ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

BOARD OF TRUSTEES

Special Board Meeting

January 7, 2021

Thursday, January 7, 2021
SPECIAL BOARD MEETING NOTICE AND AGENDA

Type: SPECIAL BOARD MEETING NOTICE AND AGENDA
Time: 5:30 PM
Code: SPECIAL BOARD MEETING, #12-20/21

PURSUANT TO GOVERNOR GAVIN NEWSON'S EXECUTIVE ORDERS NOS. N-29-20 AND N-33-20, AND IN ORDER TO NOT PREVENT, HINDER, OR DELAY APPROPRIATE ACTIONS TO PREVENT AND MITIGATE THE EFFECTS OF THE COVID-19 PANDEMIC, THE January 07, 2021, SPECIAL BOARD MEETING OF THE BOARD OF TRUSTEES WILL BE CONDUCTED EXCLUSIVELY VIA CONFERENCE TELEPHONE AND THROUGH "ZOOM" VIDEO CONFERENCING. THE DISTRICT OFFICE AND BOARD ROOM WILL NOT BE OPEN AND AVAILABLE FOR THE PUBLIC TO ATTEND AND PARTICIPATE IN THE BOARD MEETING AT THE DISTRICT OFFICE. MEMBERS OF THE PUBLIC MAY PARTICIPATE AND COMMENT IN OPEN SESSION THROUGH THE FOLLOWING MEANS:
1. Zoom - Live Board Meeting and use "Raise Hand" function to request opportunity to make a comments.
2. THE ZOOM MEETING CAN BE ACCESSED AS FOLLOWS:
Join Zoom Meeting https://zoom.us/j/83060334503
One tap mobile
+4086380968, Meeting ID:83060334503# US (San Jose)
+16699006833, Meeting ID:83060334503# US (San Jose)
Zoom Spanish Interpretation available- Zoom Instructions link www.arusd.org/zoomesp. If you call in you will not be able to access this function.
THE MEETING MAY ALSO BE VIEWED THROUGH LIVE STREAM AS FOLLOWS:
1. Live stream Youtube English Channel "AlumRock TV"
https://www.arusd.org/alumrocktv

In compliance with the Americans with Disabilities Act and Executive Order N-29-20, if you need Special Assistance, Disability-Related modifications or accommodation, including auxiliary aids or services, in order to participate in the Special Board Meeting Agenda of the Board of Trustees, please contact the office of the District Superintendent at (408) 928-6822 or by email at maribel.carrillo@arusd.org immediately and the district will make reasonable arrangements to ensure accommodation and electronic accessibility to this meeting.

1. OPEN SESSION - CALL TO ORDER AND ROLL CALL

1.01 CALL TO ORDER /ROLL CALL/ Pledge of Allegiance -- Board President Corina Herrera-Loera.

2. CLOSED SESSION

2.01 ANNOUNCEMENT AND PUBLIC COMMENTS REGARDING ITEMS TO BE DISCUSSED IN CLOSED SESSION (Government Code Section 54957.7).

2.02 RECESS TO CLOSED SESSION: The Board will recess to Closed Session at approximately 5:35 p.m. Open Session will resume at conclusion of Closed Session at 6:00 p.m.

2.03 CONFERENCE WITH LABOR NEGOTIATORS, EMPLOYEE ORGANIZATION: AREA (Alum Rock Educators Association); District Negotiators: (1) Hilaria Bauer, Ph.D., Superintendent; (2) Carlos Moran, Assistant Superintendent, Human Resources and (3) Jess Serna, Lead Negotiator.

3. PUBLIC MEMBERS WHO WISH TO ADDRESS THE BOARD

3.01 REQUESTS TO ADDRESS THE BOARD. Requests to address the Board provides members of the public an opportunity to speak to the Board. Any person may address the Board on any item on the special meeting agenda.

4. SUPERINTENDENT / BOARD BUSINESS

4.01 DISCUSSION/ACTION: Interview of Candidates for Provisional Appointment and Selection of Provisional Appointment to the Board of Trustees.

5. REPORT OUT CLOSED SESSION

5.01 Report out of Closed Session actions (if any).

6. ADJOURNMENT

6.01 Board President Adjourns the Meeting.

4.01

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue
San José, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION – BOARD OF EDUCATION

To the Board of Trustees:

Subject: The Board has received the attached two applications by January 4, 2021, due date.

Discussion/Action

Submitted by: Hilaria Bauer, Ph.D. Title: Superintendent

To the Board of Trustees: Meeting: January 7, 2021
Special Board Meeting

Discussion/Action

4.01
Agenda Placement

Hilaria Bauer, Ph.D., Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

GENERAL APPLICATION FOR PROVISIONAL APPOINTMENT*

Please PRINT or TYPE in your responses.

1. Applicant's Name (as used for voter registration purposes):

   Minh Xuan Pham

2. Residential Address (street, apt.#, city, and zip code):

   _____

3. Are you of 18 years of age or older? (circle one) (Yes)/No
4. Are you a citizen of the State of California? (circle one) (Yes)/No
5. Are you a resident of the District? (circle one) (Yes)/No
6. Are you registered voter in the District? (circle one) (Yes)/No
7. Do you currently serve as an elected or appointed public official for a state or local agency? (If your answer is "YES", check the appropriate box and fill in the blanks).

   [ ] YES, I hold the position of _____

   for the _____

   [X] NO, I do not currently serve as an elected or appointed public official for a state or local agency.

I verify that I am the above-referenced individual for consideration by the Board of Trustees for a provisional appointment to the Board of Trustees. I have carefully read the information and questions above and I verify that I have provided true and correct information in response thereto and that I am eligible and qualified for appointment to the Board of Trustees.

Date: 12/14/2020 Signature: _____

(Write Name: Minh Pham)

* This signed and completed application must be submitted no later than 12:00 p.m. (California time) on January 4, 2021, along with your signed Letter of Interest stating your qualifications and why you would like to serve on the Board of Trustees, and no more than three (3) Letters of Recommendations, and your written responses to the Board's Questions for the Applicants. (The Board's Questions for the Applicants will be posted on the District's website at https://www.arusd.org/ beginning December 18, 2020, at 3:00 p.m.)

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

2930 Gay Avenue, San José, CA 95127 · Phone: 408-928-6800 · Fax: 408-928-6416 · www.arusd.org

APPLICATION FOR PROVISIONAL APPOINTMENT TO THE BOARD OF TRUSTEES (*Education Code 35107*)

Under California Law and the District's Board Bylaw 9220, an individual who is elected or appointed to serve on the Board of Trustees for the Alum Rock Union Elementary School District ("District") must be qualified. The qualifications for office are set forth in the attached Board Bylaw 9220 which provides in part:

> "Board Member Qualifications
>
> Any person is eligible to be a member of the Governing Board, without further qualifications, if he/she is 18 years of age or older, a citizen of California, a resident of the school district, a registered voter and not legally disqualified from holding civil office. Any person who has been convicted of a felony involving the giving, accepting, or offering of a bribe, embezzlement or theft of public funds, extortion, perjury, or conspiracy to commit any such crime, under California law or the law of another state, the United States of America, or another country, is not eligible to be a candidate for office or elected as a Board member except when he/she has been granted a pardon in accordance with law. (Education Code 35107; Elections Code 20)
>
> A district employee elected to the Board shall resign his/her employment before being sworn in or shall have his/her employment automatically terminated upon being sworn into office. (Education Code 35107)"

Interested and qualified candidates for appointment to the Board of Trustees must submit all of the following completed materials to the Board of Trustees no later than 12:00 p.m. (California time) on January 4, 2021, at the location specified below:

1. This completed and signed Application;
2. A signed Letter of Interest stating your qualifications and why you would like to serve on the Board of Trustees;
3. No more than three (3) Letters of Recommendation; and
4. Your written responses to the Board's Questions for the Applicants. The Board's Questions for the Applicants will be posted on the District's website at https://www.arusd.org/ beginning December 18, 2020, at 3:00 p.m.

All of the above materials must be submitted in a sealed envelope labeled and addressed as follows:

"APPLICATION FOR PROVISIONAL APPOINTMENT TO THE BOARD OF TRUSTEES
Alum Rock Union Elementary School District, c/o Superintendent Hilaria Bauer, Ph.D.
2930 Gay Avenue, San Jose, CA 95127"

All of the application materials must be received by the District at the above location no later than 12:00 p.m. (California time) on January 4, 2021.

December 14, 2020

Board of Trustees
Alum Rock Union Elementary School District
2930 Gay Avenue
San Jose, CA 95127

Honorable Members of the Board:

As a graduate of Alum Rock School District (and Independence High School) as well as a life-long resident of the District interested in giving back, I was asked by members of the local educational community to consider applying for appointment to the vacancy on the Board of Trustees. I am very interested in the position and I respectfully ask you to consider my qualifications.

My commitment to Alum Rock runs deep. Currently, I serve as Vice-Chair of the Citizens' Bond Oversight Committee. As a member of that volunteer body since 2017, I have worked with fellow members of the Committee to get a lot of important work done to help ensure that Alum Rock bond funds are used to build great facilities for our students. Though it was a process that took much time and effort, I was able to get the following done in collaboration with my colleagues:

- Closer scrutiny of bond expenditures and contractors.
- Developed and drafted the oversight questions in the Committee's response to the annual external bond audit.
- Drafted the Committee's response to bond audit as part of that body's overall annual report.
- Helped pushed to start and maintain annual school site visits to verify completion of bond construction work and to catalog future needs.
- Worked with Committee members and District staff to help successfully resolve the internal control and financial reporting issues in the 2018-2019 fiscal year audit.

Furthermore, in my current position as a member and Vice-Chair of the Santa Clara Valley Open Space Authority's Citizens' Advisory Committee, and my past work in the Office of Assemblymember Nora Campos I was able to work to get the following resources for Alum Rock students:

- Helped advocate and secure an Open Space Authority $25,000 grant to Joseph George Middle School for a student garden for the 2016-2017 school year.
- Connected Alum Rock fourth-grade students with free transportation to the Open Space Authority's 2016 Family Harvest Feast at the Coyote Valley Open Space Preserve.
- Expedited a successful emergency teacher credentialing appeal to the California Education Department to help fill teacher vacancies at Adelante Academy in the 2014-2015 school year.

Adding to my community work in support of Alum Rock, my professional experience in higher education across two California State University campuses would provide the board a valuable perspective into how best to pursue a school-to-career and school-to-college curriculum to create good programs that will help make Alum Rock Schools the place where our community wants to send their children. That's why I'm proud to have the support of local leaders such as Board President Lan Nguyen and the retired Grant Programs Director Ramon Martinez of the East Side Union High School District, along with Santa Clara Valley Open Space Authority Director Mike Potter.

These are challenging times for Alum Rock. I would like to take my experience to offer a forward-thinking approach to bring the District together to get us through the present COVID-induced crisis and get the District on the right track in the recovery process. At the end of the day, I want to focus on what Alum Rock has been doing for over ninety years, ensuring that our children are better off educationally at the end of the day, while preserving our commitments to the families we serve, the teachers who staff our classrooms, and the support staff who make our school facilities work every day.

I would value the opportunity to serve on the Board of Trustees of the Alum Rock Union Elementary School District. I look forward to discussing my qualifications as they relate to this position.

Thank you for your time and consideration.

Sincerely,

Minh Pham

December 13, 2020

Dr. Hilaria Bauer, Superintendent
Alum Rock Union Elementary School District
2930 Gay Avenue
San Jose, CA 95127

Greetings Superintendent Bauer,

I am writing to support Mr. Minh Pham for appointment to the Alum Rock Union Elementary School District (ARUESD) Board of Trustees.

I encouraged him to apply for the ARUESD Board since I understand that a Vietnamese speaking candidate won the recent election for the position and then chose not to accept the position. Alum Rock is fortunate to have several skilled candidates who are interested in the position, but I think the large Vietnamese Community in the district needs a voice on the school board. Mr. Pham is an advocate for high quality instruction for ALL students and I know he will be a great asset to your existing executive leadership team.

I have known him since 2005 when he served as a Volunteer Intern in the District Office of California Assembly Member Joe Coto where I served as a staff member. At that time, he was a high achieving graduate from Independence High School who was skilled in math, science and technology. He has always been interested and involved in efforts to improve the resources for staff and ALL students in public schools. He has always advocated for rich instructional programs to insure solid preparation for school success in elementary to high school levels.

He currently serves on the Alum Rock Citizens Bond Oversight Committee to insure the staff, students and the community have the facilities they need. He invited me and other community members to tour the Alum Rock school campuses to ensure that we understand the facility needs of the school staff and students and to insure public support for school bonds and other funding. Teachers and staff in low-income schools face many challenges and I have often heard him say that providing solid language arts, math and science instruction for ALL students - every single school day- must be the districts priority. In these days, when we sometimes fall into despair about the needs of our students and "ain't it awful", Mr. Pham is a refreshing voice that encourages us to focus on "let's provide the students with great learning every day"!

I agree with his belief that we must continue to increase our knowledge about culturally appropriate teaching practices and methods, and I also agree in his belief that quality instruction is the goal of these efforts. I know these beliefs are consistent with the broader efforts of your school board and administrative team.

I highly recommend him to a position on the Alum Rock Union Elementary School District Board of Trustees. Please contact me if I can be of further support.

Thank You,

Ramon J. Martinez

Ramon J. Martinez Ph.D.
Lifelong Local Educator
Alum Rock Property Owner and Taxpayer

CC:
Honorable Ernesto Bejarano
ARUESD Board President

December 22, 2020

Board of Trustees
Alum Rock Union School District
2930 Gay Avenue
San Jose, CA 95127

Dear Esteem Members of the Board,

I am writing to support Minh Pham for appointment to the Board of Trustees of Alum Rock Union School District (ARUSD).

Minh was a graduate from both the Alum Rock Union School District and East Side Union High School District. From there, he went on to college at University of California, Davis and then Stanford University, where earned a master's degree in education with an emphasis in Policy, Organization, and Leadership. Minh is an advocate for high quality instruction for ALL students. He believes that rich instructional programs prepare for school success from elementary to high school levels. With his strong educational background, he will serve as a good model for our students.

Minh currently serves as the Vice-Chair of the Alum Rock Citizens' Bond Oversight Committee (CBOC). As you may already know, the CBOC provides a lot of hard work, though under-recognized and under-appreciated, to ensure District being good stewardship to its voters and the community. Being on the Citizen Bond Oversight Committee, Minh also works to ensure the staff, students and the community have the facilities that they need.

Minh is an active community member and leader. There is a significant number Vietnamese families and students that reside in the Alum Rock community. They are an important constituent of the Board and one of major stakeholders of the District. These families face many difficulties including low socio-economic and language barrier. There is not any visible community leader for them to go for help. Fortunately, they see Minh as someone that they could go to for resources and guidance. I sincerely believe that Minh will an asset to the Board in making a bridge with the Vietnamese community.

I highly recommend him to a position on the Alum Rock Union Elementary School District Board of Trustees. Please feel free to contact me if I can be any support.

Sincerely,

Lan Nguyen
Board President
East Side Union High School District

12/26/2020

ARUESD Board of Trustees
Gay Avenue
San Jose, CA. 95127

Madame President, Trustees, Quintero, Chavez and Bejerano,

I am writing in support for C.B.O.C member and Alum Rock alumnus Minh Pham who has applied to take part in the appointment process to replace Scott Pham as a trustee on this body.

Having been the next highest vote-getter in the 2018 election and not been appointed when there was a seat vacated in December, I am best qualified to understand the community's desire to see Brenda Zendejas appointed. However I also know, and so does she, that this is not the case, regardless of this bizarre situation where the second place candidate didn't accept.

Minh Pham is a volunteer member of the ARUESD CBOC, he worked with Assemblymember Joe Coto and Dr. Ramon Martinez as an intern, a legislative aide to Assemblymember Nora Campos, alongside Trustee Andres Quintero in Sacramento. He has considerable government and Alum Rock experience.

In addition to that he reached out to me prior to coming onto the CBOC when I first announced my run for trustee. I learned that he has such insight into what's already happened there even before the "Alum Rock 3" had the chance to make their footprint. We have become friends over these last couple years.

On the CBOC, his questions are always a little different than the ones everyone else is thinking about, due to the insight that he possesses. But they are always piercing and relevant! As a member of the Citizens' Bond Oversight Committee when I was still Chair, he worked to successfully guide the response and helped our committee better understand much of the reporting and annual audit of bond funds. His working knowledge of government, and fiscal rules, laws and guidelines as well has his historical perspective made the committee so much more effective.

Due to his experience in government, and at ARUSD as a volunteer member of the CBOC, his status as an alumni of the district and East Side Union High School District, and finally the fact that he works as a Freshman Admissions Counselor at California State University-East Bay, he is an ideal candidate who will bring a complimentary viewpoint to the existing executive leadership.

Finally, the voters did in fact ask for a Vietnamese voice on this board and as you know there hasn't been a qualified Vietnamese trustee in 10 years if ever. With this board actually discussing things like a Vietnamese dual immersion academy, it is unthinkable that our second largest non-English student group is not represented.

Thank you for your time. I hope you will all consider Minh your best choice and if you have any questions for me about why I support him, please do not hesitate to reach out. I am available at your convenience.

Sincerely,

Raymond Mueller
408-540-9215

Responses to Questions Posed By the Board of Trustees

1. What experience do you have with our ARUSD community? (With staff, parents, boards, elected officials, ARUSD meetings attended) in the 18 months. What will you do to improve the relationship with the various members of the ARUSD community to ensure equitable input in decision making? Can you give us an example?

As an alumni, resident, and former legislative aide for the Assembly District that represents Alum Rock, I have had plenty of experience with the Alum Rock School District community. From my perspective, what I would to improve the relationships with the various members of the Alum Rock community to ensure equitable decision making is to be accessible, keep an open mind, engage the community, and strive to keep the lines of communication open with community members.

Perhaps the best example I can provide is through my service on the Citizens' Bond Oversight Committee (CBOC) for over three years. In this role, I have interacted with the professional staff of the District, concerned parents, members of the Board, and other elected officials in the region to identify, work through, and push for the resolution of the issues of financial oversight and internal controls over the bond funds. It was a multi-year process where moments got heated in the hard work of working through the audit issues in the past years and seeing through it get resolved in this year's CBOC annual report. I drew on my past work as a legislative aide to take an inclusive approach. As a member and now Vice-Chair, I listened to concerns from other members, concerned residents who attended the meetings, Board members with differing opinions, the professional candor of the District staff, and the questions raised by regional elected officials, to determine the questions I asked the District staff and the former bond construction management contractor in CBOC meetings.

After eliciting answers, I willingly took the lead in drafting the CBOC audit response with the full support of my colleagues. Using my familiarity of the financial reports and I drafted the initial questions and response and submitted it for review to the rest of the CBOC to get feedback to refine the inquiries, ensure that all members' concerns were included, and to spot issues that I may have missed initially. After discussing the draft and making the requested and needed adjustments, I was able draft a final CBOC response that included all the expressed concerns of the entire committee and be part of the overall annual CBOC report for the last three years.

2. How have you supported or contributed to restorative justice, racial equity and ethnic studies to increase the support for the children in our district before and during this pandemic?

My past and current work in the community has put me in a position to support and contribute to restorative justice and racial equity. Regarding restorative justice, I have sought to expand opportunities for students to engage in community-oriented voluntary extracurricular activities. While serving as a legislative aide, I was the office's liaison to the Santa Clara County Construction Careers Association (S4CA), and was in a position to advocate for greater state support for skilled trades training programs for students in need of alternative education programs that channels their energy into constructive projects that reduces the effect of bad influences in their lives. Opportunities have

included support for carpentry projects at the high school level as well as paid apprenticeships and training to help break the cycle of poverty.

Furthermore, in my involvement with the Open Space Authority (OSA) as a member of their Citizens Advisory Committee (CAC), I have advocated for grant funding of school gardens to provide our District's students with hands-on science education combined with the dual purpose of being used to improve the school campus environment. A District-specific example is the OSA-funded student garden at Joseph George Middle School. I supported their application for a $25,000 grant in 2016 and advocated with Open Space Director Mike Potter to get that approved by the Board of Directors. From what I have heard from OSA staff overseeing grant implementation, the garden is serving to provide students at George valuable lab science experience in biology, but also provides constructive alternatives for discipline by school administrators. Instead of assigning traditional penalties, students can be assigned to work on the school garden as a way of making up for disciplinary issues in a way that emphasizes giving back to the school. In addition to that, the OSA has acted on my suggestion to work with the region's school districts (including Alum Rock) to provide community service opportunities at its open space preserves as an alternative disciplinary pathway that allows students to work at making things right. Though targeted to high schools, I have been working to see if it could be done effectively at the middle school level in the future.

Pertaining to racial equity, as a person of color myself, I know that there are systemic issues in terms of educational opportunities. I remember even when I was a student in Alum Rock Schools there were differences. Certain advanced offerings tended to have more students of Asian and Caucasian backgrounds while there were more Latino and African-Americans in the remedial settings. Given the demographics of the District, this was a disadvantage for the majority of the children we serve. I want to be clear that this is not the fault of the District, but rather the underlying economic inequalities that Latino and African-American families face because the past education iniquities affected their ability to earn a better income. Given that our District serves many disadvantaged families of Latino and African American background, my focus in my past work has been to find additional resources for our students. During my service as a legislative aide, I worked to expedite an emergency teacher credentialing petition to fill vacancies at Adelante in 2014-2015. School staffing stability is of paramount importance for the effective education of students from disadvantaged communities and the success of that request meant that Alum Rock could have teachers ready to go at the start of the school year at Adelante. My later work with the Open Space Authority (OSA) has also produced results for disadvantaged Alum Rock students. Because our students are not as able to take advantage of enrichment opportunities outside of school, I was able to work with the District to connect all its fourth grade classes for free transportation to the OSA's 2016 Family Harvest Festival at the Coyote Ridge Open Space Preserve at that organization's expense. This was an opportunity for those students and their families to enjoy the recreational parkland and educational exhibits at no cost to them.

Building on this work, prior to the pandemic, I had been in the process of advocating with the OSA about improvements at the Sierra Vista Open Space Preserve, which connects to Alum Rock Park, for enhanced camping amenities and the possible of financial support for local schools, with priority for disadvantaged student populations, for overnight fieldtrips in Alum Rock Park and Sierra Vista to enhance environmental education and lab science experiences. This would be of benefit to many of our disadvantaged students who would not be able to afford such experiences otherwise and would serve to

strengthen their high school science preparation. I would work to continue advocating for this programmatic expansion through my many relationships at the OSA and the elected OSA Director for our region, Mike Potter.

Moreover, in my service to the Bond Oversight Committee, I have worked to ensure that the concerns of the Vietnamese Community in Alum Rock are well-represented in terms of ensuring suitable facilities are constructed and maintained with bond funds for the benefit of all students. In addition to that, I have worked to find ways to protect the murals at the former MACSA Youth Center next to Mathson Middle School. There are rich symbolic representations of the Latino Community and its history in Alum Rock and thus are irreplaceable for the purposes of preserving ethnic history and furthering the cause of ethnic studies. In recognition of these, I worked to invite the secretary of the La Raza Historical Society to survey the murals at the 2019 Bond Committee site visit to take photographs and start the process of cataloguing them for preserve that history. Those are just some of the examples of my advocacy for restorative justice and righting racial equities before the pandemic and afterward for the students and families of Alum Rock.

3. Considering what the next 5-10 years may have in store for ARUSD, why is it important to have experience in the policy development?

Given the situation that the District finds itself in, the next 5-10 years will be challenging for Alum Rock. We will be making our way through the end of the current pandemic, going through the process of reopening our schools sites once again, regain the confidence of the community in an Alum Rock education, and managing the after effects of the pandemic's effect on our finances. Experience in policy development is needed if we are to "thread the needle" successfully. Our short-to-medium term actions will have an impact on our ability to continue educating our children for the long term. I believe that my experience in the policy process and in higher education counseling would be of great help to the District. With a compassionate and pragmatic approach, we can work see the District through the pandemic, reopen our schools, and deal with the financial aftermath in a way that protects our students, families, teachers, and support staff, while keeping up the work to maintain and expand in-demand academic offerings, such as the Adelante Academy and the proposed Vietnamese immersion to bring the community back to Alum Rock. In order to do all this, we will need to develop good road maps, in the form of effective policy in an inclusive manner, to get us to where we want to be.

4. Describe any experience you have in the development and implementation of large scale, wide reaching projects or initiatives that impact large communities, at scale, particularly from a financial perspective.

My most relevant experience as it pertains to the development and implementation of large scale, wide reaching projects/initiatives that impact large communities at scale from a financial perspective is my most recent work on the Santa Clara Valley Open Space Committee Citizens' Advisory Committee, serving as its Vice-Chair. Under the Measure Q parcel tax passed in 2014, the Open Space Authority has implemented an annual Urban Open Space Grant Program since 2016. The role of the Citizens' Advisory Committee (CAC) in this program is to provide a first-round public hearing and review

of grant applicants and to provide a recommendation of approval or disapproval to the elected Board of Directors, which would conduct a final round public hearing and vote. Since its inception, this program has provided $2.9 million to date, including an outlay of $875,000 for large-scale program grants and $200,000 in small-scale program grants for the 2020 grant cycle.

The work includes reading and reviewing applications as processed by Authority staff to prepare for the conducting of a special extended public meeting were grant applicants and their supporters present their case to the CAC, where members ask questions and engage in debate over the merits of the application, which then leads to a vote to recommend approval or disapproval to the Board of Directors. Once the votes are taken, all the information is written up in a report by a CAC Subcommittee on Grants which then presents it before the Board at the start of the final round public hearing held by that body. In addition to my role as the CAC Vice-Chair, I also served on the Grants Subcommittee this year and we were able to successfully advocate, through our written report, for the grant funding of programs from Veggielution, Santa Clara Valley Audubon Society, San Jose State University's CommUniversity, and Living Classroom to leverage urban open space and local agriculture to provide food aid to the needy, open up free environmental education opportunities for local school children, and making open space more accessible to community members.

5. Do you work for a charter school? If appointed, will you accept employment with a charter school? What is your position on charter schools?

No, I do not work for a charter school. As a committed counselor at Cal State East Bay, I will not accept employment with a charter school, whether I am appointed to the Board of Trustees or not. My position on charter schools is simple. I am not a supporter of charter schools because I believe in our local community public schools. I am dedicated to preserving that which generations before have given to us to educate the children of Alum Rock and to protect the democratic rights of our residents in regards to the oversight of the schools. For over ninety years, and even before that, our District and its predecessor districts, have, through good times and bad, provided an education and crucial services to our students. As a graduate of Alum Rock and a life-long resident who has devoted time and effort in helping the District, I believe we ought to be focusing on protecting and enhancing our community's schools than to approve more charters. Furthermore, I am also concerned about the internal practices of some charter schools in the region and feel that organizations that do not purport to treat their own faculty and support staff ethically, cut corners on instruction, and attempts to hide away from public scrutiny, have no business educating our children.

6. What is your position on the sale of district land?

As an alumni and resident of the District, along with being a member of the Citizens' Bond Oversight Committee, I am completely opposed to the sale of district land. Land, especially in our region, is a valuable asset that has been saved by those who came before us, in order so that Alum Rock has the resources it needs to educate our children as well as something that can be used to provide a sustainable long-lasting revenue stream. If appointed to the Board of Trustees, I would do everything in my power to work with fellow Board members and District administration to preserve our community

assets so that the Alum Rock can continue to maintain its commitment to fulfill its long-standing mission into the future. My preference, if we are not yet able to use the land for educational facilities, is to do something where the District leases unused property to yield a long-term revenue stream, while maintaining ownership so that we can secure the District's future.

7. The District did not do the May revisions and the State which is FCMAT (Fiscal Management Assistance Team) on the FHRA report indicated that the District is at high risk of insolvency and there has been a pattern of deficit spending, how would you solve this problem?

As I have not had an opportunity to have a deep look of the entire operating budget of the District, I would want to work with District staff and Board colleagues to get a better understanding of the situation first. However, from my experience on the CBOC, I would be in favor of combining programs where appropriate to reduce waste and redundancies. Given that a large proportion of the students we serve came from disadvantaged backgrounds, I want to make it clear that I am not seeking austerity measures. Rather, I would look towards finding areas where the District can increase revenues sustainably such as leasing unused property at competitive rates, expanding enrollments with academic programs that our community has long called for, looking to partnerships with regional districts and governmental entities for external funding, and if need be, going to the voters and advocating for passage of new bond issues and/or a parcel tax. Our families are the ones who are always hurt most by cuts. Where possible, let's see where we can get more revenues, so that we can fulfill our commitments to our community.

8. Our students, teachers, and families need support and mental health resources, now more than ever before. What actions and approach to the community would you take, as a Member of the Board of Trustees to make sure that all of them receive the support they need?

I am aware in these unprecedented times, mental health is a necessity for our students, teachers, and families. We are balancing multiple demands in our lives in ways we never imagined just a short time ago. If appointed to the Board, I would do everything within my ability to advocate and preserve the current mental health services that we provide. The school psychologists, arts, and recreational programs that are being delivered remotely (and in person on a limited scale) are needed if our students are to succeed through the pandemic and into the eventual reopening of schools. Even the programs that we are providing that do not have a link to mental health, such as the free school meal distribution go a long way to alleviate the pressures that out students and their families face that can have an impact on mental health. In addition to that, our teachers face stresses to as they juggle their professional and home responsibilities in an unimaginable manner. I would work to maintain whatever programs that we currently offer teachers to support their mental health, through our existing human resources policies, and the health insurance benefits provided as part of them joining our District.

Adding to that, I would also encourage our District to work with other organizations to strengthen our mental health resources. At the Open Space Authority, they are extending free to the community virtual tours of local nature preserves, as well as limited guided hikes. I think there is opportunity for us to work with them, if we have not already done so, to take advantage of this service

for all those we serve in the District to provide some recreational activities to improve mental health and educational opportunities at the same time. Another model is the collaboration between the East Side Union High School District and Foothill Community Health Centers where the latter has opened free clinics at the high schools for health services. Given that they serve a targeted adolescent student population, I think that there should be a discussion as to see how this can be implemented at our middle schools so as to augment pour mental health (and physical health) resources for students and families. Furthermore, I would welcome hearing from our residents and staff about ways where we can better provide (and if possible extend), mental health resources for everyone in the Alum Rock District.

GENERAL APPLICATION FOR PROVISIONAL APPOINTMENT*

Please PRINT or TYPE in your responses.

1. Applicant's Name (as used for voter registration purposes):

   Minh Anh Nguyen

2. Residential Address (street, apt.#, city, and zip code):

   _____

3. Are you of 18 years of age or older? (circle one) (Yes)/No
4. Are you a citizen of the State of California? (circle one) (Yes)/No
5. Are you a resident of the District? (circle one) (Yes)/No
6. Are you registered voter in the District? (circle one) (Yes)/No
7. Do you currently serve as an elected or appointed public official for a state or local agency? (If your answer is "YES", check the appropriate box and fill in the blanks).

   [ ] YES, I hold the position of _____

   for the _____

   [X] NO, I do not currently serve as an elected or appointed public official for a state or local agency.

I verify that I am the above-referenced individual for consideration by the Board of Trustees for a provisional appointment to the Board of Trustees. I have carefully read the information and questions above and I verify that I have provided true and correct information in response thereto and that I am eligible and qualified for appointment to the Board of Trustees.

Date: 12/18/2020 Signature: Minh Nguyen

(Write Name: Minh Nguyen)

* This signed and completed application must be submitted no later than 12:00 p.m. (California time) on January 4, 2021, along with your signed Letter of Interest stating your qualifications and why you would like to serve on the Board of Trustees, and no more than three (3) Letters of Recommendations, and your written responses to the Board's Questions for the Applicants. (The Board's Questions for the Applicants will be posted on the District's website at https://www.arusd.org/ beginning December 18, 2020, at 3:00 p.m.)

Minh Nguyen

December 18, 2020

To whom it may concern,

I am writing to present my qualifications and explain my desire to serve on the Board of Trustees for the Alum Rock School District. As a graduate of Piedmont Hills High School and having recently moved to the Alum Rock area, I am invested in the success of our local school systems.

I am proud to be a lifelong resident of San Jose, growing up as a first-generation Vietnamese American in the neighboring public school districts of Berryessa Union and East Side Union School Districts. Throughout my K-12 experience, I recognized that student outcomes could be heavily impacted by teachers. This did not seem equitable to me, considering students had no say in choosing their teachers, and teachers did not all have the same level of investment in their students. After college, I decided to join Teach for America and spent two years in Louisiana teaching students from low-income backgrounds. I was appalled by the racism in the community and the awful impact that apathetic teachers had on students. Upon completing my tour, I returned to San Jose, where I began my current position as a math teacher at Independence. I am striving to keep similar racism and apathy from taking roots in our community.

To date, I have three years of teaching experience at Independence High School, where I serve as a math teacher, teaching Math 1, 2, and 3 to students of every grade level. In addition to my teaching responsibilities, I also serve my students in different capacities beyond the classroom, including: organizing and conducting ACT preparation sessions, coaching, and advising various student organizations. I am proud of the different ways I have been able to help students, whether they are looking to get into college, develop their skills, or just seeking advice about their potential academic and career pathways.

I would like to serve on the Board for a number of reasons. First, the Alum Rock School District is one of the primary feeder districts for Independence. I have noticed that by the time students reach high school, some have already internalized a sense of hopelessness or resignation. My hope is to help combat those feelings before students get to Independence. Serving on this Board would allow me to begin serving students and their families before they reach my classroom, creating a great sense of community and continuity.

I strongly believe that it is important for the Board to reflect the community in which it serves because the Board is responsible for making critical decisions with the potential to significantly impact the lives and livelihood of its students and their family. I believe my experiences strongly reflect the district that the Board serves -- as a bilingual, first-generation San Jose resident, from an immigrant and refugee household, with deep personal and professional experience in San Jose's public education system. I hope my attached answers and Letters of Recommendation are sufficient to show my earnest desire to serve the community and its students. I would appreciate the opportunity and look forward to seeing how my experience may benefit the Board and the greater community. Thank you for your consideration.

Best,

Minh Nguyen

Ellen Westlake
1898 Topeka Avenue
San Jose, CA 95126

December 29, 2020

To Whom It May Concern:

I am writing this letter to recommend Minh Nguyen to the Alum Rock School District Board.

My name is Ellen Westlake and I am Math Department Chair at Independence High School. I have known Minh Nguyen since 2017 when he started teaching math at Independence.

Mr. Nguyen has taught math to many students that come from the Alum Rock District. He has knowledge and first hand experience of what students need to be successful in math at the high school level.

Mr. Nguyen has an excellent perspective on the students' pathway to higher levels of math and he takes an active role in collaboration among other math teachers to create common pacing and assessments. He maintains a focus on student preparedness for the next level.

In addition to advocating and collaborating among his fellow math teachers, Mr. Nguyen extends himself beyond the classroom for the benefit of students. He has served as faculty advisor for the Chess Club, the Vietnamese Student Association and Water Polo coach.

I believe Mr. Nguyen would be an asset to the Alum Rock School Board because he has demonstrated his ability to communicate and collaborate effectively among his fellow teachers and has demonstrated his commitment to students in and out of the classroom.

Sincerely,

Ellen Westlake

Ellen Westlake

INDEPENDENCE HIGH SCHOOL

617 North Jackson Ave
San Jose, California 95133

December 18, 2020

To Whom It May Concern,

It is my pleasure to write this letter of recommendation for Mr. Minh Nguyen. Mr. Nguyen has been a member of the Independence High School, primarily in our Math department since the fall of 2017. Mr. Nguyen is a passionate member of our community, advocating for our students and seeking to improve our practice. He is personable and practical, a lifelong learner and member of our community. Mr. Nguyen understands that education starts with the individual, welcoming our students and learning their strengths and growth areas.

As a teacher, Mr. Nguyen has demonstrated his mastery of the content, working to help his students reach their potential. He prides himself on being resourceful, something he has shown through our current situation of Distance Learning. Additionally, he has regularly been a member of meetings supporting our students who qualify for an Individual Education Plan, IEP, representing our general education teachers, and advocating for ways students can be successful and access resources. Mr. Nguyen demonstrates empathy for our students, working to meet them where they are, and provide opportunities to guide them to success. He has also taught in a number of our academies, working with students and colleagues to offer students opportunities to explore specific careers in teaching and finance.

As a staff member, Mr. Nguyen has demonstrated his passion for our community beyond the classroom. He has served as a coach for our student-athletes and has been a member of our Professional Development Committee. Additionally, Minh is currently a member of our School Site Council, guiding discretionary fund allocation and providing insight to this oversight group. He represents our teachers, ensuring that their needs and perspectives are represented in decision making for the school. In addition to these committees, Minh has also helped our students explore their interests, advising the Chess and Vietnamese Student Association, further helping our students find their passion, purpose, and path.

Minh is a passionate educator, dedicated to supporting students and helping them prepare for the future. If I can be of further assistance, please do not hesitate to contact me.

Respectfully,

Bjorn Berg
Principal
Bergbj@esuhsd.org
408-928-9510

Bjorn Berg, Principal | Paul Landshof, APED | Shelby Edwards, APA | Ricardo Salgado, Dean of Students

EAST SIDE UNION HIGH SCHOOL DISTRICT – Chris Funk Superintendent

It is the policy of Independence High School not to discriminate on the basis of sex, religion, race, national origin, sexual orientation, or disability. Es la política de Independence High School no discriminar por razones de sexo, religión, raza, origen nacional, orientación sexual o condición de discapacidad. Chris Funk Superintendent

Applicant Questions

1. What experience do you have working with our ARUSD community? (With staff, parents, boards, and elected officials) What will you do to improve the relationship with the various members of ARUSD community to ensure equitable input in decision making? Can you give us an example?

I work at Independence High School, teaching students and working with parents that live in the ARUSD. As a Vietnamese-American, I have definitely been the primary or sole contact that Vietnamese parents have with the staff at school. While I am happy to act as a connection to the school, this also helps me to recognize that there are plenty of parents who are disconnected from what is happening at school. I have also helped to translate, in an unofficial capacity, on the behalf of parents to ensure better communication. This has opened up the opportunity for parents to say things or ask questions that they might not otherwise, which in turn empowers them in decision-making situations.

2. How have you supported or contributed to restorative justice, racial equity, and ethnic studies to increase the support for the children in our district before and during this pandemic?

A few years ago, I stopped using referrals entirely when I realized they just served as "strikes" against students, so to speak. Furthermore, they were tainted by my own implicit biases. Instead of contributing to a system that profiles our youth, I have implemented a behavioral management system that is solutions-based instead of punitive. Besides that, I have offered extensive tutoring opportunities for students in recognition that a lifetime's worth of inequities takes a lot of time to correct - there's just no way around it.

3. Considering what the next 5-10 years may have in store for ARUSD, why is it important to have experience in the policy development?

My experience with policy lies in the classroom. The process of creating and refining a policy for teenagers over the last five years has taught me to be flexible, to prioritize, and to change. Considering the uncertainty of things in the District, these traits will be really important. Plans may not work out and unexpected obstacles may come up, and they must be addressed in a way that reflects open-mindedness while maintaining core principles.

4. Describe any experience you have in the development and implementation of large scale, wide reaching projects or initiatives that impact large communities, at scale, particularly from a financial perspective?

While I don't have relevant experience at such a scale, I participate in School Site Council at Independence and can say that such processes benefit from having a wide range of voices. On School Site Council, that includes teachers, the principal, parents, and students. On the Board, I would be bringing the perspective of the school system as seen by a teacher and former student. From a financial perspective, that would include having an opinion on the effectiveness of particular proposals for the school or class setting.

5. Do you work for a charter school? If appointed, will you accept employment with a charter school? What is your position on charter schools?

I do not work for a charter school. I would only accept employment with a charter school as a measure of last resort. In theory, charter schools represent a horrible situation logistically - a competitor to a traditional public school in a space where there does not need to be one. Essentially, it creates a duplicate when resources could be spent on improving the original product.

All that being said, I also recognize that charter schools represent unmet needs. The community needs to recognize those needs and address them by examining best practices at charter schools and in conferring with students and parents.

6. What is your position on the sale of district land?

I would start by saying I do not have a strong position on the sale of land without an extensive knowledge of the pros and cons. As an option for the fiscal solvency of the district and as a reflection of declining enrollment, it could be a logical solution. Such a drastic measure would have to take into serious consideration that the land may never be re-obtained by the district without significant cost.

FROM

APPLICATION FOR PROVISIONAL APP

Alum Rock Union Elementary School District, c/o Superi

2930 Gay Avenue, San Jose

[redacted]

Exemption Division

Monday
January 4, 2021
AT 7:40am

Bianca
Thank
YOU