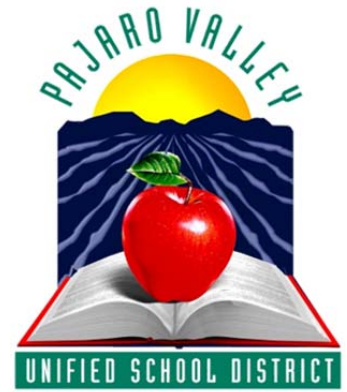


**December 9, 2015
ANNUAL ORGANIZATIONAL BOARD MEETING
ADOPTED MINUTES**

**CLOSED SESSION – 5:30 p.m. – 6:30 p.m.
PUBLIC SESSION – 6:30 p.m.**

**DISTRICT OFFICE Boardroom
292 Green Valley Road, Watsonville, CA 95076**



1.0 CLOSED SESSION OPENING CEREMONY IN OPEN SESSION – 5:30 P.M.

1.1 Call to Order

Vice President Orozco called the meeting of the Board to order in public at 5:43 PM at 292 Green Valley Road, Watsonville, CA.

1.2 Public comments on closed session agenda.

None.

2.0 CLOSED SESSION (AND AFTER REGULAR SESSION IF NECESSARY)

2.1 Public Employee Appointment/Employment, Government Code Section 54957

a. Certificated Employees

b. Classified Employees

New Hires – Probationary	
1	<i>Cafeteria Assistant</i>
3	<i>Custodian II</i>
1	<i>Business Information Systems Analyst</i>
1	<i>Teacher</i>
New Hires	
1	Resource Specialist
Rehires	
	None
Promotions	
1	<i>Bus Driver</i>
1	<i>Attendance Specialist</i>
New Substitutes	
	None
Administrative Appointments	
	None
Transfers	
	None

Other	
	None
Extra Pay Assignments	
39	Coach
1	Athletic Director
1	Activities Director
Extra Period Assignments	
	None
Leaves of Absence	
9	<i>Teacher</i>
1	<i>Teacher, Special Ed</i>
1	Director, SELPA
1	<i>Custodian II</i>
1	<i>Office Assistant III</i>
1	<i>Instructional Assistant – Moderate/Severe</i>
1	<i>Behavior Technician</i>
1	<i>Maintenance Specialist</i>
Miscellaneous Action	
	None
Retirements	
	None
Resignations/Terminations	
	None
Supplemental Service Agreements	
	None
Separations From Service	
1	Teacher
1	Library Media Technician
1	Site Computer Support Technician
Limited Term – Projects	
	None
Exempt	
	None
Provisional	
	None
Limited Term - Substitute	

	None
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- 2.2 Public Employee Discipline/Dismissal/Release/Leaves**
- 2.3 Negotiations Update**
 - a. CSEA**
 - b. PVFT**
 - c. Unrepresented Units: Management and Confidential**
 - d. Substitutes – Communication Workers of America (CWA)**
- 2.4 Claims for Damages**
- 2.5 Existing Litigation**
- 2.6 Pending Litigation**
- 2.7 Anticipated Litigation**
- 2.8 Real Property Negotiations**
- 2.9 1 Expulsion**

3.0 OPENING CEREMONY – MEETING OF THE BOARD IN PUBLIC - 6:30 P.M.

President Ursino called the meeting of the Board in public to order at 6:36 PM.

3.1 Pledge of Allegiance

Trustee De Serpa led the Board in the Pledge of Allegiance.

3.2 Welcome by Board President

Trustees Kim De Serpa, Maria Orozco, Karen Osmundson, Lupe Rivas, Willie Yahiro and President Jeff Ursino were all present. Trustee Leslie DeRose arrived at 6:40 PM.

3.3 Superintendent Comments

Dorma Baker thanked everyone for their presence. She reported that the district had a meeting for the community to provide input on the Local Control Accountability Plan last night and was impressed with the outcome. Many groups were represented. There will be additional sessions in the spring and the district would like to have much more input from everyone.

3.4 Governing Board Comments/Reports Standing Committee Meetings

Trustee Osmundson attended the CSBA Annual Education Conference and learned a lot; there are many things that she learned that she'd like to implement in this district.

Trustee Rivas attended the CSBA conference and appreciated the many sessions. She encouraged all board members to attend as it is interesting to learn of what other districts in the state are doing.

Trustee Orozco attended the Migrant and Seasonal Head Start meeting which has very strong parent leadership. She also attended a City Council meeting for mayoral inauguration.

3.5 Aptos High School JazzChoir Presentation

The Board enjoyed the musical presentation by Aptos High School Choir group.

Teacher: Lindsay Eldred

Students: *Justin Notari; Angela Chmelicek; Nathan Muhlenhaupt; Jessica Diehl; Rebecca Faulk; Soraya Renteria; Alexandra Townsend; Carina DaRosa; Camille Dasilva; and Emma Landry*

Songs: *White Winter Hymnal by the Fleet Foxes; Silent Night; Seasons of Love*

In addition, students *Brooke O'Brien* and *Jessie Rayburn* performed a duet singing *Jingle Bells*.

3.5 Student Recognition

Staff, administration, family and friends honored the following students of the year and recognized their achievements:

- *Brooklyn Llamas – Ann Soldo Elementary School*
- *Jennifer Santiago – Calabasas Elementary School*
- *Mya Martinez-Rosales – Hall District Elementary School*
- *Omar Alvarez – Radcliff Elementary School*

4.0 APPROVAL OF THE AGENDA

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

5.0 APPROVAL OF MINUTES

- *Minutes for November 18, 2015*

Trustee Orozco moved to approve the minutes for November 18, 2015. Trustee Rivas seconded the motion. The motion passed unanimously.

6.0 ANNUAL ORGANIZATIONAL MEETING

6.1 Recognition of Outgoing Board President

Dorma Baker, Superintendent

Superintendent Baker commented on the important role of the Board president as there are many challenges and added responsibility. She noted that President Ursino has done an outstanding job leading the Board.

Ms. Baker thanked Vice President Orozco for the leadership role she performed so well.

6.2 Election of Officers of the Board

1. President

President Ursino nominated trustee Orozco for board president. Trustee DeRose seconded the nomination. Trustee Orozco accepted the nomination. The motion passed 6/1/0 (Rivas dissented).

Trustee Yahiro raised a point of order regarding nomination process for president.

The Board took a brief break to enjoy some cake while was confirmed by staff.

Staff confirmed that the board conducted election of officers adequately.

2. Vice President/Clerk

Trustee DeRose nominated herself for the position of VP/Clerk. Trustee Yahiro seconded the motion. The motion passed 5/1/1 (Rivas dissented; Osmundson away from her seat).

6.3 Seating of New Officers of the Board of Trustees

President Orozco took president's seat and continued board proceedings.

6.4 Approve 2016 Board Meeting Schedule

Trustee Ursino moved to approve the 2016 Board meeting schedule. Trustee De Serpa seconded the motion. The motion passed unanimously.

7.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT

Elias Nepa and Cassie Smith of Aptos High School, Adriana Rodriguez and Jasmin Padilla of Pajaro Valley High School, and Stephanie Lomeli-Mendoza and Krista Arellano of Watsonville High School gave an update on events, activities and sports at their campus.

President Orozco closed regular meeting and opened the Public Hearing.

8.0 PUBLIC HEARING ON CSEA'S APPOINTED PERSONNEL COMMISSIONER: DIANE BENSBURG

8.1 Report by Pam Shanks, Director, Classified

Leticia Oropeza, CSEA president, reported that the union supports Ms. Bensberg's appointment; her experience will be helpful in this capacity. She asked for the Board's support.

8.2 Public Comment

None.

8.3 Board Comment

None.

President Orozco closed the Public Hearing and resumed the regular board meeting.

9.0 VISITOR NON-AGENDA ITEMS

Katherine Hitt, bus driver, went to the Classified School Employees Association's website and learned that a study done between 2013 and 2015 showed PVUSD pays the lowest of 28 school districts in the area and in the state it is in the bottom 10 percentile. She advocated for better salaries and expressed her appreciation for the benefits.

Noah Rodriguez, student, expressed his appreciation for bus drivers.

Mona Arreola, bus driver, advocated for higher wages. She requested a \$4 increase to the hourly rate to start a bit above \$17. The District is short on drivers and risks losing more.

MaryJo Silva, ECE teacher, PVUSD has a wonderful grant program consisting of many branches. She spoke of the complexity of the program.

Jude Rose, ECE site supervisor, stated that currently two parent working families are common and childcare is critical. Children who attend positive childcare programs perform better in academics. The program is having a positive impact in our district. ECE teachers earn less than kindergarten teachers. She advocated for higher salaries for ECE teachers.

Manuel Serrano, ECE site supervisor, the work in the CDD is essential to the district. He offered a brief background about himself. He commented on the work that is being done by 3 and 4 year olds as they prepare for their future education. He advocated for higher salaries for ECE teachers.

Elias Nepa, AHS student, interested in school policy and management. Based on SB532, he submitted a formal petition to be a formal member of the board. He stated that there are many counties that have student trustees who vote and share their opinions. The California Association of School Council president encourages student trustee participation.

Rich Buse, purchasing director, announced that Janet Linney, senior buyer, is retiring this Friday. She has been with the district for 16 years and is a huge asset, saving the district a lot of money with her work. He invited the board to attend to a brief farewell planned for her the following day.

Sarah Henne, teacher and PVFT Grievance officer, pleased to return from FMLA leave. She has received calls that many folks are pushing their classrooms around in carts, due mostly to space. It is also an El Niño year and it may not be practical for staff to have their classroom in a cart. The number of people who need to do this is increasing. Some schools are at capacity and it is a situation that needs to be alleviated.

Superintendent Baker commented that the district is working on alleviating the capacity situation, looking at boundaries.

10.0 EMPLOYEE ORGANIZATIONS COMMENTS – PVFT, CSEA, PVAM, CWA 5

Jack Carroll, PVFT Chief Negotiator, commented on the 1st Interim report of December 2014 that included imminent financial failure. The fiscal stability plan was presented in April 2015 and the September 2015 unaudited actuals showed a \$6 million dollar gain and a better financial prospect. It is traditional that 1st interims show grim figures.

Leticia Oropeza CSEA president, requested the board’s support in the next few months with the classification study. A compensation recommendation will be received as well. Classified staff is in disparity in salary schedules. Ms. Oropeza stated that the recently retired district translator Rosie Gomez is very sick.

11.0 CONSENT AGENDA

Trustee Ursino moved to approve the consent agenda. Trustee Rivas seconded the motion adding deferring item 11.4 for further clarification. Trustee Ursino amended his motion to include deferral. The motion passed unanimously.

11.1 Purchase Orders November 12 – December 2, 2015

11.2 Warrants November 12 – December 2, 2015

11.3 Accept with Gratitude Donation from Lakeside Organic Gardens of \$1,000 Towards “Hands-on and Minds-on” experiences for Elementary Students.

11.4 Approve School Plans for the Following Schools: Amesti, Ann Soldo, Aptos High, Aptos Jr., Bradley, Calabasas, Cesar Chavez, EA Hall, Freedom, HA Hyde, Hall District, Lakeview, Landmark, MacQuiddy, Mar Vista, Mintie White, Ohlone, Pajaro Middle, Pajaro Valley High, Radcliff, Renaissance, Rio Del Mar, Rolling Hills, Starlight, Valencia, Watsonville High, Alianza Charter, Diamond Technology Institute, New School, Pacific Coast Charter, and Watsonville Charter School of the Arts.

This item was deferred.

11.5 Approve Award contract for Bid #RB120815, Food Service Equipment for Pajaro Middle School.

12.0 DEFERRED CONSENT ITEMS

11.4 Approve School Plans for the Following Schools: Amesti, Ann Soldo, Aptos High, Aptos Jr., Bradley, Calabasas, Cesar Chavez, EA Hall, Freedom, HA Hyde, Hall District, Lakeview, Landmark, MacQuiddy, Mar Vista, Mintie White, Ohlone, Pajaro Middle, Pajaro Valley High, Radcliff, Renaissance, Rio Del Mar, Rolling Hills, Starlight, Valencia, Watsonville High, Alianza Charter, Diamond Technology Institute, New School, Pacific Coast Charter, and Watsonville Charter School of the Arts.

Trustee Rivas requested clarification on the school plans. Assistant Superintendent Perez commented on process each school follows to develop their individual plans.

Trustee Ursino moved to approve this item. Trustee De Serpa seconded the motion. The motion passed unanimously.

13.0 ACTION ITEMS

13.1 Report, discussion and possible action to approve LEA Plan – Evidence of Progress Report.

Report by Dr. Jean Gottlob, Director, Equity, State and Federal Programs, and Accountability

President Orozco reiterated that this item is a report item only, not action.

Dr. Jean Gottlob presented information on the California English Language Development Test (CELDT) for English Learners, with data on Annual Measurable Achievement Objectives (AMAO) #1, which is the annual percentage increase of children making progress in learning English. Results since 2012 show that there is some progress in meeting the state target, which increases annually. AMAO #2 measures percentage of students proficient in English. Hall District, Ohlone and Starlight are meeting state targets but overall, the district is below those targets. Staff needs to focus on the gap of long-term English Learners. It takes about 5-7 years to learn a new language but we want to decrease the number of long-term ELs.

Dr. Gottlob noted that to improve in this areas, the District implemented Systematic EL Development, has leveled groups working together to improve proficiency, has dedicated daily time to work with ELs, and has programs in place that are designed to monitor and guide intervention, such as Accelerated Reader and Lexia. In addition and with LCAP, the district has curriculum coaches, model lessons from ELA/ELD framework and works with teachers to help implement strategies to help ELs, there is professional development for ELL Specialists, and the use of instructional technology.

Public comment:

Bill Beecher, community member, commented on the lack of evident progress with the increased number of ELs and programs that may not be working. High school math data does not seem to match the Education Department data which show a low number of redesignated ELs. The root cause should be identified and staff should be accountable for lack of improved performance.

Board participated with questions and comments.

13.2 Report, discussion and possible action to approve Resolution #15-16-13 of the Board of Trustees of Pajaro Valley Unified School District Authorizing the Issuance and Sale of General Obligation Bonds, Election of 2012, Series C, in the Principal Amount of Not to Exceed \$40,000,000 and Approving Related Documents and Actions.

Report by Melody Canady, CBO

Ms. Canady explained that the district is seeking to sell the remaining \$70 million dollars from Measure L. She commented on the changing tax rates and the value of the remaining money.

Greg Isom of Isom Advisors reviewed the status of the bond, stated that this is a good time for district to sell with the current rates. The maximum issuance is of \$40 million. He provided a timeline that included a credit rating meeting in January and lock in rates in mid-January. He noted that the district might be able to sell the remaining bonds in 2019, earlier than previously expected.

Board participated with comments and questions.

Trustee Rivas moved to approve this item. Trustee Ursino seconded the motion. The motion passed unanimously.

**13.3 Report, discussion and possible action to approve 1st Interim Budget Report.
Report by Melody Canady, CBO, and Helen Bellonzi, Director, Finance**

Melody Canady noted that there 1st interim is required by the County Office of Education as well as the State of California and it meant to look at what the current budget looks like from July 1st to October 31st. The district submits the report which is then given a positive, qualified or negative qualification by the COE. Major revenue and expense assumptions were reviewed. The Multi-year Projection, 2015-16 through 2017-18, show beginning and ending balances and indicates that the district is deficit spending.

A report on the variances, major changes on assumptions, was given by Helen Bellonzi, Director of Finance. The 1st Interim each year includes any and all carryovers from the State or Federal grants.

Public comment:

Bill Beecher, community member, commented on the expected increase in funding to education and the money should be used where it is most needed. Special Ed, while it does encroach, seems to be reasonably funded, although the state does underfund. He commented on the areas that need additional support which can be accomplished through hiring of the necessary staff at more competitive rates. He offered budget improvement suggestions. He questioned why there is a \$4.5 million for books and supplies or why there is an increase of \$8 million for services and other operating services.

Jack Carroll, PVFT negotiator, commented on the information that is included in the report. Special Ed continues to increase their expenditures. Rollover is an ongoing event with continuing programs. The assumptions presented are numbers that underestimate the end balance by about \$20 million dollars. If there are no non-allocated funds, it is important to ask how will the district implement the 7% increase to substitutes, which the union is all in favor of.

Board participated with questions and comments.

Trustee DeRose moved to approve the item. Trustee De Serpa seconded the motion. The motion passed unanimously.

**13.4 Approve Appointment of CSEA'S Appointed Personnel Commissioner, Diane Bensberg.
Report Given Under Item 8.1**

Trustee DeRose moved to approve the item. Trustee De Serpa seconded the motion. The motion passed unanimously.

**13.5 Report, discussion and possible action to Approve 7% Increase to Substitute Pay Rates.
Report by Ian MacGregor, Assistant Superintendent, HR**

Ian MacGregor stated that there are ongoing negotiations with CWA to discuss a more reasonable increase but this is what we are able to do at this time. The COE agreed to this proposal as the district is able to meet the financial commitment. We have about 100 substitute and they are very important to the district.

Public comment:

Jack Carroll, PVFT is completely in support of this raise, improves the quality of education across the district and increase interest. He questioned where in our interim will these funds come from.

Board participated with questions and comments.

Trustee De Serpa moved to approve this item. Trustee Osmundson seconded the motion. The motion passed 6/0/1 (Ursino abstained).

13.6 Report, discussion and possible action to approve Resolution #15-16-12, Reduction of a Particular Kind of Classified Management Employee Service.

Report by Pam Shanks, Director, Classified

Ian MacGregor reported that Ed Code allows the district to eliminate positions due to lack of work. We are proposing eliminating 1 of 2 positions. Angelica Renteria, director of MSHS, added that this action will allow the program to focus more on health and disability. She commented on the requirements for services towards children with disabilities in the Migrant & Seasonal Head Start program. There is an increase in need and it is the hope that this action will allow the department to provide the additional needed support.

Trustee Ursino moved to approve this item. Trustee DeRose seconded the motion. The motion passed unanimously.

At 10:20 PM, trustee Ursino moved to extend the meeting to 11 PM if needed. Trustee DeRose seconded the motion. The motion passed unanimously.

13.7 Report, discussion and possible action to approve Contract for Employment for Assistant Superintendent of Human Resources Ian MacGregor.

Superintendent Baker noted that this contract is being brought back to board to change from interim to permanent as Mr. MacGregor has agreed to serve in that capacity.

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

14.0 ACTION ON CLOSED SESSION

2.1 Public Employee Appointment/Employment, Government Code Section 54957

a. Certificated Employees

Trustee Orozco moved to approve the certificated employee report with the following changes: 1 Teacher under New Hires; 2 Teachers under Separations; 4 Teachers and 1 Special Education Teacher under Leaves of Absence. Trustee Ursino seconded the motion. The motion passed 5/0/1/1 (Trustee De Rose abstained; Trustee De Serpa away from her seat).

b. Classified Employees

Trustee Orozco moved to approve the classified employee report with the following changes: 1 Bus Driver Specialized and 1 Attendance Specialist under Promotions; 1 Cafeteria Assistant, 3 Custodian II, and 1 Business Information Systems Analyst under New Hire – Probationary; 1 Library Media Technician and 1 Site Computer Support Technician under Separations from Service; and 1 Custodian II, 1 Office Assistant III, 1 Instructional Assistant – Moderate/Severe, 1 Behavior Technician, and 1 Maintenance Specialist under Leaves of Absence. Trustee Ursino seconded the motion. The motion passed 5/0/1/1 (Trustee De Rose abstained; Trustee De Serpa away from her seat).

2.9 1 Expulsion

Action on Expulsions:

Trustee Osmundson moved to approve the recommendation of the District Administration for the following expulsion:

15-16-015

Trustee Ursino seconded the motion. The motion passed 6/0/1 (De Serpa away from her seat).

The Board President recessed from Board of Trustees meeting at 10:24 PM and convened as Board of Directors for the Pajaro Valley Unified School District Financing Corporation.

At 10:27 PM, the Board President reconvened the Board of Trustees meeting.

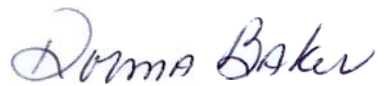
15.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2016

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.

Approved Calendar for 2016

16.0 ADJOURNMENT

There being no further business to address, the meeting of the board was adjourned at 10:29 PM.



Dorma Baker, Secretary