



**APPROVED**

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION**

Agenda Item 10.1e

**Meeting Date:** October 15, 2015

**Subject:** Approve Minutes of the September 17, 2015, 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 September 17, 2015, Board of Education Meeting.

**Background/Rationale:** None

**Financial Considerations:** None

**LCAP Goal(s):** Family and Community Engagement

**Documents Attached:**

1. Minutes of the September 17, 2015, Board of Education Regular Meeting

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

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

Thursday, September 17, 2015

**4:30 p.m. Closed Session**

**6:30 p.m. Open Session**

Serna Center

Community Conference Rooms

5735 47<sup>th</sup> Avenue

Sacramento, CA 95824

## **MINUTES**

**2015/16-6**

### **1.0 OPEN SESSION / CALL TO ORDER / ROLL CALL**

*The meeting was called to order at 4:40 p.m. by President Woo, and roll was taken.*

#### *Members Present:*

*Second Vice President Jay Hansen  
Vice President Christina Pritchett  
President Darrel Woo  
Gustavo Arroyo (present until end of Closed Session)  
Ellen Cochrane  
Jessie Ryan*

#### *Members Absent:*

*Second Vice President Hansen (arrived at 4:40 p.m.)  
Diana Rodriguez*

*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) *Significant exposure to litigation pursuant to subdivision (d)(2) of Government Code section 54956.9*
  - b) *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 *Government Code 54957 – Public Employee Appointment*
  - a) *Principal, Hubert Bancroft Elementary School*

**4.0 CALL BACK TO ORDER/PLEDGE OF ALLEGIANCE**

*The meeting was called back to order at 6:43 p.m. by President Woo.*

*Members Present:*

*Second Vice President Jay Hansen  
 Vice President Christina Pritchett  
 President Darrel Woo  
 Ellen Cochrane  
 Jessie Ryan  
 Student Member Elizabeth Barry*

*Members Absent:*

*Gustavo Arroyo (left after Closed Session)  
 Diana Rodriguez*

*The Pledge of Allegiance was led by the Voula Steinberg Mathlete Award Students. Certificates of Appreciation were presented by President Woo.*

**5.0 ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION**

*Superintendent Banda announced that the Board, voting 6-0 with Member Rodriguez absent, approved the appointment of Diana Curtaz as Principal of Hubert Bancroft Elementary School.*

**6.0 AGENDA ADOPTION**

*President Woo asked for a motion to adopt the agenda. A motion was made to approve by Member Ryan and seconded by Second Vice President Hansen. The Board voted unanimously to adopt the agenda.*

## 7.0 SPECIAL PRESENTATION

- 7.1 Approve Resolution No. 2851 to Honor Sacramento County Teacher of the Year 2016, **Action**  
Stephanie Smith from Oak Ridge Elementary School (Jessie Ryan)

*Member Jessie Ryan recognized and introduced Sacramento City Unified School District and Sacramento County Teacher of the Year Stephanie Smith. Member Ryan spoke of Ms. Smith's connection to the community and how she serves as a beacon of light to families and other teachers. Ms. Smith is an outstanding teacher, an anchor in the Parent Teacher Home Visit Project and an advocate for families among her community. Ms. Smith will now be competing at a State level for Teacher of the Year.*

*Member Ryan read Resolution No. 2851. President Woo took the reading as a motion from Member Ryan to approve the Resolution. The motion was seconded by President Woo and approved unanimously.*

*Member Ryan then presented a framed copy of the resolution to Ms. Smith for the great work she is doing at Oak Ridge Elementary School. Principal Roller spoke of Ms. Smith's impact in the classroom and community, and Ms. Smith thanked the Board.*

## 8.0 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:*

*Sewa Martinez, a Senior at C. K. McClatchy High School, is having trouble adjusting her schedule so that she can apply for a program at Sacramento State for the Spring semester. She asked the Board for help. She said other students are also unable to change their schedules. Her parents, Nancy Garcia and Jose Martinez were also present and spoke. They stated that they began the process last March, but were not able to meet with the Principal until September 8. Ms. Garcia said she had to sit in the Counselor's office for two and a half hours. They would like their daughter to be able to participate in the program at Sacramento State which awards college credit, but in order to do so her schedule must be adjusted. They stated that they have been asked to wait three weeks due to leveling that is occurring.*

*Second Vice President Hansen thanked the family for bringing this to the Board's attention. He gave them his business card so that he can meet with them to understand the situation and find a resolution that works for them and the school.*

*Vice President Pritchett also thanked the family for bringing this to the Board. She asked Superintendent Banda to have staff get the family's information so that staff can work on this.*

*Superintendent Banda said yes, he was intending to forward this information to staff to make sure that they have that conversation.*

*Kai Jones, an honor student and Junior class Vice-President at Sacramento Charter High School, spoke*

*on behalf of Sacramento Charter High School's student body. He invited the Board to the United College Action Network (U-CAN) 16<sup>th</sup> Annual Historically Black Colleges and Universities Recruitment Fair on Friday, September 25<sup>th</sup> from 9:00 a.m. to noon. The address is 2315 34<sup>th</sup> Street, Sacramento.*

*Member Cochrane thanked Mr. Jones for bringing this to the Board's attention. She asked him to please have Principal Seijas send an invitation to the Board if he has not already. She would like to attend if she can.*

*Member Ryan thanked Mr. Jones for coming and providing the information. She hopes to be able to attend.*

*Regina Wilson, parent of a Senior at C. K. McClatchy High School, is concerned that there is plan to move the start date of the school year to mid-August in the future. She is concerned that this decision has been made without community input. The change this year to begin the school year two days earlier disrupted her family's vacation plans. She feels there is a communication problem in general; she stated that tonight is back-to-school night at C. K. McClatchy High School and that she just learned of it two hours prior. She feels if the community is involved in a change to an earlier school start date, and given reasons for the change, that they will be on board with the decision.*

*Second Vice President Hansen thanked Ms. Wilson for bringing her comments to the Board. He has heard from many people and has his own concerns as well about moving the school start date prior to Labor Day. He is learning what some of the advantages and disadvantages are, and stated that no decision has been made for the 2016-17 school year. Meetings are planned throughout the District in October regarding this matter.*

*Student Member Barry agreed that communication could be better; she said that students are not aware of this topic.*

*Member Cochrane thanked Ms. Wilson for coming; she said that communication is huge, and the District is going to have a dialogue, not just present. People will be given all of the reasons for and against starting the school year early so that they can make an informed choice. The community and the public will be fully engaged on this matter.*

*Superintendent Banda reiterated that a decision has not been made, and meetings are being scheduled. If a decision is made to start earlier, we will look at how to go about doing that so we give sufficient time for parents to be able to make adjustments.*

## **9.0 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.***

### ***9.1 Items Subject or Not Subject to Closed Session:***

***9.1a Approve Grants, Entitlements and Other Income Agreements, Ratification of Other Agreements, Approval of Bid Awards, Change Notices and Notices of Completion (Gerardo Castillo, CPA)***

***9.1b Approve Personnel Transactions (Cancy McArn)***

- 9.1c *Approve Business and Financial Report: Warrants, Checks, and Electronic Transfers Issued for the Period of August 2015 (Gerardo Castillo, CPA)*
- 9.1d *Approve Sacramento City Unified School District Job Description – Special Assistant to the Board of Education (Cancy McArn)*
- 9.1e *Approve SETA Quality Assurance Monitoring Report – June 2015 (Iris Taylor and Becky Bryant)*
- 9.1f *Approve Resolution No. 2852: Resolution Regarding Board Stipends (José L. Banda)*
- 9.1g *Approve Minutes of the August 20, 2015, Board of Education Meeting (José L. Banda)*

*President Woo took Item 9.1d off the Consent Agenda and asked for a motion to approve the remainder of the Consent Agenda Items. A motion was made to approve, with Item 9.1d pulled, by Vice President Pritchett and seconded by Members Cochrane and Ryan. The Board voted unanimously to adopt the Consent Agenda with Item 9.1d pulled.*

*Chief Human Resources Officer Cancy McArn spoke on Item 9.1d, Approve Sacramento City Unified School District Job Description – Special Assistant to the Board of Education. She explained that this Item is for approval of a new job description, and that the position is to work alongside the Board Specialist.*

*Member Cochrane noted that there was prior discussion about the job description and to whom the person hired would report. She also noted that the header shows the position as reporting to the Board of Education, but language in the job description was not changed. Ms. McArn apologized and said it can be changed. Member Cochrane was also concerned about a small correction that she wished to speak to Ms. McArn about later as it was minutiae.*

*Vice President Pritchett recommended that the Board make the changes tonight and move forward with this matter as there are many things coming up that require the person to be on board. She put forth a motion to approve with the changes that were recommended. Second Vice President Hansen seconded. However, the motion was not acted on at this point, and there was further discussion.*

*Member Cochrane asked that under “SAMPLE HAZARDS” the word “abusive” be omitted.*

*Member Ryan said that Vice President Pritchett addressed her concerns, but she wanted to clarify that the language in the heading and in the job description itself be consistent. She noted that it is currently “Superintendent and Board” in each line pertaining to supervision, responsibilities, etc., and wanted to clarify that this is what Ms. McArn is noting for change. Ms. McArn said, yes, to just “Board of Education”. Member Ryan said with such, she is comfortable moving.*

*President Woo noted Member Ryan’s motion to approve Item 9.1d, and there was a second by Vice President Pritchett. The motion was approved unanimously, and this was the operative motion.*

*Public Comment:*

*None*

*Board Member Comment:*

*No further comment.*

## **10.0 BOARD WORKSHOP/STRATEGIC PLAN AND OTHER INITIATIVES**

### *10.1 Monthly Facilities Update (Cathy Allen)*

**Information**

*Chief Operations Officer Cathy Allen gave the presentation. She went over the summer construction intern program. This is an eight week paid internship program in collaboration with Andrew Woodward of Luther Burbank High School and the Sierra Building Trades Association. Nine students were chosen through an interview process and participated as interns. Several students were present and introduced by Mr. Woodward: Francisco Jimenez, Jasmine Marin, Tavy Long, Rigoberto Lopez-Jimenez, Priscilla Pham, Eddie Manriquez, and Oscar Lara. The students explained the positions they held, what they learned, and their plans for the future.*

*Ms. Allen then gave an update on the central kitchen. Goals that came from a study done in 2012 included: expansion of current menu offerings, expanded local partnerships, reduced reliance on vendor supplied products, more “scratch” cooking, increased student participation, and define needs of existing and future kitchens. Ms. Allen covered potential cost savings, standardized serving lines, site needs, and next steps. She noted that the next ad hoc Facilities Committee meeting is scheduled for September 28<sup>th</sup>.*

*Public Comment:*

*None*

*Board Member Comments:*

*Member Ryan thanked Mr. Woodward. She asked if any of the students have decided to pursue a career in building and trades. One student is going into iron workers, two others are going into carpenters, and two are going to State colleges for construction management. She also asked Mr. Woodward if student interns mentor other students. He answered that there are students that come in often to Luther Burbank High School to talk of their experiences. Member Ryan asked Mr. Woodward if he is doing any partnerships with community colleges. Mr. Woodward said we have an articulation agreement with Cosumnes River College.*

*Second Vice President Hansen thanked all for coming and sharing. He looks forward to hearing more. He noted that the State average of Ninth graders that will end up graduating with a college degree is thirty percent. So college is only one path to being successful; finding a great career in a job that you love through apprenticeship is another path to being successful. He said he is a strong supporter and is happy to do anything he can to help make their program more successful.*

*President Woo congratulated the students and said he hopes they enjoyed their summer experience.*

*Student Member Barry asked for an explanation of what the central kitchen would be. Ms. Allen explained that currently some high schools and elementary sites are cooking kitchens. A central kitchen would allow us to produce a vast majority of all the food at one location and then disburse it out mainly to the high schools. Student Member Barry said that the Student Advisory Council is thinking of doing some type of initiative regarding food. She asked to speak to Ms. Allen after the meeting.*

*Second Vice President Hansen thanked Ms. Allen for the central kitchen update. He gets a lot of inquiries on this and looks forward to future progress.*

- 10.2 *Approve Resolution No. 2853: Estimate Gann Appropriation Limitation for 2015-16 and Gann Amendment Calculation for 2014-15 (Gerardo Castillo, CPA)* **Action**

*Chief Business Officer Gerardo Castillo gave the presentation. He defined the Gann Limit Calculation and then explained the Calculation itself and why we do it.*

*Public Comment:*

*None*

*Board Member Comments:*

*None*

*President Woo entertained a motion to approve the Item. A motion was made by Vice President Pritchett and seconded by Second Vice President Hansen. The motion was approved unanimously, with Member Ryan out of the room.*

- 10.3 *Approve 2014-15 Year End Financial Report Unaudited Actuals, Transfers, Budget Revisions (Gerardo Castillo, CPA)* **Action**

*Chief Business Officer Gerardo Castillo commended Accounting Director Amari Watkins, her staff, Budget Services Director Michael Smith, and his staff for closing the books. He said that closing the books of a \$600 million dollar budget is not an easy task, and they sacrificed several week-ends to accomplish this. He thanked them for their hard work. Mr. Castillo then continued with the presentation. He discussed where we get our revenue, how we spent our funds, gave a summary of the General Fund and other funds, and looked at the fund balance.*

*Public Comment:*

*Karen Swett, of Making Cents Work, provided materials to the Board regarding projections and expenditures. She invited the Board to the new location of Making Cents Work at the Fruitridge Community Center. Grace Trujillo has concerns about the unfunded liabilities. She would like the Board to look at priorities.*

*Board Member Comments:*

*None*

*President Woo entertained a motion to approve this Item. A motion was made by Vice President Pritchett and seconded by Second Vice President Hansen. The motion passed unanimously.*

- 10.4 *Approval of Board Letter to San Luis Obispo County Stating Oil Train Traffic Concerns (Ellen Cochrane)* **Conference/Action**

*Board Member Ellen Cochrane gave the floor to 350 Sacramento. This is an organization that is working hard to make a change in the world by starting smaller in Sacramento but pushing forward to the national level.*



*Laurie Litman of 350 Sacramento began the presentation by thanking the Board President and Board for considering this issue tonight. Ms. Litman and Chris Brown gave a PowerPoint presentation and spoke about oil train accidents and risks that expansions pose to communities and schools in Sacramento. They request that the Board approve a letter from the Board that requests San Luis Obispo County Commissioners to turn down a permit that would allow an oil refinery to expand to a particular type of oil. They noted that other local governments and cities, such as Los Angeles, Davis, San Jose, Pleasanton, and Ventura, have also written letters or adopted resolutions. They report that school districts speaking up on the issue include San Jose, Fremont, Hayward, Oakland, San Leandro, San Lorenzo, and Berkeley. JoAnn Fuller presented maps of the schools that are in the blast zone.*

*Public Comment:*

*Laurie Jones urged a yes vote by the Board on this Item.*

*Eric Vega spoke on behalf of several organizations including Physicians for Social Responsibility, Concerned Scientists, and the Sierra Club to urge the Board to approve this Item.*

*John Sheban was not present to speak but wanted his name on the record as in favor of this Item.*

*Professor Kevin Wehr was not present to speak but wanted his name on the record as in favor of this Item.*

*Rick Bettis was not present to speak but wanted his name on the record as in favor of this Item.*

*Board Member Comments:*

*Member Cochrane thanked 350 Sacramento for their presentation. She had met with the Sacramento Fire Department and Union Pacific safety teams. She was very impressed and happy to know that they have great procedures in place for responding to disasters. She is proud of their work, but this type of potential disaster that can occur with oil trains goes above and beyond what human capacity can do to save lives. These are school sites and children under our care and protection; one of the pillars of the LCAP is health and safety for school children in California. Therefore she will vote yes on this letter because it is her responsibility to make sure that children are safe in our District. She hopes that her Board colleagues will do the same.*

*Member Ryan thanked 350 Sacramento for coming out to speak, for their advocacy in organizing around this issue, and Member Cochrane for her leadership in bringing this matter before the Board. She noted that Sacramento is tagged as a high threat urban area by the Department of Federal Transportation, the blast zone is conservative, and there are not necessary assurances that safety is going to be met. We as a school district are speaking on behalf of students, but she is also concerned about the residents surround the area, the blast zones. Member Ryan also recognized that at a state level the California Teachers Association has spoken out about this issue stating that we have to be able to speak with one voice and say that this is dangerous for students, educators, and our schools. She said that she will be supporting this Item.*

*President Woo asked for a motion to move the Item from Conference to Action. A motion was made by Member Cochrane and seconded by Member Ryan. The motion was approved unanimously.*

*President Woo then asked for a motion to approve the letter to San Luis Obispo County. Member Cochrane moved and Member Ryan seconded. President Woo then asked the Board to turn to the letter itself, fourth paragraph. He stated that the letter will bear his signature, and so he noted some corrections. He said the fourth paragraph, beginning with "Our current rail system, through a high population density urban school district, is not designed to move large quantities..." is fine. However, the paragraph goes on to say, "Additionally, the RDEIR did not evaluate the air quality or greenhouse gas emissions for the entire project area which include oil transport throughout our district." President Woo noted that he did not read draft*

RDEIR, and he does not know if any of his Board colleagues have, in fact, read the draft RDEIR. His recommendation then is to make a change which stems from the prior paragraph sentence: "The Board has been informed the most significant impact identified in the Revised Draft Environmental Impact Report (RDEIR) is accidents on the main rail line that could result in oil spills, fires, and explosions near populated areas." He would revise the second sentence of the fourth paragraph to begin with "The Board is also informed that additionally the revised draft RDEIR did not evaluate the air quality or greenhouse gas emissions for the entire project area..". President Woo went on to say that, as a member of the Sacramento County Air Quality Management District Hearing Appeals Board, he can affirm the last sentence of the fourth paragraph which states: "There is already a high incidence of childhood asthma and allergies in our area, and the additional pollutants from this project would directly compromise the health and safety of our school communities along the rail route." Member Cochran and Member Ryan, as makers of the motion, approved and motioned approval with the changes as proposed by President Woo. The motion passed unanimously.

10.5 Approve the Declaration of Need for Fully Qualified Educators for the 2015-2016 School Year (Cancy McArn)

**Conference/Action**

Chief Human Resources Officer Cancy McArn stated that at the beginning of each school year the Department comes to the Board to ask for approval of a Declaration of Need. This is a requirement by Ed Code and the California Commission on Teacher Credentialing in order to be able to provide us with waivers in CLAD, Multiple Subject, Single Subject, Special Education, etc. In order to seek any waiver, the District must first have a Declaration of Need in place. So it not only provides flexibility in filling positions in areas of need, but this specific Declaration of Need asks us to identify specific areas and languages. The need of this Declaration of Need is mostly within CLAD.

*Public Comment:*

Liz Guillen said that she does support the request for a waiver as the District does need flexibility. However she has a concern that this waiver has been requested for the past five years. She noted that 20 of the planned emergency permits are for CLAD; CLAD is for English learners. She said that English learners are required under statute to be assigned to teachers that have the authorization to teach English learners. Therefore we are already planning to have some flexibility because we are already planning that we will not have the qualified teachers for English learners. She asks why, and what can we do differently. She suggested a couple of options.

Grace Trujillo feels that we need to focus on getting good teachers that have passion. She feels we should work together to educate our current teachers and find solutions.

*Board Member Comments:*

Second Vice President Hansen asked if we can use LCFF funds to recruit teachers. Ms. McArn said yes, and added that there has been an additional focus on recruitment and creation of a position that focuses mainly on teacher and leadership development. Member Hansen said that he is supportive of looking to our own students; Principal Lambert at C. K. McClatchy High School, for example, is always proud to introduce him to students at his school that want to become teachers and come back to the high school to teach. He has teachers there now that are former students of the school. Member Hansen asked if we have any Career Technical Education (CTE) programs at our schools where we help prepare students to become teachers as a career. Ms. McArn said, while we do have CTE programs in a variety of areas, she was not sure if we have one specific to that. Member Hansen asked her to please do some research to confirm one way or the other; if we do not, it seems like a valuable opportunity and may be an appropriate expenditure of LCFF funds. He

also said some of the people he met through the City Year program are now teachers at Leataata Floyd Elementary School. Some are in the process of being teachers and some are already teachers that had gone through City Year. He knows there is a teacher shortage, but believes we should not treat this as a standing Item from year to year; he would like to look for ways to make sure we have a representation of teachers that are more ethnically diverse and gender diverse so that there is a reflection of our student body. He would like to have ideas to find solutions and mentioned the early recruitment of teachers by having an earlier school start date as has been discussed previously.

Member Ryan shares Ms. Guillen's concerns and appreciates her thoughtful testimony. She asked Mr. Castillo if there was additional one-time Proposition 98 supplemental funds for teachers' professional development and training. Mr. Castillo said yes, this was discussed at a recent Board meeting; these were referred to as educator funds, and it was discussed that the plan has to be approved by the Board. Member Ryan asked for clarification that we envisioned that recruitment and creating a pipeline could be part of that. Mr. Castillo said that the plan has to be Board approved, but that it is within the constraints of the intentions of the State. Member Ryan strongly suggested that be a core component of what is put before the Board for approval. Member Ryan then told Ms. McArn that the language around the Declaration of Need that has occurred over the last few years is striking to her; it says the District has done everything possible to ensure that we can find qualified teachers and we have exhausted all possible options. Member Ryan asked if the number of teachers that we have had to put in this category increased over the years. She is concerned that 23 of the declarations are for teachers that would be serving English language learners. Ms. McArn said that last year we applied for seven CLAD waivers. Some of those waivers, as approved at the last Board meeting, were for two ROTC teachers. Often people coming from the military sometimes need a little more time to fulfill the needs of the credential; the waiver gives an additional year to complete whatever requirements are needed from the credentialing program. In general, we were in need of fewer waivers, however it seems this year has spiked; there are a number of contributing factors. It appears to be a multi-faceted problem which requires a multi-faceted approach in terms of us being able to ensure that we have a highly qualified teacher for every classroom, regardless if they are teaching elementary, secondary, Special Education, etc. It is something on which the department is working. The funds in the three year plan that Mr. Castillo spoke of that is currently being developed by various staff is going to be a part of this. For the first time in a while, it will allow for some costs for departmental collaboration in a way that we have not seen before. This will make sure that outreach and related timelines put us in the best possible place to be able to fully recruit. Member Ryan asked if Ms. McArn has looked at other Districts that have found themselves in a similar predicament that have been able to significantly decrease the number of waivers or the need for a Declaration of Need entirely. Ms. McArn said that as we enter into a time where we have statewide teacher shortages, our numbers are relatively similar, for a number of reasons. It is an issue that is only going to be highlighted and magnified by that natural point; so part of what we are looking at, in addition, is the pipeline that was spoken about earlier. This would be the pipeline from our university partners. We are looking at creating in Special Education, for example, our own intern program. We previously used to have that program, and it was very successful. As was mentioned, we have some opportunities now given that there is extra funding. Member Ryan said she appreciates the pipeline problem, and she knows we have a pending retirement of baby boomers that will exasperate the problem. What she is hoping to see are partnerships that can buck that trend. She has heard consistently that there are a couple things at play. Graduates do not get a timely follow up with our District and they end up accepting positions in surrounding districts. Also, Member Ryan is concerned when we talk about taking colleges and universities as intern program partners, like National University and Alliant, but not list out Sacramento State. Our California State University (CSU) system is our teaching/training institute for our public higher education entities. She thinks we need to strengthen those pathways. Therefore she suggests, as we have a new president and are having some stronger partnerships and conversations around creating a college promise program and clear pathways into the CSU, that we talk about how to create that partnership so that we are bringing out teacher faculty to campuses at Sacramento City Unified School District, particularly high schools, so that they can promote

*their program. She also thinks there is an opportunity to highlight alumni from the program. For example there is a new CSUS graduate teaching as a Special Education teacher at Hollywood Park Elementary School.*

*Member Cochrane asked Ms. McArn how many long term substitutes we have hired to fill positions at the start of the school year. Ms. McArn said approximately 25 to 30. Member Cochrane thanked Ms. McArn for the presentation and stated that this is an extremely serious issue; it all comes down to two people, a student and a teacher. Having this Declaration is the result of policies that have been laid on year after year and administrations that have not done what they need to do to fix this. It is hard; there is a bouquet of very tangled, difficult problems. But the bottom line is you have a student and a teacher, and that is what this is about. Member Cochrane urged the District to solve this problem because it is hurting the students.*

*Superintendent Banda said that this is a problem that has a number of issues around it. First and foremost, as Ms. McArn mentioned, one of the main issues is that we are starting to experience a teacher shortage. This will only get worse and is the result of what happened with the economy and was predicted when teacher lay-offs started. A lot of the potential best and brightest teachers left the field to go into other careers as a result. Part of what we are doing to address this, as Mr. Castillo mentioned, is by using Effective Educator funds that we have for a three year period. Superintendent Banda reminded the Board that we have created a position for Director of Teacher and Leadership Development. A big part of this position deals with concerns just aired by the Board, i.e., recruitment, hiring, and retention. We need to not just go out and recruit, but we must be able to keep people in our system and make sure that they feel supported. We have mentioned the school calendar as playing a part in this, and we are behind the curve oftentimes. It is not just a matter of moving some of our processes up. By the time we can wrap up school and know that some of the teachers have intentions to retire, we are way behind because college students are graduating earlier than when we let out, and they are grabbing jobs as quickly as they can. We do, therefore, unfortunately lose a lot of the best and brightest coming out of the colleges and universities. So this is one of the areas on which we are going to focus, that is, how can we move timelines up to be able to line ourselves up quicker to hire. Another Board member brought up developing partnerships. The Director of the new position has already met with university people. Part of that goal is to discover what we can do to work closely with our universities to make sure that we are informing each other about our needs. We have a tremendous shortage in Special Education, so we need to ask if they are focusing on developing students with Special Education credentials and developing students that come with the appropriate credentialing to work with English language learners. So we are looking at this. It is a huge problem and something that we are committed to addressing. Our goal is to make sure that we have appropriately credentialed teachers working with our students because our students deserve the very best. It pains us when we have to put someone that either has a waiver for a credential or is a long term substitute to work with some of our students with the most need. This is something that not only Ms. McArn is working on, but the new position and Budget also. We are all well aware that we need to have the right resources allocated toward addressing this concern and this gap.*

*President Woo entertained a motion to move from Conference to Action. A motion was made by Second Vice President Hansen and seconded by Member Ryan. The motion passed unanimously. There was no further discussion on the Action Item, and President Woo motioned to approve the Item. Second Vice President Hansen seconded, and the motion was approved unanimously.*

## **11.0 BUSINESS AND FINANCIAL INFORMATION/REPORTS**

**Receive Information**

### **11.1 Business and Financial Information:**

- **Purchase Order Board Report for the Period of July 15, 2015, through**

August 14, 2015

- *Report on Contracts Within the Expenditure Limitations Specified in Section PCC 20111 for July 1, 2015, through August 31, 2015*

### 11.2 *Head Start/Early Head Start Monthly Reports*

*Public Comment:*

*None*

*Board Member Comments:*

*None*

### **12.0 FUTURE BOARD MEETING DATES / LOCATIONS**

- ✓ *October 1, 2015, 4:30 p.m. Closed Session, 6:30 p.m. Open Session, Serna Center, 5735 47<sup>th</sup> Avenue, Community Room, Regular Workshop Meeting*
- ✓ *October 15, 2015, 4:30 p.m. Closed Session; 6:30 p.m. Open Session; Serna Center, 5735 47<sup>th</sup> Avenue, Community Room; Regular Workshop Meeting*

### **13.0 ADJOURNMENT**

*President Woo asked for a motion to adjourn the meeting; a motion was made by student member Elizabeth Barry and seconded by Second Vice President Hansen. The motion was passed unanimously, and the meeting adjourned at 8:39 p.m.*

  
*José 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 47<sup>th</sup> Avenue at the Front Desk Counter and on the District's website at [www.scusd.edu](http://www.scusd.edu)*