



**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.

**SEPTEMBER 14, 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 6:08 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**

- 2 Elementary Teachers
- 1 Migrant Education Teacher
- 4 Secondary Teachers
- 34 Substitutes

**Rehires**

- 1 Elementary Teacher

**Administrators**

None

**Transfers**

None

**Promotions**

- 1 Behavior Technician
- 1 Lead Custodian II
- 1 Office Manager

**Permanent Appointments**

- 1 Accounting Specialist II
- 1 Behavior Technician

- 1 Campus Safety Coordinator
- 1 Groundskeeper I
- 1 Heavy Equipment Mechanic
- 4 Instructions Support Aide
- 4 Instructional Support Aide
- 4 Instructional Support Specialist II
- 1 Parent Education Specialist

**Return to Work**

None

**Additional Assignments**

None

**Extra Period Assignments**

- 6 Secondary Teacher

**Extra Pay Assignment**

None

**Leaves of Absences**

- 1 Bus Driver
- 1 Cafeteria Assistant
- 1 Cafeteria Cook/Baker
- 2 Executive Assistant-Conf
- 1 Interpreter Tutor/Sign Language
- 1 Instructional Support Specialist I
- 4 Instructional Support Specialist II
- 1 Instructional Support Specialist III
- 1 Lead Custodian I
- 11 Elementary Teachers
- 1 Migrant Education Teacher
- 4 Secondary Teachers
- 2 Special Services Specialist

**Resignations**

- 1 Elementary Teacher
- 2 Special Services Specialist

**Retirement**

None

**Supplemental Service Agreements**

- 4 Teachers

**Miscellaneous Action**

- 1 School Site Network Technician

- 1 Administrative Secretary II
- 1 Administrative Secretary III
- 1 Attendance Specialist
- 2 Cafeteria Cook/Baker
- 2 Campus Safety Coordinator
- 1 Child Welfare & Attendance Specialist
- 4 Instructional Support Specialist II
- 2 Instructional Support Specialist III
- 1 Office Manager
- 1 Registrar

**Limited Term – Project**

- 2 Campus Safety Coordinator
- 1 Enrichment Specialist
- 10 Instructional Support Specialist I
- 3 Instructional Support Specialist II
- 1 Library Media Technician
- 3 Office Assistant I
- 4 Office Assistant II

**Limited Term - Substitute**

- 1 Attendance Specialist
- 1 Behavior Technician
- 1 Cafeteria Assistant
- 3 Custodian I
- 1 Interpreter Tutor/Sign Language
- 2 Instructional Support Aide
- 4 Instructional Support Specialist II
- 2 Library Media Technician
- 1 Office Manager

**Provisional**

- 2 Campus Safety Coordinator
- 2 Office Assistant II

**Exempt**

- 21 Babysitter
- 11 Special Project-MEES
- 9 Special Projects-PUPILS
- 46 Yard Duty Supervisor

**Students**

- 22 Migrant OWE Student

- 1 Student Helper
- 28 Workability Student

**Separations from Service**

- 1 Bus Driver
- 2 Cafeteria Assistant
- 1 Custodian II
- 1 Instructional Support Aide
- 1 Instructional Support Specialist II
- 1 Office Manager
- 1 Elementary Teacher

**Rescinds**

- 2 Elementary Teacher
- 1 Migrant Education Teacher

**Tenures**

None

**2.2 Public Employee Discipline/Dismissal/Release/Leaves**

**2.3 Negotiations Update**

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

**2.4 Claims for Damages**

- a. **Maria Carmen Zamora, minor child, and Eva Zamora, mother, and Eva Zamora, Individually vs. PVUSD; DOI: March 16, 2004**

**2.5 Existing Litigation**

**2.6 Pending Litigation**

Case # SN04-01816

**2.7 Superintendent's Evaluation**

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

President DeHart called the meeting of the Board in public to order at 7:15 pm.

**3.1 Pledge of Allegiance**

Trustee Gray led the Board in the Pledge of Allegiance.

**3.2 Welcome by Board President**

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

President DeHart welcomed everyone to the meeting. She asked for a moment of silence for the passing of former teacher, Laurie Rasmussen; she read some thoughts from her husband and that was followed by a moment of silence.

#### **4.0 ACTION ON CLOSED SESSION**

Trustee Gray moved to reject claim in item 2.4a and send notice of rejection to claimant. Trustee Hankemeier seconded the motion. The motion passed unanimously.

#### **5.0 APPROVAL OF THE AGENDA**

Trusted Hankemeier moved to approve the agenda. Trustee Volpa seconded the motion. The motion passed 6/0/1 (Gray abstained).

#### **6.0 APPROVAL OF MINUTES**

Trustee Nichols moved to approve minutes for August 25, 2004. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Gray abstained).

#### **7.0 SUGGESTIONS, COMMENTS, AND CONCERNS**

*5 Minutes each*

##### **7.1 Employee Organizations - PVFT, CSEA, PVAM and SCAST**

Carolyn Savino, president, commented that it is important to celebrate test scores at PVUSD schools, adding that the press' negative reporting on some of the schools is affecting student morale. She commented that she met with the membership and found they are in disagreement with the budget proposed based on a 5% cap of their benefits, adding that they felt that they have given enough to the district.

Rodney Gonzalez, representative of Communications Workers of America, which represents SCAST, commented that SCAST had met and approved the tentative agreement proposed by the administration.

##### **7.2 Student Trustee Reports**

Daniel Rico, Watsonville High School student trustee, reported that the school had a great start, that the presence of administration is felt on campus, good start in academics with an increase in AP interest and courses, and good communication from the administration to incoming students about graduation requirements. In terms of clubs, he said that there were three new clubs initiated by students, included Friday Nigh Life, Demo Katz and a Republican Club, noting that the Interact club is in the process of being created. In other activities, he commented that there was poor attendance to the welcome back dance and that Homecoming would be taking place soon, that the girls' water polo defeated Harbor, on a schools event to celebrate September 16, that Model UN would be having a conference, and finally that WHS drama would present the Miracle Worker.

Daniel Bellonzi, Pajaro Valley High School student trustee, reported that club day had taken place, that the students feel alright being housed at 440 Arthur Road but they are looking forward to going into new site next semester, and concluded stating that their first football game went well with PVHS winning.

##### **7.3 Governing Board Comments**

Trustee Roberts reminded everyone to attend the fair.

Trustee Nichols announced the visit of Assemblyman John Laird to the District on September 16 to discuss political issues. She invited all to an upcoming reception for new teachers hosted by AMAE and the Latino Business Association.

Trustee Hankemeier commented that teachers are doing a good job; he congratulated all for their performance on the API test as well as those schools that performed well in their AYP.

##### **7.4 President's Report**

President DeHart wished Ylda Nogueta a happy birthday. She said that school scans and focus walks, as well as open houses are scheduled and encouraged trustees to attend. She commented that class of '74 had their 30th reunion, which was well organized and well

attended. She said that all schools made good improvements on their AYP and API, adding that the way these scores are measured is confusing.

#### **7.5 Assistant Superintendents' Reports**

None

#### **7.6 Associate Superintendent's Report**

Terry McHenry reported that bids for the new cafeteria for PVHS were opened and that the lowest bid received was 50% above our budget. He said that the administration would be recommending to reject all bids under item 9.6, noting that the district would again go out to bids hoping to get better results.

#### **7.7 Superintendent's Report**

Dr. Mays reported that she was proud with API and AYP results, noting that everyone is working as hard as possible. She encouraged Trustees to join the scans and encouraged all to attend Assemblyman Laird's presentation. She commented that education is in the front line with budget cuts and that it is critical to advocate to continue funding education, adding that it is important to allow Mr. Laird to hear these concerns.

### **8.0 VISITOR NON-AGENDA ITEMS**

Diane Burbank, Aptos High principal, reported that their scores had increased 34 points. She addressed low enrollment concerns to dispel some rumors, noting that the administration has looked at protecting teachers, courses, getting students the classes that they need, complying with current enrollment and contracted teachers, and that none of the courses have been eliminated and that there is a plan to make it all work out.

Dan Hernandez, with Parents United, commented that parent presence is also needed at WHS to promote safety; he added that this year he has witness the safest school start yet, with the four additional officers in the Watsonville Police Department maintaining order. He encourage students to avoid wearing gang colors. He provided a map, created by New School students, identifying gang presence. He asked Trustee Nichols to change her campaign signs color, red.

Nancy Orozco, president of Parents United, spoke of her concern for charter schools' relation to No Child Left Behind.

Aurelio Gonzalez, parent, commented on the new reform at WHS, calling it a good idea but a short dialogue with parents, although administrators have discussed it for four years. He asked that the administration does not look at Parents United as a group representing all parents. He added that if a decision on reform is made in October, it would lack parent input.

Steve Peterson, parent, thanked the admin and board for recruiting new Assistant Superintendent for the North Zone, adding that the zone needs to have a strong voice in the district. He concluded that he appreciates the efforts of interim Assistant Superintendent, Mr. Lane, but that a permanent person is needed in that position.

Doug Keegan, candidate for Trustee Area II, thanked Trustee Roberts for four years of dedication. He said he is a parent of children who attended PVUSD schools, a long time resident, and familiar with schools in this district. He concluded that he understands the importance of education to families in this community from his exposure to working as an immigration attorney.

Christy Licker, parent, president of Booster Club, expressed the frustration and exhaustion of parents due to having to raise funds for various events, positions, volunteers in various areas.

Karen McDowell, teacher, thanked the district for their efforts to work with cuts. She spoke of her concern for what the effect to 35 students will be as they are placed in a in a single class period representing 3 levels of language skills.

## **9.0 CONSENT AGENDA**

Trustee Gray asked for item 9.6 to be deferred. Trustee Volpa moved to approve the consent agenda, deferring item 9.6 and adding blue sheeted items to 9.7. Trustee Hankemeier seconded the motion. The motion passed 6/0/1 (Trustee Nichols abstained).

### **9.1 Purchase Orders – 8/20/05 to 9/9/04**

### **9.2 Warrants – 8/20/04 to 9/9/04**

### **9.3 Approve Mr. Dennis Webb's donation to Jan Mathers of floor pads, an estimated value of \$200.**

### **9.4 Approve Resolution # 04-05-03, 2004-05 Class Size Reduction Program (K-3) Operations Application.**

### **9.5 Approve 2003-2004/2004-2005 GANN Limit, Resolution # 04-05-02.**

### **9.6 Approve Award of Construction Contract for the Cafeteria, Measure J Project, Pajaro Valley High School.** Deferred.

### **9.7 Certificated/Classified Approval (See Closed Session Agenda).**

## **10.0 DEFERRED CONSENT ITEMS**

### **9.6 Approve Award of Construction Contract for the Cafeteria, Measure J Project, Pajaro Valley High School.**

Trustee Gray moved to reject all bids for the construction of PVHS cafeteria. Trustee Volpa seconded the motion. The motion passed unanimously.

## **11.0 ITEMS SCHEDULED FOR POSSIBLE ACTION**

### **11.1 Report, discussion and possible action to Approve Tentative Agreement Benefit Change for CSEA. Report by Dorma Baker, Assistant Superintendent, Human Resources, and Kathryn Benson, Director of Human Resources.**

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

### **11.2 Report, discussion and possible action to Approve Substitute Teachers Agreement. Report by Dorma Baker, Assistant Superintendent, Human Resources**

Trustee Volpa moved to approve SCASST agreement with the changes presented by Dorma Baker on the last paragraph of Section 2 Career Substitute on page 18. Trustee Hankemeier seconded the motion. The motion passed unanimously

### **11.3 Report, discussion and possible action to Approve Revised Budget, Unaudited Actuals. Report by Terry McHenry, Associate Superintendent, and Mary Hart, Director of Finance.**

Terry McHenry reported that the revised budget included items that were approved in June 2004. He gave an overview of the closing budget for 2003-04, with an increase in unrestricted funds of 725,000; a balance of 2.3 million dollars in restricted funds; and a net increase in unappropriated balance of 1.1 million dollars. He continued to comment on budget assumption for 2004-05, including a revenue increase due to COLA, a deficit reduction, equalization aide, and ADA revenue increase. He added that there is an increase of 7.5 million dollars in expenditures due to a 2% salary increase, a 5% health and welfare increase, 30% workers compensation increase and increase staffing for new high school. He identified the reductions approved by the Board in 2003.

Mr. McHenry reported on the revisions to the adopted budget from June 30<sup>th</sup>, including an increase to unrestricted revenue of 400,000, of restricted revenue of 1.39 million. He commented that the state required the district to balance this year in addition to the following two fiscal years, noting that the adopted budget balanced those two years but would require a 2 million dollar reduction for the 3<sup>rd</sup> year.

Mr. McHenry reported that the County Office of Education did not approve the proposed budget for three main reasons: one, ADA growth has not materialized; second, all bargaining units must approved the minor benefit reductions to bring costs down to the 5% budgeted; and, third, 66,000 in deferred maintenance needs to be budgeted. The COE's disapproval of the budget it would result in the appointment of an outside fiscal review and advisor, which as consequence would cause loss of local control.

Mr. McHenry outlined the actions needed to have the COE approve the budget, namely to budget deferred maintenance for the following next two years as requested, to reducing staff based on approved ratios at schools under projected enrollment; and that all bargaining units should approve the proposed benefit reductions developed by Benefits committee.

He requested the Board to approve the unaudited actuals for 2003-04 as presented and the budget revisions for 2004-05 as presented, with the assumption that the benefits reductions would be approved by the respective bargaining units and the staff reductions would be representative of actual enrollment. He added that once the Board approves this, the COE would still need to approve it.

Board participated with questions and comments. Board came to a consensus that if the current budget as proposed is not approved due to unions not approving benefits reductions, an alternative to have other reductions take place to have a budget that will be approved, including a general freeze, must be in place.

Trustee Roberts moved to approve the unaudited budget and send to COE. Trustee Yahiro seconded the motion. Trustee Volpa requested that the motion makers add that the budget committee be reconvened within 30 days to work on an alternative solution in the event additional reductions are required. Trustees Roberts and Yahiro amended their motion to include Trustee Volpa's requested addition. A roll call vote was taken and the motion passed unanimously.

## **12.0 ITEMS FOR REPORT AND DISCUSSION**

### **12.1 Report and discussion on Status of Achievement Test Results and Program**

#### **Improvement. *Report by Cindy Cordova, Director of State and Federal Programs.***

Cindy Cordova gave an update on spring testing and implications the results would have on schools and district. She said that PVUSD has reason to celebrate due to the growth in comparison to state and county. She explained that the California has the API and AYP to measure student achievement, where each school must meet annual API growth target. Ms. Cordova noted that the State is making efforts to align the two systems, AYP and API, but that there is confusion. She identified the requirements for state testing and identified schools in Program Improvement (PI) Years 1 (Alianza, Ann Soldo, HA Hyde, MacQuiddy and Pajaro Middle), Year 2 (Amesti, Calabasas, Lakeview), in Year 3 (EA Hall, Hall District, and Mintie White), and in Year 4 (Freedom, Ohlone, Starlight and Rolling Hills). She commented as to the changes that need to happen to get school out of PI, including up to fundamental reform. She commented on AB 2066, the Prevention of Local Education Agency Intervention Program. She explained that in October the state would notify the district the official results and 30 days after measures for PI have to be implemented.

The board participated with questions and comments.



**12.2 Report and discussion on Teacher Quality Index (as it relates to credentialing and No Child Left Behind). Report by Dorma Baker, Assistant Superintendent, Human Resources.**

Dorma Baker commented that this would be a two part report to the Board, with this first part being a general background as to the need for certificated and qualified teachers. She said that teacher quality index (TQI) is calculated with a standardized rating system that reflects the credential status and experience level of teachers at each public K-12 school in California.

Cathy Stefanki, Director of Certificated Personnel, asked the board to participate on an activity involving qualities they believe teachers should have. After the activity she commented that TQI is based on credentials and type of training a teacher undergoes but not on personality characteristics, which makes it somewhat complex to qualify teachers. She commented that in trying to close the academic gap there are nine key areas to focus on which affect the retention rate of quality teachers: 1, standards based curriculum and instruction; 2, multiple assessments to drive instructions; 3, professional learning; 4, recruitment, hiring and coaching; 5, community engagement; 6, support structures; 7, resources; 8, leadership; and 9, relationship.

Kathryn Benson, Director of Personnel, addressed the No Child Left Behind (NCLB) requirements, including a bachelors degree, proficient in their subject matter and that they have full certification and have demonstrated proficiency in the classroom (under Title II). She gave an overview of the NCLB teacher requirement worksheet for certificate of compliance, a form created by PVUSD. She said that all teachers have until the end of 2006 school year to meet the requirements. She added that NCLB also have requirements for paraprofessionals and instructional aides.

The Board participated briefly with questions and comments.

**12.3 Report and discussion on Williams vs. State of California Settlement. Report by Dr. Mary Anne Mays, Superintendent.**

Dr. Mays reported that legislation on the case is not yet signed and that most of the information received has come from the County Office of Education, and that thrust of responsibility of the Williams case is with the COE, receiving \$3,000 per school to perform the oversight. She added that the district projects more of a negative impact on the budget than positive, including looking at hiring additional teaching staff, and amending SARC (School Accountability Report Cards) to address the issues outlined in the case. Once the legislation is signed, she noted that there would be a 120-day implementation period, adding that funding allocation is only projected to be for two years. She concluded by stating that the district would be working closely with the county throughout this process.

Public comment:

Luis Alejo, Student Empowerment Project, clarified that Brown Berets have no association with Dan Hernandez. He also commented on the importance of the William case in ensuring that it is implemented locally, to make the necessary corrections to the facilities identified, such as adequate restroom facilities and sufficient seating spaces.

Trustees participated with comments.

**12.4 Report and discussion of Retreat Topics for September 29, 2004. Report by all Trustees.**

The consensus of the Board was to keep only the Superintendent's goals as focus for the retreat.

**13.0 UPCOMING BOARD MEETINGS**

**13.1 Items for Subsequent Board Meeting Agendas.**

Trustee Volpa requested a report on use of attorney fees. In addition she requested to have a report on monthly board expenses.

Trustee Yahiro requested an agenda item to discuss Board members' attendance to conferences.

**13.2 September 29, Board Retreat, Superintendent's Goals, 329 Rogers Street, Watsonville, CA. 6:00 pm. A consent item will be taken for Board Approval at this meeting.**

**13.3 October 13, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session: 6:00 pm; Open Session: 7:00 pm.**

**13.4 October 27, 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 10:22 pm.

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Secretary