

**MINUTES - BOARD OF EDUCATION SPECIAL MEETING  
Fresno Unified School District  
2008 - 2009**

**Fresno, California  
July 24, 2008**

Office of the Board of Education, Fresno Unified School District, Education Center, 2309 Tulare Street, Fresno, California, 93721.

**Special Meeting**

At the first meeting for School Year 2008/09 of the Board of Education of the Fresno Unified School District, 2309 Tulare Street, Fresno, California held on July 24, 2008. The following is the current roster of the Board of Trustees and Administration staff.

**Board of Trustees**

Tony Vang, Ed.D., *President*  
Valerie F. Davis, *Clerk*  
Michelle A. Asadoorian, *Member*  
Lindsay Cal Johnson, *Member*  
Carol Mills, J.D., *Member*  
Manuel G. Nuñez, *Member*  
Janet Ryan, *Member*

**Superintendent and Administration Staff**

Michael E. Hanson, *Superintendent*  
Barbara Bengel, *Assistant Superintendent for State & Federal Programs*  
Elva Coronado, *Assistant Superintendent for K-6 School Leadership*  
Chris Evans, *Assistant Superintendent for School Leadership*  
Mabel Franks, Ed.D., *Assistant Superintendent for 7-8 School Leadership*  
Linda A. Hauser, Ed.D., *Chief Academic Officer (CAO) for School Leadership*  
Doug Jones, *Assistant Superintendent for Special Education*  
Holland Locker, *Assistant Superintendent for K-6 School Leadership*  
Kurt Madden, *Chief Technology Officer (CTO) for Technology Services*  
Maria Maldonado, *Assistant Superintendent for English Learners Services*  
John Marinovich, *Associate Superintendent for Secondary Education*  
Kim Mecum, *Associate Superintendent for Human Resources/Labor Relations Office*  
Deo Persaud, *Associate Superintendent for Operational Services*  
Ruth F. Quinto, *Associate Superintendent/Chief Financial Officer (CFO) for Administrative Services*

Superintendent and District Staff – continued

Sue Smits, Ed.D., *Assistant Superintendent for K-6 School Leadership*  
 Cynthia D. Tucker, *Associate Superintendent for School Support Services*  
 Peri Lynn Turnbull, *Chief Information Officer (CIO) for Communications*

### Special Meeting

At a special meeting of the Board of Education of Fresno Unified School District, held on July 24, 2008, there were present Members Johnson, Nunez, Ryan, and President Vang. Also present was Superintendent Hanson. *Members Davis and Mills were absent.*

President Vang convened the meeting at 8:00 a.m. in the Board Room with consultant Sarah Glover from the Center for Reform of Schools Systems. *Member Asadoorian arrived at 8:03 a.m.*

### Staff Present

Associate Superintendents Hauser, Marinovich, Mecum, Tucker, CTO Madden, CIO Turnbull, and Executive Director Harris. *CFO Quinto was absent.*

During the site visit with Consultant Sarah Glover from the Center for Reform of School Systems (CRSS), the Board of Education and Administration Team reviewed and discussed the following:

A brief introduction to sustainability:

- Moving from RGA to sustainability is like moving from coursework to the thesis
- Have access to CRSS resources to other urban school districts
- Everything they do is about improving student achievement

Reflect on RGA process:

- RGA should help become more effective board members
- Goals become the key to prioritization and the focus
- Bias for short-term wins and short-term focus for teachers
- Looking back over the whole RGA process

“Then”	Now
Limited leadership	<i>More leadership</i>
Chaoas	<i>Stability</i>
No constituent service	<i>Constituent service</i>
No Role for Board	<i>Board has a place in the conversation</i>
	<i>Great additions to board</i>
No core beliefs	<i>Core Beliefs</i>
Lack of Focus	<i>Focus</i>

Comments were made by Members Asadoorian, Johnson, Nunez, Ryan, President Vang, Superintendent Hanson, and Executive Director Harris.

## RGA Deliverables Update and Wrap-Up

- Review progress in:
  - Reform Policy adoption - review draft policies in preparation for July 30
    - Thinking about accountability
    - Gives everyone a framework for what it is
    - Signals our intent to couple accountability with support
    - Link of expectations and support
    - Staff work is woven into future work
  - Theory of action implementation - need to make sure they implement with fidelity – figure out how to track this. *Presentation by Associate Superintendents Marinovich and Hauser.*

Comments were made by Members Asadoorian, Johnson, Nunez, Ryan, President Vang, Superintendent Hanson, and Executive Director Harris.

President Vang recessed for a BREAK at 10:15 a.m. and RECONVENED at 10:30 a.m.

- Communications and civic capacity building
  - Concerns in this area:
    - Don't have a plan
    - Do have an opportunity to highlight progress over last 4 years
    - Diversity of the board gives it the capacity to reach a wide range of stakeholders/segments
    - This is a critical time – how do they create a way to explain where they are
    - Do they commission a board sub-committee on communication/outreach
  - Next Steps:
    - Board will create a plan for building civic capacity
    - Need to understand the context of the work given the election cycle
    - Perhaps board members not up for re-election could chair the sub-committee so it doesn't appear self-serving
    - Board needs to define its goal for itself in building civic capacity
    - Develop a timeline and initial action steps
    - Board will create sub-committee to tackle this
- Summary of Work
  - Management oversight and workshops – quality of the workshops is improving.

Comments were made by Members Asadoorian, Johnson, Nunez, Ryan, President Vang, Superintendent Hanson, Executive Director Harris, and Associate Superintendent Marinovich.

- Review Data Dashboard
  - Discuss data dashboard indicators with recommendations for finalization

Comments were made by Members Asadoorian, Johnson, Nunez, Ryan, President Vang, and Superintendent Hanson.

President Vang recessed for LUNCH at 11:45 a.m. and RECONVENED at 12:20 p.m.

- RGA Traction Questionnaire and Program Feedback
  - Administer questionnaire and gather feedback on RGA program
  - Feedback about RGA elements:
    - Core Beliefs and commitments
      - Enabled the board to have an important conversation
      - Important to have a process to bring on new members to the board
      - People who say and believe all and it is no longer OK to leave any kids behind
      - Allowed the board to do this in focused way
      - Elements of this path already existed in our district this enabled them to be able to talk about this at an individual level

Member Mills arrived at 1:15 p.m.

#### Theory of Action

- It is having an impact on the big systems
- It can have a major impact – today’s presentation made sense
- Bridge between core beliefs and action plan
- Theory of Action language took a while to get a handle around
- How they will implement the theory of action
- It is easy to derail on the theory of action – board election, leadership turnover, stability is a big deal
- Theory of action work has been positive
- Belief in things that they are doing are right
- Rigorous work but a vigorous structure
- Important to understand that everything will not break through at the same time
- You can hang stuff and it will last for years

#### Constituent Services

- Need more public access to the office
- Create opportunities via word of mouth

#### Management Oversight

- Board is better able to study the system with opportunities to improve and focused on the big systems is feels more comfortable
- Pushed staff to be more thoughtful about public conversation about their work
- Jump started the creation of a system
- Create the information and the communication to create the means of a deeper conversation about the work
- Public does not understand how the management oversight has impacted the district
- Public struggles with RGA impact on the district systems
- What are our responsibilities to educate the public on the duties of board members

Reform Policies

- Get them thinking about accountability
- Gives everyone a framework for what it is
- Signals their intent to couple accountability with support
- Link of expectations and support
- Staff work is woven into future work

Data Dashboard

- May have too much information or not enough
- Helped to focus on higher level of what is important
- There is a fair amount of “art” to measure a system – it is not formulaic

Comments were made by Members Asadoorian, Johnson, Mills, Nunez, Ryan, President Vang, Superintendent Hanson, Executive Director Harris, CTO Madden, CAO Hauser, and Associate Superintendent Tucker.

President Vang recessed for a BREAK at 2:40 p.m. and RECONVENED at 2:50 p.m.

- Sustainability Program
  - Identify the district’s point person for the Sustainability Program
  - Review resolution that affirms commitment to sustainability
  - Determine goals for sustainability
  - Begin planning sustainability retreat

Sustainability Goals

- Bring new people into the system – new senior leaders and board members (on-boarding) – this would be a part of the first meeting of the new program
- Communication/outreach/Build civic capacity – place board members as civic leaders
- Revisit policy, procedures for board meetings
- Report on status of theory of action, accountability implementation
- Achieve more cohesive trusting board
- Identify next reform policies
- Make sure other policies are underway
- Explore teleconference/webinar
- Need to develop infrastructure for developing the plan

Comments were made by Members Asadoorian, Johnson, Nunez, Mills, Ryan, President Vang, Superintendent Hanson, and Associate Superintendent Mecum.

Unscheduled Oral Communication.

There were no speakers.

President Vang recessed for a BREAK at 3:40 p.m. and RECONVENED to Closed Session at 4:15 p.m. to address items 1 and 2.

### Reporting Out of Closed Session

1. By a vote of 6-0-1, *with Member Davis absent*, the Board took action in Closed Session to promote Andrea Santillan to Head Counselor, Sunnyside High School.
2. By a vote of 6-0-1, *with Member Davis absent*, the Board took action in Closed Session to promote Jeremy Ward to Principal III, Computech Middle School.
3. By a vote of 6-0-1, *with Member Davis absent*, the Board took action in Closed Session to promote Stephen Zoller to Vice Principal I/Program Manager, Williams Elementary School.
4. By a vote of 6-0-1, *with Member Davis absent*, the Board took action in Closed Session to promote Rebecca Trevino to Vice Principal I/Program Manager, King Elementary School.
5. By a vote of 6-0-1, *with Member Davis absent*, the Board took action in Closed Session to promote Stacey Swartout-McKinnon to Vice Principal I/Program Manager, Kratt Elementary School.
6. By a vote of 6-0-1, *with Member Davis absent*, the Board took action in Closed Session to appoint Brian Wall to Vice Principal III, Fresno High School.
7. The Board was informed of the promotion of Jose Zalapa to Guidance/Categorical Learning Coordinator, Carver Middle School.
8. The Board was informed of the promotion of Dianne Romine to Guidance/Categorical Learning Coordinator, Tioga Middle School.
9. The Board was informed of the transfer of Ray Vargas to Vice Principal III, Roosevelt High School.
10. The Board was informed of the promotion of Andrea Domingo to Vice Principal I/Program Manager, Hidalgo Elementary School.

President Vang recessed for a BREAK at 5:10 p.m. and congratulated the appointments taken in Closed Session and RECONVENED at 5:20 p.m.

President Vang announced a correction to item number 1 in the term of the MOU.

#### **1. Memorandum of Understanding (MOU) with African American Historical & Cultural Museum**

RATIFIED, as recommended, a Memorandum of Understanding (MOU) between the African American Historical & Cultural Museum and Fresno Unified School District. This agreement, in the amount of \$100,000, is to promote the educational learning experience of District students including the historical contributions of African Americans to the Central Valley and Agricultural Industry. The MOU commenced on ~~July~~ June 27, 2008 and will end August 7, 2008. Funding will be provided by the Targeted Instructional Improvement grant for a total cost of \$100,000.00.

Superintendent Hanson provided an updated to the Board with regards to the MOU with the African American Historical & Cultural Museum.

Member Nunez moved for approval, seconded by Member Mills, which carried a 6-0-1 *with Member Davis Absent*.

## 2. Request for Proposal (RFP) #2818, ERP Software Human Capital Management

AWARDED, as recommended, RFP #2818, ERP Software Human Capital Management. The proposal is for Enterprise Resource Planning (ERP) Software for Human Capital Management. Upgrading and modernizing the Human Resources, Benefits and Payroll software will streamline and automate business processes which are now done manually, offer self-service options for employees that are currently not available, and will bolster the reliability and accuracy of human resources and payroll related data. The following best value bidder to:

- Lawson Software                      \$996,649.53

Sufficient funds of \$996,649.53 are available in the 2008/09 budget (Coregis funds).

Superintendent Hanson provided the Board with an update of need for new technology in the district.

CTO Madden, Associate Superintendent Mecum, Administrator Canfield presented the Board with a summary of the software/technology implementation for Human Resources, Benefits, and Payroll Departments.

Member Nunez moved for approval and questioned the bid process and the areas of field and services and help desk management and time/attendance.

Executive Director Rosencarns stated there were second round interviews with the vendors. The vendors were questioned in the areas of field services and help desk management and all other areas. District staff spent the whole day with vendors running through the software to see the functionality of the program and meeting the needs for the district. At the end of the day, there was an overwhelming scoring that Lawson Software was the vendor that provided the needs for this district.

Member Nunez questioned a change in payroll systems and concern with employees' not getting paid on time or finding errors on their paychecks.

Associate Superintendent Mecum stated that as the district implements this new software, there will be a pilot program by departments and staff will be trained in the process and the district is looking for implementing this program with very little errors.

President Vang questioned when was the last conversion of a new program.

Administrator Canfield stated that the last conversion of new software was in 1992 or 1993.

Member Ryan seconded the motion by Member Nunez, which carried a 6-0-1 with *Member Davis absent*.

**Unscheduled Oral Communication**

There were no speakers.

**Meeting adjourned at 5:35 p.m.**

With no further business to come before the Board of Education at this time, President Vang declared the meeting adjourned at 5:35 p.m.



\_\_\_\_\_  
MICHAEL E. HANSON, Secretary to the  
Board of Education