



**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.

**APRIL 21, 2004
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 DeHart called the meeting to order at 6:02 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 Elementary Teacher
- 4 Migrant Head Start Teacher
- 1 Secondary Teacher

Rehires

- 11 Migrant Head Start Teachers
- 47 Preschool Teachers

Administrators

None

Transfers

None

Promotions

- 1 Cafeteria Manager
- 1 Payroll Technician

Permanent Appointments

- 1 Bus Driver
- 1 Cafeteria Assistant

Return to Work

None

Additional Assignments

None

Extra Period Assignments

1 Secondary Teacher

Extra Pay Assignment

11 Secondary Teachers

5 Migrant Head Start Teacher

Leaves of Absences

2 Bus Driver

1 Cafeteria Assistant

1 Campus Safety Coordinator

1 Family & Children Services Coordinator-MGMT

1 Interpreter Tutor/Sign Language

3 Instructional Support Specialist II

1 Instructional Support Specialist III

1 Yard Duty Supervisor

Leaves of Absences for 2003-04

4 Elementary Teachers

1 Migrant Education Teachers

1 Secondary Administrator

2 Secondary Teachers

3 Special Services Specialists

Leaves of Absences for 2004-05

1 Adult Education Teacher

1 District Office Coordinator

7 Elementary Teachers

1 Secondary Administrator

5 Secondary Teachers

1 Special Services Specialist

Resignations 2003-04

8 Elementary Teachers

1 Secondary Teacher

1 Special Services Specialist

Retirement for 2003-04

1 Elementary Administrator

1 Special Services Specialist

Retirement for 2004-05

- 1 Elementary Administrator
- 1 Elementary Teacher

Supplemental Service Agreements

None

Miscellaneous Action

- 1 Administrative Secretary II
- 1 Cafeteria Assistant
- 1 Cafeteria Cook/Baker
- 1 Campus Safety Coordinator
- 1 Computer Laboratory Assistant
- 1 Data Entry Specialist
- 2 Office Assistant II
- 1 Office Manager
- 1 Administrative Secretary II

Limited Term – Project

- 1 Attendance Specialist
- 1 Cafeteria Cook/Baker
- 2 Campus Safety Coordinator
- 4 Community Services Liaison I
- 1 Computer Support Specialist II
- 4 Custodian I
- 1 Delivery Driver
- 14 Instructional Support Aide
- 8 Instructional Support Specialist I
- 1 Library Media Technician
- 5 Office Assistant II
- 1 Registration Specialist II

Limited Term - Substitute

- 2 Bus Driver
- 3 Cafeteria Assistant
- 1 Campus Safety Coordinator
- 2 Custodian I
- 3 Instructional Support Aide
- 1 Instructional Support Specialist I
- 7 Instructional Support Specialist II
- 1 Office Assistant I
- 1 Office Assistant II

Provisional

- 1 Instructional Support Aide
- 1 Instructional Support Specialist II

Exempt

- 4 Babysitter
- 1 Special Project-MEES
- 5 Yard Duty Supervisor

Students

- 6 Migrant OWE Student
- 2 Student Helper
- 15 Workability Student

Separations from Service

- 1 Bus Driver
- 1 Cafeteria Assistant
- 3 Instructional Support Specialist II
- 1 Safety & Loss Prevention Manager-MGMT

Non-Reelects of Employees for 2003-2004

- 1 Elementary Teacher

Rescinds

- 1 Secondary Administrator

- Superintendent's Contract Extension

- 2.2 Public Employee Discipline/Dismissal/Release/Leaves**
 - a. Resolution #03-04-17, Non-reelection of certain probationary certificated employees**
 - b. Resolution #03-04-18, reduction of classified services**

- 2.3 Negotiations Update**
 - a. CSEA**
 - b. PVFT**
 - c. Unrepresented Units: Management and Confidential**
 - d. SCAST**

- 2.4 Claims for Damages**

- 2.5 Existing Litigation**

- 2.6 Pending Litigation**

- 2.7 Conference with Legal Counsel – Existing Litigation**
 - a. PVUSD v. Arcadio Cardenas, et al., Santa Cruz County Superior Court No. CV 147200**

- 2.8 1 Expulsions**

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

3.1 Pledge of Allegiance

The board participated in the pledge of allegiance.

3.2 Welcome by Board President

Trustees, Sandra Nichols, Dan Hankemeier, Carol Roberts, Evelyn Volpa, Willie Yahiro, and President Rhea DeHart were present. Trustee Sharon Gray was absent.

President DeHart asked for a moment of silence to honor student and community members who have recently passed away: Adriana Romero, Benjamin Roisman and Evelyn Garcia.

4.0 ACTION ON CLOSED SESSION

Action on Expulsion

03-04-94 Trustee Volpa moved to approve the disciplinary action as recommended by the panel. Trustee Roberts seconded the motion. The motion passed 6/0/1 (Gray absent).

Public comment on closed session **item 2.2.**

Maryann Gomez, former president of CSEA, commented that the Board was in violation of CSEA's contract, under layoffs, if this item was approved. She read that portion of the contract to the board and said that some people had received notices of layoffs without proper notification to the president of the union.

2.5 Existing Litigation

Trustee Volpa moved to accept settlement with Marta Nelly. Trustee Roberts seconded the motion. The motion passed 6/0/1 (Gray absent).

2.7 Conference with Legal Counsel – Existing Litigation

a. PVUSD v. Arcadio Cardenas, et al., Santa Cruz County Superior Court No. CV 147200

Trustee Volpa moved to approve settlement. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Gray absent).

5.0 APPROVAL OF THE AGENDA

Trustee Roberts moved to approve the agenda. Trustee Volpa seconded the motion. The motion passed 6/0/1 (Gray absent).

6.0 APPROVAL OF MINUTES

a. Minutes for March 3, 2004

Trustee Hankemeier moved to approve the minutes for March 3, 2004. Trustee Nichols seconded the motion. The motion passed 5/1/1 (Yahiro abstained; Gray absent).

b. Minutes for March 10, 2004

Trustee Roberts moved to approve minutes for March 10, 2004. Trustee Hankemeier seconded the motion. The motion passed 5/1/1 (Volpa abstained; Gray absent)

c. Minutes for March 17, 2004

Trustee Hankemeier moved to approve minutes for March 17, 2004. Trustee Roberts seconded the motion. The motion passed 6/0/1 (Gray absent).

d. Minutes for April 6, 2004, Special Board Meeting

Trustee Roberts moved to pull minutes for April 6, 2004 and to table for the following meeting due to Trustee Gray's absence; four board members were present at that special board meeting and all four needed to be present to vote. Trustee Volpa seconded the motion. The motion passed 6/0/1 (Gray absent).

7.0 SUGGESTIONS, COMMENTS, AND CONCERNS

5 Minutes each

7.1 Employee Organizations - PVFT, CSEA, PVAM and SCAS

Carolyn Savino, PVFT president, commented that while she was on vacation in Florida she noticed that their school districts are facing the same type of challenges as PVUSD, including difficulties with developer fees and retention of 3rd graders due to state level testing. She said that PVUSD has lost a lot of certificated positions due to grants reductions in the past couple of years and classrooms are now down to bear bones. She said she appreciated that pink slips were not sent to all teachers and to keep cuts as far away from the classroom as possible.

Steve Martinez, CSEA president, commented that some of the items approved for reduction in December should have been pulled with the passing of propositions 58 and 57, including transportation, benefits cut and 2% salary reduction, and added that these cuts seem to be back on the list. He said that Dr. Mays and Dorma Baker in March developed a resolution that directed administration to notice assistant principals and to send notices to the nineteen designees, which was not followed.

7.2 Student(s) Trustee Report

Danny Rico, Watsonville High School student trustee reported on the campus atmosphere with CAT 6 testing; on the activities set up for seniors, including college fair; commented on WASC visitation to WHS; on visit from administrators during a focused walk; on a student survey which showed their support for the district with more rigorous academic standards; on principal Larry Lane's retirement and the planned forum to discuss the type of principal WHS should have; on upcoming Advanced Placement testing; on academic awards night and scholarship night. He commented on activities, including elections and prom. He reported on the national day of silence for queer group and the activity which took place at WHS. In conclusion, he commented on the loss of a student and how principal Lane has done everything to help students through the grieving process.

Kristina Nisbet, Aptos High School student trustee, reported on testing, the planned Spring Fling, the battle of the sexes, the choir's trip to New York to play at Carnegie Hall, the visit of interact club to Tonga, a senior symposium and gave a sports update.

7.3 Governing Board Comments

Trustee Volpa commented on her re-reading of maximizing school board leadership and boards working as a team. She requested a budget itemized report of board expenditures. In conclusion she commented that Trustee Gray and her met with Christine Amato-Quinn, Assistant Superintendent, North Zone, principal Diane Burbank and Mike Heffner to converse about counseling staff at Aptos High School and said she was impressed with where they are heading in that department.

Trustee Hankemeier commented on the decreased number of days for summer school and said that this is due to lack of funds; he announced that summer school would be from June 24 through July 25. He said that June 11 would be grad night at Watsonville High and asked for volunteers to assist during this event, adding that it is a great program to keep students in the area safe.

Trustee Nichols commented that she went to Bradley School to see a memorial bench dedicated to the memory of David Mello, a custodian who dedicated himself to Bradley for 12 years. She said that the bench, supplies and labor were donated by the Alagos family and the Lions Club.

7.4 President's Report

President DeHart welcomed students and everyone in the audience for taking time from their busy schedules to attend the meeting.

7.5 Zone Administrators' Reports

Christine Amato-Quinn, Assistant Superintendent, North Zone reported that Rio Del Mar was officially named a distinguished school.

Dr. Mays added that it is the only school in Santa Cruz County receiving such recognition.

Dr. Nancy Bilicich, Assistant Superintendent, Alternative Ed and Charter Schools, reported that she attended an adopt a school program ceremony where eight schools were officially adopted; she said that it is great to see businesses in the community becoming involved.

Ylda Noguera, Assistant Superintendent, South Zone, reported that there would be a migrant parent conference and invited all to attend.

Dorma Baker, Assistant Superintendent, Human Resources, commented on the process for noticing employees and the role of resolutions. She clarified on two resolutions which were recently passed by the board, that dealt with noticing music teachers and assistant principals, adding that the resolution allowed the administration to notice these staff if it was necessary. She concluded that it wasn't necessary to notice all staff indicated on the resolution.

7.6 Associate Superintendent's Report

Terry McHenry reported on a bond issues project of Aptos, at Aptos High School, stating that Fish and Game discovered a couple of ponds near the property that contained salamanders, which could travel one-half mile into the campus. Due to this possibility, he said that adjustments to the tennis courts and parking lot plans were necessary. In conclusion, he said that the challenge would be in meeting the project completion timeline, which is pending on the Federal Fish and Wildlife work being done on time.

7.7 Superintendent's Report

Dr. Mays reported that Corrine Simpliciano, a long time employee of the district, had also recently passed away. She said that she was receiving information on state budget from ACSA on a daily basis. She noted that FCMAT was receiving calls from districts seeking help with their budget, adding that there are 57 districts under control of state offices. She said that education budget has been reduced to 7 billion dollars, which equates to a per pupil reduction of \$1,100 dollars. She encouraged everyone to let the governor know that there cannot be any more reductions to education. In conclusion, she opened recognition to Ana England, district teacher, who was 1 of 95 teachers selected to receive the presidential award. She asked Ms. England to step up to the podium.

Catherine Hatch, Assistant Superintendent, Central Zone, commented that it was indeed rare to have educators get this type of recognition for the work they do.

Ana England started her comments stating that the award is representative of all the work in the district. She highlighted her visit to Washington DC to receive the award, where all 95 teachers were treated like royalty and they had an opportunity to meet the president of the United States. She added that the process for the presidential award begins with a nomination and said that there is a bit of work involved in the application process.

8.0 VISITOR NON-AGENDA ITEMS

Gina Rodriguez, teacher, commented that the Spanish class curriculum at Lakeview had received approval to hold a Spanish class there, but that Watsonville High School has not approved the class as meeting the A – G requirements, making students who have successfully completed their Spanish class requirement have to start with year one; she added that both UC and CSU would accept two years of Spanish in the 7th and 8th grades. She asked that something be done about this.

Steve Martinez, PVUSD employee, asked that the entire community have a say in the naming of new schools and said that he was making a request that Landmark be named after Cesar Chavez.

Anastacio Andrade, president of migrant parents association, stated a complaint about parents not being informed about changes in the district and asked that parents be informed about issues before decision are made.

Francisco Rodriguez, parent, commented on the possible taking away of 6th grader art, music, and other electives to place students instead in remedial reading courses. He asked if school sites have the option to override that decision and said that the process in which the decision was made is wrong as the strengths of all the students was not considered.

Dan Hernandez, member of Parents United, commented on his support of classified employees and acknowledged the important jobs they do.

Abel Mejia, teacher, spoke of his concern for curriculum planning stating that there may be some students who may not qualify to enter a 4-year college and that there should be a plan to assist those students who are not able to meet those requirements.

Luis Alejo, student empowerment project member, spoke of the approaching 50 year anniversary of Brown vs. Board of Education and said that students continue to be denied equal opportunity in education. He added that inequity causes higher expulsions and that this district could be doing a lot more to provide the education all students deserve.

Ruby Vasquez, PVUSD employee, commented that she appreciated students' presence and participation. She said she was concerned with the lack of process and procedures that are followed in the district and concluded stating that No Child Left Behind requests that parents be considered equal partners in everything.

Jose Sanchez, member of coalition for Cesar Chavez school, spoke in support of CSEA employees and referred to a newspaper article stating that deep cuts would not be necessary if propositions 57 and 58 passed. He said that there is lack of communication within the district and with the community.

Manuel Bersamin, city councilman, commented that some of the speakers at the board meeting are products of the district. He asked the board to assist New School with its move from the central area to the area near Landmark school. He asked that the board consider the undercurrent of anger of the Latino community as they look at the proposal to name the new school after Cesar Chavez. He spoke against the decisions that have been made regarding classified employees.

9.0 CONSENT AGENDA

Trustee Volpa moved to approve the consent agenda with the addition of blue sheet items in item #9.9. Trustee Hankemeier seconded the motion.

Trustee Yahiro asked to defer item #9.8. Trustees Volpa and Hankemeier agreed to amend their motion and second to defer item #9.8.

The motion passed 6/0/1 (Gray absent).

9.1 Purchase Orders – 3/12/04 to 4/15/04

9.2 Warrants – 3/12/04 to 4/15/04

9.3 Approve DVD/VCR player donation from Isabel Villaneda for classroom at Rolling Hills Middle School, an estimated value of \$100.00.

9.4 Approve \$2,000 donation from Mr. Mark O. Haroldsen for H.A. Hyde Elementary School.

9.5 Approve Resolution #03-04-19, Re-authorization for Application for Cal-SAFE Funds.

9.6 Approve Comprehensive School Report (CSR).

- 9.7 Approve High School Scholarship Committees.**
- 9.8 Approve Location and Development of Facilities for New School.**
Deferred.
- 9.9 Certificated/Classified Approval (See Closed Session Agenda).**

Recommendation: The Administration recommends approval of the Consent Agenda.

10.0 DEFERRED CONSENT ITEMS

9.8 Approve Location and Development of Facilities for New School.

Dr. Mays commented that this was an opportunity to place New School to a section by Landmark school, stating that construction would begin this summer and funding would come from developer fees.

Terry McHenry commented that the school would have capacity for 60 students, full classrooms, and administrative offices.

Don Eggleston, principal of New School, commented that there are only 8 or 10 students that actually walk to school and most of them are dropped off by their parents. He also said that for students who chose to ride on public transit there is a stop near the school, as well as carpool options.

Dr. Mays commented that Landmark and WCSA staff have offered their full support to the relocation of New School.

Trustee Roberts moved to approve the item. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Gray absent).

11.0 ITEMS SCHEDULED FOR POSSIBLE ACTION

11.1 Report, discussion and possible action to Approve Revision to Graduation Policy. Second Reading. Report by Christine Amato-Quinn, Assistant Superintendent, North Zone. 10 Min.

Christine Amato-Quinn said that it was important to focus on improved student achievement and to have higher expectations for students. She said that the policy met those requirements. She added that the committee reviewing the policy made the recommended changes to the policy based on the recommendations from trustees on the first reading.

The board participated with questions and in discussion. Mr. Bob Harper, director of Adult Education, Andrew Goldenkranz, assistant principal of Aptos High School, and Tom Hiltz and Francisco (Pancho) Rodriguez, assistant principals of Watsonville High School were present to answer questions.

Public comment.

Jim Hagan, teacher, offered his perspective from inside the classroom and said he was concerned about math and science focus, noting that it is important to help students with many other subject matters. He spoke of his support for geography classes.

Stephanie Locke, guidance counselor, spoke of her concern that teachers, counselors, extended learning staff, parents and students were not part of the process. She asked for clarification on certain items on the proposed policy, including bilingual classes satisfying graduation requirements. She asked that the board put off voting to obtain input from stakeholders.

Elaine Legorreta, teacher and department chair, said that at their cabinet meeting they were asked to provide input but that no other discussion took place. She said that not every student would be able to complete science and math requirements. She said she was concerned about the third year of science and how that is going to give students less time to explore things that are of interest to them through electives.

The board participated in a discussion; committee and staff were able to answer their concerns.

Trustee Volpa moved to approve this item. Trustee Hankemeier seconded the motion. A roll call vote was taken and the motion passed 5/1/1 (Yahiro nay; Gray absent)

11.2 Report, discussion and possible action to Approve Resolution #03-04-17, Non Reelection of Certain Probationary Certificated Employees. Report by Dorma Baker, Assistant Superintendent, Human Resources.

Trustee Volpa moved to approve this item. Trustee Roberts seconded the motion. The motion passed 6/0/1 (Gray absent).

11.3 Report, discussion and possible action to Approve Resolution #03-04-18, reduction of classified services. Report by Dorma Baker, Assistant Superintendent, Human Resources. 11.3

Kathryn Benson, director of classified personnel, reported that the recommended reductions are based on reallocation of ratios with new schools opening. She said that the positions were the site administrators' best estimate on positions that may not be funded through categorical monies. She said that the list did reflect a worse case scenario. She said that there are 39 open positions that are vacant or that have been frozen to fill in-house through transfers. She concluded that there is a total of 54 openings that are not staffed and that we would be taken to staff to offer transfer options.

The board asked for clarification on certain items and participated with questions.

Public Comment

Mary Ann Gomez, former CSEA president, commented that the administration was in violation of the CSEA contract as the union's board was not notified prior to bringing the item to the board of trustees. She added that classified positions are key in assisting students.

Manuel Bersamin, councilman, spoke about what works to get students into college and said that eliminating classified positions would affect college acceptance and interest from students in attending higher education.

The board participated in a brief discussion.

Trustee Volpa moved to approve this item. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Gray absent).

11.4 Report, discussion and possible action to Approve Contract for Management Audit. Report by Terry McHenry, Associate Superintendent. 10 Min.

Terry McHenry reported that the budget committee discussed and had a presentation on management audits. A 12-member subcommittee discussed whether it was feasible to have a management audit, with the intent to look at the management organization, at range of responsibilities and core services provided across the district. He said that three companies replied to the request for proposal, they were interviewed by the subcommittee, and proposal from School Services was the one selected by the committee, but CSEA decided they could not support the selection of that firm. He said that School Services would be collecting data through interviews with management and support staff, parents, community members and board members; further he clarified the credentials of each member conducting the study. He said that the cost is of \$58,000, and that the second company considered was \$98,000. He concluded that the audit was intended to start in the next two weeks and completed by the middle of the summer.

Reports from Members of the Subcommittee

Nicole Benford added that the goal was to ultimately look at potential cost savings in administration. She added that this was a positive thing, although it seemed like a significant amount of money, it was well worth it.

Steve Martinez commented that CSEA is very receptive to the proposal but strongly oppose having School Services perform the study due to a potential conflict of interest with Mr. McHenry's past employment with the company.

Carol Evans reiterated that importance of making the expenditure and that the interview process to select the firm found that the recommended company was the most qualified. She concluded by stating that she didn't think there would be a compromise in any way.

Board participated with questions.

Public comment

Mary Ann Gomez, PVUSD employee, commented that CSEA membership voted it down and that Steve Martinez presented the vote to the subcommittee. She added that the main concern was that they would come back with more cuts to classified employees.

The board participated in a brief discussion.

Trustee Volpa moved to approve the selection of School Services to conduct the management audit. Trustee Roberts seconded the motion. A roll call vote was taken and the motion passed 5/1/1 (Nichols nay; Gray absent).

Trustee Roberts left the meeting at 10:30 pm.

12.0 ITEMS FOR REPORT AND DISCUSSION

12.1 Report and discussion on New School Boundaries. *Report by Terry McHenry, Associate Superintendent and Ylda Nogueta, Assistant Superintendent, South Zone.*

Dr. Mays opened report stating that due to the opening of two elementary schools and one high school the boundaries do need to be adjusted.

Ylda Nogueta commented on the purpose of Boundary Committee which was to look at changes and adjustments necessary to accommodate the opening of the new schools and the relocation of Salsipuedes. She offered a list of members of the committee and a schedule of meetings. She commented on the process for making changes, noting that each boundary was carefully reviewed, safety issues were discussed, including the crossing of major streets. The committee also wanted to take advantage of the opportunity to create neighborhood schools, where students could walk to their school. She added that the committee also looked at balancing the number of students in each school, stating that moving close to 3,000 students is complicated if there isn't a process.

Terry McHenry showed detailed outlined maps and reported to the board all the proposed boundaries, the estimated number of student population per school, and spoke of the anticipated growth for schools that are in developing areas. He specifically covered proposed boundary changes for Ann Soldo, Radcliff, Landmark, Hyde, Freedom, Bradley, Amesti, MacQuiddy, and Mintie White schools.

The board asked questions of staff on the proposed boundaries.

Trustee Volpa moved to continue meeting past 11:00 pm. Trustee Nichols seconded the motion. The motion passed 5/0/2 (Roberts, Gray absent).

Terry McHenry clarified that at this point the Bradley boundary lines would not redefine reorganization lines, unless district elects to do that.

Ylda Noguera further commented that communicating boundary changes to parents and staff has been constant and that questions and concerns from parents were addressed at the various meetings held to discuss boundaries, including concerns on standards and transportation.

Public comment

Luis Alejo, student empowerment project member, commented on his concern for process stating that parents were not involved in the committee, he added that parents should have input in the decision making process. He said that demographics were not considered to recognize students' racial and ethnic makeup in the new boundaries.

The board participated in a discussion.

13.0 UPCOMING BOARD MEETINGS

13.1 Items for Subsequent Board Meeting Agendas.

- Select Date for Governance Retreat (See attached Board Meeting Schedule)

September 29 was already calendared for a governance retreat. No additional date was selected.

Trustee Yahiro requested a report on Graduation Night at Watsonville High School.

Trustee Volpa requested to discuss the term 'process' to understand what it means in the various components of education, committees, etc.

Trustee Hankemeier requested an item to discuss and learn about the 1954 Supreme Court decision on Brown vs. board of education.

13.2 April 28, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session: 6:00 pm; Open Session: 7:00 pm.

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

13.4 May 26, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session: 6:00 pm; Open Session: 7:00 pm.

14.0 ADJOURNMENT

There being no further business to discuss, the meeting was adjourned at 11:47 pm.

Secretary