



ALAMEDA-CONTRA COSTA TRANSIT DISTRICT

Master Minute Order

Report ID:	25-123	Status:	Denied and provided direction
Type:	Regular - Board Administrative Matters		
Meeting Body:	Board of Directors - Regular Meeting 01/08/2025	Final Action:	01/08/2025

Sponsors:

Attachments: STAFF REPORT, Att.1. Resolution Number 25-006, Att.2. Investigation Executive Summary_REDACTED, Att.3. Condensed Executive Summary, RED FOLDER - Closure Letter to S. Syed, RED FOLDER - Closure Letter to M. Hursh, RED FOLDER - Item 6A Dir. Syed Response Staff Report No. 25-123 & Resolution No. 25-006

Related Files:

Agenda Title:

Consider the adoption of Resolution No. 25-006 censuring Sarah Syed for violation of Board Policies 101 and 702.

Staff Contact:

Aimee L. Steele, General Counsel/Chief Legal Officer

Legislative Action & Summary

Acting Body:	Date:	Action:	Result:
Board of Directors - Regular Meeting	01/08/2025	Denied and provided direction	Pass

Action Text:

MAIN MOTION: WALSH/SYED to reject the censure of Director Syed and move forward with the training for all Board Members on governance and becoming an effective board.

AMENDMENT: SHAW/PEEPLS to add the following to the main motion: require additional leadership and governance coaching for Director Syed.

AMENDMENT TO THE AMENDMENT: McCALLEY/SHAW to reject the censure of Director Syed; require additional training for the entire Board; require additional Board governance, leadership and coaching for Director Syed and make coaching available to all Board Officers.

Ayes: 6 Director YOUNG, President SHAW, Vice President McCALLEY, Director SILVA, Director PEEPLES, Director WALSH

Nayes: 1 Director SYED

Notes:

[Written comment received prior to the meeting is incorporated into the file by reference. In addition, documents provided by Director Syed as well as the Closure Letters that were issues to Director Syed and Michael Hursh were distributed to the Board and incorporated into the file by reference.]

General Counsel Aimee Steele gave a brief presentation along with the options available for the Board to consider. In addition, Director Syed responded to the allegations of violating Board Policies 101 and 702 (a memo from Director Syed outlining her position is incorporated into the record by reference).

Public Comment:

The following speakers opposed the proposed resolution 25-006 to censure Director Sarah Syed for violations of Board Policies 101 and 702. They argued that the censure appeared retaliatory, particularly in response to her comments on former GM Hursh's exit package. They defended Syed's role as a transit advocate for her constituents and emphasized that directors should have the freedom to ask questions. Speakers also felt that censuring her would send a negative message, single her out unfairly, and contrast poorly with past censures for more serious infractions. They suggested that the board should focus on more pressing issues, such as the upcoming budget and increasing transit ridership, instead of censure. Additionally, they highlighted that an investigative report recommended training rather than censure, and called for a cultural shift in the board where disagreements don't lead to punitive actions.

Tracy Jensen (Alameda City Council

Barnali Ghosh (BART Board of Director)

Noor Rizvi (Transbay Coalition)

Carter Lavin (Transbay Coalition)

Anthony (East Bay Transit Riders union)

Rebecca Saltzman (El Cerrito City Council)

Jason Martens

Warren Cushman

Kevin Dowley

George Spies

Ren Fitzgerald

Kent Levandowski

Tom Holub

Bryan Culbertson

Richard Marcantonio (Public Advocates)

Jesse Gunn

Oliver Burke

Joshua Gunter

Alfred Twu

Valerie Lancer

Adina Levin

Alex Contreras

Tommaso Boggia

Sam Greenberg

Adriana Valencia

John Knox-White

Ajith M.

Rebecca Mirvish

Chance Boreczky
