



**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 8, 2006
BOARD MEETING – REGULAR
ADOPTED MINUTES**

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

1.0 OPENING CEREMONY IN OPEN SESSION – 6:00 PM

1.1 Call to Order

President Gray called the meeting of the Board to order at 6:00 pm 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

3 Elementary Teachers

14 Substitutes

Rehires

1 Elementary Teacher

Promotions

1 Behavior Technician

2 Lead Custodian I

Permanent Appointments

1 Behavior Technician

1 Office Assistant II

Additional Assignments

None

Extra Pay Assignment

10 Secondary Teachers

Leaves of Absences

1 Cafeteria Manager II

1 Health Services Assistant

- 1 Coordinator
- 1 Counselor
- 1 Elementary Teachers
- 3 Secondary Teachers

Resignations/Retirements

- 3 Elementary Teachers

Supplemental Service Agreements

- 241 Teachers

Miscellaneous Action

- 1 Administrative Secretary III
- 1 Attendance Specialist
- 1 Cafeteria Cook/Baker
- 1 Computer Laboratory Assistant
- 1 Computer Support Specialist II
- 1 Instructional Assistant I – Special Education
- 3 Instructional Assistant II – Special Education

Limited Term – Project

- 2 Campus Safety Coordinator
- 2 Computer Support Specialist II
- 31 Enrichment Specialist
- 69 Instructional Assistant – General
- 1 Network Technician
- 2 Office Assistant II
- 1 Parent Education Specialist
- 1 Registration Specialist II
- 1 Registrar

Limited Term - Substitute

- 1 Behavior Technician
- 1 Instructional Assistant II – Special Education
- 1 Office Assistant II

Provisional

- 1 Attendance Specialist
- 2 Instructional Assistant II – Special Education

Exempt

- 1 Babysitter
- 1 Special Projects – PUPILS2
- 2 Yard Duty Supervisor

Students

- 4 Migrant OWE Student
- 53 Student Helper
- 3 Workability Student

Separations from Service

- 1 Behavior Technician
- 2 Bus Driver
- 1 Campus Safety Coordinator
- 2 Instructional Assistant I – Special Education

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. Stevens, Ferrone & Bailey v. PVUSD

2.5 Existing Litigation

2.6 Pending Litigation

2.7 Anticipated Litigation

- a. Incompatibility

2.8 8 Expulsions

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

President Gray called the meeting of the Board in public to order at 7:03 pm.

3.1 Pledge of Allegiance

Trustee Osmundson led the Board in the Pledge of Allegiance.

3.2 Welcome by Board President

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

4.0 ACTION ON CLOSED SESSION

Action on Expulsions:

05-06-55 Trustee DeHart moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Keegan seconded the motion. The motion passed unanimously.

05-06-58 Trustee DeHart moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Keegan seconded the motion. The motion passed unanimously.

- 05-06-64** Trustee DeHart moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Keegan seconded the motion. The motion passed unanimously.
- 05-06-66** Trustee DeHart moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Keegan seconded the motion. The motion passed unanimously.
- 05-06-68** Trustee DeHart moved to approve the disciplinary action as recommended by the School and District Administration, with the exception that student attends Renaissance High School on a strict behavior contract. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-70** Trustee DeHart moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Keegan seconded the motion. The motion passed unanimously.
- 05-06-71** Trustee DeHart moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.
- 05-06-72** Trustee DeHart moved to approve the disciplinary action as recommended by the School and District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.

Action on Claims of Damages:

Trustee Volpa moved to reject claim of Stevens, Ferrone & Bailey v. PVUSD (item 2.4 a) and to send notice of rejection. Trustee Nichols seconded the motion. The motion passed unanimously.

5.0 APPROVAL OF THE AGENDA

Dr. Mays requested pulling item 11.3 and postponing it until the February 22 meeting; this will allow time to gather additional information as required by our controversy issues policy.

Trustee Volpa moved to approve the agenda pulling item 11.3. Trustee Keegan seconded the motion.

Board members participated in a discussion regarding the pulling of this item.

The motion passed unanimously.

6.0 APPROVAL OF MINUTES

Trustee DeHart moved to approve the minutes for January 25, 2006. Trustee Volpa seconded the motion. The motion passed unanimously.

7.0 SUGGESTIONS, COMMENTS, AND CONCERNS

7.1 Employee Organizations - PVFT, CSEA, PVAM and SCAS

Carolyn Savino, PVFT president, thanked the board for their support of salary increase, which will allow the district to attract and retain quality teachers. She commented on the success of the recent training on RSRA in New York; 50 teachers and administrators attended, involving 11 schools of the district. The guiding principles, behaviors and beliefs list that were adopted at the PAL retreat will be looked at this evening by the board; these are effective guiding tools for how decisions are made in this district. Although the item has been pulled, supporting the DREAM Act will be good behavior

from the board as it directly impacts student achievement, as well as the support for approving certificates of completion for students who are not able to pass the high school exit exam.

Bobby Salazar, CSEA president, introduced the new board for CSEA at PVUSD, Robin Butterworth, Esther Mourillo, Angie Lozada, Judy Fuller, Vicki Grilli, Anna Herrera and Elsa Silva. CSEA and PVUSD have reached a Tentative Agreement which will be presented to the membership very soon for ratification. He commented that he supports the increase of salary for management/confidential staff, as recommended by the administration. He commented on the passing of Chris Carr, a former Aptos High student, and offered his condolences to his family.

Steve Detrick, PVAM member, thanked the administration for their work on realignment of the positions. He shared a video regarding a day in the life of an assistant principal, and at the same time commented on his experiences and the many skills needed to fulfill the position.

7.2 Governing Board Comments

Trustee DeHart attended the New Teacher Symposium. She noted that the organization has expanded nationally and internationally to over 45 states and a few other countries. The New Teacher Project is also working at a State level bringing initiatives in education to legislation.

7.3 Student Trustees' Reports

None.

7.4 President's Report

President Gray attended the community adult education contributing committee, who has members from Cabrillo College and the community focusing on how adult education works. The focus was on vocational education and technology; it was inspiring to hear students themselves relating how these programs have impacted their lives.

7.5 Assistant Superintendents' Reports

Dr. Gary Woods, Assistant Superintendent, North Zone, thanked PVFT for their invitation to RSRA in New York. He echoed Bobby Salazar's comments on the passing of Chris Carr.

Ylda Nogueta, Assistant Superintendent, South Zone, thanked the Board and PVFT for the opportunity to attend the training in New York. It is evident that these components are already being integrated in some of the schools.

Catherine Hatch, Assistant Superintendent, Central Zone, mentioned the upcoming spelling bee. She noted that the training in NY was positive and that there is a high level of enthusiasm by all staff that attended. She mentioned how schools are working to become even more welcoming to the community, adding that all schools in the central zone have signs displayed welcoming parents, students and community members.

Dorma Baker, Assistant Superintendent, Human Resources, mentioned that it was time of the year to begin looking at recruiting, noting that some of the most effective recruiting tools are current employees. She spoke to students in an education class at CSUMB; these students may potentially be interested in joining our district after graduation.

7.6 Associate Superintendent's Report

Terry McHenry reported that the South-Central bond oversight committee has reviewed projects for its schools. The all-weather field and track is going to be constructed and meet requirements, 66 yards, which unfortunately does not meet the required 70 yards to host professional events; the committee decided to invest its funds on other projects that would directly impact the students, such as the gym, swimming pool. He mentioned that the Mayor expressed interest in increasing the field's size but the committee decided not to take away from other bond projects.

7.7 Superintendent's Report

Dr. Mays reported that the partnership with PVFT and trip to NY have been positive. RSRA provides the opportunity for all of us to work together and there are some very excited school sites. This week has been a week to spend at schools, with a school scan at Ann Soldo on Monday and a scheduled walk at Amesti this Thursday. Ylida Noguera, Assistant Superintendent, South Zone, had suggested that a way to enhance the quality of school scans would be to have schools conduct their own scans and then to provide a report out to the administration; this has been done and it has been very positive.

8.0 VISITOR NON-AGENDA ITEMS

Aurelio Gonzalez, chair at Watsonville High School site council, commented that council has been trying to review the school plan but it has been frustrating to realize that very few teachers are aware of or familiar with the plan. It is important to adhere to a school plan if one exists and to be sure all staff is made aware of that plan.

Roxie Brown, student at WHS, has spoken to many people and other districts that are already using biodiesel to run their vehicles. She's excited with the opportunity to present the idea to the Board at its upcoming meeting and to have the district implement this fuel-alternative system.

9.0 CONSENT AGENDA

Trustee Volpa moved to approve the consent agenda. Trustee DeHart seconded the motion. The motion passed unanimously.

9.1 Purchase Orders – 1/19/06 to 2/1/06

9.2 Warrants – 1/19/06 to 2/1/06

9.3 Approve Award Bid for Purchase of 4 Each 7-Passenger Mini-Vans for Migrant Head Start Program – Bid #B018-05-06.

9.4 Approve Receipt of E-Rate Projects.

9.5 Approve Resolution #05-06-13, Child Development Contract for Instructional Materials (CIMS) – 5474.

9.6 Approve 2005-06 Consolidated Application, Part II for Funding Federal and State Programs.

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

10.0 DEFERRED CONSENT ITEMS

None.

11.0 ITEMS SCHEDULED FOR POSSIBLE ACTION

11.1 Report, discussion and possible action to approve Action Regarding Board's Appointee to Personnel Commission.

Report by Dr. Mary Anne Mays, Superintendent.

Dr. Mays introduced Lou Lozano, legal counsel for the district.

Lou Lozano, explained that the makeup of the Personnel Commission is of three members: one member is appointed by CSEA, one by PVUSD Board of Trustees, and the third is appointed by the two other members. He commented on the participation of Dr. Jeannie Linsdell as the Board's appointee since 2003. He explained that it was important for the board to clarify its appointee. This item comes in a timely fashion as it the member needs to be appointed before March 1 to avoid having the State Superintendent appoint one. There are three options for the Board to consider when

appointing its member and Mr. Lozano explained them: the first option would be to confirm the appointment of Dr. Linsdell through December 2006 and to initiate replacement process in September 2006; the other two include an emergency appointment, which is due to the fact that there are ongoing businesses that have to take place. He added that currently Lupe Gil is serving as the neutral member but there is no agreement by the commission to recommend Mrs. Gil as a commissioner for the upcoming term.

Board participated with questions and comments.

Trustee Yahiro moved to approve Option 1: to continue with the appointment of Dr. Linsdell through December 2006, which involves initiating process to replace in September 2006, Dr. Linsdell (Position 1) and Jack Hayes (Position 2) attempt to agree on Position 3; and Board identifies 1 – 2 names to forward to State for consideration for Position 3. Trustee Volpa seconded the motion.

A roll call vote was taken and the motion passed 4/3/0 (DeHart, Nichols and Gray dissented).

11.2 Report, discussion and possible action to approve Resolution # 05-06-10, Accumulation Program for Part-time and Limited-Service Employees (APPLE), Employees Not Currently Covered by a Retirement Program (PERS or STRS).

Report by Terry McHenry, Associate Superintendent.

Terry McHenry Mr. Keenan to explain the program.

Mr. Keenan explained that other districts have adopted the APPLE program designed for employees working less than 20 hours per week who are not covered by STRS or PERS. This has no effect on employees' medicare/health insurance portion. This program would be under a specific IRS pre-tax code so the actual take home is higher. The program pays a reasonable interest rate, with a minimum 3%, it is currently at 3.5%. Employees are 100% vested. Dollars are available upon termination, death, disability or change in employment. Employees can monitor their investments on the website and receive an annual statement of accounts mailed to their home. Implementation includes a guide and reference materials to be distributed at group meetings with plan participants. The district at this time has about 501 employees that would qualify for this program.

Board participated with questions.

Trustee Volpa moved to approve this item Trustee Keegan seconded the motion.

Board participated with additional questions and comments.

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

11.3 Report, discussion and possible action to approve Resolution # 05-06-12, Enacting the Development, Relief, and Education for Alien Minors Act of 2005, (DREAM Act of 2005).

Report by Dr. Mary Anne Mays, Superintendent.

This item was postponed for a future Board meeting.

11.4 Report, discussion and possible action to approve the Management/Confidential Salary Increase.

Report by Dorma Baker, Assistant Superintendent, Human Resources.

Dorma Baker indicated that the County had reviewed the district's budget and had sent its approval for this increase. CSEA also supports this increase.

Terry McHenry, Associate Superintendent, added that the back up information included a salary comparison with other districts. He said that the increase is affordable and he explained how the

district would remain solvent in the following three years, even if the district offers an increase to all employees.

Trustee Nichols moved to approve this item, contingent upon the ratification of CSEA's Tentative Agreement. Trustee DeHart seconded the motion. The motion passed unanimously.

After the vote, it was further clarified that the increase is retroactive to July 1, 2005, as recommended by the administration.

11.5 Report, discussion and possible action to approve STRS Waiver Request for Joseph Urban.

Report by Dorma Baker, Assistant Superintendent, Human Resources.

11.6 Report, discussion and possible action to approve STRS Waiver Request for Janice Edelmaier.

Report by Dorma Baker, Assistant Superintendent, Human Resources.

11.7 Report, discussion and possible action to approve STRS Waiver Request for William Boone.

Report by Dorma Baker, Assistant Superintendent, Human Resources.

11.8 Report, discussion and possible action to approve STRS Waiver Request for Lawrence Lane.

Report by Dorma Baker, Assistant Superintendent, Human Resources.

11.9 Report, discussion and possible action to approve STRS Waiver Request for Jan Davis.

Report by Dorma Baker, Assistant Superintendent, Human Resources.

Trustee DeHart moved to approve these waivers, items 11.5 – 11.9. Trustee Nichols seconded the motion. The motion passed unanimously.

12.0 ITEMS SCHEDULED FOR REPORT AND DISCUSSION

12.1 Report and Discussion on Alternative Certificate of Completion for High School Students Completing Required High School Work Except for Not Passing the California High School Exit Exam.

Report Dr. Gary Woods, Assistant Superintendent, North Zone.

Dr. Mays clarified that this item would be brought back on the 22nd of February for a vote. This item has been discussed at length at high school and zone meetings. She noted that there are concerns on both sides of the issue. The CDE has held many meetings regarding this issue and it has been discussed at cabinet as well. Seniors who have been with the district since 10th grade will have had 6 opportunities to pass the exam. The County will offer an intervention prior to the March administration of the exam. She commented that a certificate of completion would not mean that expectations for student achievement are lower, adding that it is not fair to expect English learners to pass an exam when it takes six to eight years to master a language.

Public Comment:

Luis Alejo, attorney with CRLA, thanked the superintendent and trustee Nichols for their leadership in this issue. He commented that other districts have already adopted issuing a certificate of completion. He advocated for an adoption of a certificate of completion.

Jennifer Laskin, teacher, commented that students are not allowed to use a dictionary when taking the exam and it is the first issue she has with CAHSEE. The certificate of completion should be an ongoing option for students as there will still be students who have language and/or motivation issues.

Abel Mejia, teacher, reported that AMAE supports adoption of a certificate of completion. Need to take qualitative as well as quantitative data. He noted that with a high percentage of second language learners, there should be more programs to assist students.

Board participated with comments.

12.2 Report and discussion on PVFT and PVUSD Set of Beliefs, Behaviors and Guiding Principles.

Report by Dr. Mary Anne Mays, Superintendent.

Dr. Mays thanked trustees for attending the PAL retreat and sitting with teachers and administrators to come up with these lists of beliefs, behaviors and guiding principles. The lists are given for the board to look at and to find out if the board would be interested in adopting them as their own guiding tools. She asked for their input if they would like to include for future governance retreat.

(Trustee Nichols left meeting at 9:40 pm)

Board participated with questions. No specific directive was given.

12.3 Report and discussion on Changing Bylaws and Roberts Rules of Order.

Report by Dr. Mary Anne Mays, Superintendent.

Dr. Mays commented that this item is timely as there are not recommended changes to the bylaws. Board bylaws are not in agreement with Roberts Rules of Order as the bylaws asks for a simple majority to approve any changes to bylaws and Roberts asks for a super majority.

President Gray thought it would be a good idea to bring this item to the workshops that will be facilitated by CSBA to update our policies and to ensure that our bylaws conforms to Roberts Rules of Order.

13.0 UPCOMING BOARD MEETINGS

13.1 Wednesday, February 22, 2006, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session 6:00pm Open Session 7:00pm.

13.2 Wednesday, March 8, 2006, Regular Board Meeting, District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session 6:00pm Open Session 7:00pm.

14.0 ADJOURNMENT

There being no further business to discuss, the meeting was adjourned at 9:50 pm.

Secretary