

ALAMEDA COUNTY BOARD OF EDUCATION

Meeting Location: Alameda County Office of Education
313 W Winton Avenue, Hayward, CA 94544

Adopted Minutes of the Board Meeting of December 2, 2014

Vol. XXIX No. 6

Presiding	President McWilson opened the meeting at 2:33 p.m.
Flag Salute	Led by Trustee Berrick
Mission Statement	Read into the record by Trustee Berrick. Provide, promote and support leadership and service to ensure the success of Every Child...in Every School... Every Day!
Roll Call	Conducted by Assoc. Supt. Monroe. [Supt. Sheila Jordan not present.] Trustees Present: Joaquin Rivera, Marlon McWilson, Aisha Knowles, Fred Sims, and Eileen McDonald Absent: Yvonne Cerrato
Item #1: Policy and Legislation Committee Report	<p>A. Trustee Rivera reported that there is no formal recommendation from the Committee.</p> <ul style="list-style-type: none"> • Pres. McWilson asked Assoc. Supt. Monroe to take roll. <p>B. Pres. McWilson opened the floor for Board discussion. There will be a closed session discussion on Dec. 9th prior to regular meeting. He will meet with Chairs of both Policy & Budget to make a formal recommendation.</p> <ul style="list-style-type: none"> • Trustee McDonald inquired about the differences in the tables and spreadsheets provided. • Trustee Rivera responded that comparisons can be viewed based on ADA, budget, and geography. He stated that the Board needs to define what we mean by comparable. [TSA = Tax-shelter annuity.] • Trustee Berrick inquired regarding max annual salary. • Trustee McDonald commented that she liked the graduated salary previously created for Supt. Jordan. • Assoc. Supt. Monroe spoke regarding the total compensation proposal. • Trustee Rivera asked about health & welfare Benefits. • Pres. McWilson cautioned against entering into a negotiation discussion with the Supt.-Elect. He also commented that 10% of our workforce makes a combined total of over \$5 million (at Step 2). Considering our size and \$40 million budget that is a very high amount. • Assoc. Supt. Monroe commented about the size of our budget and the services we do/ do not provide. Creating more revenue is a huge part of her plan as superintendent. • Trustee McDonald commented that she was impressed with the Supt.-Elect's resume. She highlighted some of her strengths. She has concerns, however, about being top heavy and about hurting organizational morale by giving an exorbitant salary. • Discussion ensued about the size of ACOE budget, comparable and neighboring counties, and revenue through the Resource Development Office. • V.P. Knowles inquired about the salary of all employees of the organization. Will there be any discussion about right-sizing the personnel

	<p>of the organization? She is concerned about the salaries in light of the lack of funds for some of our programs and services.</p> <ul style="list-style-type: none"> • Trustee Rivera commented that the salary schedules are available on the ACOE website. • Jeff Potter, Interim Associate Superintendent, Business Services, responded that he can make the report available. • Pres. McWilson stated that transparentcalifornia.com also has the report available but requested the business department makes it available to the Board. • Discussion continued about ACOE employee salaries. • Trustee Berrick stated he does not want to be an outlier in either direction (too low or too high salary). He is pleased about the Supt.-Elect’s outside/inside experience and about the Board’s decision to setting a low base salary and reserving the right to discuss it sends the message that if you are qualified than you will be paid accordingly. He is concerned about the benefits package. • Further discussion continued regarding benefits, Assoc. Supt. Monroe’s current salary, next steps and the timeline for taking action to set the schedule. • Movetia Salter, Chief Human Resources Officer, commented that historically management gets no benefits or employer contributions. As of July 1, 2014 management receives \$500 towards medical. Further discussion ensued. • Reports on ACOE employee compensations will be prepared and provided to the Board. • Pres. McWilson spoke on next steps and will attend Budget Committee meeting in order to assist in drafting a proposal for later Board action. <p>No Board action taken.</p>
<p>Item #2: Items from the Board</p>	<p>[Trustee Berrick exited the meeting.]</p> <ul style="list-style-type: none"> • Trustee Sims pointed out that the Trades Union Luncheon and Moose Feed are coming up and that the Board should be mindful of the dates in trying to schedule meetings this month. • Trustee McDonald announced her support of Trustee Rivera in his upcoming CCBE President election; unfortunately will not be able to attend until due to the high price of the conference. • Trustee Rivera commented that he is running unopposed for President-elect of CCBE. • V.P. Knowles passed.
<p>Item #3: President’s Report</p>	<ul style="list-style-type: none"> • There will be 2 vacant seats on the Personnel Commission as of January 2015. The Board-appointed and CSEA-elected commissioners have resigned. • December 9th Board meeting will begin earlier in order to host a reception and swearing-in ceremony for Supt.-Elect Monroe.
<p>Item #4: Items from the Secretary</p>	<p>Passed.</p>
<p>Adjournment</p>	<p>Pres. McWilson adjourned the meeting at 4:08 p.m.</p> <p style="text-align: center;">_____</p> <p style="text-align: center;">Marlon McWilson, Board President</p> <p style="text-align: center;">_____</p> <p style="text-align: center;">Sheila Jordan, Board Secretary</p>