



**MAY 23, 2007  
REGULAR BOARD MEETING  
ADOPTED MINUTES**

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

**1.0 CLOSED SESSION OPENING CEREMONY IN OPEN SESSION – 5:30 PM**

**1.1 Call to Order**

President Keegan called the meeting of the Board to order at 5:35 pm.

**1.2 Public comments on closed session agenda.**

None.

**2.0 CLOSED SESSION**

**2.1**

**Public Employee Appointment: Certificated, Classified**

**New Hires**

- 2 Elementary Administrators
- 2 Elementary Teachers
- 1 Charter School Administrator
- 1 District Office Administrator

**Rehires**

- 38 Elementary Teachers

**Administrative**

None

**Promotion**

- 1 Application Analyst I – Management
- 1 Interim Director of Construction – Management
- 1 Interim Supervisor of Planning – Management
- 1 Supervisor of Maintenance - Management
- 1 Benefits Coordinator

**Summer School**

- 21 Head Teachers

**Permanent Appointments**

- 1 Cafeteria Cook/Baker
- 2 Groundskeeper II
- 1 Instructional Assistant I – Special Education

**Transfer**

None

**Extra Pay Assignment**

27 Secondary Teachers

**Extra Period Assignments**

None

**Leaves of Absences**

- 1 Attendance Specialist
- 2 Bus Driver
- 1 Campus Safety Coordinator
- 1 Community Services Liaison II
- 2 Custodian II
- 2 Instructional Assistant I – Special Education
- 1 Instructional Assistant II – Special Education
- 1 Elementary Teacher (06-07)
- 1 Migrant Education Teacher (06-07)
- 1 Secondary Teacher (06-07)
- 1 Special Services Specialist (06-07)
- 3 Special Services Specialists (07-08)

**Resignations/Retirement/Separations From Service**

- 1 Bus Driver
- 1 Groundskeeper II
- 1 Instructional Assistant I – Special Education
- 4 Elementary Teachers
- 2 Secondary Teachers
- 2 Special Services Specialists

**Supplemental Service Agreements**

19 Teachers

**Miscellaneous Action**

- 1 Attendance Specialist
- 1 Custodian II

**Limited Term – Project**

- 3 Administrative Secretary II
- 6 Behavior Technician
- 13 Campus Safety Coordinators
- 1 Health Services Assistant
- 1 Instructional Assistant II – Special Education

- 2 Instructional Assistant – General
- 4 Instructional Assistant – Migrant/Child Care
- 1 Lead Custodian II
- 1 Musical Production Vocal Director
- 1 Office Assistant II
- 1 Registrar

**Limited Term – Substitute**

- 1 Groundskeeper I
- 1 Instructional Assistant I – Special Education
- 4 Instructional Assistant II – Special Education
- 6 Instructional Assistant – Migrant/Child Care
- 1 Office Assistant II

**Provisional**

- 1 Instructional Assistant I – Special Education
- 2 Instructional Assistant II – Special Education
- 1 Migrant Head Start Coordinator – Management
- 1 Office Assistant II

**Additional Assignments**

None

**Exempt**

- 2 Special Project – MEES
- 9 Special Project – PUPILS

**Students**

- 2 Migrant OWE Student

**Rescinds**

- 1 Secondary 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**

- a. Segura vs. PVUSD

**2.5 Existing Litigation**

**2.6 Pending Litigation**

**2.7 Anticipated Litigation**

**2.8 Interim Superintendent Three Month Evaluation**

**2.9 10 Expulsions**

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

President Keegan called the meeting of the Board in public to order at 7:06 pm.

**3.1 Pledge of Allegiance**

Trustee Nichols led the Board in the Pledge of Allegiance.

**3.2 Welcome by Board President**

Trustees Leslie De Rose, Sandra Nichols, Karen Osmundson, Kim Turley, Libby Wilson, Willie Yahiro, and President Doug Keegan were all present.

**3.3 Student Recognition**

Principals, teachers, staff, and families honored the following students:

- *Monica Gomez, Watsonville Charter School of the Arts*
- *Courtney Mikala Evans, Valencia Elementary School*
- *Allison Espinoza, Starlight Elementary School*
- *Marisol Guerrero Berumen, Landmark Elementary School*
- *Lauren S. Phelps-Tihista, Pacific Coast Charter School (Recognized for the meeting of April 18, 2007)*

**4.0 ACTION ON CLOSED SESSION**

**2.1 Public Employee Appointment: Certificated, Classified**

Trustee Nichols moved to approve the public employee appointment: certificated/classified with the addition of 1 Promotional to the classified report and 2 Administrators to the certificated report. Trustee De Rose seconded the motion. The motion passed unanimously.

**2.4 Claims for Damages**

**2.4 a. Segura vs. PVUSD**

Trustee Nichols moved to reject claim and send notice of rejection to claimant. Trustee Yahiro seconded the motion. The motion passed unanimously.

**2.9 10 Expulsions**

***Action on Expulsions***

- 06-07-130 President Keegan moved to approve the disciplinary action as recommended by the Administrative Panel with correction of findings of fact that student is in the 8<sup>th</sup> grade, not 9<sup>th</sup>. Trustee Yahiro seconded the motion. The motion passed unanimously.
- 06-07-133 President Keegan moved to approve the disciplinary action as recommended by the District Administration in the blue sheet. Trustee De Rose seconded the motion. The motion passed unanimously.
- 06-07-137 Trustee Nichols moved to approve the disciplinary action as recommended by the School Administration. Trustee De Rose seconded the motion. The motion passed 6/1 (Osmundson dissented).
- 06-07-138 Trustee Osmundson moved to approve the disciplinary action as recommended by the District Administration. Trustee Turley seconded the motion. The motion passed unanimously.

- 06-07-139 Trustee Osmundson moved to approve the disciplinary action as recommended by the District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.
- 06-07-144 Trustee Osmundson moved to approve the disciplinary action as recommended by the District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.
- 06-07-145 Trustee Osmundson moved to approve the disciplinary action as recommended by the District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.
- 06-07-150 Trustee Turley moved to approve the disciplinary action as recommended by the District Administration. Trustee De Rose seconded the motion. The motion passed 5/2 (Nichols, Osmundson dissented).
- 06-07-151 Trustee Osmundson moved to approve the disciplinary action as recommended by the District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.
- 06-07-153 Trustee Osmundson moved to approve the disciplinary action as recommended by the District Administration. Trustee Nichols seconded the motion. The motion passed unanimously.

## **5.0 APPROVAL OF THE AGENDA**

Trustee Osmundson moved to approve the agenda. Trustee Wilson seconded the motion. The motion passed unanimously.

## **6.0 APPROVAL OF MINUTES**

### **a. Minutes for May 9, 2007**

Trustee Nichols moved to approve the minutes for May 9, 2007. Trustee De Rose seconded the motion. The motion passed unanimously.

## **7.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT**

Francisco Gomez, Pajaro Valley High student trustee, and Emily Landeck, Aptos High, reported on current events at their schools, including sports, testing, and end of year activities.

**Board President closed the regular Board meeting and opened Public Hearing.**

## **8.0 PUBLIC HEARING: FINAL REVIEW AND ADOPTION OF THE SELPA-WIDE ANNUAL SERVICE DELIVERY PLAN AND THE SELPA-WIDE ANNUAL BUDGET PLAN FOR 2006-07.**

### **8.1 Report by Carol Lankford, SELPA Director**

Carol Lankford explained that the California State Department of Education requires that each SELPA include in its local plan annual reports of the services and budget plans, which require Board approval following the public hearing. The plan reviews in a variety of formats the services that are available for the students in the district who have an Individualized Education Plan.

### **8.2 Public comment**

None.

### **8.3 Board questions and comments**

Board participated with questions.

**Board President closed Public Hearing and resumed Board meeting.**

## 9.0 VISITOR NON-AGENDA ITEMS

Kathleen Kilpatrick, nurse, commented on the benefits that Universal MAA claiming brings to the district. After hearing the long list of expulsions, she noted perhaps some of those may have been avoided if there had been early health intervention, stating that MAA claiming would be able to assist with early intervention. This position is going to involve a lot of experience in negotiations and can be extremely beneficial for the entire district.

Leonel Morales, representing the migrant Parents of Ann Soldo and DELAC, read from a petition regarding the importance of teaching English and testing students in English. They believe that it is equally important that children also learn their native language and about their culture. This will give them cultural and linguistic pride, which will give them a positive self-image and will allow them to succeed in the future. The education system should recognize and respect and support parents' rights to demand and select services most effective for children. He asked that the district ensures that parents are timely notified of the options available so they have the ability to determine which program best fits their children.

Lucia Villarreal, teacher, commented about English Learners and the rate of learning the language for most students. What makes it seem otherwise lower is the standardized reports which give a false sense of achievement. She noted that ELs in all three zones of the district are showing an equal rate of achievement.

Angela Flynn, community member, spoke of her concern for health issues with wireless cell towers. She read an article that states that the FCC determined that the current exposure emissions have links to autism and early onset of Alzheimer. She mentioned that Santa Cruz is working on a moratorium to prohibit cell towers near schools; she asked PVUSD to do the same. She noted that Community TV would have a show that discusses the potential hazards of wireless radiation.

Marilyn Garret, retired teacher, commented that there are many articles on adverse health effects of radiation-emitting antennae. As wireless towers go up, radiation levels increase tremendously. She would like the Board to be more active in ensuring the safety of the children of the district.

## 10.0 EMPLOYEE ORGANIZATION COMMENTS – PVFT, CSEA, PVAM, SCAST 5 Min. Each

Francisco Rodriguez, PVFT president, questions the proposed hiring of a Deputy Superintendent and asked the Board to keep in mind the needs of the hard working teachers and move forward with the established goal of compensating teachers to comparable salaries in the area.

Bobby Salazar, CSEA president, welcomed Albert Roman, the new HR Director of Classified; he looks forward to working with him. He had a couple of concerns regarding item on Borrowing between Funds as well as the Deputy Superintendent's job description.

Terry Calderon, SCAST representative from the California Workers of America, requested the Board to address the substitute teacher shortages and what can be done to attract substitute teachers to provide professional services to this district.

## 11.0 CONSENT AGENDA

Trustee Yahiro asked for the deferral of items 11.4, 11.5 and 11.8. Trustee Nichols requested that item 11.10 also be deferred.

Trustee Nichols moved to approve the consent agenda with the deferred items. Trustee Wilson seconded the motion. The motion passed unanimously.

### 11.1 Purchase Orders – 5/3/07 to 5/16/07

### 11.2 Warrants – 5/3/07 to 5/16/07

- 11.3 Approve Community-Based English Tutoring (CBET) Program – Notification of Intent to Participate, Fiscal Year 2007-08.**
- 11.4 Approve Notice of Completion, Aptos High School Swimming Pool.**  
This item was deferred.
- 11.5 Approve Award of Construction Contract for Demolition of Pool at Watsonville High School.**  
This item was deferred.
- 11.6 Approve Special Education Local Plan Area (SELPA) Plan.**
- 11.7 Approve 2007-08 Ratification of California Interscholastic Federation (CIF) Representatives for Watsonville High School, Aptos High School and Pajaro Valley High School.**
- 11.8 Approve State Gifted and Talented Education Plan.**  
This item was deferred.
- 11.9 Approve Resolution #06-07-40, signature update for Director of Finance and Interim Director of Construction.**
- 11.10 Approve Temporary Borrowing Between District Funds in order to Meet Cash-flow Needs of the District.**  
This item was deferred.
- 11.11 Approve Carl D. Perkins Vocational Education Application, 2007-08 for the PVUSD.**
- 11.12 Approve Carl D. Perkins Vocational Education Application, 2007-08 for Watsonville/Aptos Adult Education.**
- 11.13 Approve the 2006-07 Equipment and Supplies for Career Technical Education Programs Allocation Application.**
- 11.14 Approve Job Description for English Learners Specialist. Second Reading.**
- 11.15 Approve Watsonville High School and Pajaro Valley High School Students Exchange Program to Germany, June 10 – July 10, 2007.**
- 11.16 Approve Request to Increase School Meal Prices for 2007-08.**
- 11.17 Approve New Textbook Adoptions for PVHS, WHS, and AVCI. First Reading.**

**12.0 DEFERRED CONSENT ITEMS**

President Keegan acknowledged a member of the public who wished to comment on item 11.14 of the consent agenda, English Learner Specialist job description.

Martha Vasquez, teacher, concerned about the draft job description and recommended to enhance it by emphasizing BCLAD as opposed to CLAD, because part of it has to be able to reaching out and speaking to parents. She noted that theoretical and the pedagogical aspects of the job are not addressed in this job description. She recommended that the district be ambitious with this critical position.

**11.4 Approve Notice of Completion, Aptos High School Swimming Pool.**

After a brief comment period, trustee Yahiro moved to approve this item. Trustee Turley seconded the motion. The motion passed unanimously.

**11.5 Approve Award of Construction Contract for Demolition of Pool at Watsonville High School.**

After a brief comment period, trustee Yahiro moved to approve this item. Trustee De Rose seconded the motion. The motion passed unanimously.

**11.8 Approve State Gifted and Talented Education Plan.**

Lynn Olson, Interim Coordinator for GATE, explained that the major change on this plan is that the State asks the district to be very careful when identifying students as being gifted. She noted that every school has identified students as gifted and many that have qualified. One of our major goals is to work with EL to reach students that are perhaps falling through the cracks. Funds for GATE are used for personnel but there aren't enough funds to support specific program at sites.

Trustee De Rose moved to approve this item. Trustee Wilson seconded the motion. The motion passed unanimously.

**11.10 Approve Temporary Borrowing Between District Funds in order to Meet Cash-flow Needs of the District.**

Mary Hart explained that borrowing funds from other funds, for a 24 – 48 hour period is something that the District is able to do if the need arises. This borrowing has not had to happen in the past but it is a safety net.

Public comment:

Jane Barr, community member, concerned that things may get out of hand with borrowing from other funds; she recommended placing some boundaries on that borrowing.

Trustee Nichols moved to approve this item. Trustee De Rose seconded the motion.

The board participated with brief comments. It was recommended to include the addition of borrowing time limit to June 30<sup>th</sup>.

Trustees Nichols and De Rose amended their motion to include the addition. The motion passed unanimously.

**13.0 REPORT AND DISCUSSION ITEMS**

**13.1 Report and discussion on PVUSD's Transportation's Participation in the Rodeo.**

*Report by Jim Miller, Director of Transportation, and Staff.*

Jim Miller introduced the transportation team who participated in the Rodeo. He was excited that they were able bring home a few plaques and trophies: 2<sup>nd</sup> place for Type B buses; 1<sup>st</sup> place for type A buses. Individuals also received awards for their individual performance. The team also attended the Northern Region rodeo, in which they took fourth place.

Board and administration commended the team for their success and their work with our district.

**13.2 Report, discussion and update on School Assistance Intervention Team (SAIT) for HA Hyde and Pajaro Middle schools.**

*Report by Assistant Superintendents and Principals.*

Vicki Alterwitz reported of her evaluation of Pajaro Middle School and HA Hyde, focusing on Language Arts and Mathematics. The follow up visits and evaluations have proven favorable for the schools as significant improvements in areas needing corrective action have been found. She noted that following the visitation, the team has conversations with the administration about the observances



made. She reported on the findings and recommendations at the two sites of the nine major components: 1 - implementation of program materials; 2 – instructional time; 3 – administrator training; 4 – teacher training; 5 – data monitoring; 6 – coaching; 7 – collaboration; 8 – pacing; 9 budget. Overall, Ms. Alterwitz noted that it was important to tighten the relationship between school day and the support services that are offered outside of the school day.

Board participated with questions and comments and principals were available to answer them.

#### **14.0 ITEMS SCHEDULED FOR POSSIBLE ACTION**

##### **14.1 Report, discussion and possible action to approve SELPA's Annual Service and Budget Plan, 2006-07.**

###### ***Report given under Public Hearing item 8.1.***

Trustee Wilson moved to approve this item. Trustee Yahiro seconded the motion. The motion passed unanimously.

##### **14.2 Report, discussion and possible action to approve Job Description for Deputy Superintendent. Second Reading.**

###### ***Report by Dr. Mary Anne Mays, Interim Superintendent.***

Dr. Mays apologized to the board for the comment at the past meeting and clarified that she simply wanted to point out that the responsibility of the administrative structure belongs to the Superintendent. Dr. Mays has been working on the district's organization chart, along with a couple of trustees and a consultant; she noted that the revised organization chart will be presented to the board at its next study session.

Board participated with questions.

Public comments:

Martha Vasquez, teacher, questions the seemingly added layer of bureaucracy being built for the teacher to get additional information from the student. She mentioned that the education and experience requirements seem minimal.

Lucia Villarreal, teacher, gave the Board a petition to hire a full time superintendent, signed by over 511 community members. She mentioned the importance of having a full time leader at the helm of this district given the challenges it faces.

Jane Barr, community member, supports this item fully. Audit of the district pointed out that there are fewer administrators at the district level and this is a large district. Test scores show that often districts doing well are well staffed at the district level.

Abel Mejia, teacher, received Dr. Mays' e-mail, fact sheet about the deputy superintendent. Job description doesn't correspond with the required need of educational experience. This does add another level of administrators.

Luis Alejo, member of School Empowerment Project, opposes to the proposed added position. Staff is underpaid and some of the best and brightest educators are leaving. The management audit did conclude that the district was top heavy. This is an unnecessary step and it can cost the district tens of thousands of dollars if it decides to move forward. More resources for students and classrooms are needed.

Karin Estess, community member, given the current demands by the state, she supports this position.

Stella Moreno, principal, mentioned that when she worked in Napa Valley USD in 1993, the deputy superintendent position was one that existed there and there were 20,000. NVUSD has two-fifths migrant students, 50% are LEP. This is something that was done about a decade on a district this size. The burden on the superintendent is huge by not having the alignment in the various programs and

departments; this position will provide the much needed coordination of those programs. She remarked that in her experience, although the interim Superintendent is part time, Dr. Mays is available every day of the week.

Dan Hernandez, Parks & Receptions commissioner, since 1949 his family has gone through the district. This valley is going to grow over 70,000 and it is growing in leaps and we need to support that growth. This structure is looking at the future growth. This position is being created for our kids. Alignment is necessary and it should always be with the students' in mind.

The board continued to comment and ask questions.

Trustee De Rose moved to approve the second reading of the job description. Trustee Turley seconded the motion. A roll call vote was taken and the motion passed 5/2 (Nichols, Osmundson dissented).

#### **14.3 Report, discussion and possible action to approve Process for Recruiting and the Selection of a Search Firm for Deputy Superintendent.**

*Report by Dr. Mary Anne Mays, Interim Superintendent.*

Dr. Mays gave the board options for search firms. The range in cost is from \$10,000 - \$12,000. Anyone who is interested in a deputy superintendent position will more likely look at the EdCal publication and it would become important for the firm to advertise there. She recommended to identify a subcommittee of a couple of trustees to interview a couple of smaller firms, make a selection and move forward.

The board directed the superintendent to solicit proposals for this search; a special meeting possibly on the 20th of June, could be held to select the firm to conduct the search.

Public comment:

Stella Moreno, principal, thanked the Board for making the decision that allows this item to move forward. She would encourage the interim superintendent to be part of the interviews due to her experience.

#### **14.4 Report, discussion and possible action to approve Resolution #06-07-41, Supporting National School Board Association's Efforts to Improve No Child Left Behind Legislation.**

*Report by Dr. Mary Anne Mays, Interim Superintendent.*

Dr. Mays explained that there are concerns about NCLB and the reauthorization; there are specific concerns with some of the flawed assessment of English Learners. This resolution would support the efforts of HR 648 to improve NCLB legislation.

Board determined to table this item for the next meeting to obtain more information regarding HR 648.

#### **14.5 Report, discussion and possible action to approve Tentative Agreement with Pajaro Valley Federation of Teachers (PVFT).**

*Report by Dorma Baker, Assistant Superintendent, Human Resources.*

Dorma Baker explained the tentative agreement between PVFT and PVUSD included the following four items: 1- additional day in November of each year at their per diem day on the recently approved calendars; 2 – a one time bonus of \$300 as supplemental pay; 3 – the added provision to Article II of the collective bargaining agreement: *The District shall not change or modify policies on subjects within the scope of collective bargaining without notice to the bargaining unit and shall negotiate the proposals prior to implementation;* and 4 – addition of the following provision to Article XXV as paragraph D: *The Agreement shall be binding upon the successor of the parties.*

Public comment

Jane Barr, community member, requested that the Board continues to provide budget considerations in the board back up cover sheet.

Trustee Nichols moved to approve this item. Trustee Osmundson seconded the motion. The motion passed unanimously.

**14.6 Report, discussion and possible action to approve Board Policies, Series 2000's, Administration. First Reading.**

*Report by Dr. Mary Anne Mays, Interim Superintendent.*

Trustee Nichols moved to approve this item. Trustee Osmundson seconded the motion. The motion passed unanimously.

**15.0 GOVERNING BOARD AND SUPERINTENDENT COMMENTS/REPORTS**

Dr. Mays reported that she attended the migrant banquet on Saturday, along with five trustees who were also in attendance. She participated in the Queer Leadership Awards; trustee Turley and Stella Moreno were also present.

Trustee Osmundson attended Mothers' day celebration at PVHS. She enjoyed the migrant student graduation.

Trustee De Rose commented on the recent articles, speak out, etc. from the Register Pajaronian. One was from a family member of a trustees and it creates a picture that the board is not focused on a common goal of student achievement. Public attacks on the board and the administration are not appropriate. There are many great things happening at the district level.

Trustee Yahiro was a judge for the ROP portfolios; at the event, he spoke to four seniors from the district and was very proud to hear of their accomplishments. ROP program is a very good one and the district should really look at expanding it and perhaps create an ROP here at the district. He noted that the musical contribution from other schools at this event was successful.

Trustee Turley attended some events, including a carnival at Pajaro Middle, incidentally, this school had 100% attendance during the testing. Also, she attended Mar Vista's open house. It made it clear to her why she became a board member and the importance of getting involved in education at some level.

**16.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2007**

All meetings, unless otherwise noted, take place at the District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session begins at 6:00 pm; Open Session begins at 7:00 pm.

▪ June 13, 2007, Board Governance	▪ September, 26 2007
▪ June 27, 2007	▪ October 10, 2007
▪ July 25, 2007	▪ October 24, 2007
▪ August 8, 2007	▪ November 7, 2007
▪ August 22, 2007	▪ December 5, 2007 (Annual Organization Meeting)
▪ September 12, 2007	

**17.0 ADJOURNMENT**

There being no further business to discuss, the meeting of the Board was adjourned at 11:02 pm.

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Secretary