



H.U.S.D. BOARD MEETING SUMMARY
Wednesday, September 25, 2013

Board Roll Call:

Present: Mr. William McGee, President
Dr. Annette Walker, Vice President
Mr. John Taylor, Clerk
Ms. Lisa Brunner, Member
Dr. Luis Reynoso, Member

In Closed Session the Board of Education approved the following:

- **On a motion by Mr. Taylor and seconded by Ms. Brunner the Board voted 4 ayes (McGee, Walker, Brunner, Taylor) 1 nay (Reynoso) to accept the settlement and release agreement for employee 4276**
- **On a motion by Mr. Taylor and seconded by Dr. Walker the Board voted 5-0 to settle case #2013061097**
- **On a motion by Mr. Taylor and seconded by Dr. Walker the Board voted 5-0 to settle case #213080024**

CONSENT ITEMS

1. **The Board Approved** – Personnel Appointments, retirements, changes of status, waivers, leaves of absence, and terminations (Human Resources)
2. **The Board Approved** – The following warrants between August 22, 2013 through September 4, 2013 (Business Services)

IMPLEMENTATION:

Payroll — Direct Deposit	\$ 2,456,313.40
Payroll — Warrants	\$ 179,851.45
General Fund - Total Non-Payroll	\$ 1,604,519.96
Adult Education Fund	\$ 4,265.78
Food Services Fund	\$ 103,267.89
Child Development Fund	\$ 39,455.55
Deferred Maintenance Fund	\$ 140,464.38
Special Reserve Fund for Capital Outlay Projects	\$ -0-

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Building Fund 2008 Measure I Bond	\$ 35,578.88
School Facilities/Proposition 1A	\$ 124,038.26
Building Fund	\$ -0-
Capital Facilities/Developer Fees Fund	\$ -0-
TOTAL EXPENDITURES	\$ 4,687,755.55

3. The Board Approved – Non Public Placements and Agencies (Educational Services)

The IEP teams have met and determined that seven students require the services of either a Non-Public School placement or Non-Public Agency programs. These are students who qualify for placement in Licensed Care Institutes. The placements are funded through the Out-of-Home Care monies received through the State for students placed in Licensed Care Institutes (LCI). The Non-Public Agency (NPA) costs are a result of a previous mediated agreement to provide tutoring services.

	Purpose	State Funds	HUSD Cost
LCI Placements	Tuition	\$478,976	\$0
Non-Public Agencies	Tutoring Services	\$0	\$7,312.50

4. The Board Approved – Overnight Study Trips (Educational Services)

Hayward High— February 20-23, 2014: One hundred 10-11th grade students will participate in a Puente/AVID college tour in Northern California. Student will travel by charter bus and be housed in a hotel. There will be seven female chaperones and two male chaperones. Lupe Santoya, counselor, will be in charge of this trip. There is no cost for students. Project EAT will finance this trip. No student will be denied participation due to lack of funds. The event will take place Thursday, February 20 through Sunday, February 23.

Mt. Eden — March 4-9, 2014: Eighty 9-12th grade students will participate in a national music festival in Indianapolis, Indiana. Students will travel by airlines and be housed in a hotel. There will be nine female chaperones and seven male chaperones. Kevin Cato, teacher, will be in charge of this trip. The cost for students is \$1,000. Donations, fundraisers and sponsors will finance this trip. No student will be denied participation due to lack of funds. The event will take place Tuesday, March 4 through Sunday, March 9.

5. The Board Approved – SPSA for Mt. Eden High School (Educational Services)

The California Department of Education requires all schools receiving categorical funding to submit a site plan for improving student achievement. Education Code 64001(a) states that the purpose of the Single Plan for Student Achievement (SPSA) is to "improve the academic performance of all students to the level of the performance goals, as established by the Academic Performance Index." The Single Plan for Student Achievement (SPSA) adopted by the Hayward Unified School District addresses the specific needs of all student populations. The SPSA incorporates data analysis in specific curricular areas and significant subgroups across a 3-year span and outlines planned improvement strategies based on the analysis of these data. Additional focus areas include strategies for improving the achievement of students not meeting Adequate Yearly Progress, professional development, school climate, budgetary allocations and parental involvement. With the transition at Mt. Eden, the SPSA was not finalized at the end of the 2012-13

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school year. The new principal met with the School Site SC to complete the SPSA based on school priorities.

6. **The Board Approved** – Local Plan for MAC SELPA (Educational Services)

In 1977, all school districts and county school offices were mandated to form consortiums, geographical regions of sufficient size and scope to provide for all special education service needs of children residing within the region boundaries. Each region is the Special Education Local Plan Area (SELPA) and each SELPA developed a local plan describing how it would provide special education services. Hayward Unified School District is a member of the Mid-Alameda County (MAC) SELPA which includes Castro Valley, San Leandro and San Lorenzo Unified School Districts. The MAC-SELPA Local Plan has been updated to follow the State Template. In adopting the local plan, each participating LEA agrees to carry out the duties and responsibilities assigned to it within the plan and to ensure equal access to programs and services to eligible persons requiring special education in the service region.

7. **Information to the Board** – Williams Complaint Update (Educational Services)

Williams Legislation requires quarterly reports to the H.U.S.D. Board of Trustees. This Legislation calls for public schools statewide to provide equal access to qualified teachers, instructional materials, and campus facilities that are safe and in good condition. The eligibility list is required to be updated every 3 years. The following sites are Williams' schools based on their 2009 base API.

Bowman	Lorin Eden	Bret Harte
Cherryland	Palma Ceia	Cesar Chavez
Eden Gardens	Park	
Fairview	Ruus	
Faith Ringgold	Schafer Park	Winton
Glassbrook	Strobridge	Hayward
Harder	Tyrrell	Mt. Eden
Longwood		Tennyson

No William's complaints were received for this Quarterly Report.

8. **The Board Adopted** – Resolution 1314-18 Adult Education Consortium Grant (Educational Services)

The State of California's Legislature has designated \$25 million for Planning and Implementation grants to school districts and community college districts. These grants create local consortia for Adult Education and develop program grant applications for 2015-16 funding. School Districts will need to be in formal partnerships with community college districts to be eligible for receiving Planning and Implementation grants this fiscal year. The creation of a local consortium on Adult Education between the Hayward Unified District and the Chabot/Las Positas Community College District will lead to an enhancement of education opportunities for our community's adult population. The state is committed to providing \$500 million for Adult Education in fiscal year 2015-16. The allocations of program funding for Adult Education in 2015-16 will require the establishment of a local consortium in partnership with a community college district.

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9. **The Board Approved** – Consultant Contract (Educational Services)

Vendor	Purpose	Div/Program	Amount
Brenda La Cosse	Maintenance and service hearing devices for our hard of hearing students so they may access school curriculum	Educational Services	\$13,000- General Fund

10. **The Board Approved** – Consultant Contracts for School Site Councils (Educational Services)

	Vendor	Purpose	Div/Program	Amount
a)	Reading Partners	Provide language arts intervention and tutoring services for Longwood Elementary	Educational Services	\$10,000- Title 1
b)	Tiburcio Vasquez	SSC 6/3/13 Provide Health education services to parents and EL students at Hayward High School	Educational Services	\$19,290 – ELA Funds
c)	Lunchbox International	SSC 4/16/13 Provide real-world experiences for English Learners and those students not achieving at grade level for Hayward High	Educational Services	\$15,000 – ELA & LEP Funds

11. **The Board Adopted** – Resolution 1314-19, Excuse Absence of Board Member from the regular Board Meeting of September 11, 2013 (Office of the Superintendent)

Board Clerk John Taylor was absent from the regular Board Meeting of September 11, 2013. The Board's revised By Law 9250 states that "Members may be paid for meetings missed when the Board, by action, finds that they were performing designated duties of the District at the time of the meeting or they were absent because of illness, jury duty, or a hardship deemed acceptable by the Board of Education (Ed. Code 35120)".

12. **The Board Adopted** – The minutes of the regular Board Meeting of September 11, 2013 (Office of the Superintendent)

ACTION/DISCUSSION ITEMS

1. **The Board Gave Direction to Staff** – Superintendent's Search Process (Board of Education)

The President of the Hayward Unified School District Board of Education requested that the Board of Education discuss the procedures to be used in the selection of a Superintendent for Hayward Unified School District. The Board of Education selected an Interim Superintendent/CEO in June 2013 with a contract term that expires on June 30, 2014. The Board has the option to appoint a Superintendent or to conduct a nationwide search. The option selected will be permanent. The Board directed staff to send out a Request for Proposals for conducting a Superintendent's Search and to bring that information back to the Board for further discussion.

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2. Information to the Board – Attendance Sweep Update (Student, Family & Community Services)

HUSD is promoting attendance awareness in the community in an effort to decrease chronic absenteeism, improve daily attendance with the overall outcome of improving student academic achievement. The Hayward Police Departments has been a long standing partner with HUSD. They have worked with HUSD in the past on several key initiatives to improve safety including the training of Campus Supervisors, the implementation of parent trainings, we well as contribute to the safety of our students. On September 10, 2013, HPD again collaborated with HUSD in the implementation of an attendance sweep with the outcome of identifying truant school age youth out in the community, determining why they are not in school, and return them to their appropriate school. Field teams each including a School Resource Officer, District Assistant Superintendent, High school Assistant Principal and high school campus supervisor patrolled the areas around each high school where students may be instead of school. Students were stopped, interviewed and returned to their high school via a HUSD school bus. At each high school, the students met with a CWA Outreach Worker and school counselor concerning the absence and more importantly to review their academic status, graduation progress, and for referral to appropriate interventions and supports.

School	Students Picked up by	TOTALS
Hayward High	4-9 th , 1-10 th , 2-11 th , 1-12 th	8
Mt. Eden	1-9 th , 2-11 th	3
Tennyson	1-9 th , 1-10 th , 6-11 th , 5-12 th	13
TOTALS	6-9th, 4-10th, 8-11th, 6-12th	24

As a follow up, school staff will monitor student attendance and use the Coordination of Services Teams (COST) to refer students to appropriate support resources.

3. Information to the Board – The 32 Plan (Office of the Superintendent)

Our district data from 2012-2013 indicates that HUSD had a cohort graduation rate of 68% indicating that 32% of our students did not graduate. This means, 1 out of every 3 students in HUSD is not graduating. In the 21st Century Learning Environment, graduating with a high school diploma is not only a benchmark but a necessity for our students to be independent and successful. To realize the vision of a high graduation rate there are a multitude of factors which will need to be considered and a multitude of strategies which will need to be implemented. These strategies will need to be administered in concert in order to achieve the full academic impact. In HUSD we are on the right track by identifying the key factors and have started the implementation of key program alignment which are encompassed in The 32 Plan.

We believe that students learn best when:

There is rigorous and engaging curriculum in the core school day

They are in an environment that is safe and positive

They have access to services to support them academically and emotionally Every student is connected to a caring adult

In response to this vision, the 32 Plan was designed to implement specific strategies which will allow us to set these conditions for our students. The implementation of these identified

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strategies will assist us in the closing of the achievement gap and maximize of the potential of all our students so that our students can successfully graduate. These initiatives include:

The use of a Full Services Community Framework which addresses the needs of students academically and emotionally in order to:

Have a plan for rigorous classroom instruction
Create a positive climate through the implementation of Restorative Justice
Have a comprehensive academic credit recovery plan
Implement the Coordination of Services Team to manage students in need of support
Have an academic monitoring model through the implementation of the A3 program
Implement the Promise Neighborhood concept which looks at student success from birth to career

4. **Information to the Board** – AASAI Update (Educational Services)

In 2012-13 Hayward Unified School District began its African-American Student Achievement Initiative (AASAI). This initiative is focused on addressing the disproportionate results for our African-American students in the areas of student achievement, discipline, and attendance. This report was an update on the progress of our AASAI.

The AASAI is aligned to our *3 R's for 21st Century Success Plan* and focuses in the following areas:

Rigor

- Appropriate Intervention
- Culturally Relevant Practices

Responsibility

- Discipline and School Climate Policies and Practices
- Parent and Community Partnerships

Results

- Improve outcomes for African-American students
- Attendance
- Student Discipline
- Student Achievement

5. **Information to the Board** – Hayward Promise Neighborhood Update (Student, Family & Community Services)

The *Promise Neighborhoods Program* is a U.S. Department of Education implementation initiative launched in March 2012 focused on breaking the cycle of inter-generational poverty by significantly improving the educational and developmental outcomes and overall life prospects of children and youth in distressed communities. The Promise Neighborhoods' vision is that "all children growing up in Promise Neighborhoods have access to effective schools and strong systems of family and community support that will prepare them to attain an excellent education and successfully transition to college and career." California State University East Bay (CSUEB) along with partners- HUSD, the City of Hayward, the Eden Area ROP, Chabot College, 4C's of Alameda County applied for and received one of 5 Promise Neighborhood implementation grants. The Hayward Promise Neighborhood Grant is currently in year two of implementation. During the second year of implementation, Hayward Unified School District and the HPN

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partnership continue work on the proposed strategies in our Implementation plan. Here is an update on the strategies that we have implemented to date under each of the key areas:

Kindergarten Readiness

Two Pre-School classes at Harder Elementary School Job Embedded Professional Development
Hired subject coaches for Harder & Park in ELA & Math
Summer and Ongoing professional development for Harder, Park, Winton, and Chavez

Full Service Community Schools

Hired Youth Intervention Specialists for Harder & Park Focus on At Risk Populations
Hired school psychologist for Harder and Park
California High School Exit Exam Academy for 10th grade students

Support for Transitions

Implement summer intervention to serve incoming 9th grade students from J.T. as part of summer intervention program at Hayward High School
Implement summer kindergarten readiness camp at Harder Elementary School to serve J.T. children with no previous preschool experience

Enhance Out of School Time

Implement summer YEP program integrated with Harder summer intervention program & hire staff to serve up to 200 J.T. and Harder students
Increased STEAM activities for students in core day & YEP in Collaboration with HARD, CSUEB, Chabot & Eden ROP

Building a College Culture

Collaborate with CSUEB & Chabot College to provide college students (volunteer & service learning) to serve target schools (Harder, Park, Winton, Chavez, Hayward High & Tennyson) and community events to engage students in academic & social interventions & promote a college going culture
Increase technology access and capacity: Fund a computer lab for Hayward High, technology classes for JT. Adults by Hired College and Career Coordinator to focus on building a college culture at the targeted schools

Parent Engagement

Parent Outreach Worker for Harder
Enhance parent engagement via Parent Centers supporting the J.T. with increased outreach worker time (Harder), increase information sharing, and support for parent teacher outreach

These activities have allowed us to increase services & supports to students and families. We have also enhanced collaboration and aligned HUSD efforts with those of our partners along the cradle to career continuum. These efforts are consistent with HUSD board goals and the Superintendent's Action Plan. Aligning strategies between partners will support students, families, and the neighborhood so students are successfully prepared to enter the work force 21st century ready to contribute to our community.

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6. **The Board Approved** – Youth Intervention Specialist Position at Winton Middle School (Human Resources)

One of the strategies in the Hayward Promise Neighborhood Grant is to hire a Youth Intervention Specialist to help support the sites in implementing the Full Service Community School model. With Winton Middle School as the focus school for year three of the grant, we would like to hire the Youth Intervention Specialist. The Youth Intervention Specialist will be the point person for all of the Hayward Promise Neighborhood strategies that support students at Winton. The Youth Intervention Specialist, under the direction of the site principal, designs and implements programs to help students overcome problems that impede learning and assist them and their families in making educational and behavioral plans.

7. **The Board Accepted** – The Association of Educational Office & Technical Employees (AEOTE) Disclosure (Human Resources)

Upon reaching a tentative agreement for a new contract or re-opener, the District is required by law to fully disclose the financial impact of the settlement.

8. **The Board Approved** – Consultant Contract (Educational Services)

	Vendor	Purpose	Div/Program	Amount
a)	Administrative Software Application	Update and replace current software system for student management	Educational Services	\$76,599 – Adult Education

9. **Information to the Board** – Collaboration on Community Oriented Policing Services Grant (Student, Family & Community Services)

This Grant is an opportunity to partner with the City of Hayward through the recent announcement of a grant award. Congressman Swalwell recently announced that Hayward was one of the 39 cities/counties throughout the state of California to receive the highly competitive Community Oriented Policing Services (COPS) Grant. The grant is awarded through the Department of Justice, Office of the Community Oriented Policing Services. This three year grant will subsidize the costs of two additional School Resource Officer positions for HUSD schools in order to improve school safety, to reduce gang violence, and to build a stronger community. In order to receive the additional officers, the grant requires matching funds for the three years of the grant as well as funds to sustain the position for an additional year beyond the grant cycle. The district has received an invitation to participate in the COPS Grant program in partnership with the City of Hayward and the Hayward Police Department. This grant will provide the district with two (2) additional SROs over a period of four years. The partnership will allow the district to have the advantage of two additional officers for only 38.5% of the actual cost — a savings over four years of \$926,403. Additionally, the grant which is federally funded has a waiver option that is currently being considered and has been applied for by the HPD. If awarded, the waiver program will provide an additional savings to both agencies and provide a more robust safety posture for Hayward schools. The total cost of the grant over a four year period is \$581,357 which represents a 50% cost share with HPD for two additional SROs.

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Future Board Meetings:

Regular Board Meeting – Wednesday, October 9, 2013 – 6:30 p.m. (Open Session)
City Hall

Regular Board Meeting – Wednesday, October 23, 2013 – 6:30 p.m. (Open Session)
City Hall