



August 24, 2011
REGULAR BOARD MEETING
ADOPTED MINUTES
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

President Yahiro called the meeting of the Board to order at 6:07 pm 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	
1	Instructional Assistant II
5	Health Services Assistant
2	Bus Driver
1	Data Entry Specialist
1	Health and Disabilities Coordinator
2	Office Manager
1	Instructional Assistant II
2	Behavior Technician
New Substitutes	
	None
New Hires	
17	Secondary Teachers
5	Elementary Teachers
1	Speech & Language Therapist
1	SSO Teacher
Promotions	
1	Attendance Specialist
1	Lead Custodian III
1	Office Manager

Rehires	
6	EL Specialists
3	MEST
1	Psychologist
5	Speech & Language Specialist
1	Teacher – Secondary
1	Teacher - Elementary
18	<i>Permanent Rehires – Adult Education</i>
26	<i>Temporary Rehires – Adult Education</i>
Administrative Appointments	
2	Principals (extra days)
1	CalSafe Coordinator (extra days)
2	Coordinator of Site Academic (extra days)
Transfers	
	None
Extra Pay Assignments	
14	Coaches
Extra Period Assignments	
	None
Leaves of Absence	
5	Elementary Teachers
3	Secondary Teachers
2	Instructional Assistant II
2	Cafeteria Assistant
1	Instructional Assistant – Migrant Children Center
1	Payroll Technician
1	<i>Behavior Technician</i>
Retirements	
	None
Resignations/Terminations	
1	Nurse
3	<i>Teacher – Elementary</i>
1	Teacher - Secondary
1	<i>Instructional Assistant II – Special Education</i>
1	<i>Health Services Assistant</i>
Supplemental Service Agreements	

3	Elementary Teachers
1	Kindergarten Coach
1	Secondary Teacher
1	Read Support
1	Speech & Language Therapist
Miscellaneous Actions	
3	Behavior Technician
2	Cafeteria Assistant
1	Custodian II
1	Health Services Assistant
15	Instructional Assistant II – Special Education
7	Instructional Assistant I – Special Education
1	Instructional Assistant – Migrant Children Center
1	Instructional Support Clerk
1	Lead Custodian I
1	Office Manager
1	Registration Specialist
Separations From Service	
2	<i>Elementary Teachers</i>
Limited Term – Projects	
7	Behavior Technician
1	Campus Safety Coordinator
3	Career Development Specialist I
1	Community Services Liaison I
4	Enrichment Specialist
1	Instructional Assistant II – General Education
31	Instructional Assistant II – Special Education
19	Instructional Assistant I – Special Education
1	Library Media Technician
1	Office Assistant I
3	Office Assistant II
3	Office Assistant III
1	Textbook Media Specialist
Exempt	
2	Crossing Guards
9	Student Helpers

16	Yard Duty Supervisors
Provisional	
1	Administrative Secretary II
1	Office Assistant III
1	Office Manager
Limited Term - Substitute	
10	Cafeteria Assistant
1	Delivery Driver
2	Enrichment Specialist
2	Instructional Assistant – Migrant Children Center
1	Maintenance Specialist
3	Office Assistant II
1	Office Manager
1	Textbook Media Specialist

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

2.7 Real Property Negotiations

2.8 1Expulsions

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

President Yahiro called the meeting of the Board in public to order at 7:00 pm.

3.1 Pledge of Allegiance

Brett McFadden, PVUSD’s CBO, led the Board in the Pledge of Allegiance.

3.2 Welcome by Board President

Trustees Kim De Serpa, Doug Keegan, Sandra Nichols, Karen Osmundson, Jeff Ursino, and President Willie Yahiro were present. Trustee Leslie DeRose was absent.

3.3 Superintendent Comments

None.

4.0 APPROVAL OF THE AGENDA

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

5.0 APPROVAL OF MINUTES

a) Minutes for August 10, 2011

Trustee Keegan moved to approve the minutes of August 10, 2011 with a couple of corrections to misspelled words. Trustee Nichols seconded the motion. The motion passed 6/0/1 (DeRose absent)

6.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT

Markus Serrano and Iliana Reynoso from WHS spoke of the activities to motivate incoming students through the crew link club. They noted that teachers are more available, there are more tutorials and more flexible on their schedule to be sure all students get the right information. It was noted that the clocks in the classrooms are not working. Campus is not very neat due to absences from some of the custodial staff – two of four are absent and on medical leave. Security is effective at the school.

Fernando Crescencio and Maria Santos of Renaissance High School spoke of some of the classes that have been lost due to employee reductions. Renaissance also has difficulty keeping the campus clean.

7.0 POSITIVE PROGRAM REPORT

7.1 Energy Education: Energy Star Award

Report by Brett McFadden, CBO, and Steve Okamura, Energy Education Manager.

Brett McFadden reported that 18 of our schools have received the EPA Energy Star Award, which is awarded to sites that achieve a certain percentage reduction in energy utilization.

Steve Okamura noted that there are an additional nine schools submitting the application for an award. Thus far, the district has accomplished a \$1.2 million savings.

Chris Lane of Energy Education gave a brief background on how buildings can be certified as energy efficient. This places PVUSD school buildings in the top 25% of the most energy efficient nationwide. The savings are continuing and there is a significant reduction of carbon affecting the earth through these energy saving strategies, specifically 3,279 metric tons of carbon dioxide emission prevented. Mr. Lane thanked the board and the district for their support.

The following representatives from most of the 18 schools were present and were recognized for their energy saving efforts: Michael Jones of Alianza; Kathy Arola of Bradley; Ken Woods of Lakeview; Sylvia Mendez of Ann Soldo; Olga de Santa Anna of EA Hall; Terry Eastman of Calabasas; Ian McGregor of Cesar Chavez; Matt Levy of EA Hall; and Robin Higbee of Linscott.

7.2 Relay for Life

Report by Murry Schekman, Assistant Superintendent.

Murry Schekman commented on the success of the event and introduced many employees who participated. Zenaida Castillo spoke about the many fundraising events that the team attended to raise funds, including Cilantros, a chamber mixer, etc. The group raised over \$85,000, part of which goes to the community and other part goes into research.

In attendance were many employees of the district, including Esther Morillo, AVCI office manager, Marisa Hernandez Ancira, Administrative Assistant, Lupe Godinez, WHS office manager, Christopher Bates of Transportation, Diana Martinez of EA Hall, Bianca Martinez, WHS student, Martha Flores, EA Hall teacher, Jenny Gonzales of Migrant Head Start, and Susan Foxworthy Harris, Ann Soldo teacher.

The board participated with comments and thanked the Relay Team for their efforts in improving the lives of our community.

8.0 VISITOR NON-AGENDA ITEMS

Maureen Smith, Santa Cruz County Coordinator for Rescue Education California, asked for the Board's support for a petition to tax oil extraction in California for education. California does not get a tax benefit from oil.

9.0 EMPLOYEE ORGANIZATIONS COMMENTS – PVFT, CSEA, PVAM, CWA 5 Min. Each

Francisco Rodriguez, PVFT president, noted that the beginning of the school year was very smooth. He was glad to see trustees attending the districtwide breakfast. Regarding the agenda item on budget, specifically at reserve funds, the district would greatly benefit from allocating some of those funds into class size reduction.

Leticia Oropeza, CSEA President, stated that the year had a positive start. She went to a couple of school sites and noted that some were still enrolling students. She mentioned that there was a bit of stress due to the additional responsibilities that classified employees have acquired. Regarding negotiations, she reported that last year CSEA was not successful in coming to an agreement; CSEA is currently reviewing the process for initiating impasse.

Terry Eastman, PVAM, appreciates the collaborative work of district with administration. She mentioned that the leadership retreat showed the ability of the administration to work together. Terry thanked the Food and Transportation departments for their efforts in working with the community and thanked Human Resources for hiring all staff to start the year off right. Terry encouraged all to visit schools and departments to see the good work being done. Regarding the budget, she noted that allocating funds is a difficult task knowing that it can be taken away mid-year. She supports a cautious approach as budget is not too certain.

10.0 CONSENT AGENDA

Trustee Keegan moved to approve the consent agenda, acknowledging the donations. Trustee Ursino seconded the motion. The motion passed 6/0/1 (DeRose absent).

10.1 Purchase Orders August 4 - 17, 2011.

10.2 Warrants August 4 - 17, 2011.

10.3 Acknowledge with Gratitude Donations from Monterey Business Systems, Palace Art and Office Supplies, and Jacob Young and Associates, to support 2011 Districtwide Breakfast.

10.4 Acknowledge with Gratitude Donation of \$8,500 from Driscoll Strawberry Associates for Bradley's Reading Intervention Program "Walk to Learn".

11.0 DEFERRED CONSENT ITEMS

None.

12.0 REPORT AND DISCUSSION ITEMS

12.1 Report and Discussion on Appointment and Terms of Commission Members (Merit Rule 3.1).

Report by Pam Shanks, Director of Classified Personnel.

Pam Shanks reported that Personnel Commission rules required that the Board be notified of a commissioner's expiring term. Mary Ann Otero Gomez's term will expire on December 1, 2011. This report is part of the procedure for filling the upcoming vacancy. After 30 days and within 45 days, the Board will hold a public hearing to provide an opportunity to express the qualifications of the person recommended by the Board to be appointed.

The board participated with comments.

12.2 Report and Discussion on Adult Education Status.

Report by Albert Roman, Assistant Superintendent, Human Resources.

Albert Roman recapitulated Adult Education's budget in the last four years: The budget in 2008-09 was of \$4.1 million dollars and in 2011-12 it is budgeted at \$2.1 million dollars. He reported on the steps to develop the Adult Ed program for the 2011-12 school year: Step 1 was a review of the program's budget, including staff salaries; and Step 2 included setting priorities for the program based on the needs of students and the community. Albert's report included the number of working hours of staff, the offered courses that serve students in ESL, GED and High School classes for students. In addition, the program has 12% of fee-based classes. Benefits are included for employees who work 18 hours or more. The Adult Education program offers other services in collaboration with the Sheriff's Rehabilitation Program as well as a program that serves adults with disabilities. Adult Education also offers opportunities for students to recover credits through after school programs. The program includes two preschool programs that focus on parent education.

Public comments:

Jack Carroll, Adult Education teacher, commented on the way the school has been able to retain the some of the classes, including the effective Certified Nurse Assistant program, which went from \$100 to \$800. He added that the chief negotiator from the union has volunteered to work less hours to support the program.

Bill Beecher, community member, appreciated the quantitative aspect of the report. He asked about the reduction in classified staff and noted that there was missing information on the number of students for each year.

Ann Veronica Coyle, Adult Education teacher, stated that staff is working hard to remain positive in light of the drastic cuts. She requested the board's support for the program.

Board participated with comments and questions.

12.3 Report and Discussion on Human Resources Report.

Report by Albert Roman, Assistant Superintendent, Human Resources.

Albert Roman presented the goals of the department and how they are aligned with the Comprehensive Accountability Framework, specifically to improve academic achievement of all students. Goals for the HR department are: Goal #1 – to continue to have 100% of highly qualified teachers; Goal #2 – to continue to have 100% of English Language Learners taught by teachers with appropriate credentials; Goal #3 – to continue to look at classification studies; Goal #4 – to continue employee recognition events; and Goal #5 – continue training and professional development. The CAF-Aligned HR Goals are as follows: Goal #1 – high quality customer service; Goal #2 – classification study to ensure the unique needs and challenges of staff are met; Goal #3 – improve the certificated evaluation system; Goal #4 – streamline recruitment process for certificated staff; Goal #5 – evaluate the substitute management system; and Goal #6 – staff development, training and resources.

Board members participated with comments.

13.0 REPORT, DISCUSSION AND POSSIBLE ACTION ITEMS

13.1 Report, discussion and possible action on Implementation of 2011-12 State Budget: Allocation Reserve Set Aside.

Report by Brett McFadden, CBO.

Brett McFadden gave a recap of the state budget: AB 114 requires districts to budget in 2011-12 according to a flat funding scenario as well as to maintain fiscal integrity and accountability. The district set aside \$5.6 million per the County Office of Education's reserve requirement in anticipation of possible state funding reductions. Currently, the district faces the risk of mid-year reductions from the state. The current economy cautions districts to hope for the best but plan for the worst. The 2011-12 multi-year projections are subject to change based on the state's funding. The district remains under state and federal academic improvement requirements. The district needs to demonstrate increased

instructional time in order to be eligible for new and continued grant funding. Brett addressed the cash flow issues, including noting that the state included two additional cash deferrals. For this purpose, the district has secured additional borrowing from the COE if necessary. Brett noted that restoring additional positions at this time could pose challenges to maintaining positive cash flow in the spring. Brett advised the Board to remain cautious due to the volatile economy. The District should maintain its options open and be flexible to be able to face any unforeseen conditions. Brett recommended the Board to provide general guidance to staff but to recognize that some of the options are subject to negotiations. He enumerated the board priorities as follows: 1 – restore of instructional days; 2 – secure ongoing funding for library media technicians; 3 – add funding for instructional materials; and 4 – add support personnel.

Public comment.

Bill Beecher, community member, noted that there are unfunded obligations that need to be taken into account. He supports the recommendations by staff and supports instructional technology.

Jack Carroll, teacher, noted that the requirements of AB 114 missed the obligation to maintain program integrity. He noted the importance of looking at all options equitably.

Board participated with questions and comments.

Trustee De Serpa moved to support the recommendation put forth by staff. Trustee Keegan seconded the motion.

Additional comments and questions by the Board took place.

A roll call vote was taken and the motion passed 6/0/1 (DeRose absent)

13.2 Report, discussion and possible action on Advisory Committee Recommendation on Consultant Vendor and Legal Cost Transparency.

Report by Brett McFadden, CBO.

Brett McFadden explained the purpose of the Fiscal and Facility Advisory Committee, which was created in 2010: to advise the board on major fiscal and school facility issues facing the district. The committee includes parents, teachers, staff, administrators, union leaders, and community leaders. The committee analyzed the district's vendor, consultant, and legal costs and found that the district adheres to state and district policies. However, the committee also found that improvement in transparency and public notification should take place. Regarding vendor and consultant contracts, the committee recommends including vendor and services information on the website for contracts above \$150,000 dollars. On legal fees and services, the committee recommends making that information also public by placing it on the website. In addition, the committee recommends providing all that information to the public and the press annually in conjunction with the unaudited actuals report in September.

Jack Carroll, committee member, noted that the recommendation on contracts and services is not based on incorrect processes but rather on offering additional transparency to the public on consultants.

The board participated with questions.

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

13.3 Report, discussion and possible action on 2012 Trustee Area Redistricting: Adoption of Timeline and Demographic Services.

Report by Brett McFadden, CBO.

Brett McFadden presented the information with a timeline that includes the selection of a demographer by this meeting; staff recommends the selection of the firm DecisionInsite LLC for their extensive experience. The timeline incorporates a public hearing in September to review 2010 census data, a

second public hearing in October to review alternate map options, a third public hearing to adopt new trustee area maps in November, contingent upon final approval from the U.S. Department of Justice, adoption of final maps by the Board in March 2012, and submission of maps by July 2012 to the Santa Cruz and Monterey Counties Election Offices.

The Board participated with questions and comments.

Trustee Keegan moved to approve this item. Trustee De Serpa seconded the motion.

The motion passed 6/0/1 (DeRose absent)

Trustee Ursino moved to continue the meeting until 11:00 pm. Trustee De Serpa seconded the motion. The motion passed unanimously.

13.4 Report, discussion and possible action to approve Resolution #11-12-03, Support of a Seal of Biliteracy.

Report by Dorma Baker, Superintendent.

Dorma Baker reported that this resolution supports and encourages the passage of a Seal of Biliteracy from the State. The current bill might be in limbo and adopting this resolution would show the Governor our District's support for the seal.

Public comment:

Francisco Rodriguez, on behalf of the California Federation of Teacher, noted that this is one of the priority goals and CFT supports districts that are already offering the seal. The bill has been vetoed by the Governor twice and it is currently in the appropriation suspense funding. The initial cost of \$100,000 dollars is for developing the insignia and after that the annual cost should be under \$50,000 dollars.

Trustee Nichols moved to approve this resolution and to send to the Senate Appropriation Committee. Trustee Osmundson seconded the motion. The motion passed 6/0/1 (DeRose absent).

13.5 Report, discussion and possible action to approve of Revised Job Description: Language Support Liaison I and New Job Description: Language Support Liaison II.

Report by Pam Shanks, Director of Classified Personnel.

Pam Shanks noted that in recent years the number of students speaking a language other than English and Spanish has increased, specifically Mixteco and Arabic speakers. The position is a revised description in order to meet the needs of these students. The new description for Language Support Liaison II is specific to serve secondary levels. A significant change in the description is that the position is under the Education and English Language services and not Federal and State Programs.

Public comment:

Mary Ann Gomez, community member, concerned if this is a true liaison position or if it should be an instructional position because they will be in a classroom helping students.

Pam noted that the position would be placed in a guidance support family.

Susan Perez, Director of Educational and English Language Services, spoke more in depth about the role of the position, not instructional as much as a liaison, introducing students and families to the school setting and translating as needed for the student.

Board participated with questions.

Trustee Nichols moved to approve this item with the change that notes that the liaison would "administer assessments under the supervision of a certificated staff member". Trustee Osmundson seconded the motion. The motion passed 5/1/1 (Yahiro dissented; DeRose absent).

13.6 Report, discussion and possible action to approve Job Description: Manager – MSHS Health and Disabilities.

Report by Pam Shanks, Director of Classified Personnel.

Pam Shanks noted that no general funds are used for this position as it is funded through the Central California Migrant Head Start. The description was approved by the Personnel Commission on August 18, 2011. Salary range is 36 instead of 27.

Board participated with comments and questions.

Trustee Osmundson moved to approve this job description. Trustee Nichols seconded the motion. The motion passed 5/1/1 (Yahiro dissented; DeRose absent).

President Yahiro moved to table the two remaining action items due to time restrictions. Trustee Nichols seconded the motion. The motion passed 6/0/1 (DeRose absent).

13.7 Report, discussion and possible action to approve New Job Description: Student Services Specialist I, and Revised Job Description: Student Services Specialist II.

Report by Pam Shanks, Director of Classified Personnel.

This item was tabled.

13.8 Report, discussion and possible action to approve Updated Board Bylaw 9123, Vice President/Clerk.

Report by Dorma Baker, Superintendent.

This item was tabled.

14.0 ACTION ON CLOSED SESSION

2.1 Public Employee Appointment/Employment, Government Code Section 54957

a. Certificated Employees

Trustee Nichols moved to approve the Certificated Employee Report with the following changes: 4 separations from services; and 18 permanent rehires and 26 temporary rehires in Adult Education. Trustee Keegan seconded the motion. The motion passed 6/0/1 (DeRose absent).

b. Classified Employees

Trustee Nichols moved to approve the Classified Employee Report with the following changes: 2 resignations and 1 leave of absence. Trustee Keegan seconded the motion. The motion passed 6/0/1 (DeRose absent).

2.8 1Expulsions

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

11-12-001

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

15.0 GOVERNING BOARD COMMENTS/REPORTS

None.

16.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2011

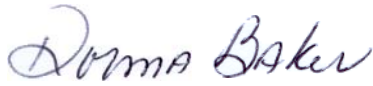
All meetings, unless otherwise noted, take place at the District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session begins at 6:00 pm; Open Session begins at 7:00 pm.

		Comment
September	<ul style="list-style-type: none"> ▪ 14 ▪ 28 	<ul style="list-style-type: none"> ▪ Unaudited Actuals

October	<ul style="list-style-type: none"> ▪ 12 ▪ 26 	
November	<ul style="list-style-type: none"> ▪ 16 	▪
December	<ul style="list-style-type: none"> ▪ 7 Annual Organization Mtg. 	▪ Approve 1 st Interim Report

17.0 ADJOURNMENT

There being no further business to discuss, the meeting of the Board was adjourned at 11:00 pm.



Dorma Baker, Superintendent