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Jered Gering, Research Assistant  
Hayward Area Faith and Community Leaders Coalition

Hayward Unified School District Board of Trustees:  
Participation and Productivity Report

Purpose:

Over the past several months, members of the Hayward community have been voicing their concerns about the productivity, professionalism, and functionality of the Hayward Unified School District Board of Trustees. These concerns have also been shared between members of the HAFCLC (Hayward Area Faith and Community Leaders Coalition)—so much so, that many concerned citizens desire to know whether the board can continue to function as is, or whether change needs to take place among the membership. It must be acknowledged that three seats among the Board of Trustees are up for election this November. The purpose of this research project, however, is not to endorse any particular candidate, nor is it to disparage or attack any of the current members (up for reelection or otherwise). My purpose in this report is simply to present the facts, including an interpretation of recent, relevant actions and events which have transpired, in order for the public to be able to draw their own conclusions and make an informed decision concerning the trustees this coming election.

Scope of Project:

The chosen time-frame of this report is from January, 2014 to the present. The recorded data includes the trustees' board meeting attendance records and voting participation; a list of non-unanimous votes; a list of all items tabled to future meetings; attendance in external, non-HUSD organizations in which the trustees represent the HUSD; and a meeting-by-meeting breakdown of instances which the trustees act unprofessionally, make simple mistakes, or if anything worth noting takes place. I also reviewed the HUSD's expense reports within the stated timeframe to review whether there is any disparity between the board members in how much money is spent on travel/conferences.

Statement of Qualifications and Potential Bias:

I earned my Bachelor of Arts degree in English from Southwestern Assemblies of God University in May, 2014. Since then, I've lived in San Lorenzo, CA. I have no children, nor have I attended any of the schools within the Hayward Unified School District. I attend church at Church of the Cross, in Hayward, CA (which is right by Burbank Elementary School). Though I don't live within the city limits of Hayward, this connection to the community of Hayward opened the door for me to be contacted by the HAFCLC to complete this research project.

Having no prior connection to Hayward (or the HUSD), and still relatively new to California, I have endeavored in this project to remain as neutral as possible. However, I also acknowledge that in the process of observation, it often requires personal interpretation to precisely record relevant data. Since I know my interpretations may not always be perfect, all observations within my notes made from the HUSD Board Meeting video archives have been given time stamps (recorded as hour:minute:second) so that any concerned citizen can revisit those precise moments to draw their own conclusions if they're so inclined.

#### Interpretation Guide:

In the spreadsheets that follow, many different pieces of data are presented. To ensure that the data is correctly understood, I included this explanation to aid in its interpretation. The first page ("Quick Stats") is a summary of some of the more important findings of this project, including attendance, voting participation, and items tabled. The color coding on this page and after is to help in easily finding pieces of concern. The color coding is to be interpreted as follows: Green means positive, yellow means it could be an issue and should be considered, and red means negative. The next two spreadsheets document the attendance and voting records of the trustees on a meeting-by-meeting basis. Purple is introduced in the color coding to mark meetings that were cancelled or affected due to lack of quorum.

The next spreadsheet contains my notes from watching the video records of all the meetings. It is organized with a spot for general notes, and also breaks actions by each trustee down into the categories of "Technical Mistakes" and "Unprofessional/Inappropriate Behavior." The most common technical mistake listed is any instance the trustees explicitly say how they are going to vote before the actual vote takes place, which is technically not allowed. Other recurring mistakes bleed over into the category of professionalism, when there is confusion in order, or when someone talks out of turn. "Unprofessional/Inappropriate Behavior" includes raising one's voice, interrupting one another, or simply being argumentative, contentious, or condescending. I recognize that the interpretation of what is or is not professional can be largely subjective. I included the time in the video when each recorded incident occurred, so that any individual can watch it on their own time and draw their own conclusions if they're so inclined.

After that, there is a record of every non-unanimous vote and the reason for dissent since January, 2014. It must be recognized that dissent and non-unanimous decisions are not necessarily a bad thing. In any multi-person board there is bound to be disagreement, but that is a crucial part of the democratic process. The focus in this spreadsheet needs to be on any patterns present within the records to indicate whether any of the trustees are unprepared in their voting. This can also be used to see if anything corresponds with the video records and tabled items to conclude whether there is any overall unnecessary lack of preparation or if the dissension is a symptom of underlying disunity and discord.

The next spreadsheet lists every item tabled by the board since January, 2014. The items are listed by their number in the agenda. The reason for the tabling is also provided for quick reference, along with a total at the bottom.

After that is a spreadsheet which lists the Board of Trustees' participation in non-district meetings/committees/boards in which they serve as representatives of the HUSD. The information here is limited, but can be used to help gauge the frequency and efficacy of HUSD board members outside of the regular board meetings.

The final spreadsheet included here is Travel Expenses for the board members. Using the provided expense reports from the HUSD, I listed an estimate of money spent on each board member for each trip the board members went on, as approved and paid for by the district.

Conclusion:

I hope the following data can bring clarity to the public regarding the productivity of the Hayward Unified School District Board of Trustees. All of the information used to compile this report is open to the public, and members of the public are invited to investigate this data if they see it necessary to do so.