

Oakland Unified School District

Board of Education
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Minutes (Long)

Tuesday, May 04, 2010

6:00 PM

**Board Room, Paul Robeson Building, 1025 2nd Avenue, Oakland, CA
94606-2212**

Safety Committee

**Alice Spearman, Chairperson
Jumoke Hodge, Member
Noel Gallo, Member**

A. Call to Order

Chairperson Alice Spearman called the meeting to order at 6:05 P.M.

B. Roll Call

Roll Call: Present: Jumoke Hodge, Noel Gallo and Alice Spearman

C. Chairperson's Statement Disclosing Item(s) to be Discussed in Closed Session Today

Chairperson Spearman stated the meeting would recess to Closed Session to discuss student matters.

D. Closed Session Item(s)**Pupil Matters****Expulsion(s)**

10-0759 Expulsion Appeal Hearing - Student V

10-0760 Expulsion Appeal Hearing - Student W

E. Recess to Closed Session

Chairperson Spearman recessed the meeting to Closed Session at 6:07 P.M.

F. Reconvene to Public Session

Chairperson Spearman reconvened the meeting to Public Session at 7:01 P.M.

G. Second Roll Call

Roll Call: Present: Jumoke Hodge, Noel Gallo and Alice Spearman

H. Chairperson Statement of Reportable Action Taken in Closed Session and the Vote or Abstention of Members Present, If Any

Chairperson Spearman stated there was no reportable action taken in Closed Session today.

I. Modification(s) to the Agenda

None.

J. Adoption of Committee Minutes



[10-0827](#) Minutes - Safety Committee - April 20, 2010

Approval by Safety Committee of Its Minutes of April 20, 2010.

Attachments: [10-0827 - Minutes - Safety Committee - April 20, 2010](#)

A motion was made by Noel Gallo, seconded by Jumoke Hinton Hodge, that this matter be Adopted. The motion carried by the following vote:

Votes: Adv Aye: 0
Adv Nay: 0
Adv Abstain: 0
Aye: 3 - Jumoke Hinton Hodge, Noel Gallo and Alice Spearman
Nay: 0
Recused: 0
Preferential Aye: 0
Preferential Abstention: 0
Preferential Nay: 0

K. Adoption of Committee General Consent Report

None.

L. Unfinished Business



[09-2460](#) Presentation of Attendance & Truancy Plan for 2009-2010

Presentation of the Attendance & Truancy Plan for the 2009-2010 School Year.

Attachments: [09-2460 - Presentation of Attendance & Truancy Plan for 2009-2010.ppt Document\(s\)](#)

Laura Moran, Chief Services Officer, stated she had no Truancy Report for today's meeting.

Tabled to a Date Certain



10-0004

Report - District Police Services Department

Oral Report on the mission, functions, responsibilities, and related issues, of the District's Police Services Department.

Attachments: [Document\(s\)](#)

Chief of Police Services, Pete Sarna, made a presentation of the Polices Services Safety Report. Chief Sarna read the Mission Statement of Police Services which reads: "OUSD Police Services exists to support the educational mission of the District by ensuring the safety and security of the District's students, staff and property, providing a reassuring, visible presence when needed, providing professional, caring guidance and direction to District students and staff on crime and other public safety issues, responding quickly to calls for assistance, reports of crimes and emergencies, and working closely with allied criminal justice and social service agencies to resolve issues that put the District's educational mission at risk".

Topics covered in the presentation:

Strategic Alignment, Organizational Structure Campus, Incident Reporting System (CIRA), Key Safety Indicators Crimes Against Persons, Drug & Alcohol Offenses, Non-Criminal Conduct, Other Service Calls Property Crimes, Weapons Offenses, Safety Trends/Concerns, Key Strategies and Oakland Youth Homicide Victims Rate for 2008-2009.

Strategic Alignment - Chief Sarna said he structured the department in a way that it mirrors the community policing beats used by the Oakland Police Department. He said this alignment allows school sites to know who they can contact at the Oakland Police Department for additional assistance.

Organizational Structure - Chief Sarna said the department is divided into three main divisions; (1) Field Operations which manages Traffic Safety and the Late Tactical Component which will be operational this summer. (2) High School Safety Division which manages the SSO's at the high schools and the soon to be implemented camera monitoring center. (3) The Supports Services Division which manages elementary schools, middle schools and the SSO's assigned to those schools and Intervention Prevention.

Key Safety Indicators - Data includes crimes against persons, drugs & alcohol offenses and weapons offenses. Chief Sarna said the morning session of school has the highest number of incidents.

Drug & Alcohol Offenses - Chief Sarna said 39 offenses have occurred on the school perimeter this year.

Non-Criminal Conduct - Chief Sarna said this conduct drives most of the calls for service. He said the conduct includes disruptive behavior, truancy and mutual fighting. He said his real challenge is to have enough personnel to keep the school sites safe and to address the ongoing problems that occur on the school site perimeter.

Other Service Calls - Includes alarms, animal control, custody dispute and bullying/harassment. Chief Sarna said about 80% of department calls are generated from the school sites.

Property Crimes - Includes arson, auto burglary, grand theft and vandalism.

Weapons Offenses - Includes brandishing and weapons offenses.

Safety Trends/Concerns - Burglaries of school property are high and depletes District resources. He said most burglaries occur during non-school hours in the classroom and the main office area. He said there have been 36 robberies with the majority happening on the school perimeter an hour after school starts and during the egress period. He said there have been 95 gang related incidents at the high schools and at some of our larger middle schools. He said about 45 of these incidents occurred on the perimeter of the school. He said site staff will have to be held more accountable for playing a role in safety. He said he recently assigned one police officer to the Oakland Police Department to serve as a liaison in identifying sexually exploited minors.

Key Strategies - Chief Sarna said Police Services is working with internal and external partners to implement strategies in the High School Safety Plans and Teams, truancy, gangs, weapons; sexually exploited minors and traffic safety.

Oakland Youth Homicide Victims 2008-2009 (Age 5-18) - Black and Hispanic children had the highest incidents of homicide. Chief Sarna said our school sites are safe places to be. He said during this period there were zero homicides that occurred when school was in session.

Committee Discussion

Chairperson Spearman said in the coming weeks she will work with Chief Sarna on how to prepare this report for its release to the public. She said the Full Board should have this report. Chairperson noted the data was not really bad, she said it is data the District did not have before. Chairperson Spearman requested a breakdown of gang activity and weapons data by schools.

Director Gallo requested information on sexually exploited minors.

Discussed



10-0622

District's Restorative Justice Practice

Staff report on District's Restorative Justice Practice.

Attachments: [Document\(s\)](#)
[10-0622 - Restorative Justice Expansion.ppt](#)
[10-0622 - Restorative Justice Rollout - Handout.pdf](#)

Laura Moran, Chief Services Officer, said by Adrian Kirk, Barb McClung and Rita Alfred

will make the presentation on Restorative Justice.

Barb McClung, Program Manager for Integrated Student Support Services, said team members will share some of the successes seen with the whole school application of Restorative Justice. Rita Alfred will share the data from Cole Middle School.

Ms. Alfred provided the history of Restorative Justice being brought to the District in the 2005-2006 school year. She said in year one she attended the Restorative Justice Training at Cole Middle School. She said after the training she came back with the Restorative Justice Philosophy and practice. She said the principal of Cole Middle School was very open to adopting Restorative Justice. A Restorative Group was done with the teachers getting them to take a look at what was happening to them in the classroom and how they could improve what they were doing with the students. She said year in two there was a plan of concentrating only on the adults taking a look at what it meant to be a restorative adult community. She said in year three Restorative Justice moved to the students offering them an elective class. She said year in four she spent little time at Cole Middle School because a volunteer had been trained to take over some of the activity she was doing with the students and teachers. She noted in year four Cole Middle School was closing and year one had the largest number of students.

Committee Comments

Director Hodge asked Mr. Alfred to talk about what has happened since Gayle Wang and Jackie Wong left the program.

Adrian Kirk, Director of Family and Community Office, said both of those positions were Measure "E" funded and when the funds went away the positions went away.

Barb McClung presented data on how Restorative Justice Practices impacted the students at Cole Middle School. She said one of the ways Restorative Practices was a bridge was by Restorative Justice Pilots being written into a Federal Grant the District received called the Mental Health Integration Partnership Grant. She said the goal of the funding was to pilot Restorative Practice at three middle schools and three high schools to provide the "Train the Trainer" curriculum. She said at school sites implementing Restorative Justice, a person is needed that can hold and shape the change in the discipline practice at the school site. She said the traditional practice is to look at what rule or law was broken and what penalties should be imposed because of the infraction. She said the shift in the school would look at who was harmed and who is responsible to help repair the harm.

Lessons Learned

Barb McClung said there has to be strong buy-in by the site administrator. She said the whole school needs education about Restorative Practices. She said it is not fair to ask people to practice Restorative Justice if they don't know what it is to create the capacity of teachers to be practitioners. She said in asking people to engage in Restorative Practice with students, we learned the adults needed to engage in Restorative Practices with each other.

Adrian Kirk said in the area of discipline the District is still developing alternatives to the suspension and expulsion process. He said we need to maintain communities. He said if maintained students have an obligation to step away and not commit the infraction and harm as opposed to moving a problem student from one campus to another campus. He

said they are trying to maintain the connections and build the community with students on site. He said in doing that the number of suspensions, days of instruction lost will diminish and the loss in ADA will be reduced. He said the discipline process for next year will have a few different alternatives to the current suspension and expulsion process. He said this will come to the Board in the form of a recommendation for a Policy by August. He said the Family and Community Office is partnering with Juvenile Probation, Juvenile Court and Measure "Y" with the City of Oakland in expanding Restorative Practice with our partners.

Funding Opportunities

Barb McClung reported on an appropriations request from Congresswoman Barbara Lee that would go directly to fund Restorative Justice Oakland Youth providing services focused on students returning to District schools from the Juvenile Justice Center.

Committee Member Comments

Director Hodge said Committee Members and Board Members if they ever sit on the Safety Committee need to be trained in family and group conferencing and Restorative Justice.

Director Spearman talked about the principal's buy-in to Restorative Justice. She said this is a District policy adopted by the Board of Education. She said we need to work with the principals during the Summer Institute to let them know this is policy. She said if there are offenses that should be referred to the Discipline Hearing Panel (DHP) there should be a hearing.

Laura Moran said staff will always follow Education Code. She said what staff is looking at is when there are alternatives to prevent the offense from getting to that level. She said when there are some serious incidents depending on the circumstances you could do both.

Director Spearman said the Safety Committee Members should be participants in the Summer Institute. She said she is looking at sustainable programs and she does not want the District to rely on soft money for programs. She said when the soft money is gone the infrastructure is not there to support the schools.

Ms. Moran said deep intensive training needs to be done the first year of implementing Restorative Justice and someone needs to be on site to build the capacity of everyone else. She said what should be built into the sustainability plan is the schools have to take the responsibility after the first year if soft money goes away. She said when the sites are building their budget, they need to identify who on their staff will do the work.

Director Spearman asked committee members if they thought this was ready for the Full Board or it needed more work before sending it to the Full Board.

Director Hodge said a little more work was needed with the alignment piece and the money.

Discussed

M. New Business

**10-0900****Proposed Elimination of 30 FTES Positions - Police/Schools Safety Services Department - Fiscal Year 2010-11**

Discussion and possible adoption of a recommendation to the Board of Education pertaining to the proposed elimination of 30 FTEs, as specified in the Superintendent's Report to the Board of Education on April 28, 2010, for lack of funds, in the Police/Schools Safety Services Department for Fiscal Year 2010-2011 and its prospective impact on safety of pupils, employees and District property.

Attachments: [10-0900 - Proposed Elimination of 30 FTES Positions - Police/Schools Safety Services Department - Fiscal Year 2010-11.pdf](#)

Chairperson Spearman asked Chief Sarna if the District had an alternative plan to the plan presented to the Board at last week's Board of Education meeting?

Chief Sarna said he did the analysis of what it would cost to add additional SSO's to middle schools bringing each middle school up to two SSO's per site and the annual cost would be approximately \$650,000.

Chairperson Spearman asked Chief Sarna if he talked with Vernon Hal, Chief Financial Officer, about where the funding could be found for the additional SSO's for middle schools.

Chief Sarna said he had not had that discussion with Mr. Hal.

Chairperson Spearman asked if there were two SSO's per middle school, what would be the total number of proposed eliminations?

Chief Sarna said the number would drop by five or six.

Chairperson Spearman said we are talking about eliminating at least 20 SSO's.

Chief Sarna said the proposed number is around 30 SSO's.

Director Spearman asked if the number of proposed eliminations could be reduced to 20?

Chief Sarna said the salary and benefits for each additional SSO depending on seniority cost the District \$45,000 to \$60,000 annually. He said he had a discussion with an institute who is providing additional funding for a police officer that can take the position of two SSO's at Havenscourt Middle School. He said he can re-deploy those centrally funded SSO's to other middle schools reducing that cost by \$70,000 annually.

Director Hodge wanted to know if this information was brought to the committee before and perhaps she was not present at the meeting.

Laura Moran said the budget process was developed by the Cabinet as well as Vernon Hal. She said the Cabinet brought a set of cuts to the Board that included school cuts and central office cuts. She said if this committee wants to make a recommendation that you think this is too many SSO's to cut because it is a safety issue, she said it is the purview of the committee to do so. She said Dr. Smith asked Chief Sarna to make a report on how the

District plans to mitigate the safety risks and that report will be presented at tomorrow's Special of Board of Education Meeting as a written report.

Chairperson Spearman said safety is of paramount importance to this District. She said if the Board decides this is too many positions to cut, the Board can change the number of positions to be eliminated. Chairperson Spearman said she feels the proposed number is too many to eliminate. She said in today's Facilities Committee Meeting committee members came up with an alternative proposal to what was originally proposed by staff. Chairperson Spearman said she said she would approve the elimination of 20 positions with a maximum of 25 positions. She said she thinks the District can find the money to fund the other positions.

Director Gallo said he agrees with Chairperson Spearman that safety is one of the District's core values. He said there is not a cost for what the additional officers would cost the District and he said to honor her request it would be good to present that cost.

Chairperson Spearman tabled this item because the item will appear on the agenda of the Special Board Meeting for approval and there will further discussions at that time.

General Counsel Minor said the Facilities Department is different. She said it has multiple pots of money and the department can move money around without impacting the General Fund. She said the recommendation that Mr. White brought to you today is something he can do provided he is meeting accounting standards by moving between Bond Funds. She said he is not impacting the General Fund. She said the classified layoffs have to be voted on tomorrow. She said you will not adopt the budget until the end of June. She said if you opt to remove potential layoffs tomorrow, and May Actuals hit, you are not going to be able to layoff. She said what you can do is approve a broader layoff than you need and then rescind. She said you can't do the opposite.

Tabled to a Date Certain

N. Public Comments on All Non-Agenda Items Within the Subject Matter Jurisdiction of the Committee

There were no public speaker cards submitted.

O. Superintendent of Schools or Designee's Committee Liaison Report

None.

P. Introduction of New Legislative Matter

None.

Q. Adjournment

Chairperson Spearman adjourned the meeting at 8:31 P.M.

Prepared By: _____

Approved By: _____