



**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.

**AUGUST 10, 2005
REGULAR BOARD MEETING
ADOPTED MINUTES**

**District Office - Boardroom
292 Green Valley Road
Watsonville, CA 95076**

1.0 OPENING CEREMONY IN OPEN SESSION – 6:00PM

1.1 Call to Order

President DeHart called the meeting to order at 6:00 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

- 18 Elementary Teachers
- 10 Secondary Teachers
- 10 Special Services Specialist
- 2 Substitutes

Rehires

- 3 Elementary Teacher
- 30 Special Services Specialist

Administrators

- 1 Secondary Administrator

Transfers

- 1 Elementary Teacher
- 1 Elementary Administrator

Extra Pay Assignments

- 2 Secondary Teachers

Extra Period Assignments

- 1 Secondary Teacher

Promotions

- 1 Administrative Secretary
- 1 Office Manager
- 1 Attendance Specialist
- 3 Instructional Support Specialist II

Leaves of Absences

- 1 Administrative Secretary
- 1 Office Assistant
- 1 Food Services Supervisor-MGMNT
- 2 Staff Accountants
- 1 Accounting Specialist
- 2 Office Manager
- 6 Elementary Teachers
- 1 Charter School Teacher
- 1 Special Services Specialist

Resignations

- 2 Secondary Teachers
- 4 Elementary Teachers
- 1 Charter School Teacher

Supplemental Services Agreements

- 5 Teachers

Miscellaneous Action

- 1 Testing Specialist I

Separations from Service

- 2 Behavior Technician
- 3 Office Assistant II
- 1 Instructional Support Specialist II
- 1 Accounting Specialist II

Resignations

- 1 Adult Education Teacher
- 1 AVCI Teacher
- 1 Special Services Specialist

Rescinds

- 2 Elementary Teachers

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

2.5 Existing Litigation

2.6 Pending Litigation

2.7 Anticipated Litigation

2.8 4 Expulsions

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 7:02 pm.

3.1 Pledge of Allegiance

Trustee Yahiro led the Board in the Pledge of Allegiance.

3.2 Welcome by Board President

Trustees, Doug Keegan, Sandra Nichols, Evelyn Volpa, Willie Yahiro, and President Rhea DeHart were present. Trustees Sharon Gray and Karen Osmundson were absent.

4.0 ACTION ON CLOSED SESSION

Action on Expulsions

05-06-01 Trustee Volpa moved to approve the disciplinary action as recommended by the panel. Trustee Yahiro seconded the motion. The motion passed 5/0/2 (Gray, Osmundson absent).

05-06-02 Trustee Volpa moved to postpone this case until further clarification is received. Trustee Yahiro seconded the motion. The motion passed 4/1/2 (Keegan dissent; Gray, Osmundson absent).

05-06-03 Trustee Volpa moved to approve the disciplinary action as recommended by the panel. Trustee Nichols seconded the motion. The motion passed 5/0/2 (Gray, Osmundson absent).

04-05-119 Trustee Volpa moved to approve the disciplinary action as recommended by the panel. Trustee Yahiro seconded the motion. The motion passed 5/0/2 (Gray, Osmundson absent).

5.0 APPROVAL OF THE AGENDA

This item was approved after item 7.1.

Trustee Nichols moved to approve the agenda. Trustee Keegan seconded the motion. The motion passed 5/0/2 (Gray, Osmundson absent).

6.0 APPROVAL OF MINUTES

- Minutes for July 27, 2005

Trustee Nichols moved to approve the minutes for July 27, 2005. Trustee Yahiro seconded the motion. The motion passed 4/0/1/2 (Volpa abstain; Gray, Osmundson absent).

7.0 SUGGESTIONS, COMMENTS, AND CONCERNS

7.1 Employee Organizations - PVFT, CSEA, PVAM and SCAST

Carolyn Savino, PVFT president, commented that she, along with two District teams, one from Freedom and one from EA Hall, Ylda Nogueta, and Cindy Cordova, attended the Quality Education and Standards in Teaching (QUEST) conference. She said that it was a great opportunity to partner with other districts who offered their support towards PVUSD. She commented on the current discussion on expulsions and said that these conversations should be happening with parents and the community, adding that it is important to relay that cuts in resources are due to budget restraints, which have caused the District to cut down from approximately 27 programs to 3 in the past couple of years. In reference to the item on the board agenda tonight relating to the classification study, she expressed her concern for how the District will be able to pay for these salary realignments in the future.

Bobby Salazar, CSEA president, thanked the administration for their support in allowing their team to attend the annual CSEA conference. He thanked Mr. Terry McHenry and Kathryn Benson for the meetings with their focus groups and for clarifying some of their concerns in regards to the classification study, adding that the Union supports its implementation.

Jack Davidson, PVAM, welcomed everyone to the new school year. He announced that the District had hired proficient individuals for opened administrative positions. Test scores have been received and they would be looked at; AYP scores will be coming soon. In conclusion, he commented that he had been selected as ACSA Region 10 president and that a few members of the administrative team at PVUSD were also serving in ACSA committees, a clear indication of their deep commitment to education.

7.2 Governing Board Comments

None.

7.3 President's Report

President DeHart offered an explanation for two Trustees absent from the meeting. She commented that Trustee Yahiro and she attended the City of Watsonville planning meeting, which had been very interesting, and announced that the next meeting would be August 16. She attended the opening of PVHS celebration, a successful event. She announced that the Management Retreat would be taking place at a conference at the Coconut Grove, sponsored by the COE, with Dr. Daggett.

7.4 Assistant Superintendents' Reports

Dorma Baker, Assistant Superintendent, Human Resources, reported that HR is trying very hard to fill out the most difficult positions and that their goal is to have every position at the sites filled by the beginning of the school year.

7.5 Associate Superintendent's Report

Mr. McHenry reported that it will be hectic in some schools where there is a bit of construction remaining but that all schools will be opened for students.

7.6 Superintendent's Report

Dr. Mays commented the beginning of the school year is exciting. In responding to her own questions of what the District needs to do to support schools and what do leaders need to do to support District goals, she commented that a higher level of consistency and cohesion needs to take place. She noted that focus on ELD must continue. She added that it seemed that everyone has made some progress in their test scores, commenting that the AYP benchmark had jumped. She commented that there is a high level of commitment from the leadership team to support students' needs.

8.0 POSITIVE PROGRAM REPORT

8.1 Report on New Teacher Project.

Report by Diane Hickok of the New Teacher Project

Diane Hickok, New teacher project Director, Carolyn Frank, Advisor, and Marvelyn Quiroz, Teacher, were present to give a presentation to the Board. They reported that the NTP was beginning its 18th year of supporting first and second year teachers. Their basic goals is to develop teacher practices that

result in high student achievement. The roles and responsibilities of the advisor are three fold: first is to contribute to the participating teacher professional development; second is to support the caseload of participating teachers; and third is to use the NTP formative assessment system. In addition, the NTP also assists teachers in clearing their credentials. Their work also includes assisting teachers on engaging students in learning, in managing and organizing the classroom, planning instruction, understanding the subject matter, assessing student learning, and communicating. Ms. Quiroz commented that the support of NTP for her as a new teacher has been invaluable.

The board participated with comments and questions.

9.0 VISITOR NON-AGENDA ITEMS

Telena Callen, community member, expressed her concern for what she perceived as military bashing from the Board with the recent decision to clearly inform parents of the Opt-out option.

Ana Hurtado and Tracy Petznick, community members, expressed their interest in looking for ways to recognize former students of the week and what they have accomplished as a way to showcase a wide variety of career paths. They suggested showcasing former students of the week along with current students being recognized and asked the community to get involved by offering contact information for these former students.

Bernie Feldman, community member, commented he was pleased to join the opening the opening of PVHS and expressed his concern for the fly pattern over the high school and the possible high noise level students will have to endure. He suggested that the Board help to seek legislation to have the flight path redrawn to go around the school site instead of over it.

10.0 CONSENT AGENDA

Trustee Volpa moved to approve the consent agenda removing item 10.7, deferring item 10.8 and with the additions of blue sheeted items to 10.9, including the removal of a middle school administrator. Trustee Yahiro seconded the motion. The motion passed 5/0/2 (Gray, Osmundson absent).

10.1 Purchase Orders – 7/22/05 to 8/01/05

10.2 Warrants – 7/22/05 to 8/01/05

10.3 Approve 2005-06 Class Size Reduction Program (K-3) Operations Application.

10.4 Approve New Community Day Middle School.

10.5 Approve Request for Ninth Grade Academy for Community Day School.

10.6 Approve Notice of Completion for Landmark Elementary School.

10.7 Approve Award of Construction Contract for Aptos High School – Increment #2, Performing Arts Center, Gymnasium, Pool.

This item was removed from the agenda.

10.8 Approve Program Agreement and Facilities/Services Agreement between PVUSD and Pajaro Valley Prevention and Student Assistance (PVPSA).

This item was deferred.

10.9 Certificated/Classified Approval (See Closed Session Agenda).

11.0 DEFERRED CONSENT ITEMS

10.8 Approve Program Agreement and Facilities/Services Agreement between PVUSD and Pajaro Valley Prevention and Student Assistance (PVPSA).

Trustee Volpa requested an evaluation of the programs listed with PVPSA, as well as a report on what programs are available at the different sites to be sure that the programs that are being funded by PVUSD are available for all schools.

Trustee Volpa moved to approve this item. Trustee Nichols seconded the motion. The motion passed 5/0/2 (Gray, Osmundson absent).

12.0 ITEMS SCHEDULED FOR POSSIBLE ACTION

12.1 Report, discussion and possible action to approve Response to the City of Watsonville General Plan.

Report by Dr. Mary Anne Mays, Superintendent.

Dr. Mays recommended that the Board direct the administration to write a general letter to the City of Watsonville to inform them of our desire to look at the building of new schools based on the number of students generated with the new residential developments.

Public Comment:

Dan Hernandez, community member, commented that it was important to start looking at the acquisition of school sites due to the strong growth in the area; he suggested contacting LAFCO for insight on encroachment of land.

President DeHart clarified that the recommendation from the Superintendent was threefold: first, to direct the administration to send a letter to the City on housing and the generation of students; the second is to get a demographic study to get data on those new development locations; and third to establish a facilities committee to work with these new developments.

Dr. Mays commented it takes about seven years to identify a site for a school and funds.

Trustee Nichols moved to approve the recommendation as stated by President DeHart.

Trustee Yahiro requested that the motion be expanded to include that such a letter be addressed also to all developmental entities that are working within the two counties PVUSD encompasses to be sure that they work with the District in identifying potential school sites. Trustee Nichols agreed to expand her motion to include Trustee Yahiro's request. Trustee Volpa seconded the motion. The motion passed 5/0/2 (Gray, Osmundson absent).

12.2 Report, discussion and possible action to approve 2005-06 Budget Revisions.

Report by Terry McHenry, Associate Superintendent and Mary Hart, Director of Finance.

Mr. McHenry reported that the major K-12 budget changes were based on the approved State budget, including a 2% STRS shift proposal withdrawn, a mental health shift to education, a slightly higher deficit reduction (.22%), and finally a modest payment for prior-year mandates. He noted that the State continues to defer payments on State mandates. Further, he explained that the 10,000 dollars per pupil funding that the Governor's budget summary notes is actually about 6% lower if due to revenues that the State has no control over, including parcel taxes levied and debt services for local bonds. He continued by reporting on the Governor's announcement in January that he was seeking changes in four policy areas which have now culminated in a controversial November special election: budget reform, redistricting, teacher pay for performance, and public employee pension reform. He commented on the "California Live Within our Means Act" (LWOM) initiative, Proposition 76, a self-proclaimed keystone of the Governor's special election reform platform, which would limit State Budget growth to rate of prior three years, would require mid-year budget reductions by Legislation if revenues drop 1.5%, and it would allow the Governor to unilaterally impose cuts if the legislative body fails to respond within 45 days of fiscal emergency.

The 2005-06 budget assumptions include revenues of 4.23% of COLA for revenue limit and categoricals, a 1.23 deficit reduction (a change from 1.1), a revenue limit of \$5,137.63, and no change

in ADA. In expenditures, assumptions included step and column, no STRS increase, and health and welfare at 9%.

He reported that the current budget is balanced, as well as for the next three years and that in order to maintain it, the District needs to curtail increases in benefits over 5% per year for next two years, and balance any increase in compensation with reductions in programs or operations.

In conclusion, he asked the Board to approve the budget revisions presented and to verify that district will make next year and the following two years with the required reserve level.

Board participated with questions and comments.

Trustee Volpa moved to approve this item. Trustee Nichols seconded the motion. The motion passed 5/0/2 (Gray, Osmundson absent).

12.3 Report, discussion and possible action to approve Implementation of 2002-2005 Classification Study for Classified Staff.

Report by Dorma Baker, Assistant Superintendent, Human Resources and Kathryn Benson, Director of Human Resources.

Ms. Benson reported that the administration had met with the executive board of CSEA and other union members who had questions regarding the classification study and had answered many of the concerns they had. She clarified that the District has been setting aside 1% towards the implementation of this study.

Trustee Nichols moved to approve this item. Trustee Volpa seconded the motion. The motion passed 5/0/2 (Gray, Osmundson absent).

13.0 ITEMS SCHEDULED FOR REPORT AND DISCUSSION

13.1 Report and discussion on Organizational Efficiency Study Task Forces.

Report by Members/Chairs of Task Forces.

Representatives from the Community Relations/Communication taskforce, from the Human Resources taskforce, and from the Classroom Expenditure taskforce were present to give a report.

Community Relations/Communications Taskforce

Steve Peterson, co-chair, reported that the mission of the taskforce was to review the management audit for communications-related issues, formulate responses to it, and discuss overall relations with the community. Issues identified in PVUSD management include: policy needs to be updated and communicated; communication to staff/community should be clearer; need to explore ways to communicate with fewer meetings; lack of process for public input; need to identify standard protocols and process for providing information and gathering community input; and need for customer service training for handling phone calls, e-mails, etc. The taskforce's suggested PVUSD goals include: improve district image/visibility; improve cooperation with community and understanding of district operations and goals; increase community/staff access to information and decision making; improve internal communications; share best practices of district efforts, and achieve recognition of district efforts. The suggested actions are: designate or hire part time communications coordinator; greater use of web site (for polling, e-mailing, addresses for specific info); regular community outreach through meetings; coordinate messages when needed through school newsletter, phone dialers, web sites, emails; create specific communications policy; and in-service training for staff involved with communications.

Board participated with comments and questions.

Human Resources Taskforce:

Carolyn Savino, chair, commented that some of the things that were recommended by the management audit were already well under way of being implemented by the District. Concern of the committee was basically that the study wasn't done by HR experts. A recommendation was to develop a handbook of procedures and processes that would be available to all employees and to keep that on the website, updated. Also recommend keeping the collective bargaining agreements on the web and updated. Workers Compensation and benefits department should be relocated to be near HR department. They recommend working on a process to implement a complaint/comment card for district employees with a specific follow up procedure. Implement a new hire survey which would be sent out at the end of September to all new hires to find out what the District can do to make employees feel better through the recruitment process.

Board participated with questions and comments.

Classroom Expenditures

Mary Hart, Chair, commented that there was a bit of confusion as to where the expenditure data was coming from, noted that errors on the data were found, and after slight changes it was found that the District is still low in classroom expenditures. She said that reports on what expensed were taken place and found areas that were miscoded and errors were rectified (about 1% of expenditures). She explained that the way services are being recorded make a difference, stating that 1/3 of budget is in categorical programs, restricted funds. She also said that the District has elected to have assistant principals at all school sites were other districts don't, and that this action is key in supporting classrooms. She said that the taskforce did not find anything that was grossly incorrectly spent. She concluded by stating that they were reviewing carry over funds and looking at how these funds can be better spent in the classroom.

Board participated with comments and questions.

The Board requested that the Non-instructional committee be agendized for a report at a later board meeting. They requested that the Human Resources and the Community Relations/Communication Taskforces continue to work for the District and asked for this request to be brought back to the Board for action.

14.0 UPCOMING BOARD MEETINGS

- 14.1 Wednesday, August 24, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session 6:00pm Open Session 7:00pm.**
- 14.2 Wednesday, September 14, Regular Board Meeting and Governance Retreat, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Regular Meeting 5:00pm – 6:30; Governance Retreat/Evaluation of Superintendent Immediately Following Regular Meeting.**
- 14.3 Wednesday, September 28, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session 6:00pm Open Session 7:00pm.**

15.0 ADJOURNMENT

There being no further business to discuss the meeting was adjourned at 9:43 pm.

Secretary