

**APPROVED MINUTES
ALUM ROCK ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue
San Jose, CA 95127**

**MINUTES OF A SPECIAL MEETING AND NOTICE OF VACANCY,
BOARD OF TRUSTEES
of the Alum Rock Union School District
Held on Monday, February 6, 2019, 6:30 p.m. at the Alum Rock Union School
District Office Board Room, 2930 Gay Avenue, San Jose, CA 95127
Meeting #09-18/19**

1. OPEN SESSION

1.01 Call to Order / Roll Call

President Linda Chavez welcomed everyone in the audience. President Linda Chavez called the Board Meeting to order at 6:30 p.m. followed by Roll Call and the Pledge of Allegiance.

Board Members Present:

Linda Chavez	President
Ernesto Bejarano	Vice-President
Dolores Marquez-Frausto	Clerk
Andrés Quintero	Member

Board Member Vacant Seat

Administrative and Support Staff Members Present:

Dr. Hilaria Bauer	Superintendent
Rene Sanchez	Assistant Superintendent, Instructional Services
Jess Serna	Interim Assistant Superintendent, Human Resources
Kolvira Chheng	Assistant Superintendent, Business Services
Marie Sanchez	Sr. Executive Assistant, Superintendent's Office
Angel Rodriguez	Executive Assistant/Communications Support, Superintendent's Office

1. OPEN SESSION *(continued)*

1.01 Call to Order / Roll Call

President Linda Chavez reads the agenda out loud to the audience.

2. PUBLIC MEMBERS WHO WISH TO ADDRESS THE BOARD

2.01 Requests to Address the Board

President Linda Chavez informs the public that comments will be limited to only 2 minutes per individual because ample time was given to the public on the business at hand on Monday, February 4, 2019.

Public Comments:

- 1) Brian Wheatley – Community member and president of the Teacher’s Association, congratulated the new board members. He reported that he sits as a trustee at San Jose Unified School District and recently had to also appoint and fill a vacant seat at his district. Unfortunately, his board did not include community input which would have been nice. Lastly, he stated that he was here to support Candidate Ray Mueller.
- 2) Randy Barber – Band teacher at Fischer Middle, congratulated the new board and thanked the Superintendent for her support and hard work. He addressed the board and asked that they consider Candidate Ray Mueller to fill the vacant seat.
- 3) Mark Murray – Representative from Peace Officers Association, spoke in support of Candidate Corina Herrera-Loera. He gave some highlights of her work ethics.
- 4) Mimi Hernandez – Representative from RISE Alum Rock Organization, spoke on behalf of Candidate Corina Herrera-Loera.
- 5) Female speaker (no name given) – Speaker spoke on behalf of Corina Herrera-Loera and gave some highlights.
- 6) Joel Ruelas – Community member, spoke on behalf of Corina Herrera-Loera and gave some highlights.
- 7) Male speaker (no name given) – Community member, spoke on behalf of Corina Herrera-Loera and gave some highlights.
- 8) Dilza Gonzalez – Community member, addressed the board and stated that they have the opportunity to select the right person. The community wants a person that will represent them. She read her comments from her notes to the audience.
- 9) Maria Martinez – Community member, continued to read notes from the previous speaker.
- 10) Victor Vasquez – Community member, continued to read notes from the previous speaker.
- 11) Flor DeLeon – Community member, commented she was happy to know that some of the candidates were from our own parents. We need to support public education and not the charters.

2. PUBLIC MEMBERS WHO WISH TO ADDRESS THE BOARD

2.01 Requests to Address the Board

- 12) Gerardo Loera – Husband to Candidate Corina Herrera-Loera, has a family of 5 children, spoke in support of Candidate Corina Herrera-Loera.
- 13) Esperanza Alejandres – Renaissance Academy at Mathson student, commented that we need someone that understands our culture.
- 14) Reverend Moore – President, San Jose Silicon Valley, spoke on behalf of Candidate Corina Herrera-Loera and gave some highlights.

Public comments closed at 6:50 p.m.

President Linda Chavez introduced Candidate Dr. Adriana Ayala since she was absent on Monday, February 4, 2019, when all the other 7 candidates had been introduced.

Candidate Dr. Adriana Ayala – Introduced herself and stated that she has worked as an educator for approximately 20 years. She is a mother of 2 elementary children who believes in shared leadership, participatory governance, learning communities, fostering innovation, and systemic implementation of vision, values, and mission.

3. SUPERINTENDENT / BOARD BUSINESS

3.01 Interview of Candidates

Interim Assistant Superintendent Jess Serna, explained to the Board the ranking system that would be used to interview the candidates and gave examples. He stated that he would be their facilitator and would guide them to the best of his ability. He urged the Board to take good notes on each of the applicants; however, to be aware that their notes could be subject to Public Records Request.

Attorney Manuel Martinez also emphasized that the Board keep their notes very professional. Their notes were only a tool to help them to remember and to focus on their thoughts.

Interim Assistant Superintendent Jess Serna explained the process and gave the Board instructions:

- Each applicant would have 4 minutes to answer 8 questions
- Each board member had submitted 2 questions
- Time would be kept on the screen-when the 4 minutes are up, the interview will end (regardless of if the applicant was able to answer all 8 questions within the 4 minutes time limit)

3. SUPERINTENDENT / BOARD BUSINESS *(continued)*

3.01 Interview of Candidates

- The order of the applicant interviews would be determined by random order, names would be drawn to determine the order
- Applicants not being interviewed would wait in Conference Room 2 until called
- Applicants would be rated using a forced ranking system which was described
- The Board would rank the applicants using the forced ranking system and determine the top 3 finalists (majority decision)
- Those applicants not selected as one of the top 3 finalist could choose to leave or remain
- The 3 finalists would be asked a set of scenarios
- The 3 finalists would have 5 minutes to answer each scenario
- The finalist who are not being interviewed would wait in Conference Room 2 until called
- The Board would rank the 3 finalists utilizing the forced ranking grid, and determine the applicant that would fill the vacant board seat (majority decision)

The candidates were selected randomly by a student in the audience and were interviewed in the following order:

- 1) Dr. Adriana Ayala
- 2) Mrs. Corina Herrera-Loera
- 3) Mr. Richard Chesney Keller, Jr.
- 4) Mr. Juan M. Quinones
- 5) Ms. Jamil Carter
- 6) Mr. Ray Mueller
- 7) Ms. Brenda Zendejas
- 8) Mr. Roberto Carlos Alvarez

At this time, the interview process began and each candidate had their opportunity to answer the 8 questions to the best of their ability.

Attorney Manuel Martinez answered questions and clarified concerns from the Board throughout the interview session when needed.

After the interviews were completed, Interim Assistant Superintendent Jess Serna recommended to the Board that they carefully read and refer to their notes before ranking each candidate.

3. SUPERINTENDENT / BOARD BUSINESS (continued)

3.02 Selection of the Semi-Finalist (3)

Final Ranking from the Board for all 8 applicants

President Linda Chavez

#1	#2	#3	#4	#5	#6	#7	#8
Zendejas	Keller	Alvarez	Carter	Quinones	Ayala	Herrera-Loera	Mueller

Vice-President Ernesto Bejarano

#1	#2	#3	#4	#5	#6	#7	#8
Herrera-Loera	Quinones	Mueller	Carter	Alvarez	Zendejas	Ayala	Keller

Clerk Dolores Marquez-Frausto

#1	#2	#3	#4	#5	#6	#7	#8
Zendejas	Carter	Herrera-Loera	Quinones	Ayala	Alvarez	Keller	Mueller

Member Andrés Quintero

#1	#2	#3	#4	#5	#6	#7	#8
Quinones	Mueller	Herrera-Loera	Ayala	Carter	Keller	Zendejas	Alvarez

Interim Assistant Superintendent Jess Serna individually confirmed with all the Board members that his reporting of the ranking order was reported and recorded accurately on the whiteboard.

Vice-President Ernesto Bejarano proposed to his colleagues that they use a numeric score and assign a point value, add the numbers and the candidate with the highest score would be the finalist.

After some dialogue and clarifications with Interim Assistant Superintendent Jess Serna and Attorney Manuel Martinez, the Board was in consensus to use this proposed numeric score system.

The 8 numeric point values would be as follows:

#1 = 8	#5 = 4
#2 = 7	#6 = 3
#3 = 6	#7 = 2
#4 = 5	#8 = 1

3. SUPERINTENDENT / BOARD BUSINESS *(continued)*

3.02 Selection of the Semi-Finalist (3)

Final Score Tally from the Board for the top 3 finalists

Zendejas	Keller	Alvarez	Carter	Quinones	Ayala	Herrera-Loera	Mueller
8	7	6	5	4	3	2	1
3	1	4	5	7	2	8	6
8	2	3	7	5	4	6	1
2	3	1	4	8	5	6	7
21	13	14	21	24	14	22	15

There was consensus from the Board to hear and interview the 4th finalist in order to break the tie (Zendejas and Carter with a score of 21).

The 4 finalists were selected randomly by a student in the audience and were interviewed in the following order:

- 1) Brenda Zendejas
- 2) Corina Herrera-Loera
- 3) Juan Quinones
- 4) Jamil Carter

The Board gave the following scenarios to each finalist and continued to interview them:

- Scenario 1: Budget
- Scenario 2: Personnel
- Scenario 3: Charters

The Board adjourned for a short recess at 9:42 p.m.

The Board reconvenes to the board meeting at 9:47 p.m.

Interim Assistant Superintendent Jess Serna commends the Board and the community for their participation in this process.

After some dialogue and clarifications with Interim Assistant Superintendent Jess Serna and Attorney Manuel Martinez, the Board was in consensus to use the proposed system for the final selection.

3. SUPERINTENDENT / BOARD BUSINESS (continued)

3.02 Selection of the Semi-Finalists

The 4 numeric point values would be as follows:

#1 = 4
#2 = 3
#3 = 2
#4 = 1

Final Ranking from the Board for the 4 Finalists

President Linda Chavez

#1	#2	#3	#4
Zendejas	Carter	Herrera-Loera	Quinones

Vice-President Ernesto Bejarano

#1	#2	#3	#4
Herrera-Loera	Quinones	Carter	Zendejas

Clerk Dolores Marquez-Frausto

#1	#2	#3	#4
Zendejas	Carter	Quinones	Herrera-Loera

Member Andrés Quintero

#1	#2	#3	#4
Herrera-Loera	Quinones	Carter	Zendejas

3.03 Selection of the Finalist

Final Score Tally for the Finalist

Zendejas	Carter	Herrera-Loera	Quinones
4	3	2	1
1	2	4	3
1	2	4	3
4	3	1	2
10	10	11	9

MOTION #09-01 by Member Andrés Quintero to appoint Candidate Corina Herrera-Loera to fill the vacant seat on this Board as the provisional member. MOTION #09-01 was seconded by Vice-President Ernesto Bejarano.

3. SUPERINTENDENT / BOARD BUSINESS *(continued)*

3.03 Selection of the Finalist

The Board had lengthy dialogue on this motion since Candidates Zendejas and Carter came in with a tie vote of 10.

A FRIENDLY AMENDMENT TO MOTION #09-01 by Vice-President Ernesto Bejarano to accept the appointment of Corina Herrera-Loera, the top vote-getter for the provisional seat, based on the process that we agreed upon as a team in terms of scoring and ranking them throughout this meeting and this process. Member Andrés Quintero accepted this FRIENDLY AMENDMENT to his original MOTION.

MOTION #09-01 carried with a vote of 2 in favor (Vice-President Ernesto Bejarano and Member Andrés Quintero); 2 in opposition (President Linda Chavez and Clerk Dolores Marquez-Frausto); no absent; 1 vacant seat; and no abstention.

The Board had additional dialogue on the **FRIENDLY AMENDMENT**. Clerk Dolores Marquez-Frausto and President Linda Chavez shared some of their concerns with regards to Candidate Corina Herrera-Loera.

Vice-President Ernesto Bejarano commented that he appreciated the passion that Clerk Dolores Marquez-Frausto projected; however, what happened to the process that the Board agreed to as a team at the beginning of the meeting? He commented that the district needs to continue to be fiscally responsible and a special election was unnecessary.

Member Andrés Quintero commented that the Board was elected to put the students and community first, and spending dollars on an unnecessary election was the wrong way to go. He encourages the Board to move forward as a team.

Clerk Dolores Marquez-Frausto commented to the audience not to worry about the cost of an election since administration was taking unnecessary travel expenses and was not too worried about the cost.

President Linda Chavez commented that she would be reconsidering her vote because a special election would be too expensive and she was thinking and putting the students first.

At this time, after having additional dialogue, the Board reconsidered and re-took the vote.

MOTION #09-01 carried with a vote of 3 in favor (President Linda Chavez, Vice-President Ernesto Bejarano, and Member Andrés Quintero); no opposition; 1 absent (Clerk Dolores Marquez-Frausto left the board meeting at 10:20 p.m. and did not vote); 1 vacant seat; and no abstention.

3. SUPERINTENDENT / BOARD BUSINESS *(continued)*

3.03 Selection of the Finalist

Member Andrés Quintero gave thanks to all the candidates for participating in the interview process.

President Linda Chavez also gave thanks to all the candidates, and stated there were many good candidates in the pool!

4. ADJOURNMENT

4.01 President Adjourns the Meeting

President Linda Chavez adjourned the meeting at 10:27 p.m.

Respectfully submitted,



Dolores Marquez-Frausto
Board Clerk