



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 26, 2003 REGULAR BOARD MEETING ADOPTED MINUTES

District Office Boardroom
292 Green Valley Road
Watsonville, CA 95076

1.0 OPENING CEREMONY - MEETING OF THE BOARD IN PUBLIC - 6:00PM

1.1 Call to Order

President Nichols called the meeting to order at 6:05 pm at the District Office at 292 Green Valley Road, Watsonville.

1.2 Public comments on closed session agenda.

None.

2.0 CLOSED SESSION

2.1

Public Employee Appointment: Certificated, Classified

New Hires

1 Migrant Ed Teacher

1 Secondary Teachers

Rehires

1 Secondary Counselor

Administrators

1 Secondary Administrator

1 Acting High School Administrator

1 Interim High School Administrator

Transfers

None

Promotions

None

Extra Period Assignments

None

Permanent Appointments

1 Purchasing Specialist

Additional Assignments

1 Elementary Coordinator

Return to Work

None

Extra Pay Assignment

2 Coaches

1 Athletic Director

Extra Periods

None

Leaves of Absence

1 Campus Safety Coordinator

1 Custodian II

1 Health Services Assistant

2 Instructional Support Aide

2 Instructional Support Specialist II

2 Elementary Teachers

1 Migrant Ed Teacher

1 Secondary Teacher

1 Special Education Specialist

Resignations/Retirements /Terminations/Release

1 Elementary Teacher

Supplemental Service Agreements

90 Teachers

Miscellaneous Action

1 District Receptionist

Limited Term – Project

1 Administrative Secretary I

1 Administrative Secretary II

1 Campus Safety Coordinator

3 Enrichment Specialist

1 Health Services Assistant

1 Instructional Support Aide

1 Office Assistant I

1 Parent Education Specialist

Limited Term - Substitute

- 1 Cafeteria Assistant
- 1 Campus Safety Coordinator
- 1 Instructional Support Specialist II
- 2 Office Assistant II

Provisional

None

Exempt

- 1 Baby Sitter
- 1 School Crossing Guard
- 1 Special Project – MEES
- 2 Special Project – PUPILS
- 1 Yard Duty Supervisor

Students

- 13 Migrant OWE Students
- 15 Student Helper
- 6 Workability Students

Separations from Service

- 1 Instructional Support Aide
- 1 Instructional Support Specialist II
- 1 Registration Specialist I

Substitute Teachers

- 18 Substitute Teachers

Tenures

None

Rescinds

- 1 Elementary Teacher

Non-Reelects (2003-2004)

- 2 Adult Ed Teachers
- 2 Elementary Teachers
- 2 Secondary Teachers
- 1 Special Education Specialist

2.2 Public Employee Discipline/Dismissal/Release/Leaves

- a) **Non-reelection of Certificated Staff/Administrators (Resolution # 02-03-20)**
- b) **Adoption of Possible Resolution (#02-03-21) to Release and/or Reassign Certificated Personnel/Administrators**

- 2.3 Pending Litigation**
a) Case # SENO # SN02-02623 & SN02-02617, two cases, one settlement agreement.
b) Case #066644

- 2.4 Claims**
- Castlerock Industries, Inc. dba No. Sequoia Construction Co., DOI: January 2003

- 2.5 5 Expulsions**

3.0 OPENING CEREMONY – MEETING OF THE BOARD IN PUBLIC – 7:00PM

President Nichols called the meeting of the Board in public at 7:00 pm.

- 3.1 Pledge of Allegiance**
Trustee Hankemeier led the Board in the Pledge of Allegiance.

- 3.2 Welcome by Board President**
Trustees Rhea De Hart, Sharon Gray, Dan Hankemeier, Carol Roberts, Evelyn Volpa, Willie Yahiro, and President Sandra Nichols were present.

President Nichols informed the public of the process of the meeting for the evening, including how the public would be able to address the Board on items relating to budget reductions.

4.0 ACTION ON CLOSED SESSION

Trustee Gray moved to adopt the settlement agreement as proposed by the administration for item 2.3a, case number #SN02-02623 and SN02-02617, two cases, one settlement agreement. Trustee Volpa seconded the motion. The motion was passed 6/0/1 (Roberts abstained).

Trustee Gray moved to adopt agreement as recommended by the administration for item 2.3b, case #066644. Trustee Volpa seconded the motion. The motion passed unanimously.

Trustee Gray moved to reject Clastlerock Industries v. PVUSD's claim and to send notice of rejection to claimant. Trustee Volpa seconded the motion. The motion passed unanimously.

Action on Expulsions

02-03-43 Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed unanimously.

02-03-47 Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed unanimously.

02-03-49 Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Volpa seconded the motion. The motion passed unanimously.

02-03-50 Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed unanimously.

02-03-52 Trustee Gray moved to approve the disciplinary action as recommended by the panel. Trustee Hankemeier seconded the motion. The motion passed unanimously.

5.0 APPROVAL OF THE AGENDA

Trustee Hankemeier moved to approve the agenda pulling item 12.2. Trustee DeHart seconded the motion. The motion passed unanimously.

6.0 APPROVAL OF MINUTES

Trustee Hankemeier moved to approve the minutes for February 12, 2003. Trustee DeHart seconded the motion. The motion passed unanimously.

7.0 SUGGESTIONS, COMMENTS, AND CONCERNS

3 minutes each

7.1 Employee Organizations - PVFT, CSEA, and PVAM

PVFT – Carolyn Savino, president, commented that the budget reduction process has been painful, honest and open. She acknowledged that Trustees are in the position to make difficult decisions and added that student achievement and safety were kept in mind as the process was moving forward.

CSEA – Mary Ann Gomez, president, reported on a chapter meeting where the budget was discussed. She read from a CSEA article speaking about how the state budget would affect classified employees and how it proposes to minimize impact.

PVAM – Richard Desimone, member, distributed to the board a letter on behalf of association. The letter encourages the continuation of prioritizing programs.

Student Trustee Report

Meds Stockwell, Aptos High School, reported about an Aptos student in need of financial aide who is currently at Stanford awaiting a second lung transplant; he called out for community support. He reported on student forums and presented a petition signed by 200 students to keep sports activities director.

8.0 VISITOR NON-AGENDA ITEMS

Mary Ann Gomez, CSEA president, commented on the lack of inclusion of classified employees on a survey to prioritize programs/positions in jeopardy of being cut.

Judy Fuller, PVUSD employee, spoke about the district office utilizing facilities that are owned by the District. She also noted her concern for the use of high cost consultants.

Luis Gonzalez, Vice Chair of DELAC, spoke in support of keeping the bilingual coordinator position.

Juan Carlos Fonseca, community resident, spoke about district travel expenses, including a recruiting trip to the Philippines that was cancelled in light of budget situation; he added that the District should look locally to find employees. He thanked Dr. Mays for stopping the Philippines' project.

9.0 CONSENT AGENDA

9.1 Approved Purchase Orders – 2/7/03 to 2/20/03

9.2 Approved Warrants – 2/7/03 to 2/20/03

9.3 Approved US Department of Education/University of Michigan Study “Effects of Text Characteristics on Beginning Reading Performance”, entirely funded by federal Grant.

9.4 Approved application for California Reading First Grant for fiscal years 2003-004, 2004-05, 2005-06.

9.5 Approved PVUSD/AVCI/Experimental Aircraft Association Agreement.

9.6 Approved Certificated/Classified (See Closed Session Agenda)

Trustee Volpa moved to approve the consent agenda, with the blue sheet additions to item 9.6. Trustee Hankemeier seconded the motion. The motion passed unanimously.

10.0 DEFERRED CONSENT ITEMS

None.

11.0 ITEMS FOR REPORT AND DISCUSSION

None.

12.0 ITEMS SCHEDULED FOR POSSIBLE ACTION

12.1 Report, discussion and possible action to approve Resolution #02-03-20, Non-Reelection of certain probationary certificated employees. Report by Dorma Baker, Assistant Superintendent, Human Resources.

Trustee Volpa moved to approve this item. Trustee Hankemeier seconded the motion. The motion passed unanimously.

12.2 Report, discussion and possible action to approve Resolution #02-03-19, refinancing relocatable classrooms at Linscott School. Report by Terry McHenry, Associate Superintendent

This item was pulled from the agenda.

12.3 Report, discussion and possible action to approve appointment of teacher on Waiver. Report by Dorma Baker, Assistant Superintendent, Human Resources.

Trustee Volpa moved to approve this item. Trustee Roberts seconded the motion. The motion passed unanimously.

12.4 Report, discussion and possible action to approve budget reductions. Report by Terry McHenry, Associate Superintendent.

Dr. Mays noted that the recommendation for reductions done by the administration is something that must be done in order to maintain a balanced budget. She added that the District still does not have the state cuts and that the budget for 2003-04 probably won't be known with certainty until early 2004. She concluded by stating that it is with a very heavy heart that these recommendations were made.

Terry McHenry spoke about the budget's timeline, noting that the district has implemented 3 million dollars in cuts up to date; 1/3 being in management, 1/3 in certificated and 1/3 in classified positions. He said that the State had not yet decided what it is going to do in terms of budget and that the governor has not yet adopted the budget proposed by the legislation. He indicated that the first step is to take a look at all possible reductions for next year and that the Board needs to take action to implement certain reductions, including notification to certificated staff of potential cuts. He explained that the District's budget must be adopted by June 30th, regardless of what the state may do with its budget. He said that if the budget does not go as bad as it is expected, then the District could reinstate the programs based on the prioritization surveys done by staff.

Mr. McHenry continued by stating that one of the problems the district has is being able to attract and retain employees. He presented a chart comparing compensation average salary and health and welfare benefits in 20 similar districts, and where PVUSD seems to be the lowest at every level of employment. He added that by July of next year, salaries will be

increased by 6% to become more competitive. He spoke about District Office management positions and compared it to other districts, noting that salaries are lower.

He concluded his presentation by speaking about the proposed reductions, highlighting that the furlough days recommended is a bargaining unit negotiable item, which has not been voted on by their constituency.

Trustee DeHart asked about the inclusion of furlough days in the cabinet's recommendation and what it would mean should this not be approved by the bargaining unit.

Mr. McHenry clarified that if furlough days are not approved it would mean that an additional up to 40 positions would need to be reduced.

After a few more questions from the Board, President Nichols moved to public comments.

Susan Foxworthy-Harris, PVUSD employee, spoke about what the bilingual assessment position encompasses.

Judy Fuller, PVUSD employee, spoke in favor of keeping classified employee positions and of how they relate to students.

Angie Lozada, PUVSD employee, wondered if the changes from general to categorical funds would be encroaching on categorical services.

Mary Ann Gomez, PVUSD employee, noted that the recommendations from the administration are encroachments to categorical. She added that all programs should have equal losses to special education.

Rosa Ortega, PVUSD employees, spoke against the exclusion of classified employees on the proposed budget reductions survey for prioritization. She also spoke in favor of maintaining the Bilingual Coordinator position.

Dan Zumaran, PVUSD employee, commented that he spoke to many sites and found that not enough information on the proposed cuts was issued to the sites for employee feedback.

Maria Torres (translated by Rosie Gomez), representative of migrant students at state level, spoke in favor of keeping counselors and nurses for the children's benefit.

Cheryl Blach, PVUSD teacher, commented that the further a position seems to be from the classrooms the more protected it seems to be from cuts.

Chris Kelly, PVUSD teacher, commented that the District needs to look a bit outside the box, particularly in terms of the calendar change. She spoke against the proposed furlough days for teachers.

Barbara Kahn-Langer, Secretary of South County Association of Substitute Teachers, spoke of the association's support to the district.

Dr. Lupe Verde-Rivas, PVUSD employee, spoke in support of services from the categorical department, and commented on the great strides in ELD that have been taken which would be terrible to lose.

Robin Butterworth, PVUSD employee, spoke in favor of keeping classified employee positions.

Aurelio Gonzalez, parent and member of the budget committee, spoke in favor of keeping the programs and questioned the role of the assistant superintendents.

Jack Sherman, PVUSD principal/teacher, spoke in favor of keeping the Academic Learning Center, noting that it has proven to be effective for students at risk.

Dan Hernandez, budget committee member, spoke in favor of classified employee positions.

Mary Polac, AHS student, spoke in favor of keeping the athletic director and activity director positions.

Steven Martinez, PVUSD employee, spoke about the recently eliminated positions affecting classified employees and demanded equal consideration when proposing cuts.

Kathleen Kilpatrick, PVUSD nurse, spoke in support of keeping nurses in the district and of how they influence attendance and student achievement.

Joe Wilson, PVUSD employee, spoke in favor of keeping the ALC program.

Mary Smiley, PVUSD teacher, spoke in support of counselors and her health care staff.

Monica Larenas, PVUSD teacher, spoke of her concern for the proposed furlough days.

After the public's input, President Nichols continued with Board members deliberation.

Trustee Volpa spoke about the letter writing campaign to the legislators and asked all to get involved.

Trustee Yahiro commented that he felt the state was trying to place the cuts down at a local level. He said that the categorical funds being raised by children are to stay in those schools, in those zones. He added that he found it difficult to make cuts across the district when the need may not be the same for all schools, and that alternative options for each school needs to be reviewed.

Trustee Hankemeier clarified that the action requested for this item will give the District options as we go through the process of maintaining the budget. He moved to approve reductions as recommended by the cabinet.

Trustee DeHart seconded the motion noting that it is a difficult decision to make. She added that her concern is that the target is 12 million dollars, including the general and categorical funds, and this action will only cover a portion of it. She said that the District has faced these budget difficulties before and that they were not addressed timely resulting in the County's interference in running the District's budget. She added that tonight the Board would be setting a target and meeting legal deadlines.

Trustee Yahiro asked about the proposed bus pass cost for students, adding that it is a good example of how it would be best to look at budget from a site basis.

Mr. McHenry said that the bus pass proposal is modeled after other districts but that there is still a lot to work with.

Trustee Volpa asked about site flexibility.

Dr. Mays commented that to the degree possible the District would look at the sites to make some budget adjustments.

Trustee Hankemeier noted that zones are not running their own budget but that it is centralized.

Trustee Roberts commented that it is best to have the plan that is in place than not to have anything at all and that action we must take to protect the district.

Trustee Gray commented that it is difficult for her to think about balancing the budget on items where negotiations are required and when they have not began.

President Nichols commented that she opposes the use of categorical funds to bring back eliminated positions. She added that categorical funds are to be used for such purposes, these should bring back equal number of classified, certificated, and management staff. She asked the public to contact her to let her know how money is being wasted. She asked who would be taking over the bilingual coordinator and the ELD teachers.

Dr. Mays noted that Richard Lentz, director of Categorical Programs, wanted to make cuts at the district and not the site level and that he was looking at restructuring the department.

Trustee Hankemeier asked for a report from the administration on how the cuts in their respective departments will be handled.

President Nichols clarified that crossing guards are not going to be eliminated but that the District was looking to share cost with the City, as other districts do.

Trustee Volpa commented that there would be community meetings for additional input which may affect the priority ratio.

Trustee DeHart noted that the entire staff needs to prioritize these reductions.

Trustee Yahiro objected to the concept of taking categorical funds raised for children and using them for any other purpose. He added that he would not support the recommendation.

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

12.5 Report, discussion and possible action to approve Adoption of Possible Resolution #02-03-21 to Release and/or Reassign Certificated Personnel/Administrators Report by Dorma Baker, Assistant Superintendent, Human Resources.

Trustee Volpa moved to approve this item. Trustee Roberts seconded the motion. The motion passed unanimously.

13.0 UPCOMING BOARD MEETINGS

13.1 March 12, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. 6:00 pm, Closed Session, 7:00 pm Open Session.

13.2 March 19, Special Board Meeting on Governance. Meeting begins at 6:00 pm. Location to be determined.

Dr. Mays announced that the Governance meeting would be taking place at her home. Trustee Hankemeier said that he would not be able to make it. Noting the importance of

everyone being in attendance at this workshop, it was decided to postpone the meeting until a later time.

13.3 March 29, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. 6:00 pm, Closed Session, 7:00 pm Open Session.
Clarification: this meeting is March 26, not the 29th.

13.4 Items for Subsequent Board Meeting Agendas.
None.

14.0 ADJOURNMENT

There being no further business to discuss, the meeting was adjourned at 10:00 pm.

Secretary