

**August 27, 2014
REGULAR BOARD MEETING
ADOPTED MINUTES**

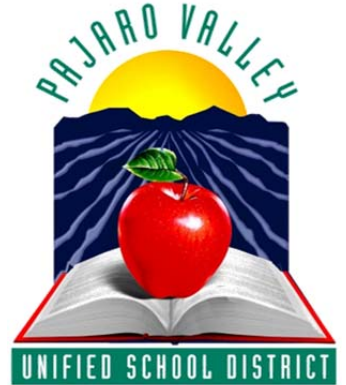
CLOSED SESSION – 6:00 p.m. – 7:00 p.m.

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

Vice President Rivas called the meeting of the Board to order in public at 6:04 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	Attendance Specialist
1	Buyer
2	Cafeteria Assistant
1	Cook/Baker
2	Instructional Assistant - Mild/Moderate
2	Instructional Assistant - Moderate/Severe
1	Interpreter/Tutor – Sign Language
1	Lead Custodian I
1	Mental Health Clinician
1	Office Assistant III
1	Registration Specialist I
1	Site Computer Technician
Re-Hires	
2	Teacher
Promotions	
1	Instructor Driver
1	Office Manager – Adult Education
1	Parent Education Specialist

New Hires	
2	Counselors
1	Nurse
1	Psychologist
3	Resource Specialist
2	Speech & Language Specialist
33	Teacher
New Substitutes	
	None
Administrative Appointments	
1	<i>Principal</i>
Transfers	
1	Counselor
2	Teacher
Other	
1	Program Director
Extra Pay Assignments	
13	Coach
Extra Period Assignments	
	None
Leaves of Absence	
1	Coordinator of Site Academics
1	Behavior Technician
3	<i>Bus Driver</i>
1	<i>Teacher</i>
1	<i>Lead Custodian II</i>
1	<i>Instructional Assistant – Mild/Moderate</i>
Retirements	
	None
Resignations/Terminations	
	None
Supplemental Service Agreements	
126	Teacher
Miscellaneous Actions	
1	Career Development Specialist II
1	Cook/Baker

1	Instructional Assistant – Moderate/Severe
1	Lead Custodian II
1	Library Media Technician
1	Office Manager
1	Print Production Operator
Separations From Service	
1	Site Coordinator
6	<i>Teacher</i>
Limited Term – Projects	
77	Cafeteria Assistant
9	Campus Security Officer
1	Computer Systems Technician (Mello)
1	Custodian II
31	Enrichment Specialist
1	Instructional Assistant
2	Instructional Assistant – Child Development
1	Library Media Technician
9	Office Assistant III
1	Office Manager – High School
3	Office Manager
1	Textbook Media Tech Specialist
1	Translator
3	Warehouse Delivery Driver
Exempt	
10	Childcare
1	Crossing Guard
1	Migrant OWE
2	Pupil
3	Student Helper
14	Yard Duty
Provisional	
1	Office Assistant II
Limited Term - Substitute	
12	Cafeteria Assistant
18	Crossing Guard
10	Custodian

5	Office Assistant II
1	Office Assistant III
3	Warehouse Delivery Driver
Summer School 2014	
10	Student Helper

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 Existing Litigation

2.6 Pending Litigation

2.7 Anticipated Litigation

2.8 Real Property Negotiations

2.9 2 Expulsion

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

President De Serpa called the meeting of the Board in public to order at 7:06 PM.

3.1 Pledge of Allegiance

Trustee Orozco led the Board in the Pledge of Allegiance.

3.2 Welcome by Board President

Trustees Leslie DeRose, Maria Orozco, Lupe Rivas, Willie Yahiro and President Kim De Serpa were present. Trustee Jeff Ursino arrived at 7:05 PM; Trustee Karen Osmundson arrived at 7:55 PM.

3.3 Superintendent Comments

Dorma Baker stated that the elementary level has 6 schools with some classes over enrollment; in all cases, the school has met with the class size advisory committee to manage the situation. In secondary level there are some individual classes that are over as well: it may be necessary to add classes to Aptos High and Cesar Chavez. It is the District’s intent to resolve these situations by the end of the week.

3.4 Governing Board Comments/Reports Standing Committees Meetings

Trustee DeRose enjoyed the agriculture bus tour from Watsonville High School and their career tech education teachers. There are many opportunities for our students to engage and get into high paying jobs in agriculture.

Trustee Ursino commented on the first day of school; it was evident that the choices and decisions that the district makes are positively impacting students.

Trustee Yahiro commented that about 60% of acres around the area are organic and that pesticide issues continue to come up and unnecessarily affecting those farmers. He requested an agenda item for the safety committee to look at this issue.

Trustee Rivas stated that she'd returned to the classroom to substitute and has a renewed respect for teachers. As a board member substituting is a good experience for me for when I visit schools and look at how we are meeting the needs of students. She announced a fundraiser for the Cesar Chavez Democratic Club on Thursday; the organization does many beneficial activities for the community.

4.0 APPROVAL OF THE AGENDA

Trustee DeRose moved to approve the agenda. Trustee Rivas seconded the motion. The motion passed 6/0/1 (Osmundson absent).

5.0 APPROVAL OF MINUTES

- Minutes for ~~June 25, 2014~~, August 13, 2014

Trustee Yahiro moved to approve the minutes for August 13, 2014. Trustee DeRose seconded the motion. The motion passed 4/0/2/1 (Ursino, Orozco abstained; Osmundson absent).

6.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT

Elias Nepa and Leela Stevens of Aptos High School reported on a successful freshmen orientation week. The first week of school went very well with a lot of support for incoming students. Back to school rally was well attended and its focus was on unity instead of competition.

Maria Rosas and Destany Vargas of Watsonville High School were excited to represent their school. They reported on the upcoming Scholar Catz honor roll assembly and the welcome back rally. The freshmen orientation had a lot of support for our incoming students and was successful. Associated Student Body (ASB) will sell parking spots for 2015 to fundraising for campus activities. The noted that the school's spirit store has been successful and students are looking forward to the new inventory.

7.0 VISITOR NON-AGENDA ITEMS

None.

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

Francisco Rodriguez, PVFT, back to a new school year and it is going very smoothly considering all the changes. Concerns that have come up: first one is with the athletic directors, 3 have resigned due to changes in policy implemented after the agreement: there are discrepancies in reference to workload, compensation and interpretation of the agreement that were never negotiated or discussed at the table. We hope to address those discrepancies and avoid filing grievances. The second is in reference to class sizes: after 1.5 weeks of instruction, there is some overage in classes and we have contract language that takes that into consideration. We hope it gets resolved in a timely manner. Also, caseload numbers for specialists are limited to 28 and we have some classes with over that number. Safety committee started last year and we had a good year; this year we would like to do more and address our safety concerns. A press conference by PVFT was held to call attention to a State Department of Regulations pesticides report that came out in April and we are concerned that nothing has been done about it either by the state or local government. PVFT is still in negotiations for reopeners for this year and hope to settle that as soon as possible. He added that he is looking forward to videotaping of Board meetings. Leticia Oropeza, CSEA president, stated that the district breakfast was well attended and people were glad to participate. The union is looking forward to presenting a sunshine proposal in the next month.

Classified staff is needed at the school sites; staff is still overwhelmed with the lack of support. It is important to support classified staff and recognize their importance.

Esther Morillo of CSEA commented that she'd attended an office managers meeting and had an opportunity to see many colleagues who expressed their concern for lack of an office assistants at their sites. May elementary and middles schools have only an office manager and a 2 to 3 hour Office Assistant positions, which is not sufficient. The reinstatement of classified staff support is necessary at the sites.

9.0 CONSENT AGENDA

Trustee DeRose moved to approve the consent agenda. Trustee Orozco seconded the motion. The motion passed 6/0/1 (Osmundson absent).

9.1 Purchase Orders August 7 - 20, 2014

9.2 Warrants August 7 - 20, 2014

9.3 Approve Resolution # 14-15-04, Change in Authorized Representative for Migrant and Seasonal Head Start Centers with Department of Social Services / Community Care Licensing, effective September 1, 2014; Change from Kathy Lathrop to Angelica Renteria.

9.4 Approve Resolution #14-15-05, Child Development Contracts Child Development Division Programs 2014-2015 (CMIG-4017, CMSS-4017, CSPP-4552, CPKS-in process, CCTR-4292).

10.0 DEFERRED CONSENT ITEMS

None.

11.0 REPORT ITEMS

11.1 Report and discussion on Child Development Department's Self Review Goals for 2014-15 School Year.

Report by Kathy Lathrop, CDD Director

Kathy Lathrop stated that the annual review keeps the department in a continuous improvement process. The goals are based on data collected from a classroom quality rating system, parent surveys and the coordinated compliance program review guide. Goals are set by each classroom, by contracts and by teachers, parents, and program administrators. Goals for California state preschool programs include elements in professional development, development indicators, and parent involvement. A comparison for preschoolers, 3 and 4 year olds, for the fall 2013 and spring 2014 shows that there is significance increase of children in the top two developmental levels. The State Migrant Childcare program offers 90 kids development in English Language and works with them to learn self-expression. In reference to what is adequate progress in English language development, Ms. Lathrop stated that all children in the program are making 1 to 2 levels of growth each year, which is very exciting as we have the migrant students only 6 months out of the year. The program also offers family childcare services at 38 homes and serves 99 children. In this program, the goals for caretakers are around language comprehension and working with young ones as they are not employees of the district but do sponsor and host trainings for them. Coordinator of the family childcare services program has been successful at finding free professional development as well for those providers. A parent survey shows that the program earned high satisfaction percentages on all areas.

Board participated with comments and questions and thanked Ms. Lathrop for the report.

12.0 ACTION ITEMS

12.1 Report, discussion and possible action to approve Resolution #14-15-03, Declaring the Week of October 27 to November 3, 2014, College Awareness Week.

Report by Dorma Baker, Superintendent

Dorma Baker reported that the Santa Cruz County College Commitment (S4C) is a great partnership with other districts in the county as well as other institutions. She introduced Dr. Ray Kaupp, S4C Executive Director to speak a bit on the subject.

Dr. Kaupp stated that the concept has been adopted by the County Board of Supervisors, all four cities, by the business council, chambers of commerce and many school boards. There are many activities that can take place around college awareness. S4C will have a meeting on the 12th of September to talk about all those ideas to support students seeking college attendance support. A poster with all the events occurring during College Awareness Week will be sent out to sites and posted for students. It is turning into a robust activity across the county. He thanked the board for their support.

Trustee DeRose moved to approve this resolution. Trustee Orozco seconded the motion. The motion passed 6/0/1 (Osmundson absent).

12.2 Report, discussion and possible action to Approve Elimination of Fee for Students Eligible for Reduced Meals.

Report by Brett McFadden, CBO, and Nicole Meschi, Director of Food Services

Brett McFadden introduced the item, noting that an analysis showed that we can eliminate the reduced fee without impacting the department's finances.

Nicole Meschi stated that student can qualify for two categories, free or reduced lunch. As of today 12,900 students have been approved but there are still about 2000 students who may qualify. The highest participation is free lunch but the district is looking at families who qualify for reduced lunch, which costs 20 cents for breakfast or 40 cents for lunch. It is the district's experience that students who would qualify for reduced meals are often from single parents or larger families for whom the cost poses a challenge. As this possibility was researched, it was uncovered that other districts are eliminating the fee and given that the district is only serving 50% of the student who qualify for reduced fee, it is the hope that this action would result in a larger degree of participation.

Trustee Osmundson arrived at 7:52 pm.

The board participated with comments and questions and thanked Ms. Meschi for her work on this issue.

President De Serpa moved to approve this item. Trustee Rivas seconded the motion. The motion passed unanimously.

12.3 Report, discussion and possible action to Approve Alignment of Position to Job Description-Director of Student Services/Child Welfare and Attendance from Coordinator.

Report by Murry Schekman, Assistant Superintendent

Mr. Schekman offered a brief background on how the positions of director of students services/CWA and Extended Learning were merged due to financial necessity. At this time, the coordinator is handling the duties and responsibilities of a director and there is also a financial consideration that is very positive with this action, including increase attendance.

Dorma Baker, Superintendent, stated that the current funding system Local Control Funding Formula and Local Control Accountability Plan have significant focus on truancy mediation. As

we have had reductions in the past, there was less ability to focus on those students. This action would be better aligned with LCFF and LCAP and enables the district to be more collaborative with sites.

Brett McFadden, CBO, stated that a cost benefit analysis in cabinet realized that this action should not be solely a dollars and figures but about what it is being done in terms of service to students and student achievement. An analysis of about 30 districts with similar demographics, we average about 95% ADA and project it for the next few years but it also indicates that we can do better. If we can go to 96% we can get 1.3 million dollars. We believe that the director can do this in the next year or two.

Public comment:

Guadalupe Herrera, Office Manager, hopes to soon see an action item to reinstate office assistants at school sites as well. Please don't forget about the classified staff who on a daily basis deal with other staff, parents and public in a very demanding job.

Socorro Ancira, Office Manager, advocated for the reinstatement of office support staff.

Board participated with comments and questions.

Trustee Yahiro moved to approve this item. Trustee Rivas seconded the motion. The motion passed unanimously.

12.4 Report, discussion and possible action on Review of 2014-15 County Office of Education Budget Review Letter and Approval of District Response.

Report by Brett McFadden, CBO

Brett McFadden explained the budget process, noting that the COE requires a budget activity report about 6 times per year. The COE acts on behalf of the State in this capacity. The Board approved the budget in June; the budget contained a multi-year projection (MYP), which is a changing process. The MYP shows that the district is not meeting the required reserve in 2016-17 due to negative balances. The district's LCAP and budget were approved by the COE but they issued concerns regarding the budget, specifically around the district not meeting the required 3% reserve, the continuation of deficit spending, the ongoing encroachment into the general fund, and making long term financial commitments that could impact the MYP outlook and obligations. The COE is asking the district to respond to their concerns regarding the MYP obligations in 2016-17. A draft addressing this concern has been shared with the COE and it states that we should be able to address short and long-term financial obligations. The response is included in the back up for this item and is dated August 27, 2014. The issues facing the district include implementation of the 2014-15 LCAP, employee organization negotiations, implementation of classified and management classification study, increasing district operation costs, and facility and capital investment needs.

In reference to next steps, Mr. McFadden stated that on September 10, the Board will receive a new MYP with a modest increase to the ending balance. Unaudited actuals will also be brought to the board on that day. Staff continues to closely monitor revenues and expenditures. The district's first interim report will be brought to the Board in December.

Board participated with comments and questions.

Trustee Rivas moved to approve this item. Trustee Orozco seconded the motion. The motion passed unanimously.

12.5 Report, discussion and possible action on Appointment and Terms of Commission Members (Merit Rule #3.1)

Report by Pam Shanks, Director, HR, Classified

Pam Shanks gave a brief background on the Personnel Commission: it is the public body responsible for the merit system for classified employees and is composed of 3 members in three year terms. One member is appointed by the board of trustees, one by CSEA and the third is appointed by both commissioners. This year, on December 1st, board appointed Commissioner Mary Ann Otero Gomez' appointment expires. There is interest by the community for this position and we recommend opening up the position for recruitment. Prior to the September 24th board meeting, interviews will take place in a special meeting and the board will have the opportunity to discuss the candidates and then publicly announce who they wish to appoint.

Board participated with comments and questions; they were glad to hear of community interest to serve the district in this capacity.

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

12.6 Report, discussion and possible action to approve Update to Board Policy #6146.11, Alternative Credits Towards Graduation.

Report by Murry Schekman, Assistant Superintendent

Murry Schekman reported that the policy change allows for online instruction, replacing correspondence courses with online classes. The policy reflects what the district is currently doing.

Board participated with comments and questions.

Trustee DeRose moved to approve this item. Trustee Ursino seconded the motion. The motion passed unanimously.

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 employees report with the following additions: 1 Principal under Administrative Appointments, 1 Teacher under Leaves of Absence, and 1 Teacher under Separations. Trustee Orozco seconded the motion. The motion passed 5/0/2 (Osmundson, Ursino abstained).

b. Classified Employees

Trustee DeRose moved to approve the classified employees report with the following addition: 2 Bus Driver, 1 Lead Custodian II, and 1 Instructional Assistant Mild/Moderate under Leaves of Absence. Trustee Orozco seconded the motion. The motion passed 5/0/2 (Osmundson, Ursino abstained).

2.9 2 Expulsion

Action on Expulsions:

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

14-15-001

Trustee Orozco seconded the motion. The motion passed 5/0/2 (Osmundson, Ursino abstained).

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

14-15-002

Trustee Orozco seconded the motion. The motion passed 5/0/2 (Osmundson, Ursino abstained).

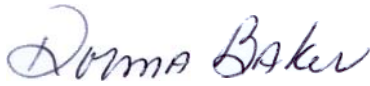
14.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2014

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	▪ 10 ▪ 24	▪ Unaudited Actuals
October	▪ 8 ▪ 22	
November	▪ 12	▪
December	▪ 10 Annual Org. Mtg.	▪ Approve 1 st Interim Report

15.0 ADJOURNMENT

There being no further business to address, the meeting of the Board was adjourned at 9:00 PM.



Dorma Baker
Dorma Baker, Superintendent