

Approved **Revised** Minutes of Regular Meeting of the Board of Trustees
Sequoia Union High School District
Wednesday, March 30, 2016

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| Call to Order | The regular meeting of the Sequoia Union High School District Board of Trustees was called to order by President Alan Sarver at 4:01 p.m., on Wednesday, March 30, 2016, in Birch Conference Room at 480 James Avenue, in Redwood City, California. He announced anyone wishing to address the Board on Closed Session matters may do so at this time. | | |
| Recessed to Closed Session | The Board of Trustees recessed to Closed Session at 4:02 p.m. to consider Student Discipline/Expulsion; conference with Labor Negotiators, Agency Designated Representative James Lianides, Employee Organization Sequoia Union High School District Teachers' Association (SDTA), and American Federation of State, Local, County and Municipal Employees (AFSCME); conference with Legal Counsel—Anticipated Litigation: Initiation of litigation pursuant to paragraph (2) to (5), inclusive, of subdivision (e) of Government Code Section 54956.9 (one case); Public Employee Discipline/Dismissal/Release (two matters), and conference with Legal Counsel—Anticipated Litigation: Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Government Code Section 54956.9 (one case). | | |
| Opened Public Session 5:36 p.m. | President Sarver opened the Public Session of the regular meeting at 5:36 p.m. in Birch Conference Room at 480 James Avenue, Redwood City, California. | | |
| Roll Call | <table><tr><td>Present: Abby Hartzell, Student Trustee Carrie Du Bois Alan Sarver Chris Thomsen Allen Weiner</td><td>Absent: Georgia Jack Bonnie Hansen, Assistant Superintendent Enrique Navas, Assistant Superintendent</td></tr></table> | Present: Abby Hartzell, Student Trustee Carrie Du Bois Alan Sarver Chris Thomsen Allen Weiner | Absent: Georgia Jack Bonnie Hansen, Assistant Superintendent Enrique Navas, Assistant Superintendent |
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| Invitation to the Audience | President Sarver welcomed the audience and explained that the Consent Calendar consisted of routine or previously discussed items to be considered as a unit and voted upon by roll call vote. He explained the Public Comment section of the agenda was for permitting members of the audience to make presentations about items not on the agenda. | | |
| Pledge of Allegiance | President Sarver led the Board of Trustees and audience in the Pledge of Allegiance. | | |
| Approval of Agenda | On a motion by Trustee Weiner, seconded by Trustee Du Bois, the Board of Trustees approved the Agenda. | | |
| Report Out on Closed Session | President Sarver reported that the Board took action in Closed Session and voted to approve, by a vote of four votes in favor, Trustees Du Bois, Sarver, Thomsen, and Weiner, zero votes against, with one absent, Trustee Jack, to expel Case No. 2015-2016-18 (name to appear in official minutes)—for the spring 2015-16 semester and established May 15, 2016, as the date that the student may apply for readmission. | | |
| Approval of Consent Calendar | On a motion by Trustee Thomsen, seconded by Trustee Weiner, the Board of Trustees approved the Consent Calendar. Voting “yes,”—Student Trustee Hartzell; Trustees Du Bois, Sarver, Thomsen, and Weiner; voting “no”—none, and absent—Trustee Jack. | | |
| Approval of Minutes of March 9 2016, Board Meeting | On a motion on the Consent Calendar, the Board of Trustees approved the minutes for the March 9, 2016, Board meeting. | | |
| Approval of Personnel Recommendations | On a motion on the Consent Calendar, the Board of Trustees approved the Personnel Recommendations and Addenda as indicated. | | |
| Approval Field Trips | On a motion on the Consent Calendar, the Board of Trustees approved the field trip requests for Carlmont High School's AVID to Half Moon Bay on April 22-23, 2016; JSA to Santa Clara on April 22-24, 2016; EPAA students to Clayton on April 15-17, 2016; ratifies Menlo-Atherton High School's Choir trip to Santa Cruz on March 18, 2016, approves M-A's CTE Journalism students to Los Angeles on April 15-16, 2016, Choir to Anaheim on April 22-24, 2016; Home Economics students to Riverside on April 16-19, 2016; Orchestra to Washington D.C. on April 22-26, 2016; Science students to Santa Cruz on May 13-15, 2016; Sequoia High School's Boys' Varsity | | |

Basketball Team to Hawaii on December 26, 2016 – January 2, 2017, and Track & Field member to Los Angeles on April 6-9, 2016.

- Approval of New Textbook
Just Mercy On a motion on the Consent Calendar, the Board of Trustees approved the new textbook, *Just Mercy*, as presented.
- Approval of New Job Description for Teacher of Visually Impaired On a motion on the Consent Calendar, the Board of Trustees approved the job description for the Teacher of the Visually Impaired.
- Approval to Hire Electrical Engineer for Sequoia HS Upgrades On a motion on the Consent Calendar, the Board of Trustees approved the proposal from SCE Engineers to design the electrical work at Sequoia High School in an amount not to exceed \$70,000.
- Approval of Agreements for Architectural Services with Weston Miles for Projects at Carlmont and Woodside High Schools On a motion on the Consent Calendar, the Board of Trustees approved architectural fee proposals from Weston Miles and corresponding amended agreements for: (1) A revised modernization of Carlmont High School kitchen, multi-use room, and locker room, in an amount of \$277,500 (with a not-to-exceed reimbursable amount of \$10,000 and a not-to-exceed time and materials fee of up to \$4,000 to apply for state-matching funds). This proposal excludes expansion of the weight room that was originally scheduled to be part of this project. (2) A complete remodel of the antiquated Woodside High School kitchen and serving areas in an amount of \$153,500 (plus reimbursable expenses not to exceed \$5,000 in time and materials fee of up to \$4,000 to apply for state-matching funds) with an amended total contract value of \$172,500. (3) Expanded Bradley Field improvements at Woodside High School (including landscaping improvements, repair of the bleacher stadium seating, soil stabilization/and rehabilitation of the track) for an increase of \$139,500 (plus reimbursable expenses not to exceed \$5,000 and a time and materials fee of up to \$4,000 to apply for state-matching funds) with an amended total contract amount of \$196,000.
- Approval of Change Order for Cal-Pacific Construction for Carlmont S-Wing Classroom Bldg. Incre. I On a motion on the Consent Calendar, the Board of Trustees approved the change order to the lease-leaseback agreement with Cal-Pacific Construction for the Carlmont High School S-Wing new classroom building, Increment I, in the amount of \$527,927.47.
- Auth. to Hire Cornerstone Earth Group for Prelim. Environmental Assessmt. 150 Jefferson Dr., MP On a motion on the Consent Calendar, the Board of Trustees authorized the hiring of Cornerstone Earth Group in the amount of \$38,220 to provide Preliminary Environmental Assessment services for the new small high school at 150 Jefferson Drive, in Menlo Park.
- Approval of Construction Bid for Temporary Housing at Redwood On a motion on the Consent Calendar, the Board of Trustees approved the bid from Anza Engineering in the amount of \$1,140,610 (including the sink alternative) for the temporary housing project at Redwood High School.
- Approval to Lease 4 Classroom Modular Bldgs. & 2 Restroom Modulares for Temp. Housing at Redwood High School On a motion on the Consent Calendar, the Board of Trustees approved entering into a lease agreement with Mobile Modular Management Corporation in the amount of \$178,788 based on the Franklin McKinley School District piggyback bid, for the temporary housing project at Redwood High School.
- Approval to Hire Inspector of Record for Woodside High School J-Wing On a motion on the Consent Calendar, the Board of Trustees approved hiring Stephen Donohue as Inspector of Record for the Woodside High School J-Wing construction project in the amount not to exceed \$224,400.
- Approval of Warrants On a motion on the Consent Calendar, the Board of Trustees approved the Warrants for February 2016, totaling \$6,093,314.80.
- Acceptance of Monthly Financial Reports On a motion on the Consent Calendar, the Board of Trustees accepted the Monthly Financial Reports for February 2016.
- Authorization To Declare Property Surplus On a motion on the Consent Calendar, the Board of Trustees declared the listed items as surplus property, obsolete and unsuitable for use, and authorized the Superintendent to dispose of these surplus items in accordance with Education Code provisions.
- Approval of Sabbatical Leave Request On a motion on the Consent Calendar, the Board of Trustees approved the sabbatical leave request for Andrew Stuart for the fall semester for the 2016-17 school year. (The other three sabbatical leave requests were denied.)

- Special Recognitions** Superintendent Lianides recognized Woodside High School Science Teacher Jill Baumgartel for her leadership and innovation and Science Technology Engineering and Math (STEM) initiatives. He also commended the Woodside Girls' Varsity Soccer Team for winning the Central Coast Section (CCS) Open-division soccer championship in 2016, as well as making the CCS finals in three of the last four years.
- Public Comment** Resident of Menlo Park Mallory Dwinal submitted a charter petition for Oxford Day Academy.

Resident of East Palo Alto Dee Uhila said she is supportive of the multi-cultural, real-world social justice the students are going to learn at the proposed charter school Oxford Day Academy.
- Correspondence** President Sarver reported receiving a letter in support of the Oxford Day Academy from Reverend Lawrence Goode of St. Francis of Assisi Church in East Palo Alto.
- Presentation of AFSCME for OT&P and M&O Units' Initial Bargaining Proposal to District** Assistant Superintendent, Human Resources, Jacqueline McEvoy presented the initial bargaining proposal from the American Federation of State, Local, County and Municipal Employees (AFSCME). There were no comments.
- Presentation of District's Proposal to AFSCME for OT&P and M&O** Assistant Superintendent, Human Resources, Jacqueline McEvoy presented the initial bargaining proposal by the District to AFSCME. There were no comments.
- Public Hearing on AFSCME Proposal to the District** President Sarver opened the Public Hearing at 5:50 p.m. on the AFSCME bargaining proposal to the District. There were no comments, and President Sarver closed the Public Hearing at 5:50 p.m.
- Public Hearing on District's Proposal to AFSCME** President Sarver opened the Public Hearing at 5:50 p.m. on the District's bargaining proposal to AFSCME. There were no comments, and President Sarver closed the Public Hearing at 5:51 p.m.
- Report on Student Behavioral Intervention at the Sites** Superintendent Lianides presented actual declining referral and suspension trend data across the board. He noted a transition can be seen in addressing behavior in school rather than out of school.

Sequoia High School Administrative Vice Principal (AVP) Michael Kuliga said philosophy in the AVP office was to ensure students' safety at school. This was a progressive process because the teacher would have discussed the issue with the student. The system is a consistent and predictable intervention; we approach all students with unconditional positive regard. He noted behavior is a function of how well students are connected to school, and behavior impacts all school staff.

Menlo-Atherton AVP Karl Losekoot described Tier I Intervention Behavior as helping students to connect with support services. Tier II results in referrals to the counselor; he noted the process is fluid and is dependent upon the situation and the student. Tier III Intervention is more severe, and usually involves a disruption on campus. Additional action could involve a possible suspension, a change in class schedule, and talking with parents. Because we are connecting with students, discuss best practices and calibrating AVP responses to behavior across the district, our expulsion/suspension numbers are improving. The AVPs present at the meeting were introduced.

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| Janelle Buarini (M-A) | Gary Gooch (S) | Karl Losekoot (M-A) | Grant Steunenberg (C) |
| Alvaro Calderon (W) | Sofia Hibbs (EPAA) | Gregg Patner (C) | |
| J.C. Farr (M-A) | Michael Kuliga (S) | Wendy Porter (W) | |

Trustee Du Bois said her belief is when kids have behavior performance problems it is because of a skill deficit. When counseling in the office what methodology are we using? The trauma-informed community approach is what works; are we really utilizing restorative practices, and has staff had that training? Mr. Kuliga advised Team Ascent was implemented six years ago, identifying the most at-risk students and starting with support. We help each student to be successful in the school environment, and there is no "one size fits all" approach.

East Palo Alto Academy Principal Amika Guillaume said our approach is restorative; professional development is ongoing, and we want to share restorative practices.

Carlmont AVP Grant Steunenberg said there are different models to look at, each site has specific challenges, and there is an overall change in practice which encompasses the entire school. We are providing support services to stop students from engaging in negative behavior.

Carlmont AVP Gregg Patner advised we work to understand what the behavior is communicating, and then connect the student with appropriate resources. The numbers indicate we are on the right path to help guide students to make better decisions.

Trustee Weiner said he embraced the value, and had enormous respect, for ensuring the safety of our campuses and not letting students who are having behavior issues disrupt classroom learning. The key is to focus on actual practices; the schools are reducing referrals, which is a campus-wide effort. He asked if adequate training was provided for all staff members.

Trustee Thomsen noted the AVPs philosophy is well aligned with the Board's strategic goals, and the Quaglia initiative is a nice piece of this.

Chief Facilities Officer Matthew Zito observed that there is a limit to what two or three people in an office can do; the challenge is enlisting support of the certificated teachers, which is a significant cost issue.

In response to a question posed by Superintendent Lianides, Mr. Kuliga advised that dealing with student discipline matters was only 40-50 percent of the AVP's work day; other responsibilities include athletics, special education, and facilities.

President Sarver said this presentation is reflective of the dedicated effort of this important aspect of our education system, and indicates positive trends moving forward. He recognized the collaboration between AVPs and encouraged moving forward with professional development for our teachers and staff to help support students.

Discussion of Proposed Revision to CTE Graduation Requirement

Dr. Lianides advised that this Career Technical Education (CTE) graduation requirement was the subject of ongoing discussion for several years; he noted that, depending upon the school site, this graduation requirement was dealt with differently. Staff has been working on the issue, and this past year we experienced a break-through.

CTE Curricular Lead Greg Stein reported that currently every student is required to complete 10 units of CTE credit in order to graduate; and the issue is that the CTE courses identified by each site vary, with no coherent definition of a CTE course.

The CTE Subject Area Council (SAC) is recommending that the District adopts a "two-out-of-three" graduation requirement to replace the CTE requirement, which will restore all District CTE courses to a strict alignment with the CTE Model Curriculum Standards and improve compliance with the Carl Perkins CTE grant. Under the proposed system, students would be required to take 20 units of credit from two of the following three containers:

- 1) Visual Performing Arts (VPA)
- 2) World Language Year III or above
- 3) Career Technical Education (CTE) (CTE courses must comply with the 2013 CTE Model Curriculum Standards)

Mr. Stein advised that a soft roll-out would mean the system would be in place for the Class of 2019; this allows ample time to educate staff, students, and parents about the change. The timing of the proposal is excellent because the \$1.1 million CTE instructional grant will fund CTE program curricular enhancements.

In response to questions posed by Trustee Weiner, Superintendent Lianides advised that Visual Performing Arts (VPA) is a District requirement, and is actually a "one-out-of-two" model because we are not changing the VPA graduation requirement. This proposal states if a student is not taking three language courses he/she would need to take a CTE class. Mr. Stein advised that it is dependent upon the school site to offer enough CTE courses to accommodate all students. His belief is that enough teachers will see the advantages of doing the work to improve curriculum. The

revised graduation requirement will allow the CTE SAC to be in a much better position to streamline the division of courses while adhering to the Standards and legitimate pathways.

Trustee Thomsen said he was happy with the proposed change because it takes the CTE graduation requirements off-the-table and offers more options.

Superintendent Lianides advised that when this item comes back to the Board, staff will provide a careful analysis of existing CTE classes, the new classes coming online, and the implementation process for revising the CTE graduation requirement. The Superintendent said he would meet with Trustee Jack and update her on this matter.

Student Trustee Hartzell noted consideration should be given as how to best educate students about this change in graduation requirements. It would benefit students to advise them of their CTE pathway options in the ninth grade.

Sequoia District Teachers' Association President Edith Salvatore said this proposal allows for students taking a CTE course to have a more realistic experience. We have a responsibility to educate a whole student, not only about college, and to provide opportunities for students to consider career opportunities. Her only concern was that the "old" requirement required students to take one year of Fine Arts and one year of Practical Arts with the caveat that they could substitute foreign language for either VPA class; and this proposal does not provide that option. Ms. Salvatore suggested that all three containers be valued equally.

Trustee Sarver observed that Board members were in support of the proposed revision to the Career Technical Education graduation requirement.

Tabled: Draft Action Strategies for District Strategic Plan

President Sarver suggested, and there was agreement, to postpone discussion of the Draft Action Strategies for the SUHSD Strategic Plan until all five Board members were present.

Trustee Thomsen suggested inviting members of the original Strategic Plan Committee to the next Board meeting; Superintendent Lianides said he would send out an invitation.

Approval of WASC/SPSA Site Plan for Woodside High School

Woodside High School Principal Diane Burbank reported that with boundary changes the enrollment of Hispanic students has decreased and White student enrollment has increased. Enrollment based on the economy has declined slightly and is projected to continue as a trend. This year the enrollment is at 1736, and is project to increase by only 50 to 60 students in 2016-17. Principal Burbank reviewed ninth-grade cohort data in terms of dropout rates; she also provided data on *a-g* college rate comparisons, which are increasing. She noted that more ninth graders are on track and grade point averages have increased. The focus is on Aspirations Advocates, who support 88 percent of the ninth graders. Mrs. Burbank said staff is currently working toward engagement strategies for tenth graders. Advanced Placement (AP) enrollment and passage rates have increased. Growth areas included moving up the long-term English Learners. Principal Burbank said staff has worked hard on suspensions and expulsions. The Quaglia Institute is great support for kids; and there is ongoing training. The survey from Quaglia's *My Voice*: indicates students want to do better in school, they have positive role-model teachers, fewer students say bullying is an issue; however, fewer students say they respect each other. Staff follows up with student focus groups to get additional input.

President Sarver read an email from Trustee Jack.

In response to questions posed by President Weiner, Principal Burbank said the next step for English Learner (EL) students is to delve into Biology and U.S. History textbooks, which are not easy. Teachers communicate and encourage students to verbalize using Direct Interactive Instruction (DII) because the textbooks are difficult. She will leverage all teachers and staff with approaches to talking with kids.

Trustee Du Bois said she attended the Woodside High School production of *Little Mermaid*, which was excellent. She is mentoring two Academy students from East Palo Alto, and they are doing so well at Woodside; both students feel that the staff cares.

In response to the question posed by Trustee Thomsen, Diane Burbank advised that Woodside has a Homework Committee. We have partnered with *Challenge Success* and will send four teachers, two parents, and two students; homework is being framed around clarity and purpose. Principal Burbank said she wants to increase trainer models and ask hard questions.

Student Trustee Hartzell said she liked Quaglia's *My Voice* survey and suggested it be administered to all SUHSD students.

President Sarver admired the amount of thoughtful effort going into the running of Woodside High School and noted the evaluation process and improvement.

On a motion by Trustee Thomsen, seconded by Trustee Weiner, the Board of Trustees approved the Western Association of Schools and Colleges/Single Plan for Student Achievement (WASC/SPSA) report for Woodside High School.

Board of Trustees'/Supt's.
Comments, Agenda Setting &
Committee Reports

Superintendent Lianides advised he had met with the superintendents of Ravenswood City and Redwood City school districts and the Start-Up Education Coordinator, to discuss creating a version of the SUHSD Dashboard to reflect data of students previously enrolled in both elementary districts and include all current subgroups. The Dashboard will then be able to track student progress from elementary school through high school. Dr. Lianides said he also attended the CA Association for Bilingual Education (CABE) Conference, where English Learner teachers and administrators listened to a presentation by Laurie Olsen who works with Redwood City Elementary District English Learner students.

In response to a statement by President Sarver, Trustee Weiner advised that the subject of the Board Study Session on April 27 was to discuss student academic stress, and he requested that students be encouraged to attend the meeting.

President Sarver said he attended the San Mateo County Office of Education CTE Steering Committee, where there was a presentation by the Carlmont Biotech Institute. He also attended an event for Olin College of Engineering Alumni and Parents, where there was a presentation by Gil Pratt, a former Olin College Professor, former head of DARPA, and current CEO of the Toyota Research Institute; he discussed Autonomous Vehicle Development in the Bay Area and globally. Trustee Sarver is excited by the potential for improvements to transportation in our region, and for the possible engagement of students from our new Engineering Pathway Small High School.

Trustee Du Bois said she attended a San Mateo County School Boards Association meeting on Human Trafficking, and toured Menlo-Atherton. She is on the 2016 California School Boards Association Annual Conference Planning Committee, and sessions will include the subjects of Social-Emotional Learning, and Mental Health (Acknowledge Alliance will need a Board member on its panel).

Trustee Thomsen reported he and Trustee Jack met with the Redwood "2+2+2+1" Committee, where a member of the San Mateo Board of Supervisors spoke on Affordable Housing.

Adjourned meeting at 8:57 p.m.
to reconvene in Closed Session

The Board of Trustees adjourned its meeting at 8:57 p.m. to reconvene in Closed Session.

Closed Session adjourned at
9:15 p.m.

Closed Session adjourned at 9:15 p.m., no action was taken.

Respectfully submitted,

Alan Sarver, President

Chris Thomsen, Clerk