



APPROVED

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 8.1d

Meeting Date: April 7, 2016

Subject: Approve Minutes of the March 3, 2016, Board of Education Meeting

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Superintendent's Office

Recommendation: Approve Minutes of the March 3, 2016, Board of Education Meeting.

Background/Rationale: None

Financial Considerations: None

LCAP Goal(s): Family and Community Engagement

Documents Attached:

1. Minutes of the March 3, 2016, Board of Education Regular Meeting

<p>Estimated Time of Presentation: N/A</p> <p>Submitted by: José L. Banda, Superintendent</p> <p>Approved by: N/A</p>
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Putting
Children
First

Sacramento City Unified School District BOARD OF EDUCATION MEETING AND WORKSHOP

Board of Education Members

Christina Pritchett, President, (Trustee Area 3)
Jay Hansen, Vice President, (Trustee Area 1)
Jessie Ryan, Second Vice President, (Trustee Area 7)
Ellen Cochrane, (Trustee Area 2)
Gustavo Arroyo, (Trustee Area 4)
Diana Rodriguez, (Trustee Area 5)
Darrel Woo, (Trustee Area 6)
Elizabeth Barry, Student Member

Thursday, March 3, 2016

4:30 p.m. Closed Session

6:30 p.m. Open Session

Serna Center

Community Conference Rooms

5735 47th Avenue

Sacramento, CA 95824

MINUTES

2015/16-17

Allotted Time

1.0 OPEN SESSION / CALL TO ORDER / ROLL CALL

The meeting was called to order at 4:37 p.m. by President Pritchett, and roll was taken.

Members Present:

President Christina Pritchett

Vice President Jay Hansen

Second Vice President Jessie Ryan

Ellen Cochrane

Darrel Woo

Members Absent:

Gustavo Arroyo (arrived at 5:30 p.m.)

Diana Rodriguez (arrived at 4:45 p.m.)

A quorum was reached.

2.0 ANNOUNCEMENT AND PUBLIC COMMENT REGARDING ITEMS TO BE DISCUSSED IN CLOSED SESSION

No Public Comment was requested on Closed Session items, and the Board retired to Closed Session.

3.0 CLOSED SESSION

While the Brown Act creates broad public access rights to the meetings of the Board of Education, it also recognizes the legitimate need to conduct some of its meetings outside of the public eye. Closed session meetings are specifically defined and limited in scope. They primarily involve personnel issues, pending litigation, labor negotiations, and real property matters.

3.1 Government Code 54956.9 - Conference with Legal Counsel – Anticipated Litigation:

- a) Existing litigation pursuant to subdivision (a) of Government Code section 54956.9
- b) Significant exposure to litigation pursuant to subdivision (d)(2) of Government Code section 54956.9
- c) Initiation of litigation pursuant to subdivision (d)(4) of Government Code section 54956.9
- 3.2 Government Code 54957.6 (a) and (b) Negotiations/Collective Bargaining CSA, SCTA, SEIU, Teamsters, UPE, Unrepresented Management
- 3.3 Government Code 54957 – Public Employee Discipline/Dismissal/Release/Reassignment
- 3.4 Government Code 54957 - Public Employee Performance Evaluation:
 - a) Superintendent
- 3.5 Education Code section 35146 – The Board will hear staff recommendations on the following student expulsions:
 - a) Expulsion #4, 2015-16

4.0 CALL BACK TO ORDER/PLEDGE OF ALLEGIANCE

The meeting was called back to order at 6:58 p.m. by President Pritchett.

Members Present:

President Christina Pritchett

Vice President Jay Hansen

Second Vice President Jessie Ryan

Gustavo Arroyo

Ellen Cochran

Diana Rodriguez

Darrel Woo

Student Member Elizabeth Barry

The Pledge of Allegiance was led by C. K. McClatchy High School's Girls Cross Country Team. Certificates of Appreciation were presented by Vice President Jay Hansen.

5.0 ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION

Counsel Jerry Behrens announced that three resolutions were passed unanimously by all seven Board Members. These were Resolution No. 2015/16-E: Resolution of Non-Reelection of Probationary Certificated Employees; Resolution No. 2015/16-F: Resolution of Non-Reemployment of Temporary Certificated Employees; and Resolution No. 2015/16-G: Release of Certificated Administrators.

6.0 AGENDA ADOPTION

President Pritchett asked for a motion to adopt the agenda. A motion was made to approve by Member Rodriguez and seconded by Member Woo. The Board voted unanimously to adopt the agenda.

7.0 PUBLIC COMMENT

Members of the public may address the Board on non-agenda items that are within the subject matter jurisdiction of the Board. Please fill out a yellow card available at the entrance. Speakers may be called in the order that requests are received, or grouped by subject area. We ask that comments are limited to two (2) minutes with no more than 15 minutes per single topic so that as many people as possible may be heard. By law, the Board is allowed to take action only on items on the agenda. The Board may, at its discretion, refer a matter to district staff or calendar the issue for future discussion.

Public Comment:

Flor Pedraza spoke about concerns she has that Luther Burbank High School will be losing teachers and programs.

Alba M. Galindo, speaking through a translator, also expressed concern about the possible loss of teachers at Luther Burbank High School.

Alvaro Galindo, a student at Luther Burbank High School, also expressed concern about the possible loss of teachers at the school.

Teresa Hernandez, speaking through a translator, also expressed concern about the possible loss of teachers at Luther Burbank High School, especially the bi-lingual Spanish teacher.

Member Rodriguez thanked the parents and students that came to the Board meeting tonight to express their concerns. She said that we have lost some funding because we have been so successful at redesignating English language learners. She said Luther Burbank High School accepts all students from everywhere and has a population of current students that speak no English. She hopes that this Board can have open hearts and minds to give Luther Burbank High School the funding that it needs so it can continue to be the excellent school it is. Even the President of the California State University, Sacramento, speaks nationally about how wonderful the students that graduate from the International Baccalaureate program at Luther Burbank High School are and how they need the least amount of remediation coming into college.

Caroline Cabias spoke about the 16th Annual Cesar Chavez Youth Leadership Conference being hosted by the University of California, Davis, on April 9th. She asked for the District's continued support for this event. The conference is intended to make information known to students who might not otherwise consider attending college.

Christian Terrell, of Sacramento High School, invited the Board to the Section Basketball Championship taking place Saturday, March 5th at Sleep Train Arena. He noted the following District schools that have teams playing: West Campus High School, girls; West Campus High School, boys; and Sacramento High School.

Mark Hall, a parent in the District, highlighted positive statistics regarding college acceptance rates in District schools. He suggested that the Board ensure students have equitable facilities by providing equal bond funding among schools. He has concerns that Sacramento High School is not being allocated an equitable percentage of bond funds.

LaShanya Breazell, with the Black Parallel School Board, reported on their upcoming agenda items. They also encourage the District to formulate a new, effective master plan for recruiting and supporting young African-American teachers in the District. She noted that the District history, retention, and support for teachers of color has been very poor. They would like to partner with the District to see how we can grow our own teachers from the students in the community; bi-lingual teachers and teachers of color are needed from the community.

Brian Nelson, a parent of a student at C. K. McClatchy High School, showed pictures on the overhead projector of the poor condition of the school's track, soccer field, and softball field.

Vanessa Gillette, parent of a student at Pony Express Elementary School, said that she and her child do not feel welcome at the school or that they are receiving help from the school. She has worked with the

District ombudsperson, but feels the problem is unresolved. Her son has an Individualized Education Program (IEP) and is working below grade level.

Member Cochrane said that she does not know which Board member has her school site, but knows the entire Board does not like to hear frustrations such as hers. She is happy that Ms. Gillette came forward and told her she will be helped.

Second Vice President Ryan thanked Ms. Gillette for coming and stating her concerns. She said although the school is not in her area, she would like to talk to her about how the Board can support her moving forward.

Darlene Anderson said that the Special Education system in the District lacks services. She gave examples from her own experiences and of families she has been trying to help. She feels it is the responsibility of the District and the Board to look at the data and make sure all students are making progress.

Member Arroyo commended Ms. Angie Sutherland for coming to the Board meetings to speak about issues in Special Education. He said we have limited resources, and we need to come to grips with figuring out how to discuss problems and address them in conversations between staff, the Board, and the sites. He said it happens too often that parents come forward frustrated or that teachers are overwhelmed because they do not have the support systems. He said there needs to be a broader, deeper conversation from top to bottom about how we are to deal with students with special needs. He said that he hopes we can be honest with each other that this is a problem that needs to be addressed.

Robynne Rose-Haymen, President of Third District PTA, informed the Board that the Sacramento Council of PTAs is in danger of disbanding due to lack of leadership. For our District that means there is a loss of local leadership and direction, local competency within the District, and the District Clothes Closet. She said the Board has a choice to advocate and educate the parents within the District about what they need to do in order to save Sacramento Council of PTAs. She said there is a meeting that will be held March 28th at the Parent Resource Center. If there are people confused about what it means to be a PTA leader, would like some support, and/or want to ask questions, she will be present to speak with them. She came tonight to inform the Board that they are voting to disband at this meeting.

8.0 CONSENT AGENDA

Generally routine items are approved by one motion without discussion. The Superintendent or a Board member may request an item be pulled from the consent agenda and voted upon separately.

8.1 Items Subject or Not Subject to Closed Session:

8.1a *Approve Grants, Entitlements and Other Income Agreements, Ratification of Other Agreements, Approval of Bid Awards, Change Notices and Notices of Completion (Gerardo Castillo, CPA)*

8.1b *Approve Personnel Transactions (Cancy McArn)*

8.1c *Approve Staff Recommendations for Expulsion #4, 2015-16 (Lisa Allen and Stephan Brown)*

- 8.1d *Approve C. K. McClatchy High School Field Trip to Oregon Shakespeare Festival in Ashland, Oregon from March 30 to April 1, 2016 (Lisa Allen and Mary Hardin Young)*
- 8.1e *Approve Luther Burbank High School Field Trip to Las Vegas, Nevada from March 20 to March 25, 2016 (Lisa Allen and Chad Sweitzer)*
- 8.1f *Approve Sutter Middle School Field Trip to Ashland, Oregon from March 16 to March 18, 2016 (Lisa Allen and Olga Simms)*
- 8.1g *Approve John F. Kennedy High School Field Trip to Boise, Idaho from March 29 to April 3, 2016 (Lisa Allen and Tu Moua-Carroz)*
- 8.1h *Approve John F. Kennedy High School Field Trip to Flagstaff, Arizona from March 8 to March 14, 2016 (Lisa Allen and Tu Moua-Carroz)*
- 8.1i *Approve Resolution No. 2871: Delegating Duty to Accept Bids and Award Construction Contracts (Cathy Allen)*
- 8.1j *Approve Resolution No. 2873: Recognition of National School Social Worker Week, March 6 – 12, 2016 (Victoria Flores)*
- 8.1k *Approve Election of Delegates to the CSBA Delegate Assembly, Subregion 6-B (Sacramento County) (Christina Pritchett)*
- 8.1l *Approve Minutes of the February 4, 2016, Board of Education Meeting (José L. Banda)*
- 8.1m *Approve Resolution No. 2872: Theodore Judah Elementary School New Classroom Building Mitigated Negative Declaration (MND) (Cathy Allen)*

President Pritchett asked for a motion to adopt the Consent Agenda. A motion was made to approve by Vice President Hansen and seconded by Member Arroyo. The Board voted unanimously to adopt the agenda.

9.0 COMMUNICATIONS

- 9.1 *Employee Organization Reports:* **Information**
 - *CSA – No report given.*
 - *SCTA – President Nikki Milevsky reported on behalf of SCTA.*
 - *SEIU – No report given.*
 - *Teamsters – No report given.*
 - *UPE – President Peter Lambert reported on behalf of UPE.*
- 9.2 *District Parent Advisory Committees:* **Information**
 - *Community Advisory Committee – Chair Angie Sutherland and Student Member Adrian Moreno reported on behalf of the Community Advisory Committee.*

- *District Advisory Council – No report given.*
- *District English Learner Advisory Committee – No report given.*
- *Gifted and Talented Education Advisory Committee – No report given.*
- *Sacramento Council of Parent Teacher Association (PTA) –President Laura Rios reported on behalf of the Sacramento Council of Parent Teacher Associations.*

Second Vice President Ryan thanked Angie Sutherland for her dedication to the District. She also appreciates what Student Member Adrian Moreno said about anti-bullying efforts and would like to work with him to expand anti-bullying efforts. She then said that she spoke with President Rios the night before about the challenges that the Sacramento Council of PTAs is facing right now. She agrees that there is a mismatch right now between parents at the school site level doing school fund raising and the empowerment that needs to happen so parents can feel they can take the next step into leadership and advocacy. She understands that the Parent Leadership Academy used to be a pathway that included coming to Board meetings as part of the training. This demystifies the process and makes one feel like they have a voice that can be heard. She feels this needs to be revisited as part of skill building. Lastly she mentioned that the Clothes Closet has been the bedrock of the Sacramento Council of PTAs, and irrespective of what happens moving forward, we have to figure out a way to continue the Clothes Closet.

President Pritchett said that she wants Ms. Rios to know that their work has not gone unnoticed. She offered any help the Board can give, and she will try to get some people from PTAs in here area to attend the meeting in March.

9.3 Superintendent’s Report (José L. Banda)

Information

Superintendent Banda spoke about activities schools were involved in for Read Across America Day on March 2nd. He was able to read to First and Second graders at Bret Harte Elementary School. Assemblymember Kevin McCarty also read to students at the school along with other volunteers from the community. It was a fun event for the students and the adults. He thanked Principal Lorena Carrillo and her team. On Tuesday he participated in a financial literacy discussion at the State Capitol which was part of a joint hearing held by two Assembly committees: Banking and Finance and the Select Committee on Youth and California’s Future. These committees are exploring how to improve financial literacy programs in schools. Superintendent Banda explained some programs that are being used in the District as well as courses offered. He then spoke on the ongoing negotiations with the Sacramento City Teachers Association (SCTA). He said the District believes in providing just compensation to our teachers, but it is also our responsibility to protect the long-term financial health of the District. A staff letter was sent this week with a negotiations update, and we have posted a page on our website that addresses questions and rumors circulating about the District’s finances. He said we will continue to provide updates throughout this process, and he remains optimistic that we will be able to reach an agreement with SCTA.

9.4 President’s Report (Christina Pritchett)

Information

President Pritchett reported that she attended Tahoe Elementary to read to a Kindergarten class for Read Across America Day. On Tuesday she attended the Sacramento City Council meeting because they had an agenda item for the Mayor’s budget priorities. Our 4th R and START programs were listed as a priority. She

attended to speak on behalf of the District, and she thanked Councilmember Eric Guerra for being a leader for the District on the City Council.

9.5 Student Member Report (Elizabeth Barry)

Information

Student Member Barry gave an update on the Student Advisory Council (SAC). She also spoke about how a student's mental health is not always equated with their physical health. Many physical health issues that students experience are related to stress from themselves or others, especially in high school. She feels that if a student needs a break, it is okay to take a mental health day.

9.6 Information Sharing By Board Members

Information

Member Woo reported that on February 19th Stephanie Smith, a Third/Fourth grade teacher at Oak Ridge Elementary School, represented the District at the Sacramento Kings versus the Denver Nuggets game. She was one of 15 teachers that were honored at center court during half time. On March 1st he read to a Fourth/Fifth grade class and thanked their teacher, Ms. Westenbarger, for having him.

Member Arroyo commented on the presentation to be given at the Cesar Chavez Youth Leadership Conference Celebration on April 9th at the University of California, Davis. He explained how information about colleges and financial aid will be provided. He encouraged the Board to support him in helping direct staff to work with the organizers as much as possible to see how many District students we can get to the conference. They are asking about opportunities to provide transportation or figure out how we can communicate this information to all our sites. He asked the Board to direct Chief Communications Officer Gabe Ross to help disseminate the information and then figure out what we can do as a District to ensure that all interested students can attend.

Second Vice President Ryan shared that next week there will be a Policy Committee meeting where she will be recommending support for two essential bills that are moving forward through the legislature that address the teacher recruitment crisis. One is a bill that allows for loan forgiveness for teachers. The other would create a pathway for classified employees to become teachers. She also was part of a conversation with Linked Learning and part of creating meaningful connections with our Linked Learning Pathways and our regional employers. She feels there is a huge opportunity for us to do Linked Learning Pathways for teachers and to use that as another way to address the looming teacher workforce shortage that we have. At the Linked Learning convening they talked about Launch Pad which is a new tool that has been created that will allow industries throughout the Sacramento area to match with students in our Linked Learning Pathways so that they have a work-based internship opportunity. She also shared that she participated in the Education Corridor Projects where they bring together principals from throughout Area 7 to share best practices, talk about challenges, and promote cross collaboration. The effort was started nine months ago by starting a bus tour where they went to each other's sites and saw what makes each school unique. The next step is to get teachers involved; this will probably happen in the summer. She also participated in Read Across America. She noted events that took place at Bret Harte, Ethel Phillips, and Hollywood Park Elementary Schools, as well as Leonardo da Vinci K-8 School. She also shared that the Fremont Adult School studios partnership we have with non-profit arts has hired an executive director. This person will work closely with the District to ensure that our educational benefits are realized. At Fruit Ridge, another re-opened community collaborative school site, we now have 22 non-profits. She was able to be there to support the launch of two programs last week-end, the Girl's Self-esteem Program and Strong Willed Able Gallant Gentlemen (SWAGG). Funding was also obtained to launch a women's and girls' empowerment program at Father Keith B. Kenny K-8

School. It is called Shine, and Second Vice President Ryan will be able to participate. It will be a 10 week program that begins in April.

Member Rodriguez said that last week-end she attended a symposium on a Garden in Every School, hosted by Soil Born Farms and held at Luther Burbank High School. Improvements were made at the grounds. She also announced that on February 19th Luther Burbank High School Spanish teacher Elizabeth Villanueva was selected as Teacher of the Year for Sacramento City Unified School District. She was honored at the Sleep Train Arena during a King's game for her appointment as the Sacramento County Teacher of the Year. She noted the good things that are happening at the school. Member Rodriguez also read to students from Cesar Chavez Elementary and Rosa Parks K-8 Schools in Area 5 at the Freedom School in the Meadowview Glen Manor. She also attended a pancake breakfast at Bret Harte Elementary School and the student teacher recruitment fair. She also met with Jim Dragna of California State University, Sacramento (CSUS). He would like to find ways in which to work with our District so that we can help children transition more easily into higher education, CSUS in particular. She is proud of the relationships she is building with the University, and she hope other Board members will join her in the future. He shared with her a simple way to raise the GPA of each student: stand outside the classroom and shake hands to welcome each student every day. This is proven to increase GPA by 0.3. Lastly, she thanked the parents that come to every Board meeting. She supports the Community Advisory Committee (CAC). She went this year to a tri-annual Individualized Education Program (IEP) and knows how much work is involved. She said we have had honest conversations about the needs of Special Education and how we can augment the department so that we can do a better job for students. She does not know what the result of this will be, but she asked those present to please trust that this is an issue for her and staff involved. We are limited by things such as budget, time, and talent.

Vice President Hansen announced that this Saturday California Middle School is having their Spring Thing fundraiser. Enrollment at the school is at an all-time high. He is working with a state senator on legislation to provide more financing mechanism for school districts to change their water usage patterns. It would allow districts to use the money they save to finance the projects up front. They are working with some state-wide school groups on this. He will be reading to students at Crocker/Riverside Elementary School next week. He also noted that he sat in on some of the negotiations between the District and our teacher-partners, and he learned we are now paying more for retiree health care than we are for our current employees. He stated that this is not the right place for us to be, and he wants to make sure that the promises we have made to retirees are kept. He hopes all are looking to negotiating in a spirit of cooperation and sustainability so that we keep the promises to everyone and that we are taking care of our students, taxpayers, and community along the way. Lastly, he reported that he has been working with the Stuart Foundation; they are interested in helping to examine a new pathway between Leataata Floyd Elementary School and Health Professions High School. They have awarded a grant recently, and we will be able to do some research and explore ways we can make the pathways stronger between these two schools.

Member Cochrane said it is wonderful to see the work her colleagues are doing. She said that in Area 2 they are looking to improve community engagement. On March 15th from 6:00 to 8:00 p.m. they are having a Tahoe Community Network Dinner. The purpose is to bring together all players in a community around a small neighborhood school to help make it be a success. They have invited and received 33 confirmations of attendance already from the likes of Kevin McCarty, representatives from Eric Guerra's office, the neighborhood association, teachers, principals, and parents. They are going to exchange ideas and roll up their sleeves to help Tahoe Elementary School be a fantastic school. Principal April Shafto is already leading the school in a great way. Member Cochrane is very proud to be involved in this effort, and she thanked the District staff for supporting this event.

10.0 BOARD WORKSHOP/STRATEGIC PLAN AND OTHER INITIATIVES

10.1 Early Kinder Program – Board Policy #6170.1 Revision (Iris Taylor and John Conway)

Conference/1st Reading

Interim Chief Academic Officer Iris Taylor began the presentation by introducing Early Kinder Coordinator John Conway. They then presented revisions to Board policy #6170.1 which focuses on our early Kindergarten programs. They gave an overview of early Kindergarten/Transitional Kindergarten, an explanation of the driving governance that is prompting the revision, an outline of the proposed changes, and next steps.

Public Comment:

Darlene Anderson feels that going down this road means more jobs for people in the District and not necessarily more educational outcomes. She said we do not have numbers for willful defiance issues, children in pre-Kinder and Kindergarten, and improvements in the early grades. She spoke about pathways that Head Start creates for all, and feels those same types of opportunities are not available in the District. She said that the District is a high poverty district and that this type of district brings problems that require solutions such as the need to educate parents, which Head Start does. She asked what the data is for District Kinder programs of parent involvement.

Board Member Comments:

Second Vice President Ryan said the Policy Committee had an opportunity to review the proposed changes. She feels that having Early/Transitional Kindergarten at eight schools is insufficient in her opinion. She spoke about the move taking place over the last year to reinterpret the law created by Darrell Steinberg to create the Transitional Kindergarten programs so that a student that turned five at any point in the calendar year can be eligible for Transitional Kindergarten. The District would have to assume the expense until they turn five. Currently only those that turn five between the months of September 2 and December 2 have access to an entire year of additional early childhood education that is aligned to state standards and potentially prepares for academic success. Other school districts are looking at putting together resources to make sure all students have access to Early/Transitional Kindergarten. She also said that, as we try to grow enrollment and create a pathway into our public schools, this is a tremendous opportunity for us to capture students throughout the District. If we do not do this our public charters are going to have these programs available to students who turn five at any point within the academic year, hoping to retain them moving forward. She feels this commitment to a massive expansion of Early/Transitional Kindergarten, in light of the troubling enrollment decline, is a huge opportunity. From an equity standpoint, she said the schools currently served do not reflect equity, and she wants to ensure that all of our low income schools have access to Early/Transitional Kindergarten. She asked the District, outside of tonight's policy (as she does not want to hold up the policy as she feels it is consistent with state law), to provide a real cost analysis of what we would need to double the number of Transitional Kindergarten programs which target high poverty schools first. Conversely, she also wants to know what it would cost to offer Transitional Kindergarten to students that are turning five at any point throughout the academic year. She gave the example of Pasadena's district; they are reusing closed school sites to create early childhood hubs that offer two years of quality early childhood education which then feed into district schools. She feels this all needs to be part of a bigger vision for growing our District and ensuring that all children, irrespective of address or skin color, have access to high quality early childhood programming.

Student Member Barry asked what the difference is between Early Kinder and pre-school. Ms. Taylor answered that with pre-school there are income qualifications for students aged three through five to

attend. Early Kinder is designed for those students that do not meet those income thresholds. It is designed to give students with income higher than the pre-school maximum qualification the opportunity for an earlier start to their schooling. Mr. Conway added that Early Kinder is a regular education program like any other grade level in California, so it is a cost free program for families, while pre-school runs under such that its instructional practices are solely based on pre-school learning foundations. It started off being most appropriate for ages three and four. Another difference would be that Early Kinder teachers are certificated, credentialed teachers while pre-school teachers may be, but do not have to be. Therefore the curriculum is somewhat different; it is not only aligned to the pre-school learning foundations, but it also looks to the state standards for Kindergarten and state standards in Common Core. It is a program for readiness, and was designed for the youngest of the age five students that typically might need an additional year in school to help assist them. Student Member Barry asked if Early Kinder will replace pre-school at any sites. Ms. Taylor said that no, it would not replace; it is just another type of service to support students with the gift of time. It serves a different demographic.

President Pritchett said she looks forward to them coming back to a future meeting.

10.2 Approve Next Steps for the Disposition of Identified Properties (Cathy Allen) **Conference/Action**

Chief Operations Officer Cathy Allen began the presentation. Mr. Wakefield from Overland, Pacific, and Cutler could not be present, so District Counsel Jerome Behrens was present to assist with any legal questions. Ms. Allen continued with background on the three properties located at 2401 Florin Road, 1619 N Street/Thomas Jefferson, and 2718 G Street/Old Marshall. She then looked at key decisions that must be made, disposition and utilization options, an estimated timeline, took questions, and went over next steps.

Public Comment:

George Raya, Co-Chair of Marshall School New Era Park Neighborhood Association, thanked the Board for allocating funds to Old Marshall School to repair the roof. He is happy that at the last meeting the majority of the Board thought the building should be saved and disagreed with the recommendation to turn the site into a vacant lot. He also thanked the Board for finally developing a schedule to dispose of the property. Their preference is for senior housing, primarily because the Hart Senior Center is two blocks away. There are limited uses for the building, and one of them is for affordable housing. They would like some action within a year.

Matthew Valine, who lives across from Old Marshall School, expressed that he has spoken to the 78 year old granddaughter of the original owner. She shared pictures and stories of when she attended the school as a child. He reminded the Board as to why the school is on the historic registry and that it is historically important. The school was built in 1903 and designed by a significant architect, Rudolph Harold. He noted that the surplus property report bases the value of property on the vacant land value and does not reflect the historic value of the property. He noted all of the various ways the property has been used since it stopped being a school to illustrate the many options for use. He asked the Board to please take action to preserve Old Marshall School.

Patrick Stelmach, on the Board of Directors for Preservation Sacramento and a broker, said he is happy to hear that preservation is a top priority. Preservation Sacramento is exploring the possibility of nominating the properties to the state and federal registers of historic places since they are already registered in the local registers. He encouraged the Board to act swiftly to sell the properties outright as this will commend the highest number of highly qualified developers who would be interested in developing these properties at the highest price. Properties that have undue restriction and conditions upon them would lower the price and attractiveness of them.

Angela Tillotson, Interim Chair of the Midtown Neighborhood Association, spoke about the property at 1619 N Street. She encouraged the Board to let the property go so that they can get someone in that will protect it and breathe new life into it.

Julie Murphy spoke about Old Marshall School and the Thomas Jefferson School properties. She lives across the street from Old Marshall School. She urged the Board to act quickly due to uncertainty about the real estate market. She noted that both properties would need significant upgrades in order to lease them.

Tom Quasenbarth, a board member of the Marshall School New Era Park Neighborhood Association, gave a sense of urgency for action. He also offered neighborhood support in this matter. He suggested the Board have a framework or process to aid their decision making. He suggested they initiate a community engagement effort to increase engagement beyond the request for ideas that has been posted.

Danny Yost, Co-Chair of the Midtown Neighborhood Association, thanked the Board for going through this process. He brought up the condition of the Thomas Jefferson School site and asked if there has been an update on that. He echoed the comments made previously about the importance of community involvement.

Tiffany Fink, Deputy Executive Director for Paratransit, said that they have been a partner of the District for a long time at 2501 Florin Road. They also partner with local non-profits and social service agencies. They are very interested in working with the District to continue to see how this process moves forward and to see that the property continues to be an asset to the region. She thanked the District for the partnership on the property.

Brenda Ruiz, Chair of the Sacramento Food Policy Council, spoke about the central kitchen and her organization. She noted that school children are waiting while the District attempts to develop a role in some of these properties. They encourage expediency regarding the central kitchen.

President Pritchett took the Item from Conference to Action which was seconded by Member Arroyo and passed unanimously.

Board Member Comments:

Member Arroyo thanked those that gave comments for their recommendations. He spoke about options that were discussed regarding the 16th and N Street property about a year ago. What he learned from that process is that there are multiple options that are viable. At that time the Sacramento Native American Health Center had come up with an interesting model; they wanted to develop housing in one part, rehabilitate the building, and a community center would go in one corner of the parking lot. It was a wonderful property idea that was missed because too much time was taken to come to a decision, and they went elsewhere. That model allowed, however, the potential of having a multiple benefit. How he approaches his position as Board member and Trustee for the District is by asking how does he make the best, longest lasting impact for the community. So, yes, selling the properties and getting any amount of dollars into the coffers that are used in any number of ways is a benefit, but the way that he sees it is, in the long term, how do we benefit the community best? As we consider options, Member Arroyo said that what is guiding him is an opportunity to allow a developer to make money in that there is housing which contains market rate but also affordable and low cost range housing along with a community center that can be used by the District and the community. He likes the idea of something that is something more than just a sale or more than just developing more housing for market rate. All are viable options, but he wants to expand the vision and idea that there is interest, and least there was a year and a half ago, to do something innovative. Hopefully we can attract developers along the lines and thinking of the Native American Health Center. He received an e-mail earlier today from the Sacramento Labor and Non-Profit Incubator that submitted a proposal for the Old Marshall site; Ms. Allen said that a tour is being arranged for them. He would like to see preservation of property and having a service, venue, or space that benefits the community as a whole. This is his top priority, and how it fits into the five criteria given he is not sure. He would rather keep all five options and then figure out what fits the projects after they

are submitted. He asked what would happen if the Board picks three of the five and there ends up being a model that does not quite fit the criteria chosen. Ms. Allen replied that instead of giving a direction to move forward on individual properties, the Board could blanket the city with Requests for Quotations for ideas for the three sites. We would then sit down and evaluate them. This however, would make it difficult to compare apples to apples. If we do that, then we are into Requests for Quotations and accepting bids for projects that are not necessarily for sale. Member Arroyo said he could rank the five criteria. He would like to see what developers might think of for 16th and N Street or Old Marshall School. Ms. Allen said she would like to discuss each property separately. Member Arroyo asked what would need to happen for the Board to follow up with the e-mail that they received. Ms. Allen said that they have been giving tours to anybody that asked, so they will follow-up and schedule a tour.

President Pritchett asked for clarification on Member Arroyo's option choice for the 16th and N Street property as she is trying to keep track per property because tonight the Board is trying to give Ms. Allen direction. He said yes, he would like to go with option number one for all three properties.

Member Rodriguez spoke about her past experience when she worked for the planning department in Santa Cruz. She said she understands the emotions that people feel when they come to the Board and speak on this issue. She remembers the proposal that Member Arroyo spoke about and said that it is a shame we let that go. She spoke about the options that she would like. She brought up the central kitchen and a conversation that was had to look at the 2401 Florin Road property. There was an estimated fee of \$500,000 to level the building and build the central kitchen. She would like to see the Board look at that property again for this use. She noted it is far cheaper to take care of the central kitchen in this way than to buy a separate piece of property. Savings could be used to build a track, for example, at Hiram Johnson High School.

Second Vice President Ryan thanked Ms. Allen for her work on this. She noted that the Healthy Foods Task Force is asking why we have not made more movement on a central kitchen. She spoke about the Thomas Jefferson site and said it is her understanding that there is a proposal on the table right now to do a swap for 16th and N Street and the San Joaquin Street property; that has been deemed the best possible fit for the central kitchen. Ms. Allen replied that there is not an official proposal to the Board at this point in time; there have been talks with the person that owns that property. It was received in an unofficial capacity almost three years ago by the Board as part of the development that Member Arroyo spoke of previously. That developer is still interested in looking at some type of swap with the 16th and N Street property. They have also indicated that if that does not move forward then they would move forward with student housing on that site on San Joaquin Street. It is right across the street from our transportation yard, where the kitchen services area is now, and the warehouse, so as far as location goes it is a nice piece of property. Is it the best? Everybody probably has an opinion on that. Second Vice President Ryan asked to confirm that the soil has already been tested. Ms. Allen said yes. Second Vice President Ryan also asked a question about the timeline. She asked if the decision and final agreements being made in May 2017 would include an agreement to swap a property; would we have to wait until May 2017 to break ground on property if we were to negotiate a deal such as the central kitchen. Ms. Allen said that swaps are a pretty simple process and go much faster. Second Vice President Ryan asked if the proposal request process, as well as deeming those proposals as meeting community benefit, is something that could be expedited. This would be for reuse in the case of 16th and N Streets. Ms. Allen said that the quick answer to that depends on what we hear tonight and if she has enough clear direction to be able to work with Overland, Pacific, and Cutler to craft a request for quotation. If we do want to open it up to community input, we just have to allow for that process to happen. Lastly, Second Vice President Ryan asked, on the joint occupancy idea to lease the site for up to 66 years, if the benefit in doing that is the fact that we continue to potentially see revenue from year to year along with increase in property value. It is her understanding that both Old Marshall School and the 16th and N Street property

are not likely to be reopened as schools. Ms. Allen said that it would take significant structural upgrades to be able to put students in the schools. It would take more than 50% of the cost to replace the building, and when we get to this level, it adds many more requirements.

Member Cochrane asked how the historic integrity remains intact when ownership is exchanged in a sale. Counsel Jerry Behrens answered that historic preservation requires certain building codes to preserve the building. So that would be subject to the local building codes and state building codes as they may apply to historic buildings. A developer would look at it as to what they would have to do to comply apart from the usual building codes. So when one has historic preservation for a particular property, that may increase the ability to develop, but also they are restricted; they cannot just withdraw from the historic register. Regarding choices, the question is how do you want to proceed? The Education Code is pretty arcane as it goes back long before the recognition that facilities should be marketed rather quickly. An exchange was mentioned, and he is not attempting to sell this particular process, but noted that it bypasses a lot of various steps that are required by the Education Code. This would shrink the timeline. On the other hand, if a property were to be surplus, the process can be very long. Finally, and it depends on the State of California, one can get a waiver from the entire process, but it must be justified. On the joint occupancy, you could have a scenario where a property is occupied for office space and then there is another property that generates revenue. But that requires a request for proposal process and approval by the California Department of Education. The Thomas Jefferson site was a joint occupancy project that did not pan out. That took years and ultimately failed. So there are options and the issue for the Board appears to be to give some guidance, but ultimately the staff may come back saying this is the fastest and best option. The Board will make the ultimate determination on that. Member Cochrane noted that it is a city designation for historical preservation and is the only designation that we have. She asked if the historical preservation designation will still be attached to the property if we sell it. Counsel Behrens said he has never seen a historic property be deregistered. Usually they are preserved; the issue is dollars as it does not make economic sense to come in and buy by the building codes. It is a marketing opportunity and also a marketing constraint. Member Cochrane said that her predecessor was involved changing District lines as we had a Twin Rivers property that was brought over to Sacramento City Unified School District. In doing this, students were brought into this District. She is very interested in making sure that there is a sunshine on this process with regards to the money that is earned from these sales. It is her position as a Board member that there should be no specific designation of the money for any particular school, area, or special project. She would like clear definition on how we can ensure that process. The reason she brings up the Twin Rivers property is because the money for the permits that are pulled for McKinley Village follow the students for Theodore Judah Elementary School. While this has its benefits it also is something that was not really fair to the whole District. She asked how we address this. Counsel Behrens said that what she is addressing is really developer fees. Revenues generated from leases, joint occupancy, etc., goes into our capital reserve rather than the general fund. We can designate that for certain projects, but he believes that what she is referring to is developer fees. These were kept localized in that instance, but that is totally different from generating revenues from leases and sales. He knows that the policy of this Board over the years has been to not sell but lease. If the direction is to lease, then that is where the earning revenues, or capital reserves for other improvements, is from. There is the swap idea, giving up title to get title, but if that facilitates something such as the food services unit then it may be worth a sale in that case as you cannot do a swap without switching titles. Member Cochrane told President Pritchett that she is interested in exploring sale and lease on two properties, but with extreme reservations that this is not manipulated for special projects monetarily even though the funds are not put into the general fund.

President Pritchett asked for verification that there are two different types of leases, the long term lease without the option to purchase and the lease option with option to purchase.

Member Cochrane said that she understands.

Member Woo answered Member Cochrane's question with respect to the historic registry. He believes it is recorded in the deed. Counsel Behrens said he is not sure if it is recorded in the deed; he believes it is a designation which drives how that would be developed under the local city code. Member Woo said that in the National Register he thinks each exchange of property runs with the land. Counsel Behrens said the Board can put a covenant as a school board that it would run with the land notwithstanding the designation. Regarding the Thomas Jefferson site, Member Woo is interested in any lease, with or without purchase, and sale. He would like staff to do a comparison of having the central kitchen at 2401 Florin Road versus the San Joaquin Street property.

Vice President Hansen concurred with some prior comments in that he is impatient as well to see something happen. He is happy that the Board started talking about this when they did as it has taken some time to get to this point. He asked who is first in line to purchase property if the Board decision is to sell outright. He has learned how complicated this is; there is a long list per State Code that must be offered property, and the Board has no say in this. Counsel Behrens said it is a very difficult process; there are priorities under the Government Code and the Education Code. If there was a two-thirds vote to surplus property, notice would have to be given to a variety of agencies including 501c3, historic, and low income organizations. Vice President Hansen asked Ms. Allen to read through the list. She said it includes counties, University of California campuses, state and local parks and recreations, affordable housing, etc. Vice President Hansen said he understands that the Board would first have to declare a property surplus, notify the groups in the order listed, and they each have a certain amount of time to respond before the property can be put up for sale. He said it is a bad idea to play this waiting game unless we have a property that we really want to let go. Regarding the central kitchen, a task force has been created, and they had their first meeting last month. They will meet monthly, and the next meeting is March 8. He asks that the Board consider the 2401 Florin Road property so that discussion can be had to see how suitable a location it is. He is open minded on this. He likes a long term lease option for the Thomas Jefferson site. He feels there should be a request for proposals on the Thomas Jefferson and Old Marshall sites to ask if the developer community would be interested in doing something with the District on a long term basis. His number one goal is to get the best value for our taxpayers and students. He feels the historic integrity is important as well. He noted that the request for ideas for Old Marshall that he put out with Member Cochrane received about 90 responses. He thinks a meeting with the community at Old Marshall or some place close by should be considered for this. The ideas could be gone over and other ideas could be heard. This could be done fairly rapidly for this property as the pre-work has already been done. This would be a model to use also for the Thomas Jefferson site. The Florin Road property does seem like a property that would be suited to sale due to use by the group that is there now as they are a group higher on the list that can bid on the property. Also a joint occupancy may work with the group that is already there.

Second Vice President Ryan commented that she appreciates the suggestion by Member Woo to have an analysis of the two properties being discussed regarding the central kitchen. She is concerned about the timeline of the central kitchen. She gave her recommendations for each of the three properties. She is grateful to the Board members for recognizing the historic value of the structures and what they mean to the communities at large.

President Pritchett does not want to look into any sale options. She is interested in options that provide more long term benefit to the District. She verified the previously expressed choices of Members Arroyo and Cochrane.

Member Rodriguez clarified that in order to consider a land swap, the swap has to be with the Thomas

Jefferson site and not with the Florin Road property, if one wants the San Joaquin property for the central kitchen the Thomas Jefferson property must be given up in that land swap. Ms. Allen noted that as of today that developer has indicated interested in the Thomas Jefferson property.

Disposition and Utilization Options for the properties are:

- 1) Joint occupancy*
- 2) Long-term lease without purchase option*
- 3) Ground lease with purchase option*
- 4) Exchange*
- 5) Sale*
- 6) Central kitchen comparison with San Joaquin Street property*
- 7) Exploring an option for central kitchen*

President Pritchett verified the Board choice of options to explore for the 16th and N/Thomas Jefferson site as follows:

- Gustavo Arroyo - #1*
- Ellen Cochrane - #5, #4, #3*
- Jay Hansen - #2*
- Christina Pritchett - #1, #2, #3*
- Diana Rodriguez - #1, #2, #3*
- Jessie Ryan - #3, #4, #5*
- Darrel Woo - #2, #3, #5*

Member Cochrane asked if the options chosen will all be considered. President Pritchett said that the Board has to have a two-thirds vote or a majority on the joint occupancy.

President Pritchett then verified the Board choice of options to explore for the 2718 G Street/Old Marshall site as follows:

- Gustavo Arroyo - #1*
- Ellen Cochrane - #5, #3, #2*
- Jay Hansen - #2*
- Christina Pritchett - #1, #2, #3*
- Diana Rodriguez - #1, #2, #3*
- Jessie Ryan - #3, #4, #5*
- Darrel Woo - #2, #3, #5*

President Pritchett then verified the Board choice of option to explore for the 2401 Florin site as follows:

- Gustavo Arroyo - #1*
- Ellen Cochrane - #7, #6*
- Jay Hansen - #5, #1*
- Christina Pritchett - #2, #3, #5, #6*
- Diana Rodriguez - #7*
- Jessie Ryan - #3, #4, #5 or #7, #6*
- Darrel Woo - #7, #6*

President Pritchett asked Ms. Allen if by voting on direction they chose all of the above. Ms. Allen said that one big question she would like to have answered tonight is do we want community input for the Thomas Jefferson site. She also pointed out that, if for example the community decided to have a property be used for affordable housing, it would still have to go through city planning and city council.

Member Arroyo said the Board needs to be honest about what it wants to get from public comment; will it be to get ideas, or just to gauge the sentiment of the community and neighborhoods? Ms. Allen said she feels it would be important for the development community to come and listen to what some of the ideas are in the neighborhoods. That will help craft the request for quotations. The difficult part will be to make this all fit into Government and Education code.

President Pritchett said she would like staff to schedule a community outreach meeting that includes developers for the Thomas Jefferson site and also do a request for ideas. For the Old Marshall site, a request for ideas has already been done, so President Pritchett asked for a community meeting with the developers to be scheduled. Regarding 2401 Florin, she said she thinks Ms. Allen needs to come back to the Board with additional information regarding the central kitchen and all of the proposed arrangements.

Member Arroyo motioned that the Item be moved from Conference to Action. Member Woo seconded the motion, and it passed unanimously. President Pritchett then motioned to for an approval to the direction she had given. Member Woo seconded it, and the motion passed unanimously.

Vice President Hansen clarified his earlier remark about health care costs. He said he misspoke, and we have nearly as many retirees as we have active employees, so we are not currently paying more for the cost of retiree health care. However we did paying approximately \$17 million dollars last year in retiree health care costs.

10.3 Teacher Recruitment Strategies (Cancy McArn)

Information

Chief Human Resources Officer Cancy McArn began the presentation by introducing Human Resources and Employee Relations Directors Cindy Nguyen, Roxanne Findley, Christina Villegas, and Tiffany Smith-Simmons. They went over teacher recruitment, efforts, strategy, and landscape. They also covered credential options, internship programs, and next steps.

President Pritchett asked for a motion to extend the meeting to 10:45 p.m. A motion was made by Vice President Hansen which was seconded by Member Rodriguez. The motion passed unanimously.

Ms. McArn played an audio video from a recently recruited teacher and then asked for questions.

Public Comment:

Nikki Milevsky said that they have been urging the District to get out in front of the teacher hiring crisis by taking proactive steps and having competitive wages. She is happy the District has implemented their ideas about tracking and recruiting student teachers and offering open contracts. They are happy about improvements to the student teacher support program and that the District is attending recruitment fairs, targeting multi-lingual teachers, and reaching out to historically black colleges. She has concerns, however, that the staff is talking about the crisis as if it will affect our District the same as other districts. She feels our District will be hit much harder by the shortage than surrounding districts. She feels this is due to the fact that we are a large urban district and also due to a lack of competitive wages. She shared a document showing current benefits, wages, and total compensation of Sacramento City Unified School District and that of surrounding districts. She asked the Board to look at this year's reserves compared to last year. She noted that teachers have made large concessions when times were hard.

Board Member Comments:

Vice President Hansen thanked the presenters, and said that it sounds like we have made good progress. He would like to learn more about paying bonuses or the potential to pay tuition for prospective teachers. Ms. McArn said that some of the pieces require discussions with union partners, and so we are working toward that end. Vice President Hansen asked if hiring bonuses and tuition reimbursement would have to be in the contract. Ms. McArn said she is not sure about tuition reimbursement, but we do want to continue to engage and talk to our partners so that we can all move forward and be on the same page together. Vice President Hansen asked if there is some prohibition for us to hire teachers now. Ms. McArn said that it is more difficult for us as a district to hire at this point in the year compared to the beginning of the year. Ms. Nguyen spoke about the open and closed contract times. She said from July 1st through the second week of February the District is allowed to post positions where we can refer non-district candidates through the interviewing process; we currently have contracts starting the second week of February through June 30th, which is considered our closing period. If we post any positions for which there are permanent teachers in the District, this is the window that allows them to transfer. Vice President Hansen said it sounds like there are a lot of issues with this, and it sounds like we need a fuller discussion. He spoke about some ideas to incentivize people to become teachers and said stability is important to people. He said he looks forward to continue working on this, and he thanked the team for all their efforts so far.

Member Woo thanked the team for their aggressive recruitment. He said we may have a built-in pipeline with some of our partners, such as City Year. He said we can ask our teachers if there are particular candidates that might think of a career in education.

Member Cochrane thanked the team for their work. She asked how we determine how many teachers are needed in the Fall. Ms. McArn said this is determined through our annual one-stop staffing budgeting process that is based on projections. Another thing driving our projections currently is the move to class size reduction. Member Cochrane said there are currently a couple people teaching that want to become full-time employees and asked if human resources has addressed all people who have expressed an urgent interest in being hired now. Ms. McArn said that they have worked toward that end; they have looked at the substitute list for those that are fully credentialed and staff had individual conversations with them to determine interest levels. Member Cochrane asked if every teacher is a highly qualified teacher using NCLB. Ms. McArn said no as we have some long-term substitutes in positions. She discussed different credentials and programs. Member Cochrane asked if vacancies have been filled with individuals that do not hold California teaching credentials in the subject matter they are teaching. Ms. Nguyen referred to the presentation where she went over number of filled vacancies and said that they have to be currently holding one of the credential options that was listed on the slide. Out of all of the credential options, short term staff permit would not qualify them as highly qualified because they would still need a little bit more time to do the prerequisites of either passing the California Subject Examination for Teachers (CSET) or doing preservice hours to get into the intern program. For the general education limited term assignment and the special education limited term assignment they have to already hold a credential, and we would be getting them that limited term assignment for a subject area outside of their credential. So, while they are not highly qualified in the subject they are teaching outside their credential, they do hold a full credential, and they are highly qualified in that area. We just need them to teach that one subject outside of the credential that they currently hold. Member Cochrane said that therefore when we say we have filled these vacancies, we have but perhaps have not filled 100% with the teachers that are credentialed in the subject matter that they are teaching. Ms. Nguyen said yes, but the credential allows them the time to fully obtain the credential by taking coursework, and if they complete the renewal requirements according to the Commission on Teacher Credentialing (CTC), they can renew it again for the following year. It typically takes about two years to complete. Member Cochrane asked who is on the committee for recruitment. Ms. McArn replied that it is the group presenting this Item tonight and

representatives from the Special Education department, the Area Assistant Superintendents, principals, and other central office staff, such as from the new teacher support program. Member Cochrane asked if there are any SCTA members or current school teachers. Ms. McArn said that SCTA leadership has not participated so far. Member Cochrane asked if there are teachers on the committee. Ms. McArn replied that there are not. Member Cochrane asked if someone were to break an open employment contract and go to another district is that a legal liability. Ms. McArn said that the open contracts we are offering now are employment contracts, and so we would treat each as such. By signing an open contract we are making a commitment to that incoming teacher for a position the following school year, and they are making a commitment to us to teach in the District. The tricky part is that at the time we offer open contract we cannot say it is going to be a specific classroom; internal processes have to be gone through to ensure that our current teachers who are being involuntarily surplussed are placed. From there we can move forward with placements of the open contract. So it is an employment contract treated like any other. Member Cochrane asked if a person can teach and get a paycheck while they work if they are in the Sacramento County Office of Education intern program. Ms. McArn replied that is the case in any intern program. Member Cochrane asked if we have had any teachers currently in surrounding districts apply to Sacramento City Unified School District in the past month or so. Ms. McArn said yes; we have had some from Natomas, Folsom Cordova, and Twin Rivers. Member Cochrane asked why the audio video was sent; was the teacher requested to send it or did she sent it as an application tool? Ms. McArn said it is part of the U-CAN partnership and through that there are strategic visits taking place, and the video came to be as a result of that. Ms. Smith-Simmons spoke more on this. Member Cochrane said the team is doing a wonderful recruitment effort and generating results in a very difficult time.

President Pritchett moved that the Board suspend the rules and continue the meeting until 11:10 p.m. Member Rodriguez seconded the motion, and it passed unanimously.

Member Rodriguez said the out of state recruitment and partnership with U-CAN is appreciated. She was impressed with their college fair and made recommendations to the Steps to College Fair that she is a part of at Cien Amigos. Her concern is that 38% of the District's population is of Latino descent, and we only have 12% of our teachers reflecting that population. She encouraged the team to reach out to more Hispanic serving institutions and suggested several. She also discussed a partnership with Mexico she and Member Arroyo have been working on through Cien Amigos to do a student exchange program. This would be another pathway into obtaining more diverse bi-lingual teachers. She offered to discuss this with Human Resources. She has a concern that requirements are often added to teacher requirements that make the process cumbersome at times. Once credentialed and hired, lay-offs can then happen depending on the economy; Member Rodriguez said everyone needs to do a better job to respect the profession.

Superintendent Banda said he appreciates all the team has done and the comments that Member Rodriguez made on diversity and recruitment. He noted that not all states are experiencing a shortage and suggested that we can maybe tap into other states that have a surplus. He looks forward to hearing updates on a regular basis from the team.

10.4 Approve Resolution No. 2874: Intention to Terminate Certificated Employees Due to a Reduction of Particular Kinds of Service
(Cancy McArn)

Conference/Action

Chief Human Resources Officer Cancy McArn gave the presentation.

Public Comment:
None.

Board Member Comments:

Vice President Hansen motioned to move the Item from Conference to Action. The motion was seconded by Member Arroyo and approved unanimously. Vice President Hansen then motioned to approve the Item. This was seconded by Member Arroyo and approved unanimously.

11.0 BUSINESS AND FINANCIAL INFORMATION/REPORTS

Receive Information

11.1 Business and Financial Information:

- *Enrollment and Attendance Report for Month 5 Ending January 22, 2015*

Board President Pritchett received the Enrollment and Attendance Report.

12.0 FUTURE BOARD MEETING DATES / LOCATIONS

- ✓ *March 17, 2016, 4:30 p.m. Closed Session, 6:30 p.m. Open Session, Serna Center, 5735 47th Avenue, Community Room, Regular Workshop Meeting*
- ✓ *April 3, 2016, 10:00 a.m. Board Retreat; Shriners Hospital, 2425 Stockton Boulevard, 2nd Floor*

13.0 ADJOURNMENT

President Pritchett asked for a motion to adjourn the meeting; a motion was made by student member Elizabeth Barry and seconded by Member Woo. The motion was passed unanimously, and the meeting adjourned at 11:04 p.m.



Jose L. Banda, Superintendent and Board Secretary

NOTE: The Sacramento City Unified School District encourages those with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact the Board of Education Office at (916) 643-9314 at least 48 hours before the scheduled Board of Education meeting so that we may make every reasonable effort to accommodate you. [Government Code § 54953.2; Americans with Disabilities Act of 1990, § 202 (42 U.S.C. §12132)] Any public records distributed to the Board of Education less than 72 hours in advance of the meeting and relating to an open session item are available for public inspection at 5735 47th Avenue at the Front Desk Counter and on the District's website at www.scusd.edu