

**SAUSALITO MARIN CITY SCHOOL DISTRICT  
BOARD MEETING MINUTES  
September 13, 2016**

**ATTENDANCE**

Present: Caroline Van Alst, William Ziegler, Thomas Newmeyer, Ida Green

Absent: Joshua Barrow

Superintendent: Will McCoy

**OPEN SESSION**

The Board and Superintendent convened open session at 6:03 p.m.

**PLEDGE OF ALLEGIANCE**

Trustee Green led the pledge of allegiance.

**ORAL COMMUNICATIONS**

Dana Perez, a parent at Bayside MLK Jr. Academy, reported on the parent advisory Council meeting of August 26. Parents mentioned several positive aspects of the school: The school is close enough for children to walk; we no longer have an "Australia" (detention) room; the Principal interacts more with parents and the In Motion exercise program is going well. Parents were concerned that the school day is very long, science and math staffing is not in place and the policy for volunteering in the classroom is not clear. There is a sense among some parents that some of the teachers are not kind and do not model the behavior they would like to see in the children. They also said that funds should be spent on improving the acoustics in the multipurpose room; students cannot hear the teachers.

Ricardo Moncrief, director of the Marin City community organization ISOJI, said that several local government and other representatives had attended the last ISOJI meeting and he hoped that someone from the school district will attend the December meeting, when equity will be the main topic.

David Suto, a community member, asked where the notice of a hearing on sufficiency of instructional materials had been posted. He was informed that it was posted in the marquee outside the school, as well as at the district office. Some students said they did not have math books, he told the Board. He continued: the LCAP states that 7.5 FTE of teaching staff is a sufficient number for this and the next two years. How can this be enough for nine grade levels and how will we meet the goal of 70% proficiency with that staffing level? We had more staff before and our proficiency levels have dropped. The class schedule shows 7 and 8<sup>th</sup> grades have their math and science together. How will that work?

Debra Turner, a community member and volunteer, said she is also concerned about the LCAP. She said that earlier versions reflected the community's enthusiasm for a "community school" but this last iteration does not. I am concerned that employing the community resource person for one day a week reflects a disconnect between the idea of a community school and its execution, she told the Board.

Ellen Franz, a retired art teacher, said that she would like to congratulate the Board on adopting a resolution in support of the arts. She said that the room assigned to Art instruction does not have a sink or access to water. Please remember that we still have a lot of work to do here, she concluded.

Barbara Sapienza, a community member, said she had looked at staffing levels at Bayside MLK Jr. Academy and did not feel that they were adequate for the middle school grades. She said: These children do not have the teachers they need to prepare them for high school; I hope you will address that. They will grow up and go out in the world and we should be concerned, because their world is also ours.

Barbara Killey, a volunteer, said she wanted to congratulate the Board on adopting the Arts resolution but hoped that this is not merely rhetoric and that it reflects a real resolve to reverse the recent cuts. Our organization, the Center for Excellence, is ready to assist in that and offer both money and expertise, she said. She then asked several questions about staffing and the budget: Who are the multiple subject teachers mentioned in the declaration? What timeframe does the payment of \$12,600 to Youth in Arts cover? Is their contract open to the public? What is a pass through payment to Willow Creek Academy?

Fran Nelson, school librarian, said collaboration with the California Collaborative for Excellence in Education sounds like a positive step for us. She said that equity is a big concern in this district and urged the Board to approve the agreement with the California Collaborative for Educational Excellence.

Bettie Hodges, director of the organization Save a Generation, said: Since January, we have been involved in engaging parents and building relationships between parents, the district and the community. We were upset to learn that they had not been notified of the FCMAT meeting. I applaud the idea of collaboration with CCEE and hope that it is approved. But these initiatives only work when you have respect for parents and do not try to censor their voices. I am hopeful that this kind of omission will not be repeated by the new administration and that you will respect the voice of the Marin City children. This year school started with one full time teacher in middle school and a part-time math and science teacher and no textbooks. The LCAP that is up for approval has a provision for 7.5 FTE teachers – this is not an adequate number. I hope you can give the middle school the number of teachers it deserves.

Jennifer Adams, a parent of a third grader, said: I am looking for a different school for my son because I don't feel that the curriculum is up to par. I see a lot of kids failing when they leave here in the 8<sup>th</sup> grade. I am concerned that the only field trips last year were walks to the library. We need more books, more supplies and more field trips. I hear a lot about money. We have a beautiful building but we use space heaters to warm up the multi-purpose room. I have not seen the school nurse. If something happens to my child, will they have to call the fire department? I have heard that uniforms might be taken away and I am appalled.

Monique Douglas, a parent, said the Walking School Bus program is still not underway. The parent group that met every Tuesday has not reconvened this year; we would like to sit with administrators and discuss our concerns. Please give the parents a chance to facilitate it, she said.

Natasha Burton, a parent, said: I can't believe we are starting the school year with no books. She continued: I have been coming to board meetings for months, and I believe the leadership has failed these children. They should speak for all 500 children in the district. Their failure to do so creates a negative learning environment. This affects the overall functioning of the school. You see this in how teachers respond to kids. They seldom smile and they don't look like they want to be here. It appalls me to see that children here are not receiving an adequate education.

Peter Sapienza, a community member and volunteer, said: I have noted that at the same time that many services and teachers have been cut at Bayside MLK Jr. Academy, there are significant expenditures elsewhere, for example the disbursements to date on the bond measure. On the subject of your response to the FCAMT report, I am interested to know the cost of your legal response to defend your actions at the same time that we are cutting services.

Carol Thomas, a community member, said that she was speaking as a grandparent and advocate for families and students. She said that she has many concerns about school climate. She continued: Parental concerns are swept under the rug and not addressed. When we don't get any respect, the sentiment trickles down to our children. We are concerned about the emotional welfare of our children. There is no counselor to teach conflict resolution to our students. We need to institute a climate that teaches children about the importance of partnerships for emotional health. When it comes to handling bullying, we need unity between parents, teachers and administrators. We should not wait until we have a tragedy with some child attempting to take his life or going through a depression. We need to not blame- shame, let's get on one page and put our money in our education system.

Trustee Van Alst thanked all the parents for coming to the board meeting and speaking. Superintendent McCoy said these conversations must go on year- round: We have a long journey ahead as a school and I am certain that we can get there.

Damian Morgan, a community member, said this is not a Marin City vs. Sausalito or Willow Creek Academy vs. Bayside MLK Jr. Academy issue. It's about us, but we are tired of begging. It was said that the FCAMT meeting was purposely kept from the community. We want to trust you, but it is hard. We have been having these conversations for years and years. Will you do right by this community? Regarding the bond, I believe that the reason it did not go forward was that it was heavily weighted towards WCA and if it had gone through, it would be more proof of what has been happening for years.

Sonja Hanson, a community member, asked if members of the public can make comments on agenda items as they are discussed. Trustee Van Alst said that that once the public comment section is closed, no more comments may be made. Superintendent McCoy said the public has the opportunity to comment on any items listed in the agenda.

## **PUBLIC HEARINGS**

### **Public Hearing on District Proposal to Initiate Negotiations with the California School Employees Association Chapter 394**

Superintendent McCoy said that the letter from the district will begin the process of negotiation with the CSEA to determine issues of concern to classified employees.

### **Public Hearing on Sufficiency of Instructional Materials**

Superintendent McCoy said this is an annual hearing. This year, it appears that we have sufficient materials for our current enrollment. Unfortunately, not all the books have been distributed. This needs to happen by Monday. A parent asked if the Notice of Hearing can be posted in multiple languages. Superintendent McCoy said if 15% or more of our parents speak another language, we will translate the notice into that language to meet legal requirements.

## **REPORTS**

### **CSEA**

Julius Holtzclaw, vice president of the local chapter, said the union is excited to start negotiations. We represent the support personnel who work here; without this support, the school would not thrive. We see from the district letter to the union, that the administration is interested in the same negotiating items as the union. Superintendent McCoy said this was done in part to send the message that we hear you and we need to start by seeing eye-to-eye. The district is happy to address your issues and work together.

### **DIRECTOR OF MAINTENANCE**

Alan Rothkop said the heaters are working well in the multi-purpose room. The acoustics there are an ongoing problem and there is no easy solution. Trustee Ziegler said that the district had previously received an estimate of \$40K to ameliorate the problem.

Pigeons are a problem around the school entrance at Bayside MLK. A pest control company will be coming to inspect the area and propose some solutions. The building at 33 Buchanan has been demolished. The area will be fenced so it can be used as a play area for the kindergarteners.

### **PRINCIPAL**

Dr. Griffin said that Back-to-School night went very well last week, with many parents attending. Our enrollment is now up to 160. We have PE, music and drama in place. It's great to see these activities happening for our students.

Measures of Academic Progress Testing – Assistant Principal Beth Minor said that teachers have completed training for MAP testing. We are now getting the technology ready for the testing to take place and we hope to get the first round completed in October. This will give us a baseline of where the students are and allow us to compare their level of proficiency to their peers throughout the country.

We will test three times a year, so we can track the growth of our students and make sure we are teaching the essential skills that they need. In addition, teachers will get help with strategies on helping individual students.

Trustee Ziegler thanked Dr. Griffin and Ms. Minor for the details on the new assessment tools. Trustee Newmeyer said that he toured the classrooms last week and saw engaged teachers and students. It looked like a tremendous start of the year, he said.

Trustee Van Alst asked about counselors at Bayside MLK. Principal Griffin said that we have an MOU with the health clinic across the street for those services. Superintendent McCoy said that we are still trying to determine what has worked in the past and what has not. We need metrics to measure how and to what extent every program in the district works. We have to examine our budget and see what is effective. Our job is to make sure that teachers have the tools they need to help the children.

The Walking School Bus has not started because the stipends to the parents have not come through. Lewis Jordan of Marin Housing has said that funding will be provided, so it should start soon.

Regarding nursing services, Superintendent McCoy said the current contract is for 20 days per school year for mandated testing such as hearing checks. He said that in his previous district, office personnel were trained as EMTs so they could help injured children. We can explore those options, he said.

Trustee Van Alst asked about field trips. Dr. Griffin said that he is putting the agenda together for at least two field trips per grade for the year. Regarding the art room, he confirmed that the room that is being used does not have access to water, but the school is exploring the possibility of installing a faucet. Superintendent McCoy said that he is looking to educators to provide us with guidelines for an adequate arts curriculum. We plan to follow Dr. Carl Cohn's advice and integrate the arts in the curriculum, he said.

Superintendent McCoy continued: We have a math teacher for the middle school, Beth Minor. Whether teachers should have single or multiple subject credentials is a matter of opinion. Dr. Griffin explained that we now have a single subject credentialed science teacher who is teaching double periods. Superintendent McCoy said that he would have to observe the various classes to determine whether the instruction is good and sufficient.

Asked about the issue of bullying, Dr. Griffin said that it was news to him that students are being bullied. I have talked to every class about it and we want to make sure that we address the issue, he said. Superintendent McCoy then gave out his cell phone number and invited anyone with concerns to call him directly. He also explained that the warrant for \$12600 for Youth in Arts was a deposit. The full amount is \$25,200.

**Willow Creek Academy**

Assistant Head of School at WCA, Julius Cross, said teachers at the school are currently undergoing GLAD (Guided Language Acquisition Design) training. He reported that Jennifer Lawrence, a Math Specialist at Willow Creek Academy, was recently honored as a recipient of the prestigious Presidential Award for Excellence in Mathematics and Science Teaching. The feedback from parents at the start of the school year has been largely positive. Current enrollment stands at 399 students.

### **Superintendent**

Superintendent McCoy said celebrations are in order for several reasons: We had a strong start to the new school year, the group “Marin City Concerned Men” came to the first day of school, our numbers are growing at Bayside MLK Jr. Academy, and we have a dedicated team of hard-working teachers and staff.

### **District’s Response to the Fiscal Crisis & Management Team (FCMAT) Report**

Superintendent McCoy said that this report was commissioned by the Marin County Office of Education, released on August 10 and discussed at an MCOE meeting on August 31. He reported that an error amounting to \$350K was found in the report – this was shown as a district expense when in fact it was revenue from the State of California and payable to Willow Creek Academy. In addition, another \$100K identified as an expense had not been booked – this error does impact the calculations on the report and they have undertaken to rectify it.

He went on to say that the FCMAT report does not tell the whole story of this district. It shows our district in a poor light but it does not lay out all the financial facts. Context is important. When you talk about funding at the micro level but do not discuss the budget of the district - that is an inaccurate representation. It is only fair to consider all the facts. But we can’t let this report divide us. Instead, we should get everyone involved in the conversation. If our students were performing well, we would not be talking about the FCMAT report but about our students. That is where our conversation should be. We will work to improve academic outcomes for our children. There are more than 90 points in the report that need to be addressed. We will clarify the Memorandum of Understanding with WCA so that everyone has a complete picture of our relationship with the charter school. It is clear that this has become a point of argument for community. We will try to answer the question: Are we getting a good return on our investment? Right now our funding stands at \$16K per student at Bayside MLK and we are not achieving the outcomes we want for our pupils. Our staffing ratios are good: Administration is 1 to 100, certificated employees 1 to 18 and paraprofessionals 1 to 6. These are good numbers, but we are not utilizing them well. We will soon release a plan for the district that will include evaluation and professional development for everyone, including support staff and administration. We need to celebrate as well as brainstorm.

### **California School board Association Annual Educational Conference, San Francisco, December 1-3, 2016**

Superintendent McCoy encouraged board attendance at this conference.

### **Conflict of Interest**

Superintendent McCoy said a note has gone out to a member of the State government asking about conflict of interest with board members. We are seeking legal guidance in this matter, he said. If a board member makes decisions that are for his or her own benefit, it is considered a conflict of interest. That is a very serious charge. School board members across the nation advocate for things they believe in. Is that conflict of interest? No. We have no reason to believe that such a conflict exists in our district. We have to be aware of the ramifications of these accusations.

Trustee Green thanked the superintendent for his presentation, which she said was given with passion and honesty. Trustee Van Alst said: You have done an amazing job for the past three weeks. Trustee Newmeyer said that he appreciated Mr. McCoy's focus on results and the kids.

#### **English Learner Advisory Committee**

Principal Griffin reported that during the first ELAC meeting, one parent was concerned about extra academic support for her child in math. Others said that helping their children with homework is proving difficult. The absence of the Walking School Bus was another concern.

At 8:10 p.m., Trustee Van Alst said that the Board would take a short break. The Board reconvened the meeting at 8:18 p.m.

#### **Roll Call/ Ziegler/Newmeyer/4 Ayes, 0 Noes, 1 Absent to approve the following consent agenda items:**

Minutes of the July 25, August 2, 16, 25 and 31, 2016 Board Meetings

Payment of Warrants – Batches 4-10

#### **Resolution 735 – Agreement to Participate in a Pilot Program Administered by the California Collaborative for Educational Excellence**

Superintendent McCoy said that he appreciated the Board and public participation in the discussion around CCEE on August 31. He said that he strongly recommends approval of the resolution. Sujie Shin of CCEE said that her organization is thrilled to work with the district. Director Carl Cohn and Ms. Shin hope to be on campus for further observation next week.

**Roll Call/ Green/Newmeyer/4 Ayes, 0 Noes, 1 Absent to approve Resolution 735 – Agreement to Participate in a Pilot Program Administered by the California Collaborative for Educational Excellence**

#### **FINANCIAL & BUSINESS**

##### **Amended Local Control and Accountability Plan**

Superintendent McCoy said that there are no fiscal implications to any of the amendments, which further clarify who will benefit from our programs. There were roughly 25 items that needed clarification. Districts have to prove that they are allocating minimal percentages year over year to students in need. We also updated our staffing numbers.

Trustee Van Alst asked about addressing the issue of a community school. Superintendent McCoy said there were no changes made to that part of the LCAP. He said that his vision for Bayside MLK is that of a community school. We will start the engagement process with the community in the near future, he

said. Bettie Hodges, director of Save a Generation, asked when the community school coordinator would be hired. She went on: You believe that you can run a school that has nine grades with 7.5 FTE of teachers and still close the achievement gap? Superintendent McCoy said we have been focused on completing our roster of certificated positions. Once we have that in place, we will focus on the coordinator position.

**Newmeyer/Green/ 4 Ayes/ 0 Noes,/1 Absent to approve the Amended Local Control and Accountability Plan**

#### **2015-2016 District Budget Unaudited Actuals**

Paula Rigney gave a Power Point presentation of the budget. She said that the budget ended in the black with a \$203,000 surplus. This includes \$103K in restricted funds from Prop. 39. Our in lieu payments to Willow Creek Academy were slightly lower because of their lower ADA. Salaries and benefits were \$33K less than budgeted and the special education encroachment was less reduced by \$179K because some students who were attending Non Public schools left during the year.

**Newmeyer/Ziegler/ 4 Ayes/0 Noes/1 Absent to approve the 2015-2016 District Budget Unaudited Actuals**

#### **Resolution 738 - 2016-2017 "GANN" Limit**

Paula Rigney explained that this resolution serves to ensure that the budget is being spent appropriately and proportionally.

**Roll Call /Ziegler/Newmeyer/4 Ayes, 0 Noes, 1 absent to approve Resolution 738 - 2016-2017 "GANN" Limit**

#### **CURRICULUM AND INSTRUCTION**

##### **Resolution 736 – Sufficiency of Instructional Materials**

**Roll Call/ Newmeyer/Ziegler/4 Ayes/0 Noes/1 Absent to approve Resolution 736 – Sufficiency of Instructional Materials**

##### **Declaration of Need for Fully Qualified Educators**

Superintendent McCoy said this is another annual item that like the GANN limit, must be brought to the Board every year. It states that the district will make every effort to recruit and retain fully qualified teachers.

**Newmeyer/Green/All to approve the Declaration of Need for Fully Qualified Educators**

##### **Resolution 737 – Arts Education**

Action on this resolution was moved to the next meeting.

#### **FUTURE MEETING**

##### **Change of October and November Board Meeting Dates**

The Board changed the October Board Meeting date to the 13<sup>th</sup>, to avoid a conflict with the Jewish Holidays.



The November board meeting date was moved from the 8<sup>th</sup> to the 15<sup>th</sup> to avoid a conflict with Election Day.

**Newmeyer/Ziegler/All to approve the Change of the October and November Board Meeting Dates**

**CSBA Board governance Workshop, October 26, 2016, Presenter/Facilitator: Peter Fagen**

Superintendent McCoy said that in an effort to work with the Board and help to better define its role, he has asked Mr. Fagen of Fagen, Friedman & Fulfroost to conduct a governance workshop.


**BOARD COMMENTS**

Trustee Van Alst said she was happy to see the many parents who came and conducted a robust discussion of the issues. This has allowed the Board to address their concerns directly, she said. Trustee Green said that she appreciated the public comment about joining the two communities of Bayside MLK Jr. Academy and Willow Creek into one at-large community. Trustee Newmeyer said that he liked the fact that parents were able to ask questions and have superintendent McCoy and other administrators answer them directly. Things can always improve, he said, but we should remember that this is a warm and welcoming place. Trustee Van Alst said that she appreciated hearing the public comments at the beginning of the board meeting but would like to hear what others think of the new format.

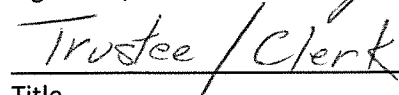
Superintendent McCoy said that it would be good to have a bulletin board for parents to see a list of their current questions and how administrators plan to address those concerns. Trustee Van Alst said a list of Frequently Asked Questions would be helpful.

**ADJOURNMENT**

**Ziegler/Newmeyer/All to adjourn the meeting at 9:06 p.m.**

 10/13/16

Signature/Date



Title