. Using those funds, the district hired full -time staff in art, music and foreign language instruction. When the grant was over, there was no money for those positions. The district should have looked for alternative ways of supporting those programs. It was not that the district did not want to keep those programs. I will take all your comments and respond individually to all and post the answers on our web site. I do not have all the answers. We will continue to ask whether we are spending our money in the right areas; perhaps zero-based budgeting will be the way to find the answer.

Trustee Barrow said: We are presented with a draft LCAP and budget and asked to approve them at the next meeting. Where is the space for dialog? Jannelle Kubinec of WestEd said that there are interim budgets throughout the year, when you can check to see how the budget aligns with the activities. LCAP is the narrative of the budget. Trustee Ziegler said the board's role is to make policy, not to write a budget. The administrators put the budget together and present it to us. Superintendent Ferguson said it would have been easier if we had had an LCAP last year that we could use as a baseline. This is what

we have today. It is possible that we will receive grants and help through partnerships that will help our future budgets.

Turning to goal 1, a Community School, he said such a school would provide the necessary social supports and services for a healthy community and healthy families. This will establish the foundation for our students' success. There are several measurable outcomes, including better attendance numbers, fewer discipline incidents, a safer and more positive learning environment. We will seek out partnerships and programs that enhance our community school, he said.

Trustee Newmeyer said we need a context for these items. "Who will be the point person to carry these tasks forward?" he asked. Superintendent Ferguson said that we could bring a specific LCAP item to each board meeting for discussion and review.

He continued: Goal 3 is Family and Community Engagement. There has been a lack of trust between parents and the district that goes back decades. We have to change the system that is causing us to lose generations of kids. We can do so by reaching out to parents and really listening to them. They are a big part of building a community school, particularly in a small district like ours.

Assistant Principal Dr. Thornton said teachers repeatedly asked for assistance and did not receive it from district administrators. They asked for help in math instruction and did not get it. If we want higher scores, we have to get our teachers the help they need.

Trustee Barrow said we have 59 separate actions for each year of the LCAP items and each has a dollar amount attached to it. I would like to hear the thought process that went into those calculations. We are missing the explanation for these assumptions. Trustee Newmeyer said the task boils down to trustee Barrow sitting down with Paula Rigney to find the answers.

Public Hearing on the 2016-2017 Budget Adoption

In the absence of Chief Business Official Paula Rigney, trustee Van Alst gave a slide presentation of the budget. She explained that the district anticipates a small decrease in revenue for the 2016-2017 fiscal year. While expenditures in salaries went down during the past year, benefit costs were higher. She enumerated district expenditures in debt service, cafeteria, special education and deferred maintenance. District revenues stood at about \$5.5 million, 44% of which came from excess property taxes.

Barbara Killey said she has been asking for a breakdown of the special education costs and was not able to get the details until now. She gave a presentation of proposed staffing for 2016-2017, showing that while WCA will cover visual arts, music, PE, foreign language instruction with one teacher for each subject, plus two counselors, Bayside MLK will have 0 teachers in the same subjects. Since 2014, Bayside MLK has lost three classroom teachers, a counselor, a teacher of Spanish, a reading/intervention specialist and a PE teacher. During the same period, WCA has gained .5 for maintenance, .5 in nursing staff, one world language teacher, one special education teacher and one after-school program person. My plea to you is not to perpetuate this inequity, she told the Board. You are the board for this school; WCA does not need your supplements as much as the kids who were here tonight. The MOU could be renegotiated, with more funds going to Bayside MLK, where it is desperately needed, she concluded.

Gayle Henrickson said she went through the entire board packet. What is still needed is clarity on where the money is going, she said. My suggestion is to talk to the people in the community before allocating

numbers and not have Paula Rigney do it all. The Principal and Assistant Principal are the ones who should have guided the priorities. The cost of the new superintendent will be \$236K, - this shows that no consideration has been given to the crisis that we are in. The county Office of Education has already indicated that they are willing to assist us with the functions of the superintendent. Many people in the community are asking – why does a school of this size need a full-time superintendent?

Trustee Barrow said, Barbara Killey brought up staff cuts. The bulk of the allocation of funds is state driven and not based on board decisions. What WCA chooses to do with their money is up to them; they operate under different laws and are, in my opinion, underpaying their teachers. We need to be careful because we are constrained in our activities by State law, he said.

Trustee Newmeyer said we have about 32 students in middle school. While we would want to have everything such as sports team and a band, we have to see what we can do structurally.

Trustee Newmeyer said that he would like to formally object to language on page 147 of the board packet, which states that the “district barely remains solvent”. That is a total misstatement of the facts, he said. Trustee Van Alst agreed that the district is very solvent.

2016-2017 Budget Reserve Documentation

The Board agreed that this item be brought back for action at the next board meeting.

Resolution 730 - Authorization to Sign on behalf of the Governing Board

Resolution 731 - 2016-2017 Education Protection Account (EPA) Expenditure Plan -

Roll Call Barrow/Newmeyer/All to approve Resolutions Resolution 730 - Authorization to Sign on behalf of the Governing Board and 731 - 2016-2017 Education Protection Account (EPA) Expenditure Plan

Financial Support for the Hannah Project Freedom School

Newmeyer/Barrow/All to approve the allocation of \$5000 for the Hannah Project Freedom School

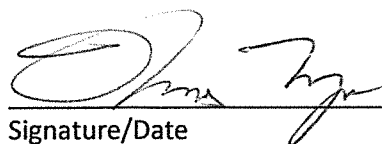
POLICY DEVELOPMENT

Board Policy and Administrative Regulation 6153 – Instruction – School Sponsored Trips

The Board agreed to consider this item at the next Board meeting.

ADJOURNMENT

Barrow/Times/All to adjourn the meeting at 11:06 p.m.

 7/12/16

Signature/Date

Secretary

Title