

**RAVENSWOOD CITY SCHOOL DISTRICT**  
**BOARD OF TRUSTEES**  
**REGULAR BOARD MEETING**

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

*Board Members:*

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

**draft**  
**Minutes**  
**June 11, 2020**

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

President Pulido called the meeting to order at 6:32 p.m. Trustees Pulido, Wilson, Fitch and Sobomehin were attending the Meeting via Zoom teleconferencing. Trustee Gaona Mendoza joined the meeting after approval of the Agenda.

2. **APPROVAL OF AGENDA.**

MSC (Fitch/Sobomehin) to approve the agenda with the following changes: Request from Mr. Solomon Hill, Director of Technology, to table items 8.M., 8.N, 8.O and 8.P. and request from Ms. Jennifer Gravem, Director of Special Education to pull Item 8.C from the Consent Agenda and place it in the regular order of business for discussion on a clerical error. Roll Call Vote: Trustees Pulido, Wilson, Fitch and Sobomehin, Yes. Motion carried unanimously (4-0).

**The Board adjourned into Closed Session at 6:36 p.m. Open Session reconvened at 8:31 p.m.**

3/5. **REPORT OF ACTION TAKEN IN CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTION 54957.1**

**President Pulido greeted the audience and reported that Trustee Gaona Mendoza joined the Meeting after approval of the Agenda.**

**CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTION 54957.**

**President Pulido reported that direction was given on Item 3.A.1.**

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

1. Public Employee Discipline/Dismissal/Release.

**President Pulido reported that the Board approved Item 3.B.1 by a 3-2 Vote. Trustees Sobomehin, Fitch and Gaona Mendoza, Yes. Trustees Wilson and Pulido, No.**

B. **CLOSED SESSION PURSUANT TO GOVERNMENT CODE SECTION 54956.9**

1. CONFERENCE WITH LEGAL COUNSEL – PENDING LITIGATION [Government Code section 54956.9(a)]: Todd Gaviglio v. Gloria Hernandez-Goff, et al.

4. **President Pulido indicated that a report was given and discussion was held on Item 4.**  
**CLOSED SECTION CONFERENCE WITH REAL PROPERTY NEGOTIATORS PURSUANT TO GOVERNMENT CODE SECTION 54956.8**

6. **APPROVAL OF MINUTES**

- A. MSC (Fish/Sobomehin) to approve the Minutes for the March 28, 2020 Special Board Meeting. Roll Call Vote: Trustees Pulido, Wilson, Fitch, Gaona Mendoza and Sobomehin, Yes. Motion carried unanimously.
- B. MSC (Sobomehin/ Fish) to approve the Minutes for the May 28, 2020 Regular Board Meeting. Roll Call Vote: Trustees Pulido, Wilson, Fitch, Gaona Mendoza and Sobomehin, Yes. Motion carried unanimously.

7. **FROM THE FLOOR.**

**The following individuals addressed the Board From the Floor:**

- A. Ms. Shawneece Stevenson, Community Member, thanked the Board for coming to her daughter's protest. Ms. Stevenson indicated that there was a strong presence from Ravenswood. She noted that her daughter is a 49er graduate, and the protest was part of the 49er Program.
- B. Ms. Diana Krippendorf, Teacher, addressed the Board in support of a Reading Intervention Program for our struggling readers.
- C. Mari Aldridge, former Ravenswood Teacher, and Volunteer for 10 years with the Reading Recovery Program and with the TOSA Program, indicated that both programs are very complementary. She recommended to include phonics in the TOSA program and to help K-2<sup>nd</sup> grade students.

Interim Superintendent informed the Board that Mr. Mehdi Rizvi, Controller, asked to table Item 8. B Consideration to approve Payments to Vendors, April 1 to 30, 2020. MSC (Fitch/Sobomehin) to table Item 8.B. Roll Call Vote: Trustees Pulido, Wilson, Fitch, Gaona Mendoza and Sobomehin, Yes. Motion carried unanimously.

Before approval of the Agenda, Items 8.M, 8N, 8O and 8.P were tabled and Item 8.C was pulled from the Consent and placed in the regular order of business for discussion.

8.C Consideration to approve 7 Individual Service Agreements with Behavioral Health Recovery Services. Ms. Jennifer Gravem, Director of Special Education, indicated that there is a mathematical error on the Agenda. The total amount of the seven contracts that is listed on the Agenda is **\$43,860 instead of \$54,180**. She noted that there is no cost to the District. This amount will be paid by Medi-Cal since the students/families qualified for Medi-Cal. MSC (Wilson/Sobomehin) to approve Item 8.C. Roll Call Vote: Trustees Pulido, Wilson, Fitch, Gaona Mendoza and Sobomehin, Yes. Motion carried unanimously.

8. **CONSENT AGENDA**

- MSC (Fitch/Sobomehin) to approve the amended Consent Agenda. Roll Call Vote: Trustees Pulido, Wilson, Fitch, Gaona Mendoza and Sobomehin, Yes. Motion carried unanimously.
- A. Consideration to Approve Personnel Recommendations.
  - D. Consideration to Approve Memorandum of Understanding Between University of San Francisco and Ravenswood City School District to Provide Teaching and Counseling Experience.
  - E. Consideration to Approve Internship Teaching Memorandum of Understanding Between Santa Clara University and Ravenswood City School District.
  - F. Consideration to approve MOU with Health Connected.
  - G. Consideration to approve 2020-2021 Mystery Science (supplemental science program) district membership renewal and purchasing of materials packs.
  - H. Consideration to Approve Contract with Terracon for Hazmat Services at Belle Haven and Costano.
  - I. Consideration to Approve Overhaul Construction for Inspection Support.
  - J. Consideration to approve agreement with Images of a Culture, Inc. Human Resources firm (June 2020 and July 2020).
  - K. Consideration to approve hiring incentive up to \$5,000 for health insurance expenses to Robin Pang-Maganaris, Principal pursuant to Ravenswood City School District Board Policy 4311.
  - L. Consideration to Approve Agreement with San Mateo County for Data Sharing to Setup Free Public WiFi Network.
  - Q. Consideration to Approve Contract with Think Connected for Project Management Services for RCSD IT Infrastructure Upgrades Phase 5.
  - R. Consideration to approve contract with San Mateo County Office of Education for an Outdoor Education program

**9. PUBLIC HEARING:**

- A. MSC (Wilson/Fitch) to open the Public Hearing on the 2020-2021 Ravenswood City School District Proposed Budget and 2020 COVID-19 Operations Written Report. Roll Call Vote: Trustees Pulido, Wilson, Fitch, Gaona Mendoza and Sobomehin, Yes. Motion carried unanimously.

President Pulido indicated that this is an opportunity for members of the public to comment on the Ravenswood City School District's 20120-2021 Proposed Budget and 2020 COVID-19 Operations Written Report.

No one addressed the Board on this Item.

- B. MSC (Wilson/Sobomehin) to close the Public Hearing. Roll Call Vote: Trustees Pulido, Wilson, Fitch, Gaona Mendoza and Sobomehin, Yes. Motion carried unanimously.

**10. BUSINESS DEPARTMENT**

- A. Discussion of 2020-2021 District Budget. Mr. Jim Lianides informed the Board that the 2020-2021 Ravenswood City School District budget is being presented to the Board of Trustees for input and discussion. It will be brought back to the Board on June 25 for adoption and will reflect any changes the Board directs and may reflect any new developments from Sacramento that affect budget assumptions. This year promises to be very uncertain and the budget could see significant changes as the year progresses. He noted that the U.S. economy is clearly now in a deep recession. Mr. Lianides provided a PowerPoint presentation and answered questions on the budget that included: (1) Budget assumptions: The Governor's May Revise Budget reduces LCFF expenditures for K-12 education by approximately 8%. This translates into a \$2.8 million reduction in funding for Ravenswood. This reduction (including no future COLA) is projected out through 2022-2023. (2) Declining Enrollment: Another key factor for the district is that it is still experiencing declining enrollment. Actual ADA and Funded ADA from 2018-2019 to 2022-2024; (3) Federal COVID -19 funds: \$817,000. This revenue is not yet included in the budget as the rules that govern how funds can be used are still being developed. Mr. Lianides noted that the budget includes (a) \$13.1 million in local funds. This includes leases (including Brentwood), ongoing RDA, REF, and parcel tax. (b) A transfer in of one time RDA funds from Fund 25 (\$1.25 million: 2020-2021, \$1.25 million: 2021-2022, and \$1.75 million: 2022-2023. (c) The District is going into 2020-2021 with strong reserves: 5.25 million: unrestricted, \$2.3 million: restricted, that will allow it to weather the uncertain economy situation. However, the District is projecting ongoing deficits that will draw down reserves significantly by 2022-2023. (4) Multi-Year Projections: The District will need the additional revenue from the lease of Flood School in order to meet unrestricted reserve requirements in 2022-2023. (5) Proposed 2020-2021 General Fund Budget: Unrestricted and Restricted: Revenues, Expenditures, and Ending Balance. (6) Assumptions: Revenues from Brentwood; Reduction of ten teaching positions due to declining enrollment and consolidation. However, REF is adding ten positions; Reduction of para educator positions due to changes in how special education services are delivered; Contribution to STRS and PERS will go down by 2% per the May Revise. (7) Multi-Year Projection: 2020-2021 and 2021-2022. The Multiyear Projection shows the unrestricted ending balance declining: 2020-21: \$44,544,786; 2021-22: \$3,105,076; 2022-2023: \$2,076,160. Assumptions: (a) Flood School will be leased beginning July 2021. (b) The 2022-2023 budget projections utilize \$1.75 million, last part of RDA funds. (c) LCFF funding will be frozen at 2020-2021 May Revise levels and its continued reduction in 2021-2022 and 2022-2023 is due to declining enrollment. (d) Other Funds: Food Services continue to run positive with a healthy reserve, Deferred Maintenance has a little bit of money, Building Fund This year expended approximately \$17 million and projecting equivalent amount of next year; Capital Facilities RDA+ Developer Fees will be draw down \$1.25 million this year and decline for next year with a balance of \$4 million. Mr. Lianides stated that on June 25, they will bring a justification study to the Board that will raise our Developer Fees to the current allowed by law.

(8) Things to think about: (a) The District has time in this coming year to plan strategically on how to achieve financial stability. The District Office Administrative Team will be at full strength and stable with a new CBO on board. (b) The District maintains a very high level of revenue and expenditures on a per student basis. Exploring ways for restricted funds to become less restricted can reduce necessary reductions. (c) Additional unrestricted revenue will need to be found. The District office property could be a big part of the solution. (d) Getting the District out of the ongoing cycle of yearly cuts will happen once enrollment stabilizes. This should happen within

2-3 years and continued emphasis on instructional improvement will pay off. (e) The Board's decision to close two schools prevented the budget situation from being even worse given the current economic conditions.

The Board thanked Mr. Lianides for his report and for updating the Developer Fees.

Ms. Danielle Perry, Community Member, asked what the projected enrollment would be in five year from now, and how we can increase enrollment. Mr. Lianides indicated that it is difficult to project for more than two/three years. Interim Superintendent Sudaria stated that the District will get more students by improving the quality of our schools and the instruction we deliver to students. She will share more information in her presentation to the Board.

President Pulido indicated that another piece they need to do is not just continue to improve as a District to make us more desirable, is about the delivery of the message. There is a lot of misconception on what is and what is not offered in the District. We need to create an active campaign about what is happening at Ravenswood. People are often making assumptions or hearing information that is often inaccurate and gets circulated as what is a truth. She always says that if you do not tell your stories, someone else will. She believes that we are doing a great job on improving communications. We need to reach parents who are not at Ravenswood whether they are at Tinsley, Charters or the prospective parents. We need to think strategically about how we share our information that reflects what we are doing at the District. She noted that Charters are knocking at doors making sure they can make contact with the community and they are telling their story.

Regarding a marketing campaign, Trustee Sobomehin asked Superintendent Sudaria if Voler can help us with this. Ms. Sudaria said that this is something that Voler will help with. Trustee Gaona Mendoza indicated that the Special Education Department needs to have Special Day Classrooms and suggested to bring back our Special Education students who are attending private schools or other districts and the District is paying for their tuition, because we do not have Special Day classes. Ms. Gravem indicated that they have some students in mind who are going to have IEPs over the summer to bring them back into our new classes, one for a non-public school and two from another public school in the County.

The Board thanked Mr. Lianides for his report.

B. MSC (Fitch/Sobomehin) to Declare Equipment (tractors) as surplus and Authorize its Disposal. Roll Call Vote: Trustees Pulido, Wilson, Fitch, Gaona Mendoza and Sobomehin, Yes. Motion carried unanimously.

## **11. SUPERINTENDENT'S OFFICE**

### **A. Superintendent's Report.**

1. End of the Year Summary. Ms. Gina Sudaria, Interim Superintendent, provided a PowerPoint presentation and answered questions on the recap of the entire year and what has been accomplished and the challenges we have faced. The report included: (a) Celebration of some of the promotions that took place this week. She provided a link to the RMS 8<sup>th</sup> grade promotion that Principal Amanda Kemp and her Middle School Team put together. She shared pictures of how they transformed the RMS parking lot where families came in based on their home class throughout the day. Staff was there to congratulate the students. Ms. Sudaria noted that it was a very festive time. The students and staff really enjoyed celebrating with students in this way. K and 5<sup>th</sup> Grade Promotions were held on June 9<sup>th</sup> and 10<sup>th</sup>. She noted that they followed all the required guidelines and protocols. Families were able to take pictures together. They stayed in their cars with masks on. Ms. Sudaria stated that the last day of school was June 10<sup>th</sup>. (b) Peaceful March in East Palo Alto on June 3<sup>rd</sup>. She indicated that Ms. Shawneece Stevens spoke From the Floor thanking Ravenswood for participating in the event that was led by her daughter Alana Stevenson, a High School student. Ms. Sudaria shared a video for us to take a feel about how powerful it was. The event was very successful and the adults took proud specifically behind Alana on this event. The Policy Department ensured a safety and peaceful March, escorting the community down University Avenue from Jack Farrell Park to Bell Street Park. (c) Equity and

Social Justice. (d) Empathy and Tenacity. (e) Ravenswood Mission: The Ravenswood City School District empowers every student to fully engage critically and creatively in their education with the skills and mindsets necessary to successfully fulfill their unique potential. (f) Values: To be Student-Centered, to have Innovation, Integrity, Excellence, Empowerment and Respect. (f) 6 Ravenswood Strategic Priorities. (g) Ms. Sudaria thanked the Steering Committee, all those who were involved in the Strategic Committee, the DAC/DELAC parents who also participated in the surveys and of course the Board's time deliberating over the strategy priorities. Interim Superintendent Sudaria indicated that they were able to accomplish the Strategic Plan amid a pandemic. They made it through almost three months of instruction through distance learning. She thanked all the Cabinet Members: Mr. Solomon Hill and his Technology Team, the volunteers who supported Mr. Hill and his Technology Team, the Instructional Team supporting teachers through their training and transitioning from being in the classroom to being on a computer reaching out the families on distance learning every week. (g) Survey results on distance learning presented to the Board on May 14. Ms. Sudaria informed the Board that they had over 35 parents participating at the DAC/DELAC meeting. (h) Engagement/Challenges. (i) Re-open Schools Task Force Purpose: (1) To gather and analyze information in order to recommend a model or models for RCSD to re-open safely and effectively in Fall 2020. The Task Force recommendation will form the basis of the re-opening plan that the Superintendent will propose to the Board for approval and then submit to the San Mateo County Office of Education by July 19, 2020. (2) To monitor progress of the new model and recommend adjustments during the year as needed. (j) School Mergers. Ms. Sudaria indicated that we did the school mergers successfully. Priorities identifies by the Board and community: Location, Facility size/feature, Number of students and Special programs. Consider scenarios vs. these factors plus other important factors, like balanced enrollment. She noted that they involved the community in all scenarios. (k) Approved Mergers from six schools to four schools: Belle Haven-Willow, Costaño-Brentwood, Los Robles-Ronald McNair and César Chávez-Ravenswood Middle School. (l) Jose Ibarra: Interim Superintendent Sudaria indicated that RCSD staff and community lost a beloved colleague, Jose Ibarra, a great Kindergarten teacher at Belle Haven, who exemplified a teacher who we all want to emulate. (k) Kenyan marathoner Eliud Kipchoge's goal of traversing 26.2 miles in less than two hours supported by his team. He broke the marathon world record. Ms. Sudaria indicated that she shared with the Board this story around the winter break. She stated that Mr. Kipchoge identified with his team the best location with the best climate, the routes and he selected his team members who were cheering him on. She is utilizing his example again just to attest to the fact that what we are doing is like a Marathon and we have a long race and it is not just one person who is going to get us to the finish line for us to achieve our mission. It is going to be a marathon and we are going to be tired and just like this year, He utilized all of these runners behind him who are experts and excellent athletics within themselves but specialized in their fields. She indicated that we need to utilize all of our experts (teacher coaches, interventionist, principals, and partners) to get our team across the finish line and has to be a united effort, and we did that in how to improve the student mastery/standard alignment. Ms. Sudaria stated that we are going to improve student achievement in Ravenswood. We are going to be where instruction is aligned and students learn what is being taught. Ms. Sudaria said that the beginning of the school started with three simple ideas: Building a foundation of trust between and among all stakeholders: To improve instruction, Provide need holistic support for students and to establish fiscal solvency. (l) Community values. (m) Personal Leadership Vision: We must lean in shoulder-to-shoulder and to take risk and to work hard to continue to prove our practice. (m) Take action. At the end of the presentation to the staff last Friday, speaking to what we need to do, around oppression of Black and Brown individuals, we need to take action, and be comfortable with the uncomfortable Ms. Sudaria shared the following quote: *"If you are not comfortable with the truth, we need to ask ourselves why we are comfortable with lies."* We have to continue to look within ourselves to identify our unconscious biases to empathize, to research the difference between inclusion, equity and justice.

She shared a slide of take actions that pop up and immediately staff responded to what they are going to be committed to doing during the summer. Ms. Sudaria finished her report with the following quote from Maya Angelou: *“Do the best you can until you know better. Then when you know better, do better.”* Ravenswood will continue to do better collectively

The Board thanked Ms. Sudaria for her report and summary of the school year.

**11. BOARD OF TRUSTEES**

- A. Consideration to adopt the Candidate Policy for Schools Districts for the November 3, 2020 Presidential General Election. Interim Superintendent Sudaria informed the Board that State Law requires each School District to provide the following information to the election officer by July 3, 2020 (ED §5322): Elective offices to be filled, Policy statement determining whether the candidate's statement will be limited to 200 or 400 words, Policy Statement determining whether the candidate or the district will pay for the candidate's statement, Statement as to how tie votes will be handled (the calling for a runoff election or determining the winner by lot.)  
MSC (Wilson/Sobomehin) to adopt the Candidate Policy for Schools Districts for the November 3, 2020 Presidential General Election.as follows: **The candidate's statement will be limited to 200 words. The candidate will pay for the candidate's statement. Tie votes will be handled determining the winner by lot.**  
Roll Call Vote: Trustees Pulido, Wilson, Fitch, Gaona Mendoza and Sobomehin, Yes. Motion carried unanimously
- B. MSC (Sobomehin/ Wilson) to approve Resolution 2019/2020 -14 Calling For An Election To Be Held on November 3, 2020 For The Election Of Two Members Of The Governing Board. Roll Call Vote: Trustees Pulido, Wilson, Fitch, Gaona Mendoza and Sobomehin, Yes. Motion carried unanimously.
- C. MSC (Wilson/ Sobomehin) to approve Service Agreement For The Provision Of Election Services Between The Superintendent Of The Ravenswood City School District And San Mateo County Chief Elections Officer & Assessor - County Clerk – Recorder. Roll Call Vote: Trustees Pulido, Wilson, Fitch, Gaona Mendoza and Sobomehin, Yes. Motion carried unanimously.
- D. Consideration to approve Resolution No. 2019/2020 -15, Board Members Excused Absences. **All Board Members were present.**
- E. Naming of School Committee Report. Trustee Wilson reported that all the Trustees have submitted names for the Committee. She will get in touch with Maria Pineda and Trustees Gaona Mendoza and Wilson would decide the date of the first meeting.
- F. Board Reports/Communications  
No reports.
- F. President Pulido reported that the next Regular Board Meeting will be held on June 25, 2020. She noted that this meeting will be the last Regular Board Meeting of FY 2019-2020.

**12. ADJOURNMENT**

There being no further business to come before the Board, President Pulido adjourned the Meeting at 10:14 p.m.

\_\_\_\_\_  
June 25, 2020  
Date of Approval

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

/nm