

# February 22, 2012 REGULAR BOARD MEETING ADOPTED MINUTES CLOSED SESSION – 6:00 p.m. – 7:00 p.m. PUBLIC SESSION – 7:00 p.m.

# DISTRICT OFFICE BOARDROOM 292 Green Valley Road, Watsonville, CA 95076

# 1.0 <u>CLOSED SESSION OPENING CEREMONY IN OPEN SESSION – 6:00 P.M.</u> 1.1 Call to Order

President DeRose called the meeting of the Board to order at 6:03 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	
	None	
New	Substitutes	
	None	
New	Hires	
9	Primary Teacher	
1	Secondary Teacher	
Pron	notions	
1	Instructional Assistant I	
Rehi	res	
	None	
Adm	inistrative Appointments	
2	Interim Principals	
Transfers		
	None	
Extra	a Pay Assignments	
10	Coaches	
Extra Period Assignments		
	None	

Leaves of Absence			
2	Primary Teacher		
1	Secondary Teacher		
1	Administrative Assistant		
1	Bus Driver		
1	Health Services Assistant		
1	Supervisor, Transportation		
Other			
1	Primary Teacher		
Retirements			
1	Secondary Teacher		
Resign	Resignations/Terminations		
1	Secondary Teacher		
Supplemental Service Agreements			
62	Primary After School Teachers		
17	Secondary After School Teachers		
4	Primary Reaching Intervention Teachers		
3	DO Family Lit Teacher		
13	ELD Services Training		
3	Secondary Migrant Education Teachers		
1	Education and EL Services Teacher		
2	Kinder Support Teachers		
1	Kinder Coach		
5	Primary Teacher Smart Board Training		
Miscellaneous Actions			
2	Behavior Technician		
1	Administrative Assistant		
1	Instructional Assistant – Migrant Children Center		
1	Heavy Equipment Mechanic II		
Separa	ations From Service		
2	Instructional Assistant I		
Limite	Limited Term – Projects		
9	Behavior Technician		
1	Community Services Liaison I		
1	Data Entry Specialist		
3	Enrichment Specialist		

24	Instructional Assistant – General Education		
2	Instructional Assistant II		
1	Lead Custodian II		
2	Office Assistant I		
2	Office Assistant III		
1	Site Computer Support Technician		
1	Testing Specialist I		
Exempt			
2	Childcare		
2	Migrant OWE		
1	Pupils		
4	Student Helper		
4	Workability		
7	Yard Duty		
Provisional			
1	Payroll Technician		
1	Office Assistant III		
Limited Term - Substitute			
2	Behavior Technician		
1	Cafeteria Assistant		
1	Health Services Assistant		
2	Delivery Driver		
4	Custodian I		
1	Instructional Assistant II		

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

- 2.2 a Resolution #11-12-17 Non-reelection of Certain Probationary Certificated Administrators.
- 2.2 b Resolution #11-12-18 Non-reelection of Certain Probationary Certificated Employees.
- 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 Pending Litigation
- 2.6 Anticipated Litigation

# 2.7 Real Property Negotiations

# 2.8 7 Expulsions

3.0 OPENING CEREMONY – MEETING OF THE BOARD IN PUBLIC - 7:00 P.M.

President DeRose called the meeting of the Board in public to order at 7:12 pm.

# **3.1** Pledge of Allegiance

Trustee Nichols led the Board in the Pledge of Allegiance.

# 3.2 Welcome by Board President

Trustees Kim De Serpa, Doug Keegan, Sandra Nichols, Karen Osmundson, Jeff Ursino, Willie Yahiro and President Leslie DeRose were present.

# **3.3** Superintendent Comments

Superintendent Baker welcomed all to the meeting and noted that she looked forward to the recognition of students, a favorite part of the board meeting.

# 3.4 Student Recognition

Principals, teachers, and family members gathered to honor the following students:

- Kayla Salazar-Cadena – H.A. Hyde Elementary School

- Eve Jones Valencia Elementary School
- Perla Lizeth Cruz Mintie White Elementary School
- Dante Thompson Landmark Elementary School
- Annika SanMiguel Mar Vista Elementary School

Dr. Nancy Bilicich presented a certificate of recognition on behalf of McDonalds.

# 4.0 APPROVAL OF THE AGENDA

Trustee Ursino moved to approve the agenda. Trustee Keegan seconded the motion requesting to move item #12.1, regarding charter schools, after item #6.0 as a courtesy to principals presenting.

Trustee Ursino amended the motion to include the change. The motion passed unanimously.

# 5.0 APPROVAL OF MINUTES

#### a) Minutes for February 1, 2012, Study Session, Facilities

Trustee Nichols moved to approve the minutes for February 1, 2012. Trustee Keegan seconded the motion. The motion passed unanimously.

#### b) Minutes for February 8, 2012

Trustee Nichols moved to approve the minutes for February 22, 2012. Trustee Keegan seconded the motion. The motion passed unanimously.

#### 6.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT

Fernando Crescencio, Kimberly Ortiz and Maria Santos of Renaissance High commented on food issues, namely that there isn't sufficient food for all students, nor are there many food choices. The issues include lack of water and spoiled mild. They also commented that there are sewer problems at the school. The school will graduate at least 22 students but there are a couple that may complete their credits still and graduate. They mentioned that staff is very supportive of all students.

Aaryn Ashworth and Nikki Hiltz of Aptos High School commented on the various school fundraising and school spirit activities taking place. Regarding the facility, they noted that visitor stands in the field need attention, as well as the bathrooms near the fields. Both issues are affecting sports to some degree. The month of March will include many events to keep student interest high.

# 12.0 REPORT AND DISCUSSION ITEMS

- 12.1 Report and discussion on Charter Schools' Annual Report:
  - Watsonville Charter School of the Arts, Trish Hucklebridge, Principal
    - Alianza Charter School, Michael Jones, Principal
    - Linscott Charter School, Robin Higbee, Principal
    - Pacific Coast Charter School, Suzanne Smith, Principal
    - Academic Vocational Charter Institute, Bruce White, Principal
    - Ceiba College Preparatory Academy, Tom Brown
    - Report by Albert Roman, Assistant Superintendent, and Charter School Principals.

Albert Roman commented that the District enjoys a positive relationship with all charter schools.

Principals Bruce White of AVCI, Michael Jones of Alianza, Tom Brown of Ceiba, Robin Higbee of Linscott, Suzanne Smith of Pacific Coast Charter School, and Trish Hucklebridge of WCSA, reported on their school's mission, vision, goals, test results and on improvement actions. They commented on the uniqueness of their program and how their students benefit from what they offer. Ms. Hucklebridge noted that the art adorning the Boardroom's walls was from students at WCSA.

Board participated with comments and questions.

# President closes regular Board meeting and opens Public Hearing.

President DeRose closed the regular Board meeting and opened the public hearing.

7.0 PUBLIC HEARING ON PAJARO VALLEY UNIFIED SCHOOL DISTRICT (PVUSD) SUNSHINE PROPOSAL FOR 2012-2013, 2013-2014, 2014-15 SCHOOL YEARS TO PAJARO VALLEY FEDERATION OF TEACHERS (PVFT).

# 7.1 Report by Albert Roman, Assistant Superintendent, Human Resources

Albert Roman reported that the current contract with PVFT comes to an end on June and they are proposing revisions that would align the expectations with current budget challenges. The agreement would be for three years, starting July 2012 through June 2015. The Rodda Act requires districts to hold a public hearing for initial bargaining proposals to provide an opportunity to the public to comment. The district is interested in proposing to review issues around compensation and benefits. The district believes that there is a mutual interest in maintaining teacher quality and financial solvency. District proposes to work closely with the union to reduce costs and maintain a financially solvent district while meeting the needs of students and staff.

# 7.2 Public Comment

<u>Jennifer Murphy</u>, parent, stated that she volunteers at a school and was surprised at the large size of the class. The classroom intervention specialist recently hired for the sites are a positive addition but it is still a challenge for teachers. She presented about 300 signatures in support of class size reduction. She noted that budgetary transparency is important.

<u>Bill Beecher</u>, community member, speaking about the contract, noted that the phrase "to maintain or improve quality of instruction in the district" should be included in various parts of the contract. The contract does not meet standard contract procedures as there seems to be no consideration or reciprocity for the district. He recommended additional language on expectations for teachers, under responsibility and evaluation.

# 7.3 Board Comment

Board participated with comments and questions.

The board back up noted that the contract expired at the end of the 2012-13 school year; however, it should read 2011-2012. Regarding having a contract for three years, Albert explained that it is a matter of preference but PVUSD has historically done it for three years. However, it was noted that the contract includes opener language so issues can be addressed anytime either party determines it appropriate. Albert further clarified that the list of items to be addressed are general and allows for

opportunity to negotiate one way or another. This language allows the district to discuss many issues that are currently of interest to both parties.

# President closes Public Hearing and resumes regular Board meeting.

President DeRose closed the public hearing and resumed the regular meeting.

# 8.0 VISITOR NON-AGENDA ITEMS

<u>Darlene Sawyer</u>, parent, presented the signatures (together with Jennifer Murphy) from parents supporting smaller class sizes. Kindergarten through third grade, she said, have a significant impact on students later on and investing in students now will be a cost-savings measure in the future.

<u>Bill Beecher</u>, community member, spoke about his impression that high schools are not adequately preparing students to compete in higher education. He noted the overall ranking for each school and stated that demographics should not to be blamed but that English learners should be reclassified faster. Teaching methods need to be changed and departments need to be held accountable for student performance.

# 9.0 EMPLOYEE ORGANIZATIONS COMMENTS – PVFT, CSEA, PVAM, CWA 5 Min. Each

Jack Carroll of PVFT commented that mediation, as part of a grievance process, had been completed. Regarding Breakfast in the Classroom, he stated that PVFT does not support it primarily because it potentially takes away from instructional time. Regarding Migrant Head Start staff, he stated that there are negotiable issues for this program that should take place, such as reduction of staff. PVFT will have a sunshine proposal; he asked to be placed on the following board agenda.

Michael Jones, PVAM, stated that four of the six of the charter schools are not independent. Consideration for the special and unique needs of the schools, including facilities, would be appreciated. He asked that charter schools be included as planning for a bond takes place.

## 10.0 CONSENT AGENDA

Trustee Keegan moved to approve the consent agenda deferring item #10.4 and recognizing the Walker family for their contribution to Bradley school. Trustee Osmundson seconded the motion. The motion passed 6/0/1 (De Serpa abstained).

- 10.1 Purchase Orders February 2 15, 2012
- 10.2 Warrants February 2 15, 2012
- 10.3 Accept with Gratitude Donation a \$9,600 from Marjorie Walker, Charles Walker, and John Walker to support the Bradley's library, classroom book collections, Accelerated Reader "lunch Bunch" and the "Walk to Learn" program.

**10.4** Approve 2010-11 School Accountability Report Card (SARC). This item was deferred.

- 10.5 Approve CAHSEE Passage Waiver for Student #11-12-20, Math, Watsonville High School.
- 10.6 Approve CAHSEE Passage Waiver for Student #11-12-21, Math, Watsonville High School.
- 10.7 Approve CAHSEE Passage Waiver for Student #11-12-22, Math, Watsonville High School.
- 10.8 Approve CAHSEE Passage Waiver for Student #11-12-23, Math, Pajaro Valley High School.

- 10.9 Approve CAHSEE Passage Waiver for Student #11-12-24, Math, Renaissance High School.
- 10.10 Approve CAHSEE Passage Waiver for Student #11-12-25, Math, Renaissance High School.

#### **11.0 DEFERRED CONSENT ITEMS**

#### 10.4 Approve 2010-11 School Accountability Report Card (SARC).

Trustee Keegan expressed his concern about the number of typographical errors on the documents.

Susan Perez, Director of Educational Services, was present and replied that she would look into the report cards to ensure accuracy.

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

At 10:15 pm, trustee Yahiro moved to extend the meeting until 12 midnight. Trustee Ursino seconded the motion. The motion passed unanimously.

#### 12.0 REPORT AND DISCUSSION ITEMS (Continued)

# 12.2 Report and discussion on the 2012 – 13 Budget and Fiscal Update. *Report by Brett McFadden, CBO.*

Brett McFadded began by stating that the recession's effect has been sweeping wide in the State of California and within all school districts. While there is some economic recovery, it is extremely slow and the budget continues to demonstrate its volatility. There is a risk of further reductions to programs, especially if the Governor's November tax initiative fails. The District needs to plan for the worst case scenario and implement the actual. At this point, the worse would include approximately \$6.3 million of ongoing loss to the district, which would become most evident in the 2012-13 as mid-year reductions. In addition, there is the potential of losing Home-to-School transportation funds from the state, which is about \$2.5 million; this program costs approximately \$7 million to operate. This program is the largest encroachment in the general fund but the district has very little option as it is critical in getting students to school. Planning for the worst case scenario is the common message that is given to districts from County Offices of Education. Budget assumptions will be presented at the March 14 meeting during the 2<sup>nd</sup> Interim report and will include planning for the worst, including loss of transportation funds and the expected change of moving kindergarten enrollment to November 1st. A dramatic alteration between the 1<sup>st</sup> and 2<sup>nd</sup> Interim reports to revenues and expenditures should be expected during the March 14 budget update.

The district has tried and will continue to attempt to identify ways to affect possible changes without impacting core programs much; however, this is very difficult and seems virtually impossible to achieve. PVUSD is at maximums in contractual and operational expenditures and this will be evident in a large negative fund balance in 2013-14. Important to notice that there will not be any general-fund related layoff notices for the 2012-13 school year. Any reductions will be related to probationary, temporary and categorically funded positions.

The board participated with comments and questions.

Given the lateness of the night, President DeRose continued with item #12.4 and tabled item #12.3.

# 12.4 Report and discussion on Financing and Installation of Solar Power Generation at Specific School Sites.

#### Report by Brett McFadden, CBO.

Brett McFadden reported that staff has been analyzing solar power generation designs for school sites because they would offer significant cost savings. In December of 2011, the California Public Utilities Commission reauthorized local electrical utilities entities to offer solar installation rebates to public and

private organizations. The district has been working with Chevron, their Solar Technologies Division, to further evaluate the possibility of obtaining a 20-30% reduction in installation costs of solar power generation at some school sites, a potential savings of 2 - 55 million dollars. It is estimated that the cost of the project is about 12 - 15 million. The caveat is that the district will need to commit to completing the project within 18 months of being awarded the rebates. Brett introduced the team to further discuss the project: Tamra Cihla and David Baldwin of Chevron, and Courtney Jenkins Program, Development Manager.

Mr. Jenkins spoke of the benefits of working towards developing "green" facilities. Mr. Baldwin and Ms. Cihla commented on the process for an energy analysis, including PG&E evaluation of energy use, a comprehensive on-site energy analysis, reviewing technical objectives of the project, and any additional components to consider to increase environmental benefits and opportunities for students. Regarding the installation of solar photovoltaic options, it was explained that there are three options: ground mounted, on shade canopies and on roof tops. An overview of the California Solar Initiative Rebate Program was given; it is a program funded by the California Public Utilities Commission and administered by PG&E. The program pays an incentive to clean power system producers for five years. Based on the initial analysis, this would amount to approximately \$2.1 million in direct incentives for PVUSD. The project would generate local jobs by using local contractors and claims to use only American-made equipment. The process is transparent and has a competitive approach; bids will be shared with Board and administrators to ensure such transparency.

Funding options were addressed by the team and they include a few. Chevron offers financing and funding strategies and can work with the district. In addition, funds can be obtained from a bond or capital-funded projects. If a bond is not approved by voters, a self-funded program that cash flows positive each year is feasible.

The project also offers PVUSD students the opportunity for hands-on learning with classroom and professional development for teachers to integrate innovative educational methods.

In conclusion, it was noted that, while there are economic challenges, the rebate incentive and the guaranteed long-term savings are factors that should be considered.

The Board participated with comments and questions.

# 12.3 Report and Discussion on Complaint Procedures.

### Report by Albert Roman, Assistant Superintendent, HR.

This item was postponed for a future meeting due to lack of time.

# 13.0 REPORT, DISCUSSION AND POSSIBLE ACTION ITEMS

13.1 Possible action on Pajaro Valley Unified School District (PVUSD)Sunshine Proposal For 2012-2013, 2013-2014, 2014-15 School Years To Pajaro Valley Federation Of Teachers. *Report given under item 7.1.* 

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

#### 13.2 Report, discussion and possible action to approve Final 2012-2022 Facilities Master Plan and Needs Assessment. *Report by Brett McFadden, CBO.*

Brett McFadden reported that the final plan has incorporated comments from board and others during the study session of February 1<sup>st</sup>. The intent is to review the plan on an annual basis and revise every five years. The district will hold meeting with the financing team and lay out financing plans. In addition, when the funding mechanism is determined, there will be meetings with the board and other stakeholders to prioritize projects. The plan tonight does not commit to any financing.

Trustee Osmundson moved to approve the item. Trustee Yahiro seconded the motion.

The Board participated with comments and questions.

The motion passed unanimously.

#### 13.3 Report, discussion and possible action to approve Resolution #11-12-13, School Administrator Week, march 4 – 10, 2012. *Report by Albert Roman, Assistant Superintendent.*

President DeRose commented about the important job of an administrator. They are at the sites and the district office and they work collaboratively always. The recognition is well deserved, she stated.

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

#### 13.4 Report, discussion and possible action to approve Resolution #11-12-14, to Determine Criteria for Certificated Tie Breaker Criteria for 2012-2013. *Report by Albert Roman, Assistant Superintendent.*

Albert Roman stated that this would give the district the ability to break ties when there is staff with the same seniority dates. This criteria has been used for a few years and the union has revised it as well.

Board participated with questions.

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

# 13.5 Report, discussion and possible action to approve Resolution #11-12-11, Reassignment of Certificated Administrators.

#### Report by Albert Roman, Assistant Superintendent.

Albert Roman presented Exhibit A for reassignment of one administrator into classroom or another administrative position.

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

# 13.6 Report, discussion and possible action to approve Resolution #11-12-15, to Determine Criteria for Deviation from Terminating a Certificated Employee in Order of Seniority ("Skipping" Criteria).

#### Report by Albert Roman, Assistant Superintendent.

Albert Roman explained that each year notifications are prepared based on seniority and credentials. Education Code allows deviation from seniority based on district needs. Two criteria were identified for skipping seniority: 1- staff who hold Bilingual Cross-Cultural Language and Development certification (BCLAD) and, 2 – staff who hold Cross-Cultural Language and Development certification (CLAD). This criteria allows the district to meet the needs of students.

Trustee De Serpa moved to approve this item. Trustee Keegan seconded the motion. The motion passed 6/0/1 (Ursino away from his seat).

# 13.7 Report, discussion and possible action to approve Resolution #11-12-19, Reduction or Discontinuation of Particular Kinds of Service for Certificated Employees. *Report by Albert Roman, Assistant Superintendent.*

Albert Roman reported that there is a 31.5% reduction to the Child Development program that merits this action. In addition, notices may be sent out due to a decline in enrollment projections. The district needs to plan for worst-case scenarios.

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

#### 13.8 Report, discussion and possible action to approve PVUSD Board's Participation in the Santa Cruz County School Boards Association. *Report by Dorma Baker, Superintendent.*

This item was postponed for a future meeting.

#### 14.0 ACTION ON CLOSED SESSION

# 2.1 Public Employee Appointment/Employment, Government Code Section 54957 a. Certificated Employees

Trustee Nichols moved to approve this item with the following additions: 2 secondary teachers under resignations/retirements. Trustee Keegan seconded the motion. The motion passed 6/0/1 (De Serpa away from her seat).

#### b. Classified Employees

Trustee Nichols moved to approve this item with the following additions: 1 Behavior Technician and 1 Instructional Aide (Special Education) under separation of services. Trustee Keegan seconded the motion. The motion passed 6/0/1 (De Serpa away from her seat).

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

# 2.2 a Resolution #11-12-17 – Non-reelection of Certain Probationary Certificated Administrators.

Trustee Nichols reported that the Board approved Resolution #11-12-17 with a vote of 6/0/1 (De Serpa absent).

# 2.2 b Resolution #11-12-18 – Non-reelection of Certain Probationary Certificated Employees.

Trustee Nichols reported that the Board approved Resolution #11-12-18 with a vote of 6/0/1 (De Serpa absent).

#### 2.8 7 Expulsions

#### Action on Expulsions:

Trustee Osmundson moved to approve the recommendation of the Administrative Panel for the following expulsion:

#### 11-12-039

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

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

#### 11-12-044

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

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

#### 11-12-045

Trustee Ursino seconded the motion. The motion passed 6/0/1 unanimously.

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

# 11-12-046

Trustee Nichols seconded the motion. The motion passed unanimously.

Trustee Osmundson moved to approve the recommendation of the District Administration for the following expulsion: *11-12-047* 

Trustee Ursino seconded the motion. The motion passed unanimously.

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

# 11-12-048

Trustee Nichols seconded the motion. The motion passed unanimously.

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

#### 11-12-046

Trustee Nichols seconded the motion. The motion passed unanimously.

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

#### 11-12-049

Trustee Nichols seconded the motion. The motion passed unanimously.

#### 15.0 GOVERNING BOARD COMMENTS/REPORTS

Trustee Ursino thanked president DeRose for keeping these meetings going so well.

# 16.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2012

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.

March	• 14	• Approve 2 <sup>nd</sup> Interim Report
March		
	• 21	<ul> <li>Special Meeting: Migrant Head Start</li> </ul>
	• 28	
April	• 11	
	• 25	
May	• 9	•
	<b>•</b> 23	<ul> <li>Approve 3<sup>rd</sup> Interim Report</li> </ul>
June	• 13	•
	<b>2</b> 7	<ul> <li>10-11 Budget Adoption</li> </ul>
July	-	<ul> <li>No Meetings Scheduled</li> </ul>
August	• 8	
	• 22	
September	• 12	<ul> <li>Unaudited Actuals</li> </ul>
	• 26	
October	• 10	
	• 24	
November	• 14	•
December	<ul> <li>5 Annual</li> </ul>	<ul> <li>Approve 1<sup>st</sup> Interim Report</li> </ul>
	Organization Mtg.	

#### **17.0 ADJOURNMENT**

There being no further business to discuss, the meeting of the Board was adjourned at 11:47 pm.

MmA DAKer

Dorma Baker, Superintendent