PAJARO VALLEY UNIFIED SCHOOL DISTRICT MISSION STATEMENT

The Mission of the Pajaro Valley Unified School District is to educate and to support learners in reaching their highest potential. We prepare students to pursue successful futures and to make positive contributions to the community and global society.



February 25, 2015 REGULAR BOARD MEETING

CLOSED SESSION - 6:00 p.m. - 7:00 p.m. PUBLIC SESSION - 7:00 p.m.

DISTRICT OFFICE Boardroom 292 Green Valley Road, Watsonville, CA 95076

NOTICE TO THE PUBLIC: BOARD PACKET DOCUMENTS ARE AVAILABLE FOR YOUR REVIEW AT THE FOLLOWING LOCATIONS:

- Superintendent's Office: 294 Green Valley Road, Watsonville, CA (4th Floor)
 - On our Webpage: www.pvusd.net

Notice to the Audience on Public Comment

Members of the audience are welcome to address the Board on all items not listed on this agenda. Such comments are welcome at the "Visitor Non-Agenda Items".

Members of the audience will also have the opportunity to address the Board during the Board's consideration of each item on the agenda.

Individual speakers will be allowed three minutes (unless otherwise announced by the Board President) to address the Board on each agenda item. You must submit this card prior to the discussion of the agenda item you wish to speak to; once an item has begun, cards will not be accepted for that item. For the record, please state your name at the beginning of your statement. The Board shall limit the total time for public input on each agenda item to 20 minutes. With Board consent, the President may increase or decrease the time allowed for public presentation, depending on the topic and the number of persons wishing to be heard. The President may take a poll of speakers for or against a particular issue and may ask that additional persons speak only if they have something new to add.

Las Solicitudes de Traducción:

Traducción del inglés al español está disponibles en las sesiones de la mesa directiva. Por favor obtenga su equipo al entrar a la junta.

We ask that you please turn off your cell phones and pagers when you are in the boardroom.

Please Note that Reporting out of Closed Session will Take Place AFTER Action Items.

1.0 <u>CLOSED SESSION OPENING CEREMONY IN OPEN SESSION - 6:00 P.M.</u>

- 1.1 Call to Order
- 1.2 Public comments on closed session agenda.

2.0 CLOSED SESSION (AND AFTER REGULAR SESSION IF NECESSARY)

- 2.1 Public Employee Appointment/Employment, Government Code Section 54957
 - a. Certificated Employees (see Attached)
 - b. Classified Employees (see attached)
- 2.2 Public Employee Discipline/Dismissal/Release/Leaves
 - a. Resolution #14-15-15, Possible Reassignment or Release for Certain Certificated Management Employees.
 - b. Resolution #14-15-16, Non-Reelection of Certain Probationary Certificated Employees
- 2.3 Negotiations Update
 - a. CSEA
 - b. PVFT
 - c. Unrepresented Units: Management and Confidential
 - d. Substitutes Communication Workers of America (CWA)
- 2.4 Claims for Damages
- 2.5 Pending Litigation
- 2.6 Anticipated Litigation
- 2.7 Real Property Negotiations
- 2.8 3 Expulsions

3.0 OPENING CEREMONY - MEETING OF THE BOARD IN PUBLIC - 7:00 P.M.

- 3.1 Pledge of Allegiance
- 3.2 Welcome by Board President

Trustees Kim De Serpa, Leslie DeRose, Maria Orozco, Karen Osmundson, Lupe Rivas, Willie Yahiro and President Jeff Ursino.

- 3.3 Superintendent Comments
- 3.4 Governing Board Comments/Reports Standing Committee Meetings (1 minute per trustee)
- 3.5 Student Recognition
 - Jocelyn Jasmine Jimenez, HA Hyde Elementary School
 - Sophia Monroy-Baltazar, Landmark Elementary School
 - Courtney Crotwell, Mar Vista Elementary School
 - Alexandra Gaon, Valencia Elementary School
- 4.0 APPROVAL OF THE AGENDA
- 5.0 APPROVAL OF MINUTES
 - a) Minutes of February 11, 2015
- 6.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT

5 min. per school

Board President closes regular Board meeting and opens Public Hearing.

- 7.0 Public Hearing: Public Disclosure on the Long Term Financial Impact of the Tentative Agreement for certificated bargaining unit employees as required by AB1200/2756 and certification of the district's ability to meet the costs of the collective bargaining agreement with the Pajaro Valley Federation of Teachers (PVFT) bargaining unit, and Tentative Agreement with PVFT
 - 7.1 Report by Brett McFadden, CBO and Sharon Roddick, Assistant Superintendent, HR
 - 7.2 Public comment
 - 7.3 Board questions and comments

Board President closes Public Hearing and resumes Board meeting.

8.0 VISITOR NON-AGENDA ITEMS

Public comments on items that are not on the agenda can be addressed at this time. The Board President will recognize any member of the audience wishing to speak to an item not on the agenda on a matter directly related to school business. The President may allot time to those wishing to speak, but no action will be taken on matters presented (Ed. Code Section 36146.6). If appropriate, the President or any Member of the Board may direct that a matter be referred to the Superintendent's Office for placement on a future agenda. (Please complete a card if you wish to speak.)

9.0 EMPLOYEE ORGANIZATIONS COMMENTS - PVFT, CSEA, PVAM, CWA

5 min. each

10.0 CONSENT AGENDA

Information concerning the Consent items listed above has been forwarded to each Board Member prior to this meeting for his/her study. Unless some Board Member or member of the audience has a question about a particular item(s) and asks that it be withdrawn from the Consent list, the item(s) will be approved at one time by the Board of Trustees. The action taken in approving Consent items is set forth in the explanation of the individual item(s).

- 10.1 Purchase Orders February 5 18, 2015
 The PO's will be available in the Superintendent's Office.
- 10.2 Warrants January February 5 -18, 2015
 The warrants will be available in the Superintendent's Office.
- 10.3 Approve Award of Bid #BT-15-01-28-099-8612, CCTV Surveillance Camera Additions to Various District School Campuses.
- 10.4 Approve RFP #BT15-01-28-099-8603 TV's, Classroom Audio Amplification System, Installation and Training.
- 10.5 Approve Nomination of George Wylie to CSBA's Delegate Assembly.

The administration recommends approval of the Consent Agenda.

10.0 DEFERRED CONSENT ITEMS

11.0 REPORT AND DISCUSSION ITEMS

- 11.1 Report and discussion on Local Control and Accountability Plan (LCAP) Progress Update.

 Report by Susan Perez, Assistant Superintendent, C&I 20 min. report; 20 min. discussion
- 11.2 Report and discussion on Safety Canine Program Update.

 Report by Murry Schekman, Assistant Superintendent 10 min. report; 20 min. discussion

12.0 REPORT, DISCUSSION AND POSSIBLE ACTION ITEMS

- 12.1 Report, discussion and possible action to approve Tentative Agreement with the Pajaro Valley Federation of Teachers (PVFT).

 *Report given under Item #7.0
- 12.2 Report, discussion and possible action to approve a Memorandum of Understanding between PVUSD and PVFT for Tuition Reimbursement.

 *Report by Sharon Roddick, Assistant Superintendent, HR 2 min. report; 5 min. discussion
- 12.3 Report, discussion and possible action to approve the following updates and revisions to Regulations (AR) 4112.4, 4212.4, 4312.4 AR, Health Examinations

 Report by Dorma Baker, Superintendent

 2 min. report; 5 min discussion

13.0 ACTION ON CLOSED SESSION

14.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2015

All meetings, unless otherwise noted, take place at the District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session begins at 6:00 pm; Open Session begins at 7:00 pm.

| | | Comment | |
|-------------------|-------------|---|--|
| March • 11 | | Approve 2nd Interim Report | |
| | 1 8 | MSHS Training – Special Mtg. | |
| | 2 5 | | |
| April | 1 5 | | |
| | 2 9 | | |
| May | 1 3 | | |
| | 2 7 | Approve 3rd Interim Report | |
| June | 1 0 | | |
| | 2 4 | 2015-2016 Budget Adoption | |
| July | No Meetings | | |
| August | 1 2 | | |
| | 2 6 | | |
| September | 9 | Unaudited Actuals | |
| A-21-00 N | 2 3 | | |
| October | 1 4 | | |
| | 28 | | |
| November | 1 8 | | |
| December | 9 | Annual Organization Mtg. | |
| | | Approve 1st Interim Report | |

15.0 ADJOURNMENT

PAJARO VALLEY UNIFIED SCHOOL DISTRICT CLOSED SESSION AGENDA February 25, 2015

- Public Employee Appointment/Employment, Government Code Section 54957 2.1
 - a. Certificated Employeesb. Classified Employees

| New | Hires - Probationary |
|-------|---|
| 1 | Campus Safety & Security Officer |
| 2 | Instructional Assistant – General Ed |
| New | Hires |
| 4 | Teachers |
| Rehi | res |
| | None |
| Pron | notions |
| | None |
| New | Substitutes |
| | None |
| Adm | inistrative Appointments |
| | None |
| Tran | sfers |
| | None |
| Othe | r |
| 2 | Academic Coordinators |
| 1 | Family Child Care Home Coordinator |
| 2 | Principal |
| Extra | Pay Assignments |
| 22 | Coach |
| Extra | Period Assignments |
| | None |
| Leav | es of Absence |
| 1 | Instructional Assistant – Moderate/Severe |
| 1 | Lead Custodian II |
| Retir | ements |
| | None |
| Resig | mations/Terminations |
| | None |

| 109 | lemental Service Agreements Teacher |
|-------|---|
| | ellaneous Actions |
| | Lead Custodian II |
| 1 | |
| Sepa | rations From Service |
| Y | None |
| | ed Term - Projects |
| 3 | Administrative Secretary II |
| 1 | Cafeteria Assistant |
| 1 | Campus Safety & Security Officer |
| 1 | Custodian II |
| 1 | Data Entry Specialist |
| 1 | Health Care assistant |
| 3 | Instructional Assistant – General |
| 10 | Office Assistant I |
| 2 | Office Assistant III |
| 1 | Registration Specialist |
| 1 | Site Computer Support Technician |
| 1 | Translator |
| Exem | |
| 2 | Childcare |
| 3 | Crossing Guard |
| 6 | Enrichment Specialist |
| 1 | SPECTRA Artist |
| 6 | Student Helper |
| 20 | Yard Duty |
| Provi | sional |
| 1 | Campus Safety & Security Officer |
| Limit | ed Term - Substitute |
| 12 | Behavior Technician |
| 1 | Bus Dirver |
| 18 | Cafeteria Assistant |
| 1 | Instructional Assistant - Mild/Moderate |
| 1 | Office Manager |
| 2 | Warehouse Delivery Worker |

February 11, 2015 REGULAR BOARD MEETING

CLOSED SESSION - 6:00 p.m. - 7:00 p.m. PUBLIC SESSION - 7:00 p.m.

DISTRICT OFFICE Boardroom 292 Green Valley Road, Watsonville, CA 95076



1.0 CLOSED SESSION OPENING CEREMONY IN OPEN SESSION – 6:00 P.M.

1.1 Call to Order

Vice President Orozco called the meeting of the Board to order in public at 292 Green Valley Road, Watsonville, CA.

1.2 Public comments on closed session agenda. None.

2.0 CLOSED SESSION (AND AFTER REGULAR SESSION IF NECESSARY)

- 2.1 Public Employee Appointment/Employment, Government Code Section 54957
 - a. Certificated Employees
 - b. Classified Employees

| New | Hires – Probationary |
|------|---|
| 2 | Teachers |
| 3 | Behavior Technicians |
| 1 | Instructional Assistant - Moderate/Severe |
| Reh | ires |
| | None |
| Pro | notions |
| | None |
| New | Hires |
| | None |
| New | Substitutes |
| | None |
| Adn | ninistrative Appointments |
| 1 | Coordinator of Site Academics |
| Trai | nsfers |
| | None |
| Oth | er |
| 1 | Principal |

| Extra | Pay Assignments |
|-------|---|
| 18 | Coach |
| Extra | Period Assignments |
| | None |
| Leave | es of Absence |
| 3 | Teacher |
| 1 | Speech & Language Specialist |
| 2 | Custodian II |
| 3 | Instructional Assistant – Mild/Moderate |
| 1 | Instructional assistant – Moderate/Severe |
| 1 | Office Assistant III |
| Retir | ements |
| | None |
| Resig | nations/Terminations |
| | None |
| Supp | emental Service Agreements |
| 21 | Teacher |
| Misce | llaneous Actions |
| | None |
| Separ | rations From Service |
| 1 | Custodian II |
| 1 | Instructional Assistant – General Ed |
| 1 | Instructional Assistant - Moderate/Severe |
| 1 | Office Assistant |
| 3 | Teacher |
| Limit | ed Term – Projects |
| 2 | Campus Safety & Security Officer |
| 2 | Custodians II |
| 139 | Instructional Assistants – General Ed |
| 3 | Instructional Assistant – Child Development |
| 1 | Information Systems Support Tech |
| 1 | Lead Custodian I |
| 1 | Lead Custodian II |
| 2 | Office Assistant II |
| 1 | Office Assistant III |
| 1 | Office Manager |

| 2 | Translator | | | | | |
|------|---|--|--|--|--|--|
| Exen | Exempt | | | | | |
| 19 | Childcare | | | | | |
| 1 | Crossing Guard | | | | | |
| 1 | Enrichment Specialist | | | | | |
| 27 | Student Helper | | | | | |
| Prov | isional | | | | | |
| 1 | Behavior Technology | | | | | |
| 1 | Instructional Assistant – General Ed | | | | | |
| 2 | Instructional Assistant – Mild/Moderate | | | | | |
| 1 | Instructional Assistant - Moderate/Severe | | | | | |
| Limi | ted Term - Substitute | | | | | |
| 1 | Behavior Technician | | | | | |
| 2 | Cafeteria Assistant | | | | | |
| 4 | Custodian I | | | | | |
| 2 | Groundskeeper I | | | | | |
| 2 | Instructional Assistant – Mild/Moderate | | | | | |
| 2 | Office Assistant II | | | | | |
| 1 | Office Manager | | | | | |
| 1 | Warehouse Delivery Worker | | | | | |

2.2 Public Employee Discipline/Dismissal/Release/Leaves

- 2.3 Negotiations Update
 - a. CSEA
 - b. PVFT
 - c. Unrepresented Units: Management and Confidential
 - d. Substitutes Communication Workers of America (CWA)
- 2.4 Claims for Damages
- 2.5 Pending Litigation
- 2.6 Anticipated Litigation
 - a. Clean Water Act Complaint against District's Transportation Yard
- 2.7 Real Property Negotiations
- 2.8 4 Expulsions

3.0 OPENING CEREMONY - MEETING OF THE BOARD IN PUBLIC - 7:00 P.M.

Vice President Orozco called the meeting of the Board in public to order at 7:03 PM.

3.1 Pledge of Allegiance

Trustee Osmundson led the Board in the Pledge of Allegiance.

3.2 Welcome by Board President

Trustees Kim De Serpa, Leslie DeRose, Maria Orozco, Karen Osmundson, Lupe Rivas and Willie Yahiro were present. President Jeff Ursino was absent.

3.3 Superintendent Comments

Dorma Baker reported she had attended Mar Vista Elementary School's 50-year anniversary celebration. Daughters of the American Revolution recognize students for their work and Felicia Davidson of Pajaro Valley High was one of the recognized students.

3.4 Governing Board Comments/Reports Standing Committee Meetings

Trustee DeRose congratulated Mar Vista on the school's anniversary. Planning for 4th grade experience is taking place; the event is scheduled for May 8th and volunteers are needed.

Trustee Rivas welcomed all to the meeting. She enjoyed the scholarship fundraiser at the Mello Center with Las Cafeteras group.

Trustee Osmundson stated that she had attended the Migrant Parent Advisory meeting.

Trustee DeRose mentioned the summer Migrant program where students can go to Cabrillo College for English and writing classes. It is held in the Watsonville Center. Cabrillo will be recruiting students for that program as well as work with other summer programs to ensure students have some options.

Trustee Orozco attended the Masters in Governance course and met board members from across California. The focus of the course was collective bargaining.

3.5 Jacob Young Financial Services: Classified Employee of the Month Award, February 2015

- George Garcia, Watsonville High School, Lead Custodian

Mr. Jacob Young was pleased to present the classified employee of the month award. The nomination and selection process was briefly reported. He stated that the nomination letter for Mr. George Garcia included a thank you letter from students, which was unique. Mr. Garcia was recognized in front of his peers at the school as well.

Principal Legorreta commented on Mr. Garcia's connection to students and staff. He is a great example for our students and teachers are also very appreciative of his work. She added that it had been a tough year with lack of staff but George has been able to manage the crew and take care of the school's needs. George influences students tremendously.

Mr. Garcia stated that the team has been short since the second month of the school year. The crew, with two less, has pulled it together to make it work. He stated that he enjoys his job and it is an honor to be part of that team.

4.0 APPROVAL OF THE AGENDA

Trustee De Serpa moved to approve the consent agenda, pulling the following from item #11.3: policy and regulation 4112.21 as well as regulation 4112.4, 4212.4, 4312.4. Trustee DeRose seconded the motion. The motion passed 6/0/1 (Ursino absent).

5.0 APPROVAL OF MINUTES

a) Minutes of January 21, 2015

Trustee DeRose moved to approve the minutes with correction to item#4.0, with the motion seconded by trustee Orozco. Trustee Rivas seconded the motion. The motion passed 5/0/1/1 (Yahiro abstained; Ursino absent).

6.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT

Elias Napa of Aptos High School, Felicia Davidson of Pajaro Valley High School, and Destany Vargas and Maria Rosas of Watsonville High School reported on various academic and club activities and gave a sports update.

7.0 VISITOR NON-AGENDA ITEMS

<u>Michael DeMartini</u>, Aptos High School community member, commented on his concern regarding Freedom Field.

<u>Bill Beecher</u>, community member, commented on the tickler of upcoming board agenda items and his concern for the lack of items related to academic achievement. He offered suggestions for improving the tickler.

<u>Celeste DeWald</u>, Santa Cruz Alliance for Arts Education, was pleased to share information from a press release sent from the California Department of Education's Superintendent's office referencing restoration of arts to California classrooms. She commented on the various organizations and departments that support the blue print for common core arts standards.

<u>George Feldmar</u>, teacher, works with English Learners, requested that as the district begins LCAP input season that invitations to parents in their primary language be sent out. Aside from Spanish speaking parents, another group that has a large presence is Mixteco speakers.

8.0 EMPLOYEE ORGANIZATIONS COMMENTS – PVFT, CSEA, PVAM, CWA

<u>Esther Morillo</u>, CSEA, looking forward to the classification study completion and gearing up for negotiations. Union continues to be concerned with the number of positions that need to be reinstated. She noted that there are some challenges hiring custodial staff; the district needs to increase outreach efforts to cover those positions.

9.0 CONSENT AGENDA

Trustee De Serpa moved to approve the consent agenda, deferring item #9.8 for further discussion. Trustee DeRose seconded the motion. The motion passed 6/0/1 (Ursino absent).

- 9.1 Purchase Orders January 15 February 4, 2015
- 9.2 Warrants January 15 February 4, 2015
- 9.3 Approve Award of Bid #BT_15_01_39_099_8603 to B & H Foto & Electronics Corporation for 70" consumer grade LED Televisions.
- 9.4 Approve CAHSEE Passage Waiver for Student #14-15-05, Pajaro Valley High School, Mathematics.
- 9.5 Approve Five Students from Pajaro Valley High School for Travel to Spain in April 2015.
- 9.6 Approve Biological Consulting Services Firms for Pajaro Valley High School Environmental Sensitive Habitat Areas Restoration Plan.

- 9.7 Approve Declaration of Obsolete and/or Surplus Furniture, Textbooks and Equipment.
- 9.8 Approve Permission of Relocation of Uncertified Portable from Watsonville High School to Aptos Jr. High School.

This item was deferred.

10.0 DEFERRED CONSENT ITEMS

9.8 Approve Permission of Relocation of Uncertified Portable from Watsonville High School to Aptos Jr. High School.

Victor Sandoval, Planning and Facilities Supervisor, explained the situation on the portable: Aptos Jr. High has a portable that is no longer usable and has been deemed condemned. The portable at Watsonville High is extra and it works well for Aptos Jr. High's needs. It needs to be in place by the end of February. He addressed the concern from the board regarding being legally compliant for the move and the installation noting that all processes are moving forward as appropriate.

The Board participated with comments and questions.

Trustee DeRose moved to approve this item. Trustee De Serpa seconded the motion. The motion passed 6/0/1 (Ursino absent).

11.0 REPORT, DISCUSSION AND POSSIBLE ACTION ITEMS

11.1 Report, discussion and possible action to approve the Instructional Calendar for the 2015-16 School Year. Second and Final Reading.

Report by Sharon Roddick, Assistant Superintendent, HR

Sharon Roddick noted that this is the second reading of this item. Neither Union has expressed any concerns about the calendar.

Board participated with questions and comments.

Trustee Rivas moved to approve this item. Trustee DeRose seconded the motion. The motion passed 6/0/1 (Ursino absent).

11.2 Report, discussion and possible action to approve a Budget Augmentation to Pajaro Valley Prevention and Student Assistance, Inc.

Report by Brett McFadden, CBO

Brett McFadden introduced new leader for PVPSA, Erica Padilla.

Ms. Padilla spoke about the organization's history, an unincorporated non-profit organization for the district. She spoke briefly about the school-base model programs designed to provide behavioral intervention. The agency uses the district's investment to leverage and bring in Medi-Cal services. She reported on the fiscal challenges and opportunities for the organization and their work on meeting those challenges and making the most of opportunities. The goal is to diversify funding and making the best of the partnership between the district and PVPSA.

The Board participated with comments and questions.

Trustee Rivas moved to approve this item. Trustee DeRose seconded the motion. The motion passed 6/0/1 (Ursino absent).

11.3 Report, discussion and possible action to approve the following updates and additions to Board Policies(BP), Regulations (AR), Exhibits (E), and Board Bylaws (BB):

Report by Dorma Baker, Superintendent

- 0440 BP/AR, District Technology Plan
- 0450 BP/AR, Comprehensive Safety Plan
- 1020 BP, Youth Services
- 1113 District and School Web Sites
- 1330 BP/AR- Use of School Facilities
- 4112.21 BP/AR Interns

This item was pulled from the list.

- 4112.22 AR, Staff Teaching English Language Learners
- 4112.23 AR, Special Education Staff
- 4112.24 BP/AR/E, Teacher Qualifications Under the No Child Left Behind
- 4112.3, 4212.3, 4312.3 AR, Oath or Affirmation
- 4112.4, 4212.4, 4312.4 AR, Health Examinations

This item was pulled from the list.

- 4112.41, 4212.41, 4312.41 BP/AR, Employee Drug Testing
- -4112.42, 4212.42, 4312.42 BP/AR, Drug and Alcohol Testing for Bus Drivers
- -6161.1 AR, Selection and Evaluation of Instructional Materials

This item was erroneously listed.

Dorma Baker reported that staff has reviewed the updates to policies and regulations presented to the Board and recommends approval.

Board participated with comments and questions.

Trustee DeRose moved to approve this item. Trustee De Serpa seconded the motion. The motion passed 6/0/1 (Ursino absent).

12.0 REPORT AND DISCUSSION ITEMS

12.1 Report and discussion on Measure L Report. Report by Brett McFadden, CBO.

Brett McFadden gave a program overview, starting with the Measure L bond program launch in January 2013, establishing a Citizens' Oversight Committee that meets quarterly, the completion of 80 projects and the launch of Phase 2 projects for summer/fall 2015. He was pleased to announce that the first program audit had no findings or major exceptions. He gave an outline of the process followed for all projects and appropriations. Mr. McFadden listed the district's current Measure L projects in the following schools: Aptos High School, Rolling Hills Middle School and Watsonville High School. Additionally, the following projects are in planning stages: completion of Pajaro Valley High, safety locks for secondary schools, as well as smaller projects at various other schools. He noted that PVHS projects face opposition from the Watsonville Pilots Association.

Victor Sandoval continued the presentation speaking about the many projects at 12 schools for the summer of 2015. In addition, district-wide carpet replacement project is being planned.

Tim Landeck continued the presentation addressing bond projects in technology services. Three instructional tools were identified for the Intelligent Classroom Project: mounted 70" TV, a document camera and a classroom audio amplification system. The district piloted the program in 5 school sites and is currently working on bids for televisions and installation. Current technology bond projects include Wide Area Network connection, data drops, data center upgrades, increase of backup and storage capability, and the addition of video surveillance cameras at schools. Mr. Landeck reported on the district's use of technology endowment fund, including supplementing chromebooks for students, support a Teacher on Special Assignment

Regular Meeting February 11, 2015 Unadopted Minutes Page 7 of 9

(TOSA) for professional development, computers for each library, office and nurse station, and SmartBoard refresh and repair.

Brett McFadden finalized the presentation discussing the challenges faced in facility needs and suggested exploring another bond to meet those needs in 2018/2020.

Board participated with questions and comments.

13.0 ACTION ON CLOSED SESSION

2.1 Public Employee Appointment/Employment, Government Code Section 54957 a. Certificated Employees

Trustee DeRose moved to approve the certificated employee report with the following additions: 2 Teachers under Leaves of Absence; and 3 Teachers under Separations. Trustee Yahiro seconded the motion. The motion passed 6/0/1 (Ursino absent).

b. Classified Employees

Trustee DeRose moved to approve the classified employee report with the following additions: 1 Custodian II, 1 Office Manager II, 2 Instructional Assistant – Mild/Moderate, and 1 Instructional Assistant - Moderate/Severe under Leaves of Absence. Trustee Rivas seconded the motion. The motion passed 6/0/1 (Ursino absent).

2.8 4 Expulsions

Action on Expulsions:

Trustee Osmundson moved to approve the recommendation of the Hearing Panel for the following expulsion:

14-15-015

Trustee Rivas seconded the motion. The motion passed 6/0/1 (Ursino absent).

Trustee Osmundson moved to approve the recommendation of the District Administration for the following expulsion:

14-15-033

Trustee DeRose seconded the motion. The motion passed 6/0/1 (Ursino absent).

Trustee Osmundson moved to approve the recommendation of the District Administration for the following expulsion:

14-15-037

Trustee Rivas seconded the motion. The motion passed 6/0/1 (Ursino absent).

Trustee Osmundson moved to approve the recommendation of the District Administration for the following expulsion:

14-15-038

Trustee Rivas seconded the motion. The motion passed 6/0/1 (Ursino absent).

14.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2015

All meetings, unless otherwise noted, take place at the District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session begins at 6:00 pm; Open Session begins at 7:00 pm.

| | | Comment |
|----------|----------------|---|
| February | 2 5 | |
| March | 11 18 25 | Approve 2nd Interim Report MSHS Training – Special Mtg. |
| April | ■ 15 | |

| | 2 9 | |
|-----------|-------------|---|
| May | 1 3 | |
| | 2 7 | Approve 3rd Interim Report |
| June | 1 0 | |
| | 2 4 | 2015-2016 Budget Adoption |
| July | No Meetings | |
| August | 1 2 | |
| | 2 6 | |
| September | 9 | Unaudited Actuals |
| | 2 3 | |
| October | 1 4 | |
| | 28 | |
| November | 1 8 | |
| December | 9 | Annual Organization Mtg. |
| | | Approve 1st Interim Report |

15.0 ADJOURNMENT There being no further business to discuss, the Board adjourned at 9:46 PM.

Dorma Baker, Superintendent



PAJARO VALLEY UNIFIED SCHOOL DISTRICT



Board Agenda Backup

Item No: 7.0 &12.1

| Date: | February 25, 2015 | | |
|-----------------|--|--|--|
| Item: | Public Hearing: Public Disclosure on the long-term financial impact of the Tentative Agreement for certificated bargaining unit employees as required by AB 1200/2756 and certification of the district's ability to meet the costs of the collective bargaining agreement with the Pajaro Valley Federation of Teachers (PVFT) bargaining unit, and TA with PVFT | | |
| Overview: | Staff recommends the board conduct a public hearing for purposes of public disclosure of the proposed tentative agreement dated December 8, 2014 between the District and PVFT. Government Code Section 3547.5 requires school districts to certify that they can meet the costs of collective bargaining agreements with employee unions. The code requires completion of a comprehensive analysis and documentation detailing the multi-year costs of any collective bargaining agreement prior to final ratification of an agreement. County offices of education are required by law to review, comment, and certify this public disclosure. Attached is the district's public disclosure package for the tentative agreement reached with its certificated employee union on December 8, 2014. The disclosure package analyzes the agreement's impact on all relevant funds. County Offices have a maximum of ten days to review and comment on the report. This report was completed and submitted to the Santa Cruz County Office of Education on February 9, 2015. District staff has worked closely with COE fiscal staff throughout the collective bargaining process. Staff analysis finds that the District can meet the multi-year costs associated with the proposed agreement. PVFT and the District have been engaged in formal negotiations. The Tentative Agreement attached in this action item reflects an agreement reached in December, 2014 between the parties. The following Articles resolve all issues in negotiations for the 2014-2015 school year: Article VII. Class Size Article VII. Wages Article VII. Reassignment and Transfer The Tentative Agreement, in its entirety, is attached. | | |
| Recommendation: | Conduct the public hearing as required by law and accept public input on the public disclosure documents and the proposed tentative agreement with PVFT. | | |

Prepared By:

Sharon Roddick, Asst. Superintendent, HR

Superintendent's Signature:

hung Schele 2/20/15



Board of Education
Ms. Jane Royer Barr
Mr. Jack Dilles
Ms. Sandra Nichols
Mr. Dana Sales
Mr. Abel Sanchez
Mr. George "Bud" Winslow

Michael C. Watkins, Superintendent • 400 Encinal Street, Santa Cruz, CA 95060 • 831-466-5600 • FAX 831-466-5607 • www.santacruz.k12.ca.us

February 20, 2015

Dorma Baker, Superintendent Pajaro Valley Unified School District 294 Green Valley Road Watsonville, CA 95076

Dear Dorma:

Thank you for submitting the Public Disclosure documents to our office for the Pajaro Valley Federation of Teachers (PVFT) certificated bargaining unit of the Pajaro Valley Unified School District (PVUSD), in accordance with Government Code section #3547.5.

We would like to note items discussed with district staff and observed in the review process:

- 1. The district has projected that the cost impact of this settlement is \$64,757 in the current fiscal year, \$266,481 in 2015-16 and \$312,402 in 2016-17. This represents an ongoing change in the salary schedule for Psychologists, Speech and Language Specialists and Program Specialists. In addition, the agreement includes a daily stipend for teachers required to go on overnight field trips with students.
- 2. Implementation of this agreement will very slightly increase deficit spending in the unrestricted resources by just under \$85,000 in the current year. Deficit spending levels in the multi-year projections are currently: \$5.3 million in the current year, \$1.97 million in 2015-16 and \$8.2 million in 2016-17.
- 3. Based on COE analysis, the district may have overstated its revenues in the multi-year projections by approximately \$3 million in total over the three years displayed. In addition, the district currently has just under \$2 million in capital outlay encumbrances that will require a budget revision in the unrestricted general fund in the current year. The district will also require a current year budget revision in the 5000 expenditure category. These objects currently have encumbrances of approximately \$5.5 million that exceed budgeted levels. In total these items would increase the projected negative unassigned ending fund balance in 2016-17 by over \$10 million, requiring budget reductions at that level.
- 4. The district is also transferring \$5 million from its Self-Insurance Fund into the General Fund and will need to ensure that those dollars are spent on allowable expenditures such as insurance premiums, etc.
- 5. Based on the district's multi-year projections as submitted, the district is currently projecting a "Qualified" interim budget. In fiscal year 2016-17; the district is projecting a negative \$3.78 million unrestricted, unassigned ending fund balance. When taking into

Mrs. Dorma Baker Pajaro Valley Unified School District Page 2

consideration the revisions in item #2 above, the district's projected negative unrestricted unassigned ending fund balance in 2016-17 grows to \$13.78 million.

Based on the district's multi-year projections as submitted, the district may not be able to afford the additional costs of this agreement if it is unable to address all the items referenced above.

Please note that, under the provisions of AB 2756, the district is required to adopt all budget revisions necessary to cover the additional costs of this agreement, or the County Superintendent will be required to issue a Qualified or Negative certification on the next interim report.

Once the required budget revisions are adopted and posted to the financial system, please submit notification to our office.

If you have any questions, please feel free to contact me at 466-5602.

Sincerely,

Mary Hart

May H

Associate Superintendent, Business Services

c: Michael C. Watkins, County Superintendent of Schools Brett McFadden, Chief Business Official, PVUSD Helen Bellonzi, Director of Finance, PVUSD Jean Gardner, Senior Director of Fiscal Services, SCCOE Marilyn Latorraca, Financial Analyst, SCCOE

Santa Cruz County Office of Education Business Services Department

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT in Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

| Name of School District: | Pajaro Valley Uni | fied School District | | |
|---------------------------------|------------------------|----------------------|--|---------------|
| Name of Bargaining Unit: | Pajaro Valley Fed | eration of Teachers | A STATE OF THE STA | |
| Certificated or Classified: | Certificated | | | |
| The proposed agreement covers | the period beginning: | July 1, 2014 | and ending: | June 30, 2015 |
| | | (date) | | (date) |
| The Governing Board will act up | oon this agreement on: | February 25, 2015 | | |
| | | (date) | | |

Note: This form, along with a copy of the proposed agreement, must be submitted to the county office at least ten (10) working days prior to the date the governing board will take action.

A. Proposed Change in Compensation

| | Compensation | Annual Cost Prior to | Fiscal Impact of Proposed Agreement | | |
|---|--|--------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | | Proposed Agreement FY | Year 1 Increase/(Decrease) FY | Year 2 Increase/(Decrease) FY | Year 3 Increase/(Decrease) FY |
| 1 | Salary Schedule Increase (Decrease) | \$64,757 | \$64,757 | \$266,481 | \$312,402 |
| | - | | 100.00% | 205.75% | 78.89% |
| 2 | Step and Column - Increase (Decrease) Due to movement plus any changes due to settlement | | | \$45,921 | \$44,657 |
| | | | 0.00% | 11.60% | 6.30% |
| 3 | Other Compensation - Increase (Decrease)(Stipends, Bonuses, Longevity, Overtime, etc.) | \$22,000 | \$22,000 | \$22,000 | \$22,000 |
| | Description of other compensation | | | | |
| | Estimated Overnight Trip Stipends | | | | |
| 4 | Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicate etc. | \$17,948 | \$17,948 | \$71,946 | \$81,555 |
| | | | 100.00% | 200.43% | 75.62% |
| 5 | Health/Welfare Plans | | | | |
| Ļ | | | 0.00% | 0.00% | 0.00% |
| 6 | Total Compensation - Increase (Decrease) (Total Lines 1-5) | \$104,705 | \$104,705 | \$406,348 | \$460,614 |
| | Total Number of Represented Employees (Use FTEs if appropriate) | 31.30 | | | |
| | Total Compensation <u>Average</u> Cost per Employee | \$ 3,345.21 | | \$ 12,982.36 | \$ 14,716.10 |
| | | | 100.00% | 194.04% | 74.80% |

| | Page 2 |
|-----|---|
| 9. | What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"? |
| | Change was not a percentage increase, but a change in Salary Schedule for Psychologists, Speech and Language Specialists, and Program Specialists. Also included a daily stipend for teachers required to go or overnight trips with students. |
| 10. | Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.) |
| | New Salary Schedule for Psychologists, Speech and Language Specialists, and Program Specialists Range I Step 1 equal to Range IV, Step 8 on the Teachers Salary Schedule for 196 days. |
| 11. | Please include comments and explanations as necessary. |
| | |
| 12. | Does this bargaining unit have a negotiated cap for Health and Welfare benefits' Yes No X |
| | If yes, please describe the cap amount. |
| | |
| В. | Proposed Negotiated Changes in Noncompensation Items (i.e., class size adjustments, etc.) |
| | Class Size remain status quo with the exception of format edits. Reassignment and Transfer was amended as attached. |
| | What are the specific impacts on instructional and support programs to accommodate the settlement? Please indicate the status of these changes: 1) planning stage, 2) in-progess, or 3) adopted. Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.) |
| | This does not affect any changes to the instructional programs |

Public Disclosure of Proposed Collective Bargaining Agreement

| Public Disclosure of Proposed | Collective | Bargaining | Agreement |
|-------------------------------|------------|------------|-----------|
| Page 3 | | | |

| D. | What contingency language is included in the proposed agreement? Include specific areas identified reopeners, applicable fiscal years, and specific contingency language. |
|----|---|
| | "In the event financial circumstances improve for the District, demonstrated by a 2014-15 and multi-year (2015-16, 2016-17, 2017-18) positive budget certification, the District and PVFT shall open negotiations in the spring of 2015 for a one-time bonus." |
| E. | Will this agreement create, increase or decrease deficit spending in the current or subsequent year(s)? "Deficit spending" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so. |
| | It will increase the deficit spending by approximately 0.2% |
| F. | Describe other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc. Please disclose any other components of the agreement which may or may not affect the district's fund balance in future years. |
| | No other major provisions are included in this agreement |
| G. | Source of Funding for Proposed Agreement 1. Current Year |
| | General Fund |
| | 2. If this is a single year agreement, how will the on-going cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford this contract)? |
| | General Fund |
| | 3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.) |
| | General Fund |

Pajaro Valley Unified School District

Unrestricted General Fund

| Bargaining Unit: | Pa | ajaro Valley Federation of Teachers | | | | | |
|---|---|--|-----------------|---|--|--|--|
| | Column 1 | Column 2 | Column 3 | Column 4 | | | |
| | Latest Board- Approved Budget Before Settlement (As of 10/31/14) | Adjustments as a Result of Settlement | Other Revisions | Total Current Budget (Columns 1+2+3) | | | |
| REVENUES | | | | | | | |
| Revenue Limit Sources (8010-8099) | \$ 142,290,564.00 | | \$ (87,906.00) | \$ 142,202,658.00 | | | |
| Remaining Revenues (8100-8799) | \$ 3,738,516.00 | | \$ 1,053,802.00 | \$ 4,792,318.00 | | | |
| TOTAL REVENUES | \$ 146,029,080.00 | \$ - | \$ 965,896.00 | \$ 146,994,976.00 | | | |
| EXPENDITURES | | | | | | | |
| Certificated Salaries (1000-1999) | \$ 58,557,513.00 | \$ 51,311.00 | | \$ 58,608,824.00 | | | |
| Classified Salaries (2000-2999) | \$ 16,904,211.00 | | | \$ 16,904,211.00 | | | |
| Employee Benefits (3000-3999) | \$ 41,145,113.00 | \$ 14,711.00 | | \$ 41,159,824.00 | | | |
| Books and Supplies (4000-4999) | \$ 4,260,521.00 | | | \$ 4,260,521.00 | | | |
| Services, Other Operating Expenses (5000-5999) | \$ 10,018,997.00 | | | \$ 10,018,997.00 | | | |
| Capital Outlay (6000-6599) | \$ - | 6: | | \$ - | | | |
| Other Outgo (7100-7299) (7400-7499) | \$ 1,107,185.00 | | | \$ 1,107,185.00 | | | |
| Direct Support/Indirect Cost (7300-7399) | \$ (2,885,647.00) | 1000 | | \$ (2,885,647.00) | | | |
| Other Adjustments | | | | | | | |
| TOTAL EXPENDITURES | \$ 129,107,893.00 | \$ 66,022.00 | \$ - | \$ 129,173,915.00 | | | |
| OPERATING SURPLUS (DEFICIT) | \$ 16,921,187.00 | \$ (66,022.00) | \$ 965,896.00 | \$ 17,821,061.00 | | | |
| TRANSFERS IN & OTHER SOURCES (8910-8979) | | | \$ 5,000,000.00 | \$ 5,000,000.00 | | | |
| TRANSFERS OUT & OTHER USES (7610-7699) | \$ 2,423,036.00 | | | \$ 2,423,036.00 | | | |
| CONTRIBUTIONS (8980-8999) | \$ (25,724,329.00) | \$ (18,883.00) | | \$ (25,743,212.00) | | | |
| CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE | \$ (11,226,178.00) | \$ (84,905.00) | \$ 5,965,896.00 | \$ (5,345,187.00) | | | |
| | | | | | | | |
| BEGINNING BALANCE | \$ 29,494,028.00 | | | \$ 29,494,028.00 | | | |
| Prior-Year Adjustments/Restatements (9793/9795) | \$ (1,867,514.00) | | | \$ (1,867,514.00) | | | |
| CURRENT-YEAR ENDING BALANCE | \$ 16,400,336.00 | \$ (84,905.00) | \$ 5,965,896.00 | \$ 22,281,327.00 | | | |
| COMPONENTS OF ENDING BALANCE: | | | | | | | |
| Nonspendable Amounts (9711-9740) | \$ 277,468.00 | | | \$ 277,468.00 | | | |
| Reserves for Economic Uncertainties (9789) | \$ 6,383,508.00 | | \$ 2,547.00 | \$ 6,386,055.00 | | | |
| Committed Amounts (9750-9769) | \$ - | | \$ 4,500,000.00 | \$ 4,500,000.00 | | | |
| Assigned Amounts (9775-9780) | \$ 3,672,963.00 | | | \$ 3,672,963.00 | | | |
| Unassigned Amount (9790) | \$ 6,066,397.00 | \$ (84,905.00) | \$ 1,463,349.00 | \$ 7,444,841.00 | | | |

^{*} Please see question on page 7.

Notes:

REVENUE ADJUSTS

\$5 million transfer in from Fd 67. \$4.5 million has been committed per board action 1/21/15

2.4 million as revenue for Adult Ed - This is based on 12/13 award amount (15/16 only)

EXPENDITURE ADJUSTS

\$500k in 15/16 and \$1.0 mil in 16/17 for ROP costs to county (put in object 5800) \$25k in 15/16 and 16/17 for PVFT MOU relating to employment incentive for tuition reimbursement

^{1.05} million as one time Mandated Cost reimbursement revenue (14/15 only)

Pajaro Valley Unified School District

Restricted General Fund

| Pajaro valley Unified School District | Restricted General Fund | | | | | | | |
|---|-------------------------|---|----|-----------------------------------|------------------|-----|---------------------------------------|--|
| Bargaining Unit | : | | | | eration of Teacl | ner | S | |
| | | Column 1 | | Column 2 | Column 3 | L | Column 4 | |
| | В | Latest Board- approved Budget efore Settlement As of 10/31/14) | | ustments as a lt of Settlement | Other Revisions | | otal Current Budge (Columns 1+2+3) | |
| REVENUES | | | | | | | | |
| Revenue Limit Sources (8010-8099) | \$ | - | | | | \$ | | |
| Remaining Revenues (8100-8799) | \$ | 52,238,422.00 | | | | \$ | 52,238,422.00 | |
| TOTAL REVENUES | \$ | 52,238,422.00 | \$ | | \$ - | \$ | 52,238,422.00 | |
| EXPENDITURES | | | | | | | | |
| Certificated Salaries (1000-1999) | \$ | 21,151,305.00 | \$ | 15,646.00 | | \$ | 21,166,951.00 | |
| Classified Salaries (2000-2999) | \$ | 13,129,963.00 | | | | \$ | 13,129,963.00 | |
| Employee Benefits (3000-3999) | \$ | 21,269,661.00 | \$ | 3,237.00 | | \$ | 21,272,898.00 | |
| Books and Supplies (4000-4999) | \$ | 10,354,096.00 | | | | \$ | 10,354,096.00 | |
| Services, Other Operating Expenses (5000-5999) | \$ | 14,212,958.00 | | -10 Mars 10 Mars 11 | | \$ | 14,212,958.00 | |
| Capital Outlay (6000-6599) | \$ | 948,983.00 | | | | \$ | 948,983.00 | |
| Other Outgo (7100-7299) (7400-7499) | \$ | - | | | | \$ | | |
| Direct Support/Indirect Cost (7300-7399) | \$ | 2,115,774.00 | | | | \$ | 2,115,774.00 | |
| Other Adjustments | | | | | | | | |
| TOTAL EXPENDITURES | \$ | 83,182,740.00 | \$ | 18,883.00 | \$ - | \$ | 83,201,623.00 | |
| OPERATING SURPLUS (DEFICIT) | \$ | (30,944,318.00) | \$ | (18,883.00) | \$ - | \$ | (30,963,201.00) | |
| TRANSFERS IN & OTHER SOURCES (8910-8979) | | | | | | \$ | | |
| TRANSFERS OUT & OTHER USES (7610-7699) | | | | | | \$ | - | |
| CONTRIBUTIONS (8980-8999) | \$ | 25,724,329.00 | \$ | 18,883.00 | | \$ | 25,743,212.00 | |
| CURRENT YEAR INCREASE (DECREASE) IN | | | | | | | | |
| FUND BALANCE | \$ | (5,219,989.00) | \$ | _ | \$ - | \$ | (5,219,989.00) | |
| BEGINNING BALANCE | \$ | 9,082,372.00 | | | | \$ | 9,082,372.00 | |
| Prior-Year Adjustments/Restatements (9793/9795) | - | | | | | | 7,002,312.00 | |
| CURRENT-YEAR ENDING BALANCE | \$ | 3,862,383.00 | \$ | - | \$ - | \$ | - 2.062.202.00 | |
| COMPONENTS OF ENDING BALANCE: | Φ | 3,802,383.00 | 9 | | 5 - | \$ | 3,862,383.00 | |
| Nonspendable Amounts (9711-9740) | | | | | | 6 | | |
| Tomoponadore Estimounto (2/111-2/140) | | | | | | \$ | | |
| Restricted Amounts (9730-9749) | \$ | 3,862,383.00 | | | | \$ | 3,862,383.00 | |
| Committed Amounts (9750-9769) | \$ | | | | | \$ | - | |
| 1.4 (0775 0790) | \$ | - | | | | \$ | | |
| Assigned Amounts (9775-9780) | | | | | | | | |

^{*} Please see question on page 7.

Pajaro Valley Unified School District

Combined General Fund

| Bargaining Unit: | Pa | jaro Valley Fed | eration of Teach | ers |
|---|---|--|--|--|
| | Column 1 | Column 2 | Column 3 | Column 4 |
| | Latest Board- Approved Budget Before Settlement (As of 10/31/14) | Adjustments as a Result of Settlement | Other Revisions | Total Current Budge (Columns 1+2+3) |
| REVENUES | | | | |
| Revenue Limit Sources (8010-8099) | \$ 142,290,564.00 | \$ - | \$ (87,906.00) | \$ 142,202,658.00 |
| Remaining Revenues (8100-8799) | \$ 55,976,938.00 | \$ - | \$ 1,053,802.00 | \$ 57,030,740.00 |
| TOTAL REVENUES | \$ 198,267,502.00 | \$ - | \$ 965,896.00 | \$ 199,233,398.00 |
| EXPENDITURES | | | | |
| Certificated Salaries (1000-1999) | \$ 79,708,818.00 | \$ 66,957.00 | \$ - | \$ 79,775,775.00 |
| Classified Salaries (2000-2999) | \$ 30,034,174.00 | \$ - | \$ - | \$ 30,034,174.00 |
| Employee Benefits (3000-3999) | \$ 62,414,774.00 | \$ 17,948.00 | \$ - | \$ 62,432,722.00 |
| Books and Supplies (4000-4999) | \$ 14,614,617.00 | \$ - | \$ - | \$ 14,614,617.00 |
| Services, Other Operating Expenses (5000-5999) | \$ 24,231,955.00 | \$ - | \$ - | \$ 24,231,955.00 |
| Capital Outlay (6000-6599) | \$ 948,983.00 | \$ - | \$ - | \$ 948,983.00 |
| Other Outgo (7100-7299) (7400-7499) | \$ 1,107,185.00 | \$ - | \$ - | \$ 1,107,185.00 |
| Direct Support/Indirect Cost (7300-7399) | \$ (769,873.00) | \$ - | \$ - | \$ (769,873.00) |
| Other Adjustments | | | | |
| TOTAL EXPENDITURES | \$ 212,290,633.00 | \$ 84,905.00 | \$ - | \$ 212,375,538.00 |
| OPERATING SURPLUS (DEFICIT) | \$ (14,023,131.00) | \$ (84,905.00) | \$ 965,896.00 | \$ (13,142,140.00) |
| TRANSFERS IN & OTHER SOURCES (8910-8979) | \$ - | \$ - | \$ 5,000,000.00 | \$ 5,000,000.00 |
| TRANSFERS OUT & OTHER USES (7610-7699) | \$ 2,423,036.00 | \$ - | \$ - | \$ 2,423,036.00 |
| CONTRIBUTIONS (8980-8999) | \$ - | \$ - | \$ - | \$ - |
| CURRENT YEAR INCREASE (DECREASE) IN | | | | |
| FUND BALANCE | \$ (16,446,167.00) | \$ (84,905.00) | \$ 5,965,896.00 | \$ (10,565,176.00) |
| BEGINNING BALANCE | \$ 38,576,400.00 | | | \$ 38,576,400.00 |
| | | | | |
| Prior-Year Adjustments/Restatements (9793/9795) | \$ (1,867,514.00) | | | \$ (1,867,514.00) |
| CURRENT-YEAR ENDING BALANCE | \$ 20,262,719.00 | \$ (84,905.00) | \$ 5,965,896.00 | \$ 26,143,710.00 |
| COMPONENTS OF ENDING BALANCE: | | | | |
| Nonspendable Amounts (9711-9740) | \$ 277,468.00 | \$ - | \$ - | \$ 277,468.00 |
| Reserves for Economic Uncertainties (9789) | \$ 6,383,508.00 | \$ - | \$ 2,547.00 | \$ 6,386,055.00 |
| Restricted Amounts (9730-9749) | \$ 3,862,383.00 | \$ - | \$ - | \$ 3,862,383.00 |
| Committed Amounts (9750-9769) | \$ - | \$ - | \$ 4,500,000.00 | \$ 4,500,000.00 |
| Assigned Amounts (9775-9780) | \$ 3,672,963.00 | \$ - | \$ - | \$ 3,672,963.00 |
| Unassigned Amount (9790) | \$ 6,066,397.00 | \$ (84,905.00) | \$ 1,463,349.00 | \$ 7,444,841.00 |
| Unassigned Amount - Restricted (9790) | \$ - | \$ - | \$ - | \$ - |
| Reserve for Economic Uncertainties Percentage | 6% | College William Property Street | THE RESERVE THE PARTY OF THE PA | 6% |

^{*} Please see question on page 7.

| Enter Fund: Enter Bargaining Unit: | | nd Name and Num jaro Valley Fede | | |
|---|---|--|-----------------|--|
| | Column 1 | Column 2 | Column 3 | Column 4 |
| | Latest Board- Approved Budget Before Settlement (As of 10/31/14) | Adjustments as a Result of Settlement | Other Revisions | Total Current Budge (Columns 1+2+3) |
| REVENUES | | | | |
| Revenue Limit Sources (8010-8099) | | | | \$ - |
| Remaining Revenues (8100-8799) | | | | \$ - |
| TOTAL REVENUES | \$ - | \$ - | \$ - | \$ - |
| EXPENDITURES Certificated Salaries (1000-1999) | | | | \$ - |
| | | | | |
| Classified Salaries (2000-2999) | | | | \$ - |
| Employee Benefits (3000-3999) | CANCELLE CONTROL | | | \$ - |
| Books and Supplies (4000-4999) | | | | \$ - |
| Services, Other Operating Expenses (5000-5999) | 31.190 | | | \$ - |
| Capital Outlay (6000-6599) | | | | \$ - |
| Other Outgo (7100-7299) (7400-7499) | | | | \$ - |
| Direct Support/Indirect Cost (7300-7399) | | | | \$ - |
| Other Adjustments | | | | |
| TOTAL EXPENDITURES | \$ - | \$ - | \$ - | \$ - |
| OPERATING SURPLUS (DEFICIT) | \$ - | \$ - | \$ - | \$ - |
| TRANSFERS IN & OTHER SOURCES (8910-8979) | 7618 | | | \$ - |
| TRANSFERS OUT & OTHER USES (7610-7699) | 5.5 (1) | | | \$ - |
| CONTRIBUTIONS (8980-8999) | | | | \$ - |
| CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE | \$ - | - \$ | \$ - | \$ - |
| | | | | |
| BEGINNING BALANCE | | | | - |
| Prior-Year Adjustments/Restatements (9793/9795) | | | | \$ - |
| CURRENT-YEAR ENDING BALANCE | \$ - | \$ - | \$ - | \$ - |
| COMPONENTS OF ENDING BALANCE: | | | | |
| Nonspendable Amounts (9711-9740) | | | | \$ - |
| Reserves for Economic Uncertainties (9789) | | | | \$ - |
| Assigned Amounts (9775-9780) | *** | | 12708 | \$ - |
| Unassigned Amount (9790) | \$ - | \$ - | \$ - | \$ - |
| Unassigned Amount - Restricted (9790) | | | | \$ - |
| Reserve for Economic Uncertainties Percentage | | | | |

^{*} Please see question on page 7.

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Pajaro Valley Unified School District

MYP - Unrestricted General Fund

| Enter Bargaining Unit | Pajaro Valley Federation of Teachers | | | | achers | |
|---|--------------------------------------|---|----|--|--------|---|
| | | 2014-15 | | 2015-16 | | 2016-17 |
| 4 | | otal Current Budget After Settlement | Fi | st Subsequent Year After Settlement | Sec | ond Subsequent Year After Settlement |
| REVENUES | | | | | | |
| Revenue Limit Sources (8010-8099) | \$ | 142,202,658.00 | \$ | 155,363,955.00 | \$ | 158,810,540.00 |
| Remaining Revenues (8100-8799) | \$ | 4,792,318.00 | \$ | 6,232,402.00 | \$ | 3,765,936.00 |
| TOTAL REVENUES | \$ | 146,994,976.00 | \$ | 161,596,357.00 | \$ | 162,576,476.00 |
| EXPENDITURES | | | | | A 100 | |
| Certificated Salaries (1000-1999) | \$ | 58,608,824.00 | \$ | 60,270,243.00 | \$ | 61,872,701.00 |
| Classified Salaries (2000-2999) | \$ | 16,904,211.00 | \$ | 17,007,084.00 | \$ | 17,122,969.00 |
| Employee Benefits (3000-3999) | \$ | 41,159,824.00 | \$ | 44,158,237.00 | \$ | 47,771,188.00 |
| Books and Supplies (4000-4999) | \$ | 4,260,521.00 | \$ | 4,246,863.00 | \$ | 4,246,863.00 |
| Services, Other Operating Expenses (5000-5999) | \$ | 10,018,997.00 | \$ | 9,461,970.00 | \$ | 10,109,587.00 |
| Capital Outlay (6000-6999) | \$ | | \$ | - | \$ | 1 <u>-</u> 1 |
| Other Outgo (7100-7299) (7400-7499) | \$ | 1,107,185.00 | \$ | 1,014,817.00 | \$ | 1,053,847.00 |
| Direct Support/Indirect Cost (7300-7399) | \$ | (2,885,647.00) | \$ | (2,700,795.00) | \$ | (2,711,541.00) |
| Other Adjustments | | | | | | |
| TOTAL EXPENDITURES | \$ | 129,173,915.00 | \$ | 133,458,419.00 | \$ | 139,465,614.00 |
| OPERATING SURPLUS (DEFICIT) | \$ | 17,821,061.00 | \$ | 28,137,938.00 | \$ | 23,110,862.00 |
| TRANSFERS IN & OTHER SOURCES (8910-8979) | \$ | 5,000,000.00 | \$ | - | | |
| TRANSFERS OUT & OTHER USES (7610-7699) | \$ | 2,423,036.00 | \$ | 2,497,125.00 | \$ | 2,647,419.00 |
| CONTRIBUTIONS (8980-8999) | \$ | (25,743,212.00) | \$ | (27,613,258.00) | \$ | (28,697,795.00) |
| CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE | \$ | (5,345,187.00) | \$ | (1,972,445.00) | \$ | (8,234,352.00) |
| BEGINNING BALANCE | \$ | 27,626,514.00 | \$ | 22,281,327.00 | \$ | 20,308,882.00 |
| CURRENT-YEAR ENDING BALANCE | \$ | 22,281,327.00 | \$ | 20,308,882.00 | \$ | 12,074,530.00 |
| COMPONENTS OF ENDING BALANCE: | | | | | | |
| Nonspendable Amounts (9711-9740) | \$ | 277,468.00 | \$ | 277,468.00 | \$ | 277,468.00 |
| Reserves for Economic Uncertainties (9789) | \$ | 6,386,055.00 | \$ | 6,187,063.00 | \$ | 6,408,932.00 |
| | | | | | | |
| Committed Amounts (9750-9769) | \$ | 4,500,000.00 | \$ | 4,500,000.00 | \$ | 4,500,000.00 |
| Assigned Amounts (9775-9780) | \$ | 3,672,963.00 | \$ | 4,172,963.00 | \$ | 4,672,963.00 |
| Unassigned Amount Unrestricted (9790) | \$ | 7,444,841.00 | \$ | 5,171,388.00 | \$ | (3,784,833.00) |
| Unassigned Amount - Restricted (9790) | | | | | | |

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Pajaro Valley Unified School District

MYP - Restricted General Fund

Enter Bargaining Unit:

Pajaro Valley Federation of Teacher

| Enter Bargaining Uni | t: | Pajaro Valley Federation of Teachers | | | | |
|---|----|---|---|--|--|--|
| | | 2014-15 | 2015-16 | 2016-17 | | |
| | T | otal Current Budget After Settlement | First Subsequent Year After Settlement | Second Subsequent Year After Settlement | | |
| REVENUES | | | | | | |
| Revenue Limit Sources (8010-8099) | \$ | | | | | |
| Remaining Revenues (8100-8799) | \$ | 52,238,422.00 | \$ 42,307,205.00 | \$ 42,614,628.00 | | |
| TOTAL REVENUES | \$ | 52,238,422.00 | \$ 42,307,205.00 | \$ 42,614,628.00 | | |
| EXPENDITURES | | | | | | |
| Certificated Salaries (1000-1999) | \$ | 21,166,951.00 | \$ 19,331,799.00 | \$ 19,547,809.00 | | |
| Classified Salaries (2000-2999) | \$ | 13,129,963.00 | \$ 12,972,022.00 | \$ 13,060,922.00 | | |
| Employee Benefits (3000-3999) | \$ | 21,272,898.00 | \$ 21,602,049.00 | \$ 22,955,076.00 | | |
| Books and Supplies (4000-4999) | \$ | 10,354,096.00 | \$ 5,180,223.00 | \$ 5,039,331.00 | | |
| Services, Other Operating Expenses (5000-5999) | \$ | 14,212,958.00 | \$ 10,067,063.00 | \$ 9,783,711.00 | | |
| Capital Outlay (6000-6999) | \$ | 948,983.00 | \$ 500,000.00 | \$ 500,000.00 | | |
| Other Outgo (7100-7299) (7400-7499) | \$ | | \$ - | | | |
| Direct Support/Indirect Cost (7300-7399) | \$ | 2,115,774.00 | \$ 1,937,525.00 | \$ 1,947,753.00 | | |
| Other Adjustments | | | | | | |
| TOTAL EXPENDITURES | \$ | 83,201,623.00 | \$ 71,590,681.00 | \$ 72,834,602.00 | | |
| OPERATING SURPLUS (DEFICIT) | \$ | (30,963,201.00) | \$ (29,283,476.00) | \$ (30,219,974.00) | | |
| TRANSFERS IN & OTHER SOURCES (8910-8979) | \$ | | | | | |
| TRANSFERS OUT & OTHER USES (7610-7699) | \$ | | | | | |
| CONTRIBUTIONS (8980-8999) | \$ | 25,743,212.00 | \$ 27,613,258.00 | \$ 28,697,795.00 | | |
| CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE | \$ | (5,219,989.00) | \$ (1,670,218.00) | \$ (1.522.170.00) | | |
| | 4 | (3,217,787.00) | (1,070,218.00) | \$ (1,522,179.00) | | |
| BEGINNING BALANCE | \$ | 9,082,372.00 | \$ 3,862,383.00 | \$ 2,192,165.00 | | |
| CURRENT-YEAR ENDING BALANCE | \$ | 3,862,383.00 | \$ 2,192,165.00 | \$ 669,986.00 | | |
| COMPONENTS OF ENDING BALANCE: | | | | | | |
| Nonspendable Amounts (9711-9740) | \$ | - | | | | |
| Reserves for Economic Uncertainties (9789) | | | | | | |
| | | | | | | |
| Restricted Amounts (9730-9749) | \$ | 3,862,383.00 | \$ 2,192,165.00 | \$ 669,986.00 | | |
| Committed Amounts (9750-9769) | \$ | | \$ - | | | |
| Assigned Amounts (9775-9780) | \$ | - | | | | |
| Unassigned Amount Unrestricted (9790) | | | | | | |
| Unassigned Amount - Restricted (9790) | \$ | - | \$ - | \$ - | | |

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Pajaro Valley Unified School District

MYP - Combined General Fund

| Enter Bargaining Un | t Pajaro Valley Federation of Teachers | | | | | achers |
|---|--|---|-------|---|------|---|
| | | 2014-15 | | 2015-16 | | 2016-17 |
| | T | otal Current Budget After Settlement | Fi | rst Subsequent Year After Settlement | Sec | ond Subsequent Year After Settlement |
| REVENUES | 169 | | | | | |
| Revenue Limit Sources (8010-8099) | \$ | 142,202,658.00 | \$ | 155,363,955.00 | \$ | 158,810,540.00 |
| Remaining Revenues (8100-8799) | \$ | 57,030,740.00 | \$ | 48,539,607.00 | \$ | 46,380,564.00 |
| TOTAL REVENUES | \$ | 199,233,398.00 | \$ | 203,903,562.00 | \$ | 205,191,104.00 |
| EXPENDITURES | 100 | | 00 | | | |
| Certificated Salaries (1000-1999) | \$ | 79,775,775.00 | \$ | 79,602,042.00 | \$ | 81,420,510.00 |
| Classified Salaries (2000-2999) | \$ | 30,034,174.00 | \$ | 29,979,106.00 | \$ | 30,183,891.00 |
| Employee Benefits (3000-3999) | \$ | 62,432,722.00 | \$ | 65,760,286.00 | \$ | 70,726,264.00 |
| Books and Supplies (4000-4999) | \$ | 14,614,617.00 | \$ | 9,427,086.00 | \$ | 9,286,194.00 |
| Services, Other Operating Expenses (5000-5999) | s | 24,231,955.00 | \$ | 19,529,033.00 | \$ | 19,893,298.00 |
| Capital Outlay (6000-6999) | \$ | 948,983.00 | \$ | 500,000.00 | \$ | 500,000.00 |
| Other Outgo (7100-7299) (7400-7499) | \$ | 1,107,185.00 | \$ | 1,014,817.00 | \$ | 1,053,847.00 |
| Direct Support/Indirect Cost (7300-7399) | \$ | (769,873.00) | \$ | (763,270,00) | \$ | (763,788.00 |
| Other Adjustments | | | \$ | - | \$ | |
| TOTAL EXPENDITURES | \$ | 212,375,538.00 | \$ | 205,049,100.00 | \$ | 212,300,216.00 |
| OPERATING SURPLUS (DEFICIT) | \$ | (13,142,140.00) | \$ | (1,145,538.00) | \$ | (7,109,112.00 |
| TRANSFERS IN & OTHER SOURCES (8910-8979) | \$ | 5,000,000.00 | \$ | | \$ | oment have e |
| TRANSFERS OUT & OTHER USES (7610-7699) | \$ | 2,423,036.00 | \$ | 2,497,125.00 | S | 2,647,419.00 |
| CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE | \$ | (10,565,176.00) | s | (3,642,663.00) | \$ | (9,756,531.00 |
| BEGINNING BALANCE | S | 38,576,400,00 | \$ | 26,143,710,00 | \$ | 22,501,047.00 |
| CURRENT-YEAR ENDING BALANCE | S | 26,143,710.00 | \$ | 22,501,047.00 | S | 12,744,516.00 |
| COMPONENTS OF ENDING BALANCE: | 11.6139 | 20,110,710.00 | (800) | 22,501,017,00 | 1000 | 12,741,510.00 |
| Nonspendable Amounts (9711-9740) | S | 277,468.00 | \$ | 277,468 | \$ | 277,468 |
| Reserves for Economic Uncertainties (9789) | \$ | 6,386,055.00 | \$ | 6,187,063 | \$ | 6,408,932 |
| | A SE | | | | Ski | |
| Restricted Amounts (9730-9749) | \$ | 3,862,383.00 | \$ | 2,192,165.00 | \$ | 669,986.00 |
| Committed Amounts (9750-9769) | \$ | 4,500,000.00 | \$ | 4,500,000.00 | \$ | 4,500,000.00 |
| Assigned Amounts (9775-9780) | \$ | 3,672,963.00 | \$ | 4,172,963 | \$ | 4,672,963 |
| Unassigned Amount Unrestricted (9790) | \$ | 7,444,841.00 | \$ | 5,171,388 | \$ | (3,784,833 |
| Unassigned Amount - Restricted (9790) | \$ | | \$ | i de l'Impelia | \$ | |

3% Reserve Calc

\$ 207,546,225.00 \$ 214,947,635.00 Total Fd 01/06 Expense

1310794 1316570 Fd 06 Expense

\$ 206,235,431.00 \$ 213,631,065.00 Net Expense

6187063 6408932 3%

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

| | | 2014-15 | 2015-16 | | 2016-17 |
|----|---|----------------------|----------------------|----|----------------|
| | Total Expenditures, Transfers Out, and Uses | | | 1 | |
| a. | (Including Cost of Proposed Agreement) | \$ 214,798,574.00 | \$ 207,546,225.00 | \$ | 214,947,635.00 |
| | State Standard Minimum Reserve Percentage for | | | | |
| b. | this District: | 3.00% | 3.00% | | 3.00% |
| | State Standard Minimum Reserve Amount for this | | | | |
| | District (For districts with less than 1,001 ADA, | | | | |
| | this is the greater of Line a, times Line b. OR | | | | |
| c. | \$63,000.) | \$ 6,443,957 | \$ 6,226,387 | \$ | 6,448,429 |

2. Budgeted **Unrestricted** Reserve (After Impact of Proposed Agreement)

| | General Fund Budgeted Unrestricted Reserve | | | |
|----|---|---------------------|---------------------|----------------------|
| a. | for Economic Uncertainties (9789) | \$ 6,386,055.00 | \$ 6,187,063.00 | \$ 6,408,932.00 |
| | General Fund Budgeted Unrestricted Unassigned | | | |
| b. | Amount (9790) | \$ 7,444,841.00 | \$ 5,171,388.00 | \$ (3,784,833.00) |
| | Special Reserve Fund (Fund 17) Budgeted | | | |
| c. | Reserves for Economic Uncertainties (9789) | \$ <u></u> | \$ - | \$:- |
| | Special Reserve Fund (Fund 17) Budgeted | | | |
| d. | Unassigned Amount (9790) | \$ | \$ | \$ |
| | | | | |
| g. | Total Available Reserves | \$ 13,830,896.00 | \$ 11,358,451.00 | \$ 2,624,099.00 |
| | | | | PHE SERVICE SERVICES |
| h. | Reserve for Economic Uncertainties Percentage | 6.44% | 5.47% | 1.22% |

| 2 | T | 1 | | the state of the s | December of the control of the contr |
|---|-----|--------------|-----------------|--|--|
| 4 | 110 | unrestricted | reserves meet t | ne state mini | mum reserve amount? |
| | | | | | |

| 2014-15 | Yes | X | No | |
|---------|-----|---|----|---|
| 2015-16 | Yes | X | No | |
| 2016-17 | Yes | | No | X |

4. If not, how do you plan to restore your reserves?

The district has solicited the assistance of FCMAT to conduct an updated MYP and fiscal analysis along with recommendations reserve restoration over the MYP period. The district continues to work with the COE in the implementation of short and long term strategies to return the district's fiscal certification to positive by June budget adoption by 15/16.

| Public Disclosure of Proposed Collective Bargaining Agreemen | ıt |
|--|----|
| Page 7 | |

| 5. | Total Compensation Increase in Section A, Line 5, Page 1 (i.e., increase was partially budgeted), explain the variance below: | |
|----|--|--|
| | | |
| 6. | Please include any additional comments and explanations of Page 4 as necessary or any other | |
| | information that you want to provide to assist us in our analysis. | |
| | Notes: REVENUE ADJUSTS | |
| | \$5 million transfer in from Fd 67. \$4.5 million has been committed per board action 1/21/15 2.4 million as revenue for Adult Ed - This is based on 12/13 award amount (15/16 only) 1.05 million as one time Mandated Cost reimbursement revenue (14/15 only) | |
| | EXPENDITURE ADJUSTS \$500k in 15/16 and \$1.0 mil in 16/17 for ROP costs to county (put in object 5800) | |
| | | |

L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

| In accordance with the requirements of Government Code Section 35 Chief Business Officer of Pajaro Valley Unified School District (District hereby certify that the District can meet the costs incurred under the Obetween the District and the Certificated Bargaining Unit, during the term of the agreement from July 1, 2014 to June 30, 2015. | rict), |
|---|--|
| The budget revisions necessary to meet the costs of the agreement in | each year of its term are as follows: |
| Budget Adjustment Categories: | Budget Adjustment Increase (Decrease) |
| Unrestricted Revenues/Other Financing Sources | \$ (18,883.00) |
| Unrestricted Expenditures/Other Financing Uses | \$ 66,022.00 |
| Unrestricted Ending Balance Increase (Decrease) | \$ (84,905.00) |
| | |
| Restricted Revenues/Other Financing Sources | \$ 18,883.00 |
| Restricted Expenditures/Other Financing Uses | \$ 18,883.00 |
| Restricted Ending Balance Increase (Decrease) | \$ - |
| N/A (No budget revisions necessary) | |
| District Superintendent (Signature) | Date |
| Chief Business Officer (Signature) | Date |

M. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

| The information provided in this document summarizes the financial implication is submitted to the Governing Board for public disclosure of the major proving the "Public Disclosure of Proposed Bargaining Agreement") in accordance and Government Code Section 3547.5. | risions of the agreement (as provided | |
|---|---------------------------------------|--|
| District Superintendent (or Designee) | Date | |
| (Signature) | Date | |
| Helen Bellonzi | 021 707 2100 | |
| | 831-786-2100 | |
| Contact Person | Phone | |
| After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on February 25, 2015, took action to approve the proposed Agreement with the Certificated Bargaining Unit. | | |
| President (or Clerk), Governing Board | Date | |
| (Signature) | | |

Special Note: The Santa Cruz County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Pajaro Valley Unified School District (District)

And the

Pajaro Valley Federation of Teachers AFT/CFT Local 1936 (Union)

TENTATIVE AGREEMENT

December 8, 2014

This agreement resolves all issues in the negotiations for the 2014-15 school year.

Except as expressly stated herein, all provisions of the current collective bargaining agreement shall continue without modification.

- 1. ARTICLE VI. CLASS SIZE. This article shall remain status quo with the exception of the format edits as attached.
- 2. ARTICLE VII. WAGES. This Article shall be amended as attached. The "Salary Schedule for Psychologists, Speech/Language Pathologists, and Program Specialists" shall be effective April 1, 2015. A draft of the 2014-15 "Salary Schedule for Psychologists, Speech/Language Pathologists, and Program Specialists" is attached. No employee affected by the implementation of the "Salary Schedule for Psychologists, Speech/Language Pathologists, and Program Specialists" shall experience any loss of compensation due to the implementation of the Salary Schedule for 2014-15.

Article VII, paragraph E, regarding overnight field trip stipends shall be effective July 1, 2014.

- 3. ARTICLE XIV. REASSIGNMENT AND TRANSFER. This article shall be amended as attached and shall be effective April 1, 2015.
- 4. In the event financial circumstances improve for the District, demonstrated by a 2014-15 and multi-year (2015-16, 2016-17, 2017-18) positive budget certification, the District and PVFT shall open negotiations in the spring of 2015 for a one-time bonus.

| All other Articles shall remain status quo. | |
|---|--|
| For PVFT, dated: 12/8/14 | For the District, dated: 12/8/2014 |
| X / L | of the state of th |
| - 1000 17th | |

ARTICLE VI. CLASS SIZE

A. All elementary school classes, grades Kindergarten through 3 (K-3) shall be reduced to a maximum of twenty four (24) students using the following schedule:

First Grade will be reduced by the Kindergarten will be reduced by the Second Grade will be reduced by the

2013-14 school year 2014-15 school year 2015-16 school year

Third Grade will be reduced by the 2016-17 school year

These class size reductions may be implemented sooner than scheduled. If class size reduction (CSR) is no longer funded by the state, then the maximum class size will revert to the previous agreement of 31 students.

B All elementary school classes, grades 4 through 6 (4-6) shall not exceed a maximum of thirty-four (34) students. All 6 through 12 grade classes at secondary schools shall not exceed a maximum of thirty-five (35) students, excluding physical education, band, chorus, study hall activities, and other similar classes. Class size for physical education classes at the middle/junior schools and high schools shall be planned for no more than forty-five (45) not to exceed fifty (50) students.

Each school shall have a Class Size Advisory Committee composed of a site administrator and two teachers selected by the staff, and one site Special Education representative, to serve for a year, to consider and assess all class size problems. Each school staff shall select its committee members and inform the principal who the members are no later than the first staff meeting of the school year.

Within five (5) school days from the first day upon which any class enrollment exceeds the maximum, the Class Size committee shall meet to try to devise a local solution. The teacher of the affected classroom will be informed of the specific efforts being made to correct the over-enrollment concern and the day by which the correction or resolution is to be made.

When any class becomes over-enrolled, according to the provisions of this Article, the appropriate administrator shall notify the appropriate Assistant Superintendent. The Assistant Superintendent shall notify the Governing Board no later than the second regular Governing Board meeting following the date of over-enrollment, and s/he shall report the efforts being undertaken to correct the over-enrollment.

Recognized constraints on the District's ability to correct an over-enrollment shall be the ability to house students in other classrooms, other tracks, the ability to create multi-grade classes, the ability to transport students to other sites where more space may be available, and the need to consider parent requests.

The instructional limitations in classes with a specified number of learning and/or work stations, i.e., shop, home economics, etc. shall be considered when class sizes are determined.

- Release time teachers shall be scheduled to teach one class of students at a time.
- Class sizes and caseloads for Special Education personnel (Special Day Class Teachers, Resource Specialists, Speech Pathologists, Hearing Specialists, etc.) shall be in accordance with the applicable provisions of the Education Code. Caseloads for Counselors, Psychologists, Nurses, and Program Specialists shall not exceed caseloads mandated by statute.
- E. A Special Education Team (SET) shall be established at each site composed of a site administrator, one regular classroom teacher elected by the staff, and site Special Education members designated by the site administrator.
- 1. The SET shall be established at the beginning of the school year. Each staff shall select its team member and inform the principal who the team member is no later than the first staff meeting of the school year.
- 2. The SET shall make recommendations for placement of the students with disabilities under the Individuals with Disabilities Education Act (IDEA) to the site administrator.
- 3. The SET shall develop an annual calendar for Individual Education Plans (IEPs). Insofar as possible, IEP planning meetings should be scheduled by considering the schedules and needs of teachers, other staff and parents.

F<u>G</u>. Mainstreamed students:

- 1. Prior to May 1st, the site Special Education Team shall be provided the projected number of students to be mainstreamed, by grade level, for the following year.
- 2. SET shall meet before the end of the school year to make recommendations for placement of mainstreamed students.
- 3. When mainstreaming occurs, the SET and/or the Director of Special Services or designee shall meet with the classroom teacher to develop and implement a plan of assistance. The plan of assistance offered shall be based upon the additional classroom needs required by mainstreaming.
- 4. If the "collaborative model" is utilized in classes with mainstreamed students, paragraph 3 above shall be waived. The District shall insure that staff is provided yearly training in effective strategies for meeting the instructional needs of students with disabilities in the regular classroom. This training will occur during the first quarter of the school year and during the employee's workday.
- A Joint District-Union Committee will be formed to evaluate needs and establish ratios for support services to students and staff, such as counselors, librarians, nurses, psychologists.

ARTICLE VII. WAGES AND RELATED MATTERS

A. Wages

1. See Article XVII., paragraph H. for the Adult Education hourly salary schedule. Teachers:
See Exhibit G-1. Psychologists, Speech/Language Pathologists, and Program Specialists:
See Exhibit G-2. Adult Education teachers: See Exhibit G-3. Early Childhood Teachers: See Exhibit G-4¹.

2. Department Chair:

- a. Department chair positions will be established at each of the comprehensive high schools. The stipend will be added to the extra-pay assignment salary schedule and will be equivalent to nine and sixty-four hundredths percent (9.64%) of Class 1, Step 1 of the regular teacher's salary schedule.
- b. Six (6) department chair positions will be established for each middle/junior high school. The stipend will be added to the extra-pay assignment salary schedule and will be equivalent to six percent (6%) of Class 1, Step 1 on the regular teacher's salary schedule.
- c. Nominations for department chairperson shall be submitted to the principal. The principal and each nominee shall approve the nominee's candidacy. There shall be a secret ballot election for each department chairperson. If there are three (3) or more candidates with no one receiving a majority vote, a run-off election shall occur. If no nominee receives a majority vote of the department, additional nominees will be sought. Department members are eligible to vote for each class taught within a department (5 maximum).
- d. Elections will be held every two years for chairpersons of Adult Education departments following the provisions set forth in paragraph "c" (above). The number of hours assigned to each chair will be made by the administration proportionate to the size of the Adult Education departments. Adult Education department chairpersons will be compensated at their regular hourly rate.
- 3. Master's Stipend
 A stipend will be given to all certificated personnel that complete all course work and are awarded a Master's Degree by an accredited institution.

B. Initial Salary Schedule Placement

1. Class (or Column)

- a. The employee shall complete all course work prior to first rendering paid service to the District and shall furnish the Personnel Office with official transcripts for all units of course work no later than forty-five (45) days after first rendering paid service to the District. Extensions of the forty-five (45) day period may be granted by the Personnel Administrator, in cases of extenuating circumstances.
- b. Employees shall be placed in the appropriate class based on the number of upper division or graduate semester units earned subsequent to completing the Bachelor's Degree. Graduate units credited prior to receiving the Bachelor's Degree shall be counted as units beyond the degree. (Teachers appropriately placed in accordance with previous agreements or Governing Board policy shall not be reclassified on the basis of this provision.)
- c. Units shall be accepted from colleges or universities accredited by one of the major regional accrediting associations.
- d. A teacher who is required to have a credential for their assignment within the Infant Development Center (IDC) program will be placed on the Certificated Salary Schedule. A teacher who is required to have a permit for their assignment with the IDC program will be placed on the Children Center Salary Schedule.
- e. Certificated employees hired on or after July 1, 2002, shall be entitled to full credit for full time teaching (currently up to step 17). Non-teaching bargaining unit members hired on or after July 1, 2002, shall receive full credit for all full time related prior service.
- f. Teaching experience shall be defined as teaching or other approved educational certificated service as a full-time regular employee for not less than one hundred and thirty-five (135) days per year in a public, private or parochial school of recognized standing. Verified teaching in the Armed Forces may be accepted.
- g. In special areas, work experience directly related to the subject(s) taught or to the special service rendered may be accepted in lieu of teaching experience upon recommendation of the Superintendent.
- h. Any teacher who has been teaching with a valid credential in Adult Education, and a credential that authorizes teaching in K-12, who moves from full-time hourly to a contracted K-12 position within the District, shall receive credit for all teaching experience earned within this District. Seventy-five percent (75%) or more of the total hours considered a fulltime assignment in a given Adult Education school year shall be considered a full year's experience for initial salary placement purposes.
- i. Part-time contract language is governed by Article XV.

- a. Step 1 of the Psychologists' Salary Schedule will begin on Step 8 of Column V of the Teachers' Salary Schedule. All currently employed psychologists will be appropriately placed from Step 8 on, depending on experience.
- b. Psychologists shall be paid according to their placement on the teacher's salary schedule, plus a stipend of nine and sixty-four hundredths percent (9.64%) of Class 1, Step 1.
- 3. Program Specialists:
- a. Step 1 of the Program Specialists' Salary Schedule will begin on Step 8 of Column V of the Teachers' Salary Schedule. All currently employed Program Specialists will be appropriately placed from Step 8, depending on experience.
- b. Program specialists shall be paid according to their placement on the certificated salary schedule plus a stipend of nine and sixty-four hundredths percent (9.64%) of Class 1, Step 1 as SELPA Department Chairs.

4.2. Nurses:

a. School year school nurses will be granted up to seventeen (17) years credit on the salary schedule for verified R.N. experience or teaching experience. Experience shall be verified in writing. Service shall be one hundred and thirty-five (135) days or one thousand and eighty (1080) hours per service year, i.e., academic year or January-December but not a combination thereof.

C. Salary Schedule Advancement.

- 1. Class (or column) change:
 - a. An official transcript shall be furnished by the employee in order to establish or change salary class.
 - b. Course work shall be completed prior to September 1st in order to be considered for a change in salary class and official transcripts for such work, or documentation of a request for the official transcripts, shall be filed in the Personnel Office prior to October 1st in order for the change to become effective.
 - c. Unit credit towards salary class placement shall be upper division or graduate credit received from a college or university accredited by one of the major regional accrediting associations.
 - d. Application may be made to the Personnel Administrator for the acceptance of lower division units when the course clearly relates to the teaching situation of the individual and will benefit the students with whom the employee works. Approval under this section must be received prior to registration for the course. Not more than six (6) units of lower division credit shall be used for between-columnar movement, except where

the District approves lower division language courses to meet bilingual education requirements and/or units in math and science.

- e. Approval may be granted by the Governing Board for district in-service credit towards salary schedule placement. Such in-service shall be approved and recommended by the Superintendent.
- f. When an advanced degree has been earned which will not be granted until a later date, due to the calendar of the college or university, the employee shall notify the Human Resources Dept. Salary stipend for an advanced degree shall be pro-rated when a diploma or official transcript recording the date the degree has been granted is filed with the Human Resources Dept., provided that no proration of the stipend shall be granted prior to July 1st of the current fiscal year.
- g. When unit credit or creditable experience not previously filed with the Human Resources Dept. is presented, no salary adjustment shall be made retroactive prior to July 1st of the current fiscal year.

2. Experience (step) advancement:

- a. Each employee who was under regular (or temporary or categorically funded) contract for a year shall be advanced one step on the Salary schedule, providing that the employee served a minimum of seventy-five percent (75%) of the work days from July 1st through June 30th. Service time accrued outside the District, in the same school year, is not creditable toward step advancement.
- b. If an employee has reached the last step in any salary class and subsequently earned sufficient units to advance to another salary class, all years of service in the District shall be credited, up to and including the final step in the new salary class.
- c. Beginning with the 2001-02 school year, to advance to each career incentive increment beyond class 4, step 17 on the salary schedule, a teacher shall have participated in 120 hours of college course work or staff development within the previous four years. To receive credit for the course work or the staff development program, participation must have been approved in advance by the employee's immediate supervisor and successfully completed. An employee may advance only one (1) career increment every four (4) years. (See form Exhibit F)
- d. An employee who served on an exchange assignment for one school year shall be granted the same credit for service as if the employee had continued in the local schools.
- e. An employee granted sabbatical leave for one school year shall be granted one step advancement for the following school year.

D. Salary Payments.

- 1. Payment Schedule: All contracted employees assigned to traditional sites shall be paid on an eleven (11) month basis. Payments are made August through June. Employees assigned to a traditional site may select a deferred net payment for the twelfth month. This would result in payments from August through July with the July check reflecting monies due from the preceding year, i.e. July 1995 payment is from monies earned in the 1994-95 school year.
- 2. All employees assigned to year round sites shall be paid on a twelve (12) month basis. Payments are made July through June. The July payment is an advance payment for the current school year for Track A teachers, i.e. July 1995 payment is for work to be completed during the 1995-96 school year. Track A teachers must sign a Track A letter annually requesting payment in July. Track A teachers who accept payment in July and do not serve in paid status will be liable for repayment of any applicable funds.
- 2. B. Employees paid by the month: All contracted employees, or other employees paid by the month, shall receive warrants payable on the last business day of the calendar month of service.
- 43. Other Employees: Warrants for other employees, including those who work part-time or by the hours, shall be payable on the tenth of the calendar month following service rendered, between the 19th and 18th of the two preceding months, subject to the limitations of the Santa Cruz County Comptroller's Office.

E. Stipend for Overnight Field Trips

Teachers who accompany students on approved overnight field trips shall be paid at the rate of \$250 (two hundred fifty dollars) per night when the teacher stays overnight.

F. Hourly Rate for Supplemental Work

Certificated employees shall be paid an hourly rate for supplemental work based on the following: Annual Salary for Column One (1), Step One (1) divided by the number of days in the regular work year divided by the number of hours in the basic work day = hourly rate.

<u>Uhit members Teachers</u> required to substitute during their preparation period shall be paid the hourly rate. A block schedule preparation period shall be considered to be two (2) preparation periods. In the event that a class is divided among more than one (1) classroom teacher unit member for an entire school day, the amount equal to five (5) times the hourly rate shall be divided equally among the teachers unit members who received the students.

FG. Extra Days.

In order to meet program needs at the site beyond one hundred and eighty-one (181) days or one hundred and seventy-five (175) days dependent upon the school's calendar, the District

may offer employees the opportunity to work additional days to be paid on a per diem basis (This does not apply to substitute assignments.)

Teachers working extra days may use sick leave as prescribed by Article XII of this Agreement.

Employees who work extra days shall be credited with additional sick leave at the same rate of accrual as provided in this Agreement.

Extra days will be paid on a supplemental payroll after the workdays have been verified. Additional sick leave, if applicable, will be credited upon completion of the assignment and verification of the number of days worked.

GH. Payroll Deductions.

- Compulsory Deductions: Deductions shall be made from salary warrants as required by law for:
 - a. Federal and State Withholding Income Tax.
 - b. State Teacher's Retirement System Deductions for the State Teacher's Retirement System shall be made in equal installments for the number of warrants issued to each employee in each fiscal period.
- 2. Optional Deductions: Optional deductions shall be made from an employees' salary only with his/her written approval on a form provided by the Business Office. Discontinuance of optional payroll deductions shall be made when requested in writing by the employee on a form approved by the Business Office.
- 3. Changes in payroll deductions shall be filed with the Business Office on or before the eighth day of the month to be effective with the next salary warrant.
- 4. Payroll deduction for Union dues shall be made by the District when requested in accordance with this Article, and the following additional provisions:
 - a. Such deduction shall be made only upon submission of the appropriate form to the designated representative of the District, duly completed and executed by the employee and the Union.
 - b. All sums deducted by the District for membership dues or Agency fees in accordance with employees authorization shall be paid to the Pajaro Valley Federation of Teachers at an address designated by the Union for that purpose.
 - c. The Union shall indemnify, defend and hold the District harmless, including reasonable attorney's fees, from any claims made and against any lawsuit instituted against the District arising from its deduction of membership dues for the Union, with the exception of claims or suits based upon fault or negligence of the District.





FY 2014-15

SALARY SCHEDULE for: PYSCHOLOGISTS, SPEECH/LANGUAGE PATHOLOGISTS and PROGRAM SPECIALISTS

| 61,869 |
|---------|
| 64,021 |
| 66,173 |
| 68,325 |
| 70,477 |
| 72,629 |
| 74,781 |
| 76,933 |
| 79,085 |
| 81,237 |
| 83,389 |
| 85,541 |
| 87,693 |
| 89,845 |
| 91,997 |
| 94,149 |
| 96,301 |
| 98,227 |
| 100,192 |
| 102,196 |
| 104,240 |
| 106,325 |
| 108,452 |
| |

Based on Step 8, Column IV, of the 2013-14 Teacher Salary Schedule, plus 9.64% stipend amount (from Step 1 Column 1 of the Teacher Salary Schedule = \$4037), on a 184 + 12 = 196 day total work year

Masters Degree \$ 1,500 Doctorate \$ 1,500

Effective April 1, 2015

ARTICLE XIV. REASSIGNMENT AND TRANSFER

A. All bargaining unit members are employees of the District and not of one particular school, division or department.

B. Teachers assigned to Migrant Education, Special Education, GATEEducational Services, and other specially designed programs shall be considered members of the department, and shall be subject to reassignment based upon department needs and teacher qualifications.

Reassignment procedures for teachers assigned to Migrant Education, Special Education, Educational Services and other specially designed programs are used to request a different job assignment anywhere within the same department. The transfer procedures are used to request a different job assignment outside the department.

Bargaining unit members shall be assigned solely within the scope of their authorizations andin compliance with the mandates of the federal No Child Left Behind Act (NCLB) and other
legal mandates. Bargaining unit members shall not be reassigned or transferred outside the
scope of their certificates without their written consent and appropriate action by the
Governing Board. Areas of demonstrated competence, as well as program needs, must be a
strong consideration in reassignment and transfer. Unintentional failure to inform an
employee of these requirements does not waive the employee's responsibility to meet the
requirements necessary to maintain a valid credential necessary to continue employment in
the District.

- C. The following definitions shall apply to reassignment and transfer:
 - 1. "Reassignment" is the placement within a given school of a bargaining unit member to a different position with a different grade level (such as second to third grade), or a different department (such as science to social studies), or both (such as seventh grade social studies to eighth grade mathematics).
 - **a.2.** "Transfer," is a relocation from school to school and may include a change in grade level and subject:
 - b.a. A transfer may be teacher-initiated (voluntary); or
 - e.b. A transfer may be district-initiated (involuntary)
 - 2.3. "Vacancy" is an unfilled certificated position. A vacancy may be created by death, resignation, retirement, termination, transfer, reassignment, expansion of program, or increased enrollment.
 - 3.4. "Seniority": District seniority shall be determined by the amount of time a certificated employee has been continuously employed in the District beginning with the first day of service in a probationary position with the District or one of its pre-unification parts, including any time of district-approved leave. When District seniority is the same, then site seniority shall be the second consideration. Site seniority shall be the amount of continuous service in a particular school in a probationary or permanent position. In the event that more than one certificated employee has the lowest seniority, the first date of paid service as a regular certificated (non-substitute) employee will be considered, with

the least seniority subject to transfer. Certificated employees in special categories, including, but not limited to Special Education, Speech, and Psychologist, shall gain seniority in their special category, in lieu of site seniority. A certificated employee who accepts a special District-level assignment for a period not exceeding three (3) years and who returns to his/her former school, shall retain his/her original site seniority. When to (2) certificated employees have the same district and site seniority, a lottery shall be used to break the tie. The affected certificated employees, plus representatives of the Union, shall have the right to be present for the lottery drawing.

4.5.A "year of service" is service performed, under contract, for seventy-five percent (75%) of the days of the basic school year as listed in the school calendar.

D. General Provisions.

1. All vacancies, including extra pay assignments, shall be posted in a conspicuous placein each school and in the District Office on EdJoin as far in advance of the closing date
for submission of applications as practical, ordinarily ten (10) working days, and in no
ease for less than a minimum of five (5) working days. A copy of the notice shall be sent
to the union at the time of the posting. Vacancies shall also be announced by the
recorded telephone message.

Prior consideration shall be given to in-district unit members applying for extra pay assignments.

Current employees may submit a letter of interest in any vacant position. If they meet the minimum qualifications for the position they will be offered an interview.

- 2. The notice shall describe the position, state whether or not the position is temporary, state the qualifications required, and shall state the final date for receipt of applications. The Human Resources Dept shall see that qualifications which may be desired in employees new to the District are stated in such a way that they do to discourage transfer applications from within the District.
- 3. By May 10th, the Human Resource Office shall compile and post in each school, a list of all anticipated open positions for the upcoming school year. A copy shall be sent to the Union.
- 4. The District may elect not to make an actual transfer until the beginning of the next school quarter or semester, but the assignment shall be made, and any vacancies created by the transfer shall be processed.
- 5. Continuing employees shall receive written notification of their grade level and/or subjects assignment and school assignment on or about May 20th for the next school year, except where good cause exists, such as late resignations, retirements, new projects, or unexpected program changes.
- 6. An employee on leave of absence of ene year two years or less shall return to his/her former school, except s/he may request to be reassigned or transferred or may be considered for reassignment or transfer the same as employees who are not on leave.

- 7. All teachers who accept special district assignments shall be given, in writing, the terms and conditions of those assignments, such as a brief summary of the duties and the length of the assignment. A teacher so assigned shall be placed on leave from his/her classroom duties, not to exceed two years, and a short term replacement, temporary or substitute employee mat be hired to fill the vacancy.
- 8. Priority for placement:

In verified vacancies, the following priority shall prevail:

- a. Returnees from sabbatical leave:
- Persons displaced because of declining enrollment or reduction or discontinuance of programs;
- c. Unassigned teachers returning from leave;
- d. Temporary employees with rehiring rights at the same school;
- e. Teacher-initiated transfer requests;
- f. All other temporaries.
- 9. Temporary teacher placement: If a teacher has been interviewed for a position and was assigned as a temporary teacher for the school year, that teacher may be re-employed in that school without an interview, if the performance has been satisfactory.
- 2. 10. If a transfer occurs while school is in session, at least two (2) working days without classroom duties shall be provided for moving and preparation. Additional days may be granted upon joint request of the receiving principal and the employee transferring.
- 3. 11. A teacher who is reassigned during the school year shall, upon request, be provided one (1) day without classroom duties for moving and preparation. An additional day may, upon request, be granted by the principal.

a-12. Denial of Request for Reassignment or Transfer

- a. A teacher who does not agree with the immediate supervisor's final decisions regarding denial of a request to be reassigned or transferred by the District, may appeal in writing to the Superintendent or designee. The Superintendent or designee shall decide the merit of the original decision by the immediate supervisor.
- b The decision of the Superintendent or designee shall be provided to the Board if requested by the employee. The actual transfer shall not occur until the written decision of the Superintendent or his/her District level designee has been received. The Board shall may review the Superintendent's decision and inform the Union and the teacher of the decision. The actual transfer shall not occur until the written decision of the Superintendent or his/her District level designee has been received.

- c This appeal procedure is intended for review of decisions made. Alleged violations of procedures provided for in this Article shall be resolved by the provision of Article XVI.
- 13. No vacancy for which there is a qualified teacher on the unassigned list shall be filled with a newly-hired teacher or temporary employee until the qualified teacher is placed, except where the qualified teacher and the Assistant Superintendent for Human Resources or his/her designee mutually agree to other arrangements.

E. Reassignment

- A regular teacher may request reassignment to a vacancy occurring in his/her school
 and the request shall be acted upon before the vacancy is posted or advertised for
 transfer and/or hiring from outside the District.
- 2. Requests for reassignment for the follow school year shall be made known to the teacher's immediate supervisor on or before April 1st. The request shall be made in writing.
- 3. The immediate supervisor shall attempt to honor reassignment requests wherever possible, considering the employee's areas of demonstrated competence, qualifications and program needs. When all considerations are deemed to be equal by the immediate supervisor, seniority shall be used to make a final determination.
- 4. Upon request, a teacher shall be given verbally the reason(s) for the denial of a reassignment. Upon written request, a teacher shall be given, in writing, the reason(s) for denial of a reassignment request. The written request and the written response may be placed in the employee's personnel file.
- 5. In District-initiated reassignments, attempts shall be made to place unit members in positions similar to their former assignment. In general, primary teachers to primary grades, intermediate teachers to intermediate grades, and junior and senior high school teachers within the scope of their credentials and areas of demonstrated competence.
- 6. The immediate supervisor shall make every reasonable effort to meet with the affected teachers to discuss their reassignment.

F. Teacher-Initiated Transfer.

- 1. Teachers may apply for any posted vacancy if: (a) they have two (2) years of service in the District; (b) they have not been placed on PAR within the last two (2) years, and (c) they have not accepted a teacher-initiated transfer in the last two (2) years.
- The Human Resources Dept.artment shall forward to the principal or other administrator having authority to fill the vacancy, the names of all teachers who have applied for a posted-vacancy, and the names of those teachers whose general requests for transfer are on file.
- 3. When five (5) or more district teachers apply for the same position, at least the four top candidates shall be interviewed.

- The District shall make every reasonable attempt to fill vacancies from transfer requests wherever possible.
- 5. When two or more teachers apply for the same vacancy and when the immediate supervisor determines, after considering the employee's areas of demonstrated competence, qualifications and District needs, that two or more teachers are equally qualified, seniority shall be used to make a final determination.
- 6. The immediate supervisor shall make every reasonable effort to communicate his/her recommendation to each applicant within five (5) days after Board action.
- Any teacher who has been interviewed for transfer and who has been denied, may request, and will receive, from the appropriate administrator, the reason(s) for nonacceptance.
- Teachers desiring to trade positions may apply to the Assistant Superintendent site
 administrators at the affected sites.

G. District-Initiated Transfers.

- a When two or more teachers are being considered for a district initiated transfer to the same position, and when the immediate supervisor determines, after considering qualifications and district needs, that two or more teachers are equally qualified, seniority shall be used to make a final determination. When extraordinary circumstances arise, the Union and the District shall meet and discuss if seniority should not apply.
- 2. b—When teacher(s) are to be transferred for reasons including, but not limited to, enrollment changes or mandated programs, and when the appropriate administrator(s) determine(s), after considering school and district needs, that these needs have been met, seniority shall be used to make a final determination. Prior to a determination to displace by seniority, site staff shall have the opportunity to volunteer to be displaced.
- 3. District-initiated transfers shall be made with reasonable efforts to place teachers in position similar to their former assignments. In general, primary teachers to primary grades, intermediate teachers to intermediate grades, and middle/junior high and senior high school teachers within the scope of their credentials and areas of demonstrated competence.
- 4. The immediate supervisor shall make every reasonable effort to meet with the employee and to notify him/her of the impending transfer. If the decision to transfer is made during the teacher's non-contract days, notification shall be sent by certified mail to the last known address, and the notification shall also inform the teacher that s/he shall be give a conference if requested, within fifteen (15) business days.
- 5. Upon request, the employee to be transferred shall receive a statement of reasons in writing.

- 6. Every reasonable effort shall be made so that a teacher shall not be given a District-initiated transfer in two (2) successive years.
- 7. No vacancy for which there is a qualified teacher on the unassigned list shall be filled with a newly-hired teacher or temporary employee until the qualified teacher is placed, except where the qualified teacher and the Personnel Administrator mutually agree to other arrangements.
- 8.7. In the event of a major program change, the following shall apply:
 - a. Teachers presently assigned to that school shall have the right to request positions in the new program.
 - b. The District shall have the right to advertise and seek transfers by other District teachers and staff.
 - c. Teachers presently assigned to that school shall have the right to request a transfer.
 - d. If a 6th grade is moved to a 7th and 8th grade school, the 7th and 8th grade teachers will not be required to interview.
 - e. If a 7th and 8th grade school becomes a 6th, 7th, 8th middle school, the receiving school of the 6th grade students shall interview the incoming new teachers.
 - f. Teachers transferred from the site of the new program due to credential and program considerations shall have all rights provided under the District-initiated transfer provision of the Agreement.
 - g. Vacancies which are to occur when other district teachers transfer to the new program shall be considered as vacancies open to transfer of those transferring due to c. or f. above. Even if placed, the transferred employee will be considered as a displaced person for priority purposes.



PAJARO VALLEY UNIFIED SCHOOL DISTRICT



Board Agenda Backup

Item No: 10.3

Date: February 25, 2015

Item: Approval to award Bid #BT_15_01_28_099_8612

CCTV Surveillance Camera Additions to Various District School Campuses

Overview: This is a Measure L bond project. Part of the bond program is to increase safety and security at school sites.

Pajaro Valley Unified School District (PVUSD) Technology Services is looking to partner with one (1) integrator to manage the turnkey installation of video surveillance (CCTV) camera additions to ten (10) district secondary school campuses. Installation of the cameras is intended to increase student, staff, and community safety, as well as help to deter and solve incidents occurring on/near these campuses. The campuses include:

- Aptos Junior High
- Aptos High School
- Cesar Chavez Middle School
- EA Hall Middle School
- Lakeview Middle School
- Pajaro Middle School
- Pajaro Valley High School
- Renaissance High School
- Rolling Hills Middle School
- Watsonville High School

Cameras will be mounted in a permanent fashion to work together as one (1) system for all campuses in the project. This is a complex project that has required an outside consultant to assist with the specifications and installation plans.

Award is recommended to the lowest responsible bidder meeting all terms, conditions, and specifications presented in the bid. Prices shall be firm through the contract agreement.

Seven (7) RFP's were sent out to the contractors that attended the mandatory walkthrough. The anticipated cost was estimated at \$150,000. Due to the complexity of the project, cost for video servers, painting of new conduits and extensive cabling required, costs were driven higher than anticipated. One (1) bid was submitted and opened at 3:00 PM, Wednesday, January 28, 2015:

 EKC Enterprises, Inc. DBA Advanced Communication Technology (ACT) \$192,410.00

Recommendation:

Administration recommends approval in accordance with Invitation to Bid, resulting in award to EKC Enterprises, Inc. DBA Advanced Communication Technology (ACT) meeting the terms and conditions.



Budget Considerations:

| Funding Source: | | Measure L bond program |
|-----------------------------|---------------|---|
| | Budgeted: | Yes: No: |
| | Amount: | \$192,410.00 |
| Prepared By: | | eck, Director of Technology e, Director of Purchasing & Safety |
| Reviewed By: Superintendent | 's Signature: | Brett W. McFadden, Chief Business Officer Muy Selection |



PAJARO VALLEY UNIFIED SCHOOL DISTRICT



Board Agenda Backup

Item No: 10.4

Date: February 25, 2015

Item: Approval of RFP Bid #BT_15 01 28_099_8603 TV's, Classroom

Audio Amplification System, Installation & Training.

Overview:

Pajaro Valley Unified School District (PVUSD) Technology Services requested the procurement of district wide Classroom Audio Amplification System, Installation & Training. The selected contract would install the 70" consumer grade LED TVs that were previously awarded to B&H Foto & Electronics Corp.as part of the Intelligent Classroom Bond Project. The goal is for all PVUSD classrooms to have uniform access to projection throughout the district. Classroom Audio Amplification, installation and training shall be provided by the awarded contractor.

Award is recommended to the lowest responsible bidder meeting all terms, conditions, and specifications presented in the bid. Prices shall be firm through the contract agreement. This was a complex bid with base contract plus additives and deductive line items for materials, cables, power cords, etc. The lowest total base bid meeting the terms and conditions determined requested award.

Three (3) bids were received and opened Wednesday, January 28, 2015. Davis Moreno Construction of Fresno, CA - Total Base \$1,405,924.56 Troxell Communications of Brisbane, CA - Total Base \$1,644,147,43 PCD of Santa Rosa, CA. Total Base \$1,958,552.00

Upon award the contractor will submit the required bonds before a notice to proceed is given.

Recommendation:

Administration recommends approval in accordance with Invitation to Bid, resulting in award to Davis Moreno Construction of Fresno meeting the terms and conditions.

Budget Considerations:

Funding Source:

Measure L Bond

Budgeted: Yes:

Amount: \$ 1,405,902.56

Prepared By:

Tim Landeck, Director of Technology

Rich Buse, Director of Purchasing & Safety

Reviewed By:

Brett McFadden, Chief Business Official



PAJARO VALLEY UNIFIED SCHOOL DISTRICT



Board Agenda Backup

Item No: 10.5

| Date: | February 25, 2015 | | | | | |
|-----------------|---|--|--|--|--|--|
| Item: | Approve Nomination of George Wylie to CSBA's Delegate Assembly | | | | | |
| Overview: | CSBA Delegates serve two-year terms. Those elected in 2014 will serve immediately upon election through March 31, 2016. There are two Delegate Assembly meetings each year, one in May prior to CSBA's Legislative Action Conference in Sacramento and one preceding the CSBA Annual Conference in December. In accordance with CSBA Bylaws, CSBA does not pay travel expenses associated with Delegate Assembly meeting. District and county associations often cover or offer supplemental help with expenses. Attached you will find the following forms: • Memo from Jesús M. Holguin, CSBA President • Copy of Ballot with Nominees (only 1 Vacancy) • Candidates Biographical Sketch Form Ballots will be sent to CSBA no later than March 16, 2015. | | | | | |
| Recommendation: | Approve Nomination of George Wylie to CSBA's Delegate Assembly. | | | | | |

Budget Considerations: N/A

Prepared By: Dorma Baker, Superintendent

Superintendent's Signature:



TIME SENSITIVE, REQUIRES BOARD ACTION DEADLINE MONDAY, MARCH 16, 2015

January 30, 2015

MEMORANDUM

To: All Board Presidents and Superintendents

CSBA Member Boards of Education

From: Jesús M. Holguín, President

Re: 2015 CSBA Delegate Assembly Election

U.S. Postmark Deadline - Monday, March 16, 2015

Enclosed is the ballot material for election of your region's or subregion's representative to CSBA's Delegate Assembly. The material consists of the ballot (on red paper), required candidate biographical sketch form, and if submitted, a résumé. In addition, you will find a "copy" of the ballot on white paper so that it may be included in your board agenda packet, if you choose to include it. Only the ballot on red paper is to be completed and returned to CSBA.

The board as a whole may vote for up to the number of vacancies in the region or subregion as indicated on the ballot. For example, if there are three vacancies in the region or subregion, the board may vote for up to three individuals. Regardless of the number of vacancies, each board may cast no more than one vote for any one candidate. (The ballot also contains a provision for write-in candidates; their name and district must be clearly printed in the space provided.)

The ballot must be signed by the Superintendent or Board Clerk and returned in the enclosed envelope; if the envelope is misplaced, you may use your district's stationery. Please write **DELEGATE ELECTION** prominently on the envelope with the region or subregion number on the bottom left corner. **Ballots must be postmarked by the U.S. Post Office on, or before, Monday, March 16, 2015. No late ballots will be accepted.**

Election results will be available on CSBA's website no later than Wednesday, April 1. If there is a tie vote, a run-off election will be held. All re-elected and newly elected Delegates will serve two-year terms beginning April 1, 2015 – March 31, 2017. The next meeting of the Delegate Assembly is on Saturday, May 16 – Sunday, May 17 at the Hyatt Regency in Sacramento.

Please do not hesitate to contact the Leadership Services Department at (800) 266-3382 should you have any questions. Thank you.

This complete, **ORIGINAL** Ballot must be **SIGNED** by the Superintendent or Board Clerk and returned in the enclosed envelope postmarked by the post office No later than **MONDAY**, **MARCH 16**, **2015**. Only ONE Ballot per Board. Be sure to mark your vote "X" in the box. A PARTIAL, UNSIGNED, PHOTOCOPIED, OR LATE BALLOT WILL NOT BE VALID.

OFFICIAL 2015 DELEGATE ASSEMBLY BALLOT SUBREGION 9-A

(San Benito, and Santa Cruz Counties)

| Number of vacancies: 1 (Vote for | or no more than 1 candidate) |
|--|-------------------------------------|
| Delegates will serve two-year terms begin | ning April 1, 2015 – March 31, 2017 |
| *denotes incumbent | |
| Patricia Golden Moore (Hollister ESD) | |
| George Wylie (San Lorenzo Valley USD)* | |
| | |
| Provision for Write-in Candidate Name | School District |
| | |
| | |
| | |
| Signature of Superintendent or Board Clerk | Title |
| School District/COF Name | Date of Roard Action |

Delegate Assembly Candidate Biographical Sketch Form



DUE: Wednesday, January 7, 2015

Mail to: CSBA | Attn: Leadership Services | 3251 Beacon Blvd., West Sacramento, CA 95691 | or fax (916) 371-3407

Please complete, sign and date this required one-page candidate biographical sketch form. An optional, one-page, single-sided, résumé may also be submitted; both will be copied exactly as received. Please do not state "see résumé" and please do not re-type this form. Any additional page(s) exceeding this one-page candidate form will not be accepted. It is the candidate's responsibility to confirm that all nomination materials have been received by the CSBA Leadership Services department by January 7 postmarked by the U.S.P.S. Late submissions will not be accepted. If you have any questions, please contact Charlyn Tuter in Leadership Services at ctuter@csba.org or (800) 266-3382.

| Name: PATRICIA GOLDEN MOORE | CSBA Region: 9-A |
|--|---|
| District or COE: HOLLISTER SCHOOL DISTRICT | Years on board: 2 |
| Contact Number: <u>831-265-7328</u> | E-mail: patgmoore@sbcglobal.net |
| Are you a continuing Delegate? ☐Yes ☑ No | If yes, how long have you served as a Delegate? |

CSBA's Delegate Assembly sets the general education policy direction for the Association. As a member of the Delegate Assembly, please describe what your top three educational priorities would be, and why they are important to the Association.

- Keeping kids in school even if they have behavior issue. Seek and develop plans alternative to suspension/expulsion.
 **Children cannot be taught if they are not in school but behavior must be addressed, preferably with the family.
- 2. Planning for classroom size reduction with an aging school infrastructure. Most of our "portable" classrooms have been in use 20-25 years and are needed to accommodate the number of children enrolled. CSBA's support is vital to keep the physical needs of the schools/students in the forefront of those budgeting for the teaching of our youth.
- 3. Improve home to school connection. Learning should not stop at the end of the school day. Integrating families into the learning process is critical especially for the English learners and low income families.

Another responsibility of Delegates is to communicate the interests of local boards to CSBA's Board of Directors, Executive Committee and staff. Please describe your activities/involvement or interests in your local district, county and/or CSBA committees, etc.

Our rural district has a high number of English learners/low income families and parents do not always know how to support their children's learning. In addition, culturally the mother is the primary parent involved in the education of the student as the father is, traditionally, the breadwinner. The home to school connection is critical to narrowing the learning gap with this student population. Access to the internet and technology is important for our student and community. Technology is being increasingly used during school time but the students do not consistently have access at home to utilize that source when doing homework to reinforce what was presented during the school day.

Facilities planning is critical to our district as many of the schools are over 50 years old and consist of many "portable" classrooms which are critical to providing classrooms for instruction. The children love their school despite the age and each school is an important aspect of the neighborhood. We seem to be forever juggling programs and classrooms to provide the learning experience was want for all of the children.

Why are you interested in becoming a Delegate and what contribution do you feel you would make as a member of the Delegate Assembly?

I feel that the small rural district is often overlooked by comparison with the large and very large districts. As a Delegate I will bring the issues and accomplishments we have/made to the CSBA assembly as needed for government support or as a source to other districts.

| Your signature indicates your consent to have your name placed on the ballot an | d to serve as a Delegate, if elected. |
|---|---------------------------------------|
| Signature: Patricia Golden Mare | Date: 1-6-15 |

PATRICIA GOLDEN MOORE

1710 Monte Vista Dr. | Hollister, CA 95023 | H: 831-265-7328 | patgmoore@sbcglobal.net

Hollister School District Trustee 2012-2014 2014-2018

PROFESSIONAL EXPERIENCE

ST. JOSEPH HOSPITAL, Orange, CA

Clinical Laboratory Quality & Safety Programs

Quality, Safety, Education, Training & Compliance Coordinator (2005-2009)

1979-2009

Provided quality management, clinical laboratory safety supervision and regulatory compliance for the 10th largest not-for-profit health system in the country. Coordinate training efforts of CLS interns with the University of California at Irvine program and provide educational programs for clinical laboratory staff to ensure compliance with regulatory agencies.

Clinical Operations Manager (2000-2005)

Managed all aspects of analytical operations for a large acute care hospital and shared service of Children's Hospital of Orange County (CHOC), as well as maintaining quality, safety, education, and point-of-care testing programs of St. Joseph Hospital, while adhering to budgetary constraints.

Technical Supervisor Microbiology (1986-2000)

Assistant Supervisor Microbiology (1983-1986)

Bench Technologist (1979-1983)

SAN CLEMENTE GENERAL HOSPITAL, San Clemente, CA - Bench Level Technologist (1976-1979)

ST. CATHERINE'S HOSPITAL, Kenosha, WI - Bench Level Technologist (1972-1976)

EDUCATION & TRAINING

PEPPERDINE UNIVERSITY - Malibu, CA - Master of Business Administration in Business Management LONGWOOD UNIVERSITY - Farmville, VA - Bachelor of Arts in Biology

St. Joseph Hospital, Medical Technology Internship

St. Catherine's Hospital, Medical Technology Internship

LICENSES, PROFESSIONAL & VOLUNTEER ACTIVITIES

California State License, CLS | American Society for Clinical Pathology, MT (ASCP) & DLM, CASA (Court Appointed Special Advocate) for San Benito County, Hazel Hawkins Hospital Axillary, San Benito Stage Company

Delegate Assembly Candidate Biographical Sketch Form



DUE: Wednesday, January 7, 2015

Mail to: CSBA | Attn: Leadership Services | 3251 Beacon Blvd., West Sacramento, CA 95691 | or fax (916) 371-3407

Please complete, sign and date this required one-page candidate biographical sketch form. An optional, one-page, single-sided, résumé may also be submitted; both will be copied exactly as received. Please do not state "see résumé" and please do not re-type this form. Any additional page(s) exceeding this one-page candidate form will **not** be accepted. It is the candidate's responsibility to confirm that all nomination materials have been received by the CSBA Leadership Services department by January 7 postmarked by the U.S.P.S. Late submissions will not be accepted. If you have any questions, please contact Charlyn Tuter in Leadership Services at ctuter@csba.org or (800) 266-3281.

| <u>ctuter@csba.org</u> or (800) 266-3281. | |
|---|--|
| Name: George Wylie | CSBA Region: 9/A |
| District or COE: San Lorenzo Valley USD | Years on board: 8 |
| Contact Number: (831) 338-0578 | E-mail: georgewylie@yahoo.com |
| Are you a continuing Delegate? ☑Yes ☐ No I | If yes, how long have you served as a Delegate? 4 years |
| CSBA's Delegate Assembly sets the general education policy direct Assembly, please describe what your top three educational prioring. - Ensuring that all kids have equal access to an appropriate and qual available to all children, individualized to serve the specific needs of | ities would be, and why they are important to the Association. ality educational experience. Public school should be public - |
| - Increasing the role, effectiveness and agility of CSBA such that C development of legislative policy and educational law. CSBA must | |

- Ensuring transparency in leadership at all levels of CSBA governance.

discussed or acted upon.

Another responsibility of Delegates is to communicate the interests of local boards to CSBA's Board of Directors, Executive Committee and staff. Please describe your activities/involvement or interests in your local district or county office.

I have served eight years as district trustee, and one year as board president. I have served four years as a Delegate Assembly member, and I am the immediate past president (and current vice president) of the Santa Cruz County School Boards Association. I successfully directed an 18.9 million dollar general obligation bond campaign that resulted in the construction of a new library, classrooms and a performing arts center for our local district.

I am an outspoken leader and advocate for quality public education that is free and available to all children in California.

Why are you interested in becoming a Delegate and what contribution do you feel you would make as a member of the Delegate Assembly?

I am keenly interested in improving public education in California, and I think that local school boards are absolutely critical toward realizing that improvement. CSBA must be both a serving and a guiding force to local boards and their communities, and as a CSBA Delegate Assembly member I will work to ensure that we effect tangible improvement in the quality of education we provide for our kids.

| Your signature indicates your consent to have your name placed on the | ne ballot and to serve as a Delegate, if elected. |
|---|---|
| Signature: Segue Cy 21 | Date: November 1, 2014 |
| | |







Board Agenda Backup

Item No: 11.1

Date: February 25, 2015

Item: LCAP Progress Update

Overview: The 2014-2015 Local Control Accountability Plan (LCAP) was Board

approved in June, 2014. The LCAP is an important component of the Local Control Funding Formula (LCFF). Under the LCFF all districts were required to prepare an LCAP, which describes how they intend to meet annual goals for all pupils, with specific activities to address state and local priorities identified pursuant to EC Section 52060(d). The LCAP must include the annual goals in each of the eight areas of specified state priorities.

State Priorities

Conditions of Learning

Implementation of Content Standards

Course Access Basic Services

Pupil Outcomes

Student Achievement Other Student Outcomes

Engagement

Student Engagement School Community

Staff will provide an update on progress made so far this year with the specific activities outlined in the LCAP.

Recommendation: This is a report and discussion item only.

Budget Considerations: N/A

Prepared By: Susan Pérez, Assistant Superintendent, Curriculum and Instruction

Superintendent's

Signature:

2014-2015 LCAP Progress Update: February 25, 2015

| Goal (Include and | Related State and | | Level of Service | What actions are performed or services provided in each year? are the anticipated expenditures for each action? | | |
|---|--|---|--|---|--|--|
| identify all goals from Section 2) | Local Priorities (from Section 2) | Actions and Services | ices (Indicate if school- wide or LEA-wide) | LCAP Year Year 1: 2014-15 | Update: Review of actions/services | |
| 1. Increase students scoring Proficient and | Student Achievement Implementation | -Align curriculum, pacing and assessments to all new content standards | ALL | \$0 No additional expenditure | -In progress. All Professional Development has focused on implementation of the new content standards. | |
| above on the CCSS-SBAC English language arts and mathematics assessments | of Academic Content Standards | -Provide professional development and coaching to build teacher capacity to implement all new content standards | | \$170,000 (Supplemental) To provide two additional curriculum coaches | -Two additional curriculum coaches hired. Coaches have been providing support to sites since September. | |
| 2. Increase percent of students who demonstrate readiness for college or ready for college-conditional on | | | | \$ 60,000 (Supplemental) To provide substitutes to release teachers for professional development and coaching | -Haven't tapped into this funding source yet. So far, coaching has occurred with grade level teams during scheduled collaboration time. Coaches are aware of this resource and intend to use during second semester. | |
| EAP for English and mathematics | | -Schedule weekly collaboration time for all teachers | | \$0 No additional Expenditure | -Weekly collaboration time has been in place since start of school. | |
| | | -Utilize Student Assessment System (DnA) to monitor student progress. | | \$110,000 (Lottery) To Provide Illuminate (DnA) District License | -Continued efforts to increase use of DnA to monitor progress have included ongoing trainings for teachers and administrators as well as a mini-conference in October. | |
| | | -Identify and provide intensive instructional supports via site-based interventions and Extended Learning for students not progressing (based on formative and summative measures). | | \$1.9 million (Supplemental) To provide elementary intervention teachers | -Elementary intervention teachers in place. | |
| | | , | | \$0 No additional Expenditure To align Extended Learning | -Closer alignment of Extended Learning with Educational Services has resulted in better communication and | |

| | | | | Program with Educational Services Division | support for students and schools. Extended Learning staff has been meeting regularly with curriculum coordinators and coaches to align professional development, curriculum development, and interventions. |
|--|---------------|--|-----------------|---|---|
| | | | | \$ 50,000 (Title 1/Supp) To provide District license for Manga High intervention | -Manga High in place. Curriculum coach is providing training and coaching on effective use of this online math intervention. |
| | | | | \$ 50,000 (Base Grant) To provide District license for Edgenuity intervention | -Edgenuity in place. Curriculum coach is providing training and coaching on effective use of this online software program. |
| | | -Utilize effective use of technology in the classroom | | \$250,000 (Base Grant) To implement site technology refresh program: ongoing updating of computers on a regular basis | -Technology services and CBO have implemented this program according to criteria and system whereby oldest equipment is being replaced first. The program is being coordinated with district's bond technology endowment program. |
| | | -Reduce student/teacher ratio to 24 to 1 in Kinder through 3rd grades | | \$1.9 million (Base Grant/GSA) To reduce Kinder and 1 st grades | -Reduced class size in both Kinder and 1st |
| Metric | | SBAC Baseline Score SBAC/EAP Baseline Score | | Goal 1: Baseline Score To Be E | |
| 3. Close subgroup gap, ensuring that all students have equitable access to A-G | Course Access | - Modify existing course offerings and expand course offerings to include CTE courses and other courses that meeting A-G requirements | High Schools | \$ 0 No additional expenditures | - Additional CTE courses meeting A-G requirements have been put in place. |
| | | -Provide student and parent education regarding A-G requirements, college financial aid opportunities, | | \$61,000 (Supplemental/Title I) To provide 1 Scholarship Counselor | -Hired scholarship counselor; Direct service to students and parents in place on all 3 campuses. Supplementing services and enhanced dissemination of info regarding scholarships |

| | | social/emotional/medical resources within the district and county. | | \$180,000 (Supplemental) To provide 3 Parent Liaisons to support school sites with parent outreach. | -Hired three parent liaisons and have been providing training. Liaisons have updated and disseminated community resource directory for PVUSD, supported outreach for On the Same Page literacy event, contacted parents and provided assistance for students qualifying for supplemental educational services (tutoring) and parent math nights to help parents understand new common core math standards. |
|--|---|--|----------------------------------|--|--|
| Metric | 12 th grade gradus or CSU entrance All Students: 63.4 English Learners Low Income Stud Foster Youth: Es Students with Dis Establish Baselin | 4% ::35% dents: 56.3% tablish Baseline sabilities: | red for UC and | No data at this point. | |
| 4. Increase student access to Visual and Performing Arts (VAPA) | Course Access | -Utilize primary release time teachers to provide Visual and Performing Arts | ALL | \$1.33 million (Base Grant) To hire 14.5 FTE release time teachers for primary grades. Release time will be dedicated to VAPA in primary grades. (*Negotiable item) \$1.33 million includes \$15,000 for art supplies. | -Implemented release time and hired VAPA teachers for all elementary schools. -GATE/VAPA Coordinator has been providing professional development for these teachers on a regular basis. System was set up for each site to order funds for art supplies |
| | | -Update PVUSD Arts Plan | | \$5,000 (Base Grant) To update PVUSD Arts Plan | -GATE/VAPA Coordinator is setting up process to begin Arts Plan update. |
| Metric | 25% increase in access to VAPA | | Currently calculating increase w | vith addition of elementary VAPA teachers. | |
| 5. Ensure that facilities provide equitable, sound learning and working environments | Basic Services | - Hire additional custodial and maintenance staff | ALL | \$435,000 (Base Grant) To add two roving teams of 3 custodians/grounds positions | -This item has been put on hold in 2014-15 pending analysis of the district's ongoing budget situation. |
| | | | | | -Position was filled in August and work related to the |

| - | | | | \$ 92,000 (Base Grant) To add 1 planning assistant for deferred maintenance projects | intent of the position had been initiated. The position also coordinates with the district's overall capital improvement and modernization program. |
|--|--|---|-----|--|---|
| Metric | Williams: 80% at | 'good' or better on FIT report | | Update: 94.66% at 'good' or be | etter |
| 6. Ensure all teachers are appropriately credentialed for their assignment | Basic Services | -Hire, retain and assign teachers appropriately according to their credentials | ALL | \$223,000 (Categorical) To provide support for new teachers through BTSA \$30,000 (Supplemental) To increase support for new teachers through BTSA | -BTSA program is being provided currently to holders of preliminary teaching credentials. |
| | | | , | \$7.2 million (Base Grant and Supplemental) To provide salary increase for teachers | -Salary increase implemented |
| Metric | Williams: 100% of teachers will be appropriately credentialed | | | Update: 100% of teachers appropriately credentialed | |
| 7. Provide student access to standards-aligned instructional materials | Basic Services | - Purchase instructional materials aligned to the new Common Core State Standards (CCSS), Next Generation Science Standards (NGSS) and English Language Development (ELD) Standards | ALL | \$250,000 (Supplemental/Reserve) To provide funds to purchase standards-aligned instructional materials | -Some instructional materials purchased; primarily supporting mathematics and science. Additional purchases planned for second semester. |
| Metric | Williams: 100% of students have standards aligned materials for all core content areas | | | Update: 100% of students have | e standards aligned materials for all core content areas |
| 8. Increase percent of English learners who | Student Achievement | - Provide professional development and coaching on new ELA/ELD Standards | ALL | Expenditure reflected in Goal #1 | |
| demonstrate at least one year of progress | | - Ensure access to EL instructional programs per EL | | \$152,700 (Base Grant and Supplemental) | -New Director hired; Coordinated and served as lead for recent Federal Program Monitoring Review: Transitioning |

| toward English fluency as measured by the state English language development test | | Master Plan | | To provide Director of Equity, Categorical Program and Accountability to support and monitor implementation of EL Master Plan | to work with Master Plan for English Learners. Established interim reclassification criteria for 2014-15 in lieu of CST scores. Has helped to coordinate ELD professional development. |
|--|------------------------------|--|-----------------------------------|---|--|
| 9. Decrease the number of Long Term English Learners (LTEL) | | -Provide additional support to reduce teacher/student ratio in high school ELD 1 classes | | \$60,000 (Supplemental) To provide funding for 4 sections of ELD 1 | -Additional ELD sections put in place at PVHS and WHS. |
| | | - Utilize Student Assessment System (DnA) to better to monitor student progress towards reclassification | | Expenditure reflected in Goal #1 | |
| | | - Identify and provide intensive instructional supports via site-based interventions and Extended Learning for students not progressing through English proficiency levels | | Expenditure reflected in Goal #1 | |
| Metric | Goal 8: 55% mee | eting AMAO 1 | | Goal 8: Do not yet have current | t AMAO data. |
| | Goal 9: Decrease LTEL to 87% | | Goal 9: Currently analyzing data. | | |
| 10. Increase school attendance rates 11. Increase high school graduation rates | Student Engagement | - Increase student access to socio-emotional services K- 12 by maintaining current support and increasing personnel | ALL | \$330,000 (Supplemental) To hire three socio-emotional counselors: one per comprehensive high school | -All socio emotional counselors have been hired and have provided the following services: Spend on average 70% of their days on direct services (working directly with students) to support their socio-emotion needs Met with over 510 students since start of school year Supported 10 cases where students were 5150'd Coordinated Suicide Prevention Week and Red |

| 12. Decrease the percentage of high school students who drop out. 13. Promote a safe, supportive, and positive school environment | | | \$ 152,000 (Supplemental) To maintain current socio- emotional counselor and hire one additional socio- emotional counselor at junior high/middle school | Ribbon Week activities. Attend SARB to connect with truants or students who have dropped, to facilitate return to school with additional supports. Connected parents to and facilitated Parents as Partners sessions Helped with implementation of new suicide prevention policy Helped connect families to support agencies and parent education classes |
|--|--|----|--|---|
| that encourages positive behavior and Increase students' sense of connectedness | | | \$362,000 (Supplemental) To hire one Board Certified Behavioral Analyst (BCBA) and three Behavior Techs for elementary schools | -Full time Behavior Intervention and three behavior techs for the Acute Behavior Intervention Program (ABIP) have been hired. This program/project provides needed support for students with acute behavior needs in the general education classrooms at the elementary level. |
| | | | \$154,400 (Special Education) To maintain current BCBA at elementary level | |
| | - Provide school staff with professional development for Trauma Informed Schools | | \$15,000 (Supplemental) To provide Trauma Informed Schools Training | -To be scheduled during second semester. |
| | -Provide increased student access to sports at the middle school level | | \$250,000 (Base Grant) To provide coaching stipends (18 per site), Athletic Director stipends and prep period, and transportation | -Stipends were provided |
| Metric | Goal 10: Attendance rate All Students: 96.45% English Learners:96.45% Low Income Students: Establish Baseline Foster Youth: 95.61 Students with Disabilities: 95.15% | | Goal 10 Update: All Students 95.56% | |
| | Goal 11: 4-year cohort Graduation Rate | 3: | Goal 11 Update: | |

| | All Students: 87.2 % English Learners Low Income Students Youth: Es Students with Dis | dents: 88.1% tablish Baseline | | All Students 88.6% | |
|--|---|--|----------------------------------|---|--|
| | Goal 12: Drop out Rate All Students: 2.15% English Learners: Establish Baseline Low Income Students: 2.15% Foster Youth: Establish Baseline Students with Disabilities: .665% | | | Goal 12 Update: Drop Out Data Being Analyzed at This Time | |
| | | sion/Expulsion Rates sion rate of under 10% and expuls students | sion rate of | Goal 13 Update: Suspension Rate – 3.1% Expulsion Rate19% | |
| 14. Increase parent capacity and participation in school governance and | Parental Involvement | - Coordinate parent outreach efforts between district departments (Educational Services, Extended Learning and Migrant Services) | ALL | \$0 No additional expenditure | -There has been ongoing collaboration among district departments to coordinate parent education outreach efforts. Has included: Outreach and support for parents regarding SES tutoring information. |
| decision making 15. Increase participation in parent education trainings | | - Provide professional development to site staff on best practices for parent outreach | | \$0 No additional expenditure. To utilize parent trainers from Educational Services, Extended Learning and Migrant Services | Collaboration for Pajaro Valley Conference for Families with Children with Special Needs (for non-English speaking families Outreach, coordination and support for PVUSD Annual Parent Conference: Keeping the connection Alive Saturday Updating community resource and media directory and family engagement support directory for district staff. |
| | | - Provide parent education regarding CCSS, A-G requirements, AP courses, social/emotional/medical resources with the district and county. | | Expenditure reflected in Goal #3 | |
| Metric | Collect 75% of sign-in sheets from ELAC, SSC and parent meetings at all schools to determine baseline | | Baseline will be determined this | year. | |





PAJARO VALLEY UNIFIED SCHOOL DISTRICT

Board Agenda Backup

Item No: 11.2

Date: February 25, 2014

Item: Safety Canine Program Update

Overview:

The district approved the use of "safety dogs" two years ago, piloting the program at AVCI, New School, and Aptos High School during the 2012-13 school year. The results of that first year were as follows. This data was presented to the Board of Trustees on August 14, 2013.

| Spring 2013 | Number of Searches Made | Number of Alerts | Number of Alerts Confirmed | Number of Residual Odor |
|----------------|----------------------------|---------------------|----------------------------------|-------------------------------|
| A.H.S. | 5 | 10 | 1 | 8 |
| A.V.C.I. | 5 | 5 | 0 | 4 |
| New School | 4 | 2 | 0 | 2 |
| Total | 14 | 17 | 1 | 14 |

This pilot started with presentations to the entire school about how the safety dogs work. Students and staff had a good understanding of the program. They knew what to expect if the canine showed up at the door of the classroom. Based on the feedback from the three principals and some students, the presence of canines on campus did deter some students from bringing marijuana to the school. The second year of the program, 2013-14, we expanded the service to all middle schools and our one junior high, keeping the process going at AVCI, New School and Aptos High. The feedback continued to be positive. This year we expanded the use of the service to the other two high schools-Watsonville High and Pajaro Valley High, at the beginning of the second semester. We've had requests for use of the canine for specific events including grad night. Pages two and three of this report have the data for 2013-14 and the 2014-15 school year up to this point.

Tonight's presentation will highlight the data, give specific examples of usage and include time for questions and answers from the Board.

Recommendation: Receive Report

Budget Considerations: Already in budget. Cost is \$21,000

Funding Source:

Budgeted: Yes: No:

Prepared By: Murry Schekman, Assistant Superintendent

Superintendent's Signature:



Pàjaro Valley Unified School District Secondary Education

Canine Search Report SY 2013-14

| Schools | # of Searches Made | # of Alerts | # of Alerts Confirmed | # of Residual Odor |
|---------------|-----------------------|-------------|--------------------------|-----------------------|
| Aptos High | 100 cars | 11 | 7 | 2 |
| Aptos Jr. | 19 | 5 | 0 | 0 |
| AVCI | 24 | 18 | 8 | 11 |
| Cesar Chavez | 57 | 1 | 0 | 1 |
| E.A. Hall | 20 | 8 | 5 | 4 |
| Lakeview | 14 | 0 | 0 | 0 |
| New School | 43 | 2 | 0 | 0 |
| Pàjaro Middle | 28 | 2 | 1 | 1 |
| Rolling Hills | 16 | 0 | 0 | 0 |
| Totals | 321 | 47 | 21 | 19 |



Pàjaro Valley Unified School District Secondary Education

Canine Search Report SY 2014-15 as of February 19, 2015

| Schools | # of Searches Made | # of Alerts | # of Alerts Confirmed | # of Residual Odor |
|------------------|-----------------------|-------------|--------------------------|-----------------------|
| Aptos High | 13 | 13 | 6 | 7 |
| Aptos Jr. | 24 | 2 | 0 | 1 |
| AVCI | 25 | 18 | 6 | 14 |
| Cesar Chavez | 12 | 5 | 2 | 4 |
| E.A. Hall | 18 | 8 | 6 | 6 |
| Lakeview | 11 | 8 | 3 | 5 |
| New School | 17 | 7 | 4 | 3 |
| Pajaro Middle | 20 | 2 | 0 | 1 |
| Rolling Hills | 2 | 2 | 0 | 1 |
| Pajaro Valley | 13 | 6 | 2 | 4 |
| Watsonville High | 19 | 12 | 2 | 3 |
| Totals | 174 | 83 | 31 | 49 |



Board Agenda Backup

Item No: 12.2

Date: February 25, 2015

Item: Approve Memorandum of Understanding Between PVUSD and PVFT

Background: There is currently a shortage of Certificated employees who possess the necessary

credential to perform services in the following positions:

- Mild/Moderate Disabilities
- Moderate/Severe Disabilities
- Resource Specialist
- Speech & Language Pathology Services
- Orthopedic Impairment

This Memorandum of Understanding (MOU) represents an effort to incentivize recruitment for positions working with students who have special needs. Employees assigned to any of the positions listed above, who have not completed the course work required to obtain a clear credential for the position, shall be eligible to receive up to \$2,500 as tuition reimbursement for taking the necessary courses to obtain a clear credential in these needed areas.

Estimated Fiscal Impact: \$50,000.

Recommendation: Approve MOU dated November 25, 2014 between PVUSD and PVFT.

Prepared by:

Sharon Roddick, Assistant Superintendent

Superintendent's Signature:

MEMORANDUM OF UNDERSTANDING

The Pajaro Valley Unified School District (District) and the Pajaro Valley Federation of Teachers (PVFT) enter into this Memorandum of Understanding this 25th day of November, 2014.

RECITALS

WHEREAS, there is a shortage of certificated employees who possess the necessary credential to perform the services of the following positions:

Mild/Moderate Disabilities
Moderate/Severe Disabilities
Resource Specialist (RSP)
Speech and Language Pathology Services (SLP)
Orthopedic Impairment

WHEREAS, the District is required to provide services to students; and,

WHEREAS, it is in the best interest of the District and PVFT to encourage employees in the positions listed above to complete the course work to obtain their clear credentials;

The District and PVFT hereby agree to:

- 1. Employees assigned to any of the positions listed above who have not completed the course work required to obtain a clear credential for the position shall be eligible to receive up to \$2,500 as tuition reimbursement for taking the necessary courses to obtain a clear credential.
- 2. Eligible employees who wish to participate in this benefit shall submit proof of the tuition amount to the District within 30 calendar days of receipt. The District shall reimburse the eligible employee for one-half of the amount of the annual tuition not to exceed \$1,250 per year no later than the last scheduled work day for the year.
- 3. No later than the last scheduled work day for the following school year, if the employee has continued his/her employment and completes the second work year, the District shall reimburse the employee for the other one-half of the amount of the yearly tuition not to exceed \$1,250.
- 4. If the employee did not complete the necessary course work to obtain the clear credential through no fault of his/her own, s/he may be eligible for tuition reimbursement to take the necessary courses to obtain the clear credential in the following year. To be eligible for the following year of tuition reimbursement, the employee must enroll and complete the necessary coursework and a clear credential

during the following year. The tuition reimbursement for the following year of coursework shall be made in the manner set forth in Paragraphs 2 and 3 above, within the \$2500 total.

5. This Memorandum of Understanding shall sunset on June 30, 2017, unless extended in writing by the Parties.

Dated: November 25, 2014

PVFT

DISTRICT

Executive Director

Resources

Sharon B. Roddick,

Assistant Superintendent, Human



PAJARO VALLEY UNIFIED SCHOOL DISTRICT



Board Agenda Backup

Item No: 12.3

| Date: | February 25, 2015 | | | | |
|-----------------|--|--|--|--|--|
| Item: | Report, discussion and possible action to approve Administrative Regulation 4112.4, 4212.4, 4312.4, Health Examinations | | | | |
| Overview: | AR 4112.4/4212.4/4312.4 - Health Examinations (AR revised) Regulation contains updated section on "Tuberculosis Tests" which (1) reflects NEW LAW (SB 1069) authorizing physician assistants to administer and verify results of tuberculosis tests, and (2) clarifies that an applicant previously employed by a private or parochial school can fulfill the tuberculosis testing requirement by producing a certificate or having his/her previous employer verify that a certificate is on file. Regulation also reflects NEW COURT DECISION which held that, once a board decides to suspend or transfer a certificated employee suspected of suffering from a mental illness, it must proceed in accordance with procedures stated in Education Code 44942. Regulation also updated to reflect NEW LAW (AB 1667) which requires employees to complete a tuberculosis risk assessment and provides that a tuberculin skin test will only be necessary if risk factors are identified. Regulation also adds language on tuberculosis risk assessment/examination requirements for school bus drivers when the district contracts for transportation services and clarifies allowable exemptions from the tuberculosis risk assessment/examination requirements. | | | | |
| Recommendation: | Approve. | | | | |

Prepared By: Dorma Baker

Reviewed By: Administration

Superintendent's Signature:

Mmy Sola

4312.4

HEALTH EXAMINATIONS

Tuberculosis Tests

No applicant shall be initially employed by the district, or employed under contract, in a classified or certificated position unless he/she has submitted to a tuberculosis risk assessment within the past 60 days and, if tuberculosis risk factors are identified, has submitted to an intradermal or other approved tuberculosis examination to determine that he/she is free of infectious tuberculosis. If the results of the examination are positive, the applicant shall obtain an x-ray of the lungs. At his/her discretion, an applicant may choose to submit to the examination instead of the risk assessment. (Education Code 49406)

```
(cf. 1240 - Volunteer Assistance)
(cf. 4112 - Appointment and Conditions of Employment)
(cf. 4119.41/4219.41/4319.41 - Employees with Infectious Disease)
(cf. 4212 - Appointment and Conditions of Employment)
```

Prior to employment by the district, an applicant shall submit a certificate from an authorized health provider stating that the applicant was assessed and/or examined and found to be free of infectious tuberculosis. (Education Code 49406)

An applicant who was previously employed in another school district or private or parochial school shall be deemed to have fulfilled the tuberculosis testing requirement if he/she produces a certificate showing that he/she was found to be free of infectious tuberculosis within 60 days of initial hire or if his/her previous employer verifies that it has a certificate on file showing that the applicant is free from infectious tuberculosis. (Education Code 49406)

Thereafter, each district employee who was found free of infectious tuberculosis shall undergo a tuberculosis risk assessment, and an examination whenever risk factors are identified, at least once every four years or more often when required by the Governing Board upon recommendation of the county health officer. However, once an employee has a documented positive test for tuberculosis infection followed by an x-ray, he/she shall no longer be required to submit to the tuberculosis risk assessment but shall be referred to the county health officer within 30 days of the examination to determine the need for follow-up care. (Education Code 49406)

The cost of the pre-employment tuberculosis risk assessment and/or examination shall be paid by the applicant, unless the Board has determined that the district will reimburse an applicant who is subsequently hired by the district. The district shall reimburse the employee for the cost, if any, of subsequent tuberculosis risk assessments and examinations. The district may provide for the risk assessment and examination or may establish a reasonable fee for the examination that is reimbursable to the employee. (Education Code 49406)

Whenever the district contracts for the transportation of students, the contract shall require that all drivers who will be transporting students complete the tuberculosis risk assessment and, if indicated, the examination for infectious tuberculosis within 60 days of initial hire. (Education Code 49406)

HEALTH EXAMINATIONS (continued)

(cf. 3312 - Contracts) (cf. 3540 - Transportation) (cf. 3542 - School Bus Drivers)

The following applicants or employees shall be exempted from the requirement to submit to a tuberculosis risk assessment and/or examination: (Education Code 49406)

1. An applicant/employee who files an affidavit stating that he/she adheres to the faith or teachings of a well-recognized religious sect, denomination, or organization and, in accordance with its creed, tenets, or principles, depends for healing upon prayer in the practice of religion and that, to the best of his/her knowledge and belief, he/she is free from infectious tuberculosis

Such an exemption shall be allowed only if the Board determines by resolution, after a hearing, that the health of students would not be jeopardized. If at any time there is probable cause to believe that the applicant/employee is inflicted with infectious tuberculosis, he/she may be excluded from service until the Board is satisfied that he/she is not afflicted.

(cf. 4030 - Nondiscrimination in Employment)

- 2. A classified employee who is employed for less than a school year and whose functions do not require frequent or prolonged contact with students
- 3. A pregnant employee who has positive results on a tuberculosis skin test, in which case she shall be exempted from the requirement to follow up with an x-ray of the lungs for a period not to exceed 60 days after the end of the pregnancy
- 4. A private contracted driver who transports students infrequently without prolonged contact with students

Examination of Certificated Employees for Disabling Diseases

To fill a certificated position with an applicant who has not previously been employed in a certificated position in California, or with a retirant who has not been employed as a retirant, the district shall have on file a medical certification indicating that the applicant or retirant is free from any disabling disease which would render him/her unfit to instruct or associate with children. (Education Code 44839, 44839.5)

(cf. 4117.14/4317.14 - Postretirement Employment)

HEALTH EXAMINATIONS (continued)

The certificate shall be completed and submitted directly to the district by an authorized health care provider. The medical examination referenced in the certificate must have been conducted within six months of the date that the certificate is filed. (Education Code 44839, 44839.5; 5 CCR 5503)

Applicants and retirants shall pay for the cost of obtaining the medical certification. (Education Code 44849, 44839.5)

Certificated employees and/or retirants shall be required to periodically undergo, at district expense, a medical examination pursuant to Education Code 44839 or 44839.5 to determine that they are free from any communicable disease making them unfit to instruct or associate with children. (Education Code 44839, 44839.5)

Mental Examination for Certificated Employees

Whenever the Board is considering the suspension or transfer of a certificated employee based on its reasonable belief that the employee is suffering from mental illness of such a degree as to render him/her incompetent to perform his/her duties, the employee shall be offered the opportunity of being examined by a three-member panel of psychiatrists and psychologists in accordance with Education Code 44942. The employee shall select the members of the panel from a list of psychiatrists and psychologists provided by the district. The examination shall be conducted, at district expense, within 15 days of the ordered suspension or transfer. The employee shall submit to the examination, but shall also be entitled to present a report of any psychiatrist, psychologist, or physician of his/her own choice. (Education Code 44942)

```
(cf. 4032 - Reasonable Accommodation)
(cf. 4114 - Transfers)
(cf. 4118 - Dismissal/Suspension/Disciplinary Action)
```

Legal Reference: (see next page)

HEALTH EXAMINATIONS (continued)

Legal Reference:

EDUCATION CODE

44839 Medical certificate; periodic medical examination

44839.5 Requirements for employment of retirant

44932 Grounds for dismissal of permanent employee

44942 Suspension or transfer of certificated employee on ground of mental illness

45122 Physical examinations

49406 Examination for tuberculosis

BUSINESS AND PROFESSIONS CODE

2700-2838 Nurses

3500-3546 Physician assistants

HEALTH AND SAFETY CODE

121525 Private and parochial school employees, examination for tuberculosis

CODE OF REGULATIONS, TITLE 5

5502 Filing of notice of physical examination for employment of retired persons

5503 Physical examination for employment of retired persons

5504 Medical certification procedures

COURT DECISIONS

Doe v. Lincoln Unified School District, (2010) 188 Cal. App. 4th 758

Leonel v. American Airlines, Inc., (2005) 400 F.3d. 702

Raven v. Oakland Unified School District, (1989) 213 Cal. App. 3d 1347

Management Resources:

WEB SITES

California Department of Public Health: http://www.cdph.ca.gov Centers for Disease Control and Prevention: http://www.cdc.gov

Public Health Institute: http://www.phi.org

U.S. Food and Drug Administration: http://www.fda.gov