

# RAVENSWOOD CITY SCHOOL DISTRICT

## BOARD OF TRUSTEES

### REGULAR BOARD MEETING

Board Meeting Room  
2120 Euclid Avenue  
East Palo Alto, CA 94303

*Board Members:*

Tamara Sobomehin, President  
Stephanie Fitch, Vice President  
Marielena Gaona-Mendoza, Clerk  
Ana Maria Pulido, Member  
Sharifa Wilson, Member

### Draft MINUTES October 10, 2019

1. **CALL TO ORDER/ROLL CALL.**

In the absence of President Sobomehin, Vice President Fitch called the meeting to order at 6:32 p.m. Trustees Fitch, Gaona Mendoza, and Pulido were present. Trustee Wilson arrived at the beginning of Closed Session. President Sobomehin was absent.

2. **APPROVAL OF AGENDA.**

MSC (Fitch/Pulido) to approve the agenda with the following changes: Request from Trustee Gaona Mendoza to pull Items 6.A, 6.B, 6.C, and 6.D from the Consent Agenda and place them in the regular order of business for discussion. Request from Trustee Pulido to pull Item 6.N from the Consent Agenda and place them in the regular order of business. Request from Ms. Toni Stone, H.R. Director, to table Items 6.C through 6.F. They will be presented for action again at the next Board Meeting. Motion carried unanimously (3-0)

**The Board adjourned into Closed Session at 6:37 p.m. Open Session reconvened at 6:51 p.m.**

3/4. **REPORT OF ACTION TAKEN IN CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTION 54957.1**

President Sobomehin welcomed everyone in the audience, reported the changes to the Agenda and noted that Trustee Sharifa Wilson arrived at the beginning of Closed Session and President Sobomehin was absent.

3. **CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTION 54956:**

**Vice President Fitch reported that the Board approved to Release a ParaEducator on Probationary status as of September 3, 2019 by a 4-0 Vote.**

**A. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE**

1. Consideration to Approve the Release of Classified Probationary Employee, effective September 3, 2019.

5. **FROM THE FLOOR.**

- A.** Ms. Shawneece Stevenson, Active Community Member, parent of former RCSD students and social worker, shared with the Board feedback that she is receiving from the community around the climate at Ravenswood. She indicated that sometimes the Board does not hear good things from the community and she wanted to tell them that their reputation is doing really well in the community and people are talking about the high energy within the community and staff.

- B. Ms. Opal Okikiade informed the Board that she has been in this community for more than 60 years. She addressed the Board in favor of Ms. Sudaria as Superintendent of the RCSD. She noted that in the last few months, she has seen happy employees and community, and the schools are looking good. She indicated that the money they are going to spend for an outside search can be used in the classrooms. She told the Board that they have a good Superintendent and asked them to keep her.

The following Items were pulled from the Consent Agenda and placed in the regular order of business for discussion: Items 6.A, 6.B and 6.N. Items 6.C through 6.F were tabled before approval of the Agenda. They will come back at the next Board Meeting for action.

- 6.A Consideration to Approve Personnel Recommendations. Trustee Gaona stated that at the last Board Meeting, she asked staff to do an investigation regarding the relationship between the selected candidate and one of the panelists. Ms. Stone indicated that one of the panelists and the candidate selected are married to two brothers.

Mr. Jorge Prado, RCSD Employee for 26 years, informed the Board that at his last interview when he applied for the second time for the Administrative Assistant Position, he noticed that one of the panelists is related to the selected candidate for that position. Therefore, at the last Board Meeting, he asked the Board to do an investigation about this issue because he believes that they violated his rights as a Citizen of this Country, as an applicant and as a District's Employee as well as the right of other applicants. He believes that the District sometimes does not value his 26 years of experience in Ravenswood.

The Board discussed this item and asked for the RCSD policy regarding a panelist interviewing family members for a job position. Ms. Toni Stone indicated that there is a protocol where if a position is open at a specific site, the individuals who are at the site and are going to work with the new employee, are the individuals invited to participate as panelists as well as a higher district administrator. In this particular panel, they have RMS Principal Amanda Kemp and Maria Salas, Administrative Assistant, currently at RMS, and Cindy Chin, Director of Student Services, who interviewed and scored 3 different candidates and the most qualified candidate was offered the position.

The Board indicated that it does raise a concern of transparency in the process when family members are on the interview panel to interview family members. Another concern that was raised by a Board Member was that both of them are going to work at the same site. Ms. Stone indicated that the District has many employees that are related and at the time of the interview she did not know that they were related. Some Board Members said that they were not comfortable pursuing forward with the recommendation unless that it is a clear and transparent fairness on this process. The Board asked staff to bring this item at the next meeting and see if there is a policy in place or if they need to develop one regarding a hiring panel.

Interim Superintendent Sudaria recommended that the Board pull this individual from Item 6.A and take a vote on the rest of the recommendations. MSC (Pulido/Wilson) to approve Item 6.A removing Lili Piña. Motion carried unanimously (4-0).

- 6.B Consideration to approve the School Safety Plans. Trustee Gaona Mendoza pulled this item from the Consent Agenda because she thought that they were going to have some plans in case of an emergency such as a fire, an earthquake, etc. Ms. Sudaria indicated that the Big Five that the County has established does not address specifically fire, it addresses evacuation and at the end of the document, it has the maps for evacuation where employees are to meet and exit and the road to take. Regarding drills, Ms. Sudaria indicated that October 17, is the big ShakeOut Day and the employees already attended the Big Five. Cabinet and principals also attended an actual lockdown at the shutting training at the County and each site typically does a drill at least once a month. MSC (Pulido/Wilson) to approve Item 6.B. Motion carried unanimously (4-0).

- 6.N MSC (Pulido/Fitch) to approve MOU with East Palo Alto Stanford Academy (EPASA). Motion carried 3-0. Trustee Pulido recused herself from this item because they are affiliated to the District where she works.

6. **CONSENT AGENDA.** MSC (Wilson/Fitch) to approve the Consent Agenda as amended (Items 6.G through 6.M, 6.O and 6.P). Motion carried unanimously (4-0).

G. Consideration to Approve Memorandum of Understanding and Agreement for the Employment

of University Students Who Have an Intern Credential with California State University's CalStateTEACH Program.

- H. Consideration to Approve Memorandum of Understanding and Agreement to Provide Student Teacher Placements to University Students with California State University's CalStateTEACH Program.
- I. Consideration to approve MOU with Loaves and Fishes
- J. Consideration to approve an agreement with The Stepping Stone Group to establish a bill rate for the candidates referenced in the contract: Rani Reddy
- K. Consideration to approve an Individual Service Agreement (ISA) for a student with Wings Learning Center
- L. Consideration to approve an Individual Service Agreement (ISA) for a student with Arbor Bay.
- M. Consideration to approve Special Education contracted staff: Anisha Agrawal, to support the needs of our students who have IEPs.
- O. Consideration to approve MOU with Palo Alto Art Center
- P. Consideration to Approve MOU Between the Ravenswood City School District, San Mateo County Office of Education and the Association of California School Administrators Foundation for Educational Administration (ACSA). Center for Children and Families.

7. **SUPERINTENDENT'S OFFICE**

- A. 1<sup>st</sup> Quarterly Report on Williams Uniform Complaints. Education Code §35186. Ms. Gina Sudaria, Interim Superintendent, informed the Board that no complaints were filed with any school in the District regarding textbooks, instructional materials, teacher vacancy or misassignment and facility conditions during the first quarter FY 2019-2020 ending on September 30, 2019.
- B. Superintendent's Report.  
Interim Superintendent Gina Sudaria shared with the Board the events that are taking place at the school sites through the lens of the Superintendent through her site visits. She noted that today is day 36 of 180 Days of Instruction. Ms. Sudaria provided a PowerPoint presentation that included: (1) Goals for the presentation: Highlight our school communities through the lens of the Superintendent and our accomplishments to date; Present an overview of how we are improving instruction; C&I Director will provide a detailed report this evening; Revisit budget timeline for fiscal responsibility and transparency Interim CBO will provide a detailed report this evening; Provide an update on the Ravenswood City School District Strategic Plan; (2) School Communities Showcase; (3) 31 Superintendent Site Visits from August 21, 2019 to October 10, 2019, to support, observe, communicate, challenge, inquire and acknowledge the work the RCSD Team is producing within Ravenswood first hand, including a video clip. (3) Timeline and Leading Indicators Toward Progress, from June 2019 to November 2019. (4) Timeline: Accomplishes to Date. (5) All students are prepared for success in high school, college, career and life. Improve instruction: There are key areas for improvement that must be addressed in order to improve instruction across the District. Provide holistic support: Art, Drama, Makerspace, Music, P.E., School Based Counseling and be fiscally responsible. There are two bottom-line questions that govern student learning: (a) Are all students getting access to the right content? (b) Are all students supported to learn the content that is taught? (6) Makerspace Showcase; (7) School Based Counseling: Resilience workshops for students and professional development series for staff; (8) Second Harvest of Silicon Valley: It is run by volunteers. Ms. Sudaria indicated that there is a custodian at the Willow Site and a custodian at the Costaño Site who are compensated for opening and closing the gates. She noted that over 1640 people benefitted from the Second Harvest in September. (9) Fiscal Responsibility: The Board will receive a more detailed report tonight on (a) Overall picture of the revenues and expenditures and ending balance for the current year 2019-20, (b) Several scenarios for reductions will be presented for Board to consider. Each scenario would leave us with a balanced budget by year 2. (c) Board examines and gives direction on the best scenario. (d) Board meeting October 24th: a list of options for the Board to consider to meet the bottom-line for the scenario selected. (10) Strategic Planning Update. She provided the following link to the Strategic Planning: <https://sites.google.com/a/ravenswoodschools.net/strategic-plan/> where they can automatically review all the information that has been covered on the Strategic Plan. Ms. Sudaria informed the Board that they asked the community, all stakeholders, students, families, school leaders, teachers, and classified staff for their input to draft the Vision and Mission statement. She shared with the Board the latest draft of the Mission statement and the draft of the values.

The Board thanked Ms. Sudaria for her report.

- 8.A Update on Improving Instruction. Ms. Lara Burenin, Director of Curriculum and Instruction, provided a PowerPoint presentation and answered questions on Instructional Improvement. The PowerPoint included: (1) Three of our Key Partners: New Leaders, Instruction Partners and the New Teacher Center. Ms. Burenin indicated that the work with these partners is really valuable in helping us think about instruction in a different way this year. As Ms. Sudaria just shared, everyone in the District is working hard to support our students and they want to see the student's achievement increased. (2) The work they are doing with Instruction Partners this year is based on the Instructional Core to improve instruction through the following components: (a) How we are engaging our students and having students be active learners in the classroom? (b) How we are using effective teaching strategies to allow them to do that? (c) How we are using rigorous content and providing equitable access to standard based curriculum for all students? (d) Process: Classroom observations in September to see what is happening in the classroom instruction with the focus on English Language Arts and Math. What are our strengths and next steps; (e) Action planning meetings over the last two weeks with the three partners to determine our next steps; (f) Math Finding –Strengths: (1) Grade level standards being present, (2) Leadership – School Leaders and District Leaders were able to engage in the walkthrough process and quickly build their own capacity at noticing trends and utilizing the IPG quickly; (3) Positive Environment: Based on observed conversations, it was evident that teachers have created positive, safe classroom environment and close relationships with their students. (g) Opportunities for Improvement: (1) Attending to the depth of the standards: While lessons were focused on grade-level content, there were missed opportunities for students to learn the concept before the procedure as called for by the standard; (2) Limited sharing of students' solutions methods: Opportunities were missed to strengthen students' understanding of the mathematics by sharing a variety of solution paths. (h) Plan in Math: (1) Goal by December: (a) Improve the frequency of lessons mostly to fully meeting the depth of the Standard. (b) Improved frequency of teachers strategically sharing student's solution paths so students are supported in learning from each other. (2) Strategies: (a) Engage principals to increase the frequency and focus of observations. (b) Reset planning expectations to ensure teachers using the curriculum are very clear on what students need to know and be able to do by the end of the lesson. Ms. Burenin informed the Board that a Districtwide Professional Development Day will be held next Tuesday. They also have Site Professional Development every other Wednesday. (i) ELA Findings: (1) Strengths: Invested Leadership –District and building leaders were actively involved in the walkthroughs; Positive Environment –Teachers have created close relationships with their students and routines have been established for students to follow during instructional time; Collaborative Planning – some teachers within the same grade had collaboratively planned lessons; Culture of Reading: Across many classrooms, there was evidence that teachers are building a culture of reading with an environment conducive to students choosing their own books and providing independent reading time. (2) Opportunities for Improvement: Standards –A standard or pairing of standards was not observed in some classrooms. When there was evidence of standards task work, it was sometimes below grade level. Use of Grade Level Text –Some instructional components observed, such as Interactive Read Aloud and Reading Workshop Mini-lessons, used grade level text. The goal is to build the understanding and consistency of this practice so all students have equitable access to grade level text. Text Analysis: The interconnectedness of the standards necessitates text as the central focus of student task work. Regarding Newcomers' impact on the District overall scores, Ms. Burenin stated that over the last few years, the District has received an increase in newcomer students coming directly from another country, often not knowing very much English at all. She informed the Board that a couple of years ago, the District started a newcomer program, in that program they have a half day class for third to fifth grade newcomers and half day devoted to Middle School students, one class for 6<sup>th</sup> and 7<sup>th</sup> grade newcomers and one class for 8<sup>th</sup> grade newcomers. The focus of those classes is learning emerging English and they are very fortunate to have that resource. Ms. Sudaria indicated that this year is impacting more our

Middle School, so with the contribution of the \$3.5 million and with having some flexibility with the money there, they decided to post another newcomer teacher position for the RMS, so there will be one teacher dedicated to the Middle School and one dedicated to the elementary school. The Board asked Ms. Burenin if there is a way to provide separated data from the newcomer students' outcomes and from the regular students who have been in the United States for most of their life. It will be relevant for the Board to know what that information looks like when they talk to the public and to the community, because they just see the numbers and there are assumptions made that there is nothing basically being taught in the classrooms. However, they do not know the students' background, they do not know that they are newcomers and what kind of challenges they are facing. The data that separates those students will also help us to reflect on how successful we are being with whatever programs that are being in place. Ms. Burenin also pointed out that when our students come to kindergarten, many of the students who were born here do not necessarily speak English. Ms. Burenin noted that for the past three summers, the District had the Big Lift Inspiring Programs targeting incoming kindergarten students with priority to the students who did not attend preschool. The Board suggested that particularly for the Middle School students and the newcomers, they can look at some of the foundation money to be used to give them additional support, especially after school. (3) Plan in ELA: Their goal for December is to improve frequency of lessons mostly or fully meeting the demand of the grade-level standard, and to improve frequency of questions requiring evidence and precision of responses. Strategies: Create a clear look for tool that coaching and principals can use to support observations and feedback, and support teacher in the planning process. (4) Ms. Burenin indicated that their work this year is well supported by these three partners (New Leaders, Instruction Partners and the New Teacher Center) and they will share updates later in the year on how the work is going.

The Board thanked Ms. Burenin for her support.

## 9. **BUSINESS DEPARTMENT**

- A. Update to the 2019-2020 Budget and Multi-Year Projections in Preparation for Future District Budget Reductions. Interim Superintendent Gina Sudaria introduced Ms. Jim Lianides, Interim CBO, and Mr. Mehdi Rizvi, Controller, who provided a PowerPoint presentation and answered questions regarding the 2019-2020 Budget and Multi-Year Projections in Preparation for Future District Budget Reductions.

Mr. Lianides informed the Board that in presenting an update to the budget and to give the Board the information it needs to consider the best possible plan of future reductions to bring the budget closer to balance in the future, he thought that the best way to begin this was to go back slightly in time and look at the budget that the Board adopted at the end of June. It was based on estimated actuals at that time, the best estimate as the 2018-19 year was ending and built the budget for 2019-2020 and multi-year projections for 2020-2021 and 2021-2022. He informed the Board that the 2019-2020 budget, assumed a \$750,000 transfer from fund 25, Redevelopment Agency (RDA) funds that were received by the district over a period of years and it is approximately \$1.3 million of this money that is new money each year. In the 2020-2021 and 2021-2022 years, there is an additional \$300,000 transfer in from Fund 25. The 2019-2020 budget assumed that the \$1.3 million that the district would receive this year, become part of the General Fund. This adopted budget assumes in total revenue over \$2 million of RDA money. This budget also assumes \$700,000 in reductions next year and an additional \$1.6 million in reductions in the out year. Mr. Lianides noted that his main concern is the unrestricted balance at the end of the 2021-2022 year which is \$1.2 million which means that the district will barely meet its 3% unrestricted reserve requirement, while still carrying a \$1.6 million deficit that will accelerate in future years.

Mr. Lianides indicated that the 2018-2019 unaudited actuals was presented to the Board at its September 12 Meeting. The unaudited actuals showed the ending balance for the District at approximately \$2 million greater than the estimated actuals projection. This was mainly due to encumbrances in the estimated actuals that were removed in the year end closing. District staff also identified a number of budget items that were under funded and several that were over funded. Specifically, salaries and benefits, maintenance supplies, internet costs, County Office Special Education services and Non-Public Schools (NPS) cost were

underfunded while professional development and noon aides were significantly overfunded. The net effect is a projected \$1 million increase in expenditures for the 2019-2020 year and beyond. In addition, the District recently received the report for the State Auditors on the 2018-2019 federal programs. The report calls for many expenditures to be journaled over to the unrestricted side. This will result in a one-time \$800,000 reduction in the unrestricted ending balance and an increase in the restricted ending balance. District staff noted that the 2018-2019 RDA funds (\$1.3 million) were left on the restricted side of the budget. Given the additional strains on the unrestricted budget, the 2018-2019 RDA funds will be moved to the unrestricted side of the budget at first interim. The budget update does not include the recently awarded Peery Foundation Grant. Since it is restricted money, it does not affect the budget picture for the District.

Mr. Lianides presented the updated 2019-2020 budget that reflects the current condition of the District. It maintains the same level of transfers from Fund 25 as in the adopted budget, but it removes the proposed budget cuts in 2020-21 and 2021-22 as the amount of these future reductions is the main topic of Board discussion for this Meeting. As it can be clearly noted, without significant reductions and additional transfers in of RDA funds, the District will be insolvent at the end of 2020-2021.

Mr. Lianides provided information and answered questions on the following three scenarios based on the updated budget he just presented, which combines budget reductions with additional Fund 25 RDA transfer over the next two years. It should be noted that there is a total of \$4 million of RDA source funds in Fund 25 that there are available for transfers to the General Funds:

Scenario 1 Plan of Action					
				2020-21 revised multiyear	2021-22 revised multiyear
Revenues				\$ 37,870,968	\$ 36,134,025
Expenditures				\$ 38,566,630	\$ 38,223,629
Increase/decrease in fund balance				\$ (695,662)	\$ (2,089,604)
Unrestricted ending balance				\$ 5,789,612	\$ 3,700,008
Restricted ending balance				\$ 1,949,789	\$ 1,949,789
Combined ending balance				\$ 7,739,401	\$ 5,649,797
1) An additional \$1 million is transferred from Fund 25 (RDA funds) for both 2020-21 and 2021-22 beyond the \$300,000 each year included in the adopted budget (leaves \$650K in Fund 25 (RDA) at the end of 2021-22)					
2) \$500,000 is reduced from the budget in 2020-21					
3) \$1,500,000 is additionally reduced from the budget in 2021-22					

Scenario 2 Plan of Action					
				2020-21 revised multiyear	2021-22 revised multiyear
Revenues				\$ 37,870,968	\$ 36,134,025
Expenditures				\$ 38,316,630	\$ 37,966,129
Increase/decrease in fund balance				\$ (445,662)	\$ (1,832,104)
Unrestricted ending balance				\$ 6,039,612	\$ 4,207,508
Restricted ending balance				\$ 1,949,789	\$ 1,949,789
Combined ending balance				\$ 7,989,401	\$ 6,157,297
1) An additional \$1 million is transferred from Fund 25 (RDA funds) for both 2020-21 and 2021-22 beyond the \$300,000 each year included in the adopted budget (leaves \$650K in Fund 25 (RDA) at the end of 2021-22)					
2) \$750,000 is reduced from the budget in 2020-21					
3) \$1,500,000 is additionally reduced from the budget in 2021-22					

<b>Scenario 3 Plan of Action</b>					
				<b>2020-21 updated multiyear</b>	<b>2021-22 updated multiyear</b>
<b>Revenues</b>				\$ 37,870,968	\$ 36,134,025
<b>Expenditures</b>				\$ 38,066,630	\$ 37,208,629
<b>Increase/decrease in fund balance</b>				\$ (195,662)	\$ (1,074,604)
<b>Unrestricted ending balance</b>				\$ 6,289,612	\$ 5,215,008
<b>Restricted ending balance</b>				\$ 1,949,789	\$ 1,949,789
<b>Combined ending balance</b>				\$ 8,239,401	\$ 7,164,797
<b>1) An additional \$1 million is transferred from Fund 25 (RDA funds) for both 2020-21 and 2021-22 beyond the \$300,000 each year included in the adopted budget (leaves \$650K in Fund 25 (RDA) at the end of 2021-22)</b>					
<b>2) \$1,000,000 is reduced from the budget in 2020-21</b>					
<b>3) \$2,000,000 is additionally reduced from the budget in 2021-22</b>					

Mr. Lianides indicated that this item is being brought for discussion and direction for staff in preparing possible budget reductions for 2020-21 to meet the target of the Board preferred budget scenario: a reduction of \$500,000 next year, a reduction of \$750,000 next year or a reduction of \$1 million next year. Based on the Board preferred scenario, the superintendent will bring a potential list of budget reductions to the October 24 meeting for Board consideration. If school consolidation is on the list, the superintendent will begin a community input process that will guide the criteria to be used in the selection of a site.

Ms. Sudaria thanked Mr. Lianides and Mr. Rizvi for the work they have been doing.

Ms. Ronda White, RTA President, indicated that she was glad that the District has produced an updated report after completing the unaudited actuals. It was very transparent and clear. They learned last year during negotiations that there was a lot of money that was allocated incorrectly which was validated and corrected in this report. She thanked them for the hard work. She noted that they discussed the possibility of having a budget committee that included the unions and the community. She is hoping that now that they are having an accurate budget with real numbers, they can form that committee.

Trustee Pulido noted that two Board Members were assigned to the Budget Committee, President Sobomehin and Trustee Wilson. Now that these big budget conversations are coming, the Sub-Committee of the Board can talk about a larger Budget Committee, and Board Retreats in October. She would like to see the plan and timeline on how we are going to be moving forward. Ms. Sudaria said that they cannot do that now until we have the right numbers allocated clearly. Ms. Sudaria said that if they have the Board's direction on which scenario they prefer, the Business Department and Cabinet will work closely to present to the Board a list of potential budget reductions for its consideration on October 24<sup>th</sup>. Then, they will have community meetings to discuss this process.

After a discussion on the three scenarios presented to the Board including strategies to increase the unrestricted funds, and staff recommendation to proceed with scenario 2, the Board gave directions to the Superintendent to proceed with scenario 2.

## 10. BOARD OF TRUSTEES

- A. Discussion and action regarding process and procedure for conducting a superintendent search. Vice President Fitch reminded the audience that individuals are not for the Board to be discussed. They will focus on the process and procedures of the search, particularly the parameters of the search in terms of looking at the scope of the search and depending on the outcome of the question whether or not to retain a search Firm. Trustee Pulido asked Trustee Fitch if the speakers also have to speak only about the process and not about individual candidates. Trustee Fitch indicated that this only applies to the Board regarding discussion in open session about individuals.

The following individuals asked the Board that they do not do an external search for a Superintendent and to retain Ms. Gina Sudaria as Permanent Superintendent of RCSD:

- A. Guadalupe Macias, Administrative Assistant at Willow Oaks, Atzimba Godfrey, Administrative Assistant at Belle Haven, Maria Salas, Administrative Assistant at RMS, Lilliana Vazquez, Administrative Assistant at Brentwood, Lili Piña, Administrative Assistant at RMS.
  - B. Adriana Granados, RCSD Registrar
  - C. Ms. Shawneece Stevenson, Former parent of the RCSD
  - D. Mr. John Dellamano, Teacher at Costaño
  - E. Mr. Solomon Hill, Director of Technology
  - F. Kimberly Dayton, Teacher at Brentwood addressed the Board of behalf of over 30 classified and certificated staff members at Brentwood who signed a letter that presented to the Board
  - G. Amanda Kemp, RMS Principal, and RMS staff members
  - H. Jennifer Torres, Afterschool Program Coordinator at Los Robles
  - I. Dora Ampie, Teacher at Costaño
  - J. Lara Burenin, Director of Curriculum and Instruction. She also read a letter in favor of Ms. Gina Sudaria from Niko Janik, Makerspace Coordinator
  - K. Jenna Wachtel Pronovost, Executive Director of the REF Foundation
  - L. Jesusita Rivera, Teacher at Costaño
  - M. Ronda White, RTA President and Teacher at Belle Haven
  - N. Elizabeth Gordon-Stoll, Former RCSD Data and Assessment Coordinator
  - O. Maria Chávez, Community Member
  - P. Marco Chávez, Former Staff and Board Member
  - O. Opal Okikiadi, Former Staff Member and CSEA Representative
  - P. Ivan Temes, Community Member who has worked in East Palo Alto since 2002
  - Q. Maria Navigato, very active Community Member, representing parents in the community
  - R. Amica Guioni, Former RCSD Parent and Administrator
  - S. Teacher for 23 years
- T. Mr. Jorge Prado, Administrative Secretary, addressed the Board regarding his experience with Ms. Gina Sudaria and indicated that he does not support her for the Superintendent's position.

The Board held a discussion on the Board Policy to conduct a search, including the parameters and process of the search and if the search will be internally or externally. They clarified that today the Board is not appointed a Superintendent and the Board is not making a decision if the current Interim Superintendent will be permanent or not. Today they are charged with discussing the Board Policy to conduct a search. The search is an opportunity to ensuring to the community at-large that we had an open and fair process. To many in the community, internally means as a relationship based appointment and an external process would protect the Interim Superintendent should she be appointed to say that not only she has incredible relationships, not only she created a positive environment, but when the Board did an open and transparent search, it was clear that she was the right candidate. People mentioned Erik Burmeister from Menlo Park City School District and Jim Lianides from Sequoia. Jim Lianides was an internal CBO who was hired, but the Sequoia Union School District did conduct a search and through that search they were able to identify that he was the best candidate. Eric Burmeister was a part of a Succession Planning. It means that Leadership already identified him as a potential superintendent and he went through a process when the former Superintendent left.

After a discussion on this item, Trustee Fitch made the motion to do an internal search. The motion did not carry for lack of second. Trustee Fitch made the motion to move the vote until all five Board Members are present. The motion did not carry for lack of second.

MSC (Gaona Mendoza/Pulido) to do an external search. Motion carried by a 3-1 vote: Trustees Wilson, Gaona Mendoza and Pulido, Yes. Trustee Fitch, No.

- B. Board Policy Revisions presented to the Board for Second Reading and Action: BP 1112: Media Relations; AR 3551: Food Service Operations/Cafeteria Fund; BP/AR 6142.2 World Language Instruction; BP/AR 6174: Education for English Learners; BP 6179: Supplemental



Instruction.

MSC (Pulido/Wilson) to approve the following Board Policies: BP 1112: Media Relations; AR 3551: Food Service Operations/Cafeteria Fund; BP/AR 6142.2 World Language Instruction; BP/AR 6174: Education for English Learners; BP 6179: Supplemental Instruction. Motion carried unanimously (4-0).

- C. BP/AR 5141.52 Suicide Prevention presented to the Board for First Reading and Action. MSC (Pulido/Fitch) to approve BP/AR 5141.52 Suicide Prevention. Motion carried unanimously (4-0).
- D. BP/AR 1312.3 Community Relations presented to the Board for First Reading and Action. The Board received this item for first reading and asked staff to bring it back for second reading and action at the next meeting.

At 10:30 p.m., the Board indicated that they need a motion to extend the Meeting.

MSC (Fitch/Pulido) to extend the meeting until 10:45 p.m. Motion carried unanimously (4-0).

- E. Subcommittee: Naming of School. Trustee Pulido indicated that they are presenting for action a recommendation based on the timeline they provided to the Board about the naming of the Middle School. She noted that the Sub-Committee included Pacific Islanders, Latinos, African-Americans, East Palo Alto and Belle Haven residents, 60-year and 40-year residents, students and a Ravenswood Alumni. They provided a summary of the discussions on the options of Ravenswood Middle School 9New beginning) and César Chávez History, and other conversations that included culture relevance and meaning, a desire for a more inclusive District as a whole, need for more representation, an education piece, there is limited understanding of the culture significance of these figures, not only César Chávez and Ronald McNair and Costañó, limited understanding of the History of East Palo Alto and Belle Haven, who we are as a community. After the discussions and before they made a decision, people came to the table either very Ravenswood or very César Chávez and through the discussions, the majority of the committee was able to come to an agreement of respecting both history and new beginning, and culture significance and come to an agreement of merging César Chávez and Ravenswood Middle School. Other recommendation was to implement a curriculum at the Middle School that is culturally diverse and also historical ties to who we are in East Palo Alto and Belle Haven. They presented the recommendation to approve the name of César Chávez Ravenswood Middle School.

Ms. Sudaria indicated that two students who participated in the first meeting shared with her another idea for the Board to consider, and the idea was that the Board to consider naming the complex César Chávez Community Campus. Trustee Pulido indicated that she wanted to honor the fact that the committee met collectively. There were twelve members and they all collectively agreed to this recommendation. Therefore, she does not want to introduce anything else because she wants to honor the time that every committee member put in and invested in this process.

The following individuals addressed the Board on this item:

Ms. Shawneece Stevenson  
Mr. Ruben Abrica  
Ms. Amanda Kemp,

MSC (Pulido/Gaona Mendoza) to approve the naming of the Middle School: César Chávez Ravenswood Middle School. Motion carried by a 3-1 vote: Trustees Wilson, Gaona Mendoza and Pulido, Yes. Trustee Fitch, No because she wanted to take it back to the Board.

- F. Subcommittee: Facilities. No report
- G. Subcommittee: Curriculum & Instruction. No report
- H. Subcommittee: Budget. No report
- I. Subcommittee: Strategic Planning. No report

- J. MSC (Pulido//Wilson) to approve Resolution #2019/20 -2, Excused Absence for President Sobomehin due to a family trip. Roll Call Vote: Trustee Fitch, Yes. Trustee Gaona Mendoza, Yes. Trustee Pulido, Yes. Trustee Wilson, Yes. Motion carried unanimously (4-0)
- K. Board Reports/Communications
- L. Next Regular Board Meeting: October 24, 2019.

**11. ADJOURNMENT**

There being no further business to come before the Board, Vice President Fitch adjourned the Meeting at 10:45 p.m.

\_\_\_\_\_  
November 14, 2019  
Date of Approval

\_\_\_\_\_  
Clerk's Signature

/nm