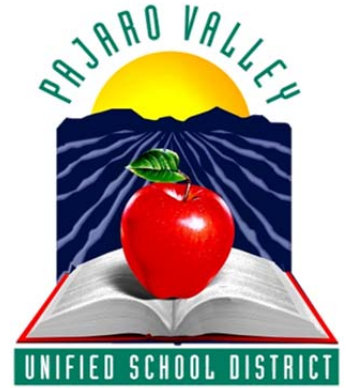


**February 25, 2015  
REGULAR BOARD MEETING  
ADOPTED MINUTES**

**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 CLOSED SESSION OPENING CEREMONY IN OPEN SESSION – 6:00 P.M.**

**1.1 Call to Order**

President Ursino called the meeting of the board to order in public 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**

<b>New Hires – Probationary</b>	
1	Campus Safety & Security Officer
2	Instructional Assistant – General Ed
<b>New Hires</b>	
4	Teachers
<b>Rehires</b>	
	None
<b>Promotions</b>	
	None
<b>New Substitutes</b>	
	None
<b>Administrative Appointments</b>	
	None
<b>Transfers</b>	
	None
<b>Other</b>	
2	Academic Coordinators
1	Family Child Care Home Coordinator
2	Principal

<b>Extra Pay Assignments</b>	
22	Coach
<b>Extra Period Assignments</b>	
	None
<b>Leaves of Absence</b>	
2	<i>Instructional Assistant – Moderate/Severe</i>
1	Lead Custodian II
1	<i>Behavior Technician</i>
3	<i>Teacher</i>
<b>Retirements</b>	
	None
<b>Resignations/Terminations</b>	
	None
<b>Supplemental Service Agreements</b>	
109	Teacher
<b>Miscellaneous Actions</b>	
1	Lead Custodian II
<b>Separations From Service</b>	
4	<i>Teachers</i>
<b>Limited Term – Projects</b>	
3	Administrative Secretary II
1	Cafeteria Assistant
1	Campus Safety & Security Officer
1	Custodian II
1	Data Entry Specialist
1	Health Care assistant
3	Instructional Assistant – General
10	Office Assistant I
2	Office Assistant III
1	Registration Specialist
1	Site Computer Support Technician
1	Translator
<b>Exempt</b>	
2	Childcare
3	Crossing Guard
6	Enrichment Specialist

1	SPECTRA Artist
6	Student Helper
20	Yard Duty
<b>Provisional</b>	
1	Campus Safety & Security Officer
<b>Limited Term - Substitute</b>	
12	Behavior Technician
1	Bus Driver
18	Cafeteria Assistant
1	Instructional Assistant – Mild/Moderate
1	Office Manager
2	Warehouse Delivery Worker
<b><i>Rescinded Leave of Absence</i></b>	
1	<i>Instructional Assistant – Moderate/Severe</i>

- 2.2 Public Employee Discipline/Dismissal/Release/Leaves**
- a. **Resolution #14-15-15, Possible Reassignment or Release for Certain Certificated Management Employees.**
  - b. **Resolution #14-15-16, 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 3 Expulsions**

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

**3.1 Pledge of Allegiance**

Trustee Yahiro led the Board in the Pledge of Allegiance.

**3.2 Welcome by Board President**

Trustees Leslie DeRose, Maria Orozco, Karen Osmundson, Lupe Rivas, Willie Yahiro and President Jeff Ursino were present. Trustee Kim De Serpa arrived at 7:49 pm. Trustee Orozco left the meeting at 8:30 PM.

**3.3 Superintendent Comments**

Dorma Baker was pleased to share that Oscar Soto and Greg Giuffre had graduated from the CASH (California's Coalition for Adequate School Housing) program with high honors. Mrs. Baker reported that Pajaro Valley Prevention and Student Assistance had just received an \$850,000 grant; this is significant as the organization has been struggling financially and grants are very competitive.

### **3.4 Governing Board Comments/Reports Standing Committee Meetings**

Trustee Osmundson reported that she attended a DELAC meeting and the annual Parent Conference.

Trustee Rivas reported that she attended the DELAC meeting and was pleased to hear parents give their input on LCAP.

Trustee DeRose reported that she had attended the PVPSA meeting last week and learned about the many grants that the new director had applied for. She's pleased to know they have awarded PVPSA the \$850,000 grant.

Trustee Ursino reported he had visited the Agriculture Department at Watsonville High and was impressed with the vision and direction of the program. He said he went to Rio del Mar and was impressed with a growth mindset process (vs. fixed mindset) that is being introduced to students.

### **3.5 Student Recognition**

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

- *Jocelyn Jasmine Jimenez, HA Hyde Elementary School*
- *Sophia Monroy-Baltazar, Landmark Elementary School*
- *Courtney Crowell, Mar Vista Elementary School*
- *Alexandra Gaon, Valencia Elementary School*

## **4.0 APPROVAL OF THE AGENDA**

Trustee DeRose moved to approve the agenda pulling item #12.3. Trustee Orozco seconded the motion. The motion passed 6/0/1 (De Serpa absent).

## **5.0 APPROVAL OF MINUTES**

### ***a) Minutes of February 11, 2015***

Trustee Rivas moved to approve the minutes for February 11, 2015. Trustee DeRose seconded the motion. The motion passed 6/0/1 (De Serpa absent).

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

Felicia Davidson of Pajaro Valley High, Maria Rosas and Destany Vargas of Watsonville High School and Elias Nepa of Aptos High School gave an update on events, activities and sports at their campus.

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

## **7.0 Public Hearing: Public Disclosure on the Long Term Financial Impact of the Tentative Agreement for certificated bargaining unit employees as required by AB1200/2756 and certification of the district's ability to meet the costs of the collective bargaining agreement with the Pajaro Valley Federation of Teachers (PVFT) bargaining unit, and Tentative Agreement with PVFT**

**7.1 Report by Brett McFadden, CBO and Sharon Roddick, Assistant Superintendent, HR**  
Sharon Roddick stated that the process of negotiations requires a commitment to work together and thanked the Union leadership for the collaboration. The following articles were completed and concluded negotiations for the 2014-15 school year: Article IV – Workload and Hours; Article VI

- Class Size, Article VII – Wages, and; Article XIV - Reassignment and Transfer. In addition, in June 2014, an agreement for Article IV, Workload and Hours, was reached. She outlined the specific changes in each one of the articles. In reference to process, Ms. Roddick noted that once the Tentative Agreement is signed off, PVFT sends out to their constituents for ratification and it is then sent to the COE for approval and recommendations.

Trustee De Serpa arrived at 7:49 PM.

## **7.2 Public comment**

Public Comment:

Bill Beecher, community member, expressed his concern for the seemingly incomplete back up packet that does not include the entire budget. He stated that the proposal may not be feasible due to deficit spending and suggested ways to reduce deficit.

Jack Carroll, PVFT, encouraged the board to ratify the contract as it contains a lot of qualitative improvements to make operations smoother.

## **7.3 Board questions and comments**

Board participated with questions and comments.

Trustee Orozco left the meeting at 8:30 PM.

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

## **8.0 VISITOR NON-AGENDA ITEMS**

The following parents and student expressed their support for Mr. Scott Smith of Ann Soldo as an effective substitute teacher who has benefited their children: Francisco Vasquez, parent; Michelle Rezendiz, parent; Magdalena Alvaraz, parent; and Isaac Magaña, student.

Sharon Roddick, Assistant Superintendent of Human Resources, clarified that when substitutes come with a 30 day certificate they can only sub for 30 days throughout the year for any one teacher per assignment and this is the case with Mr. Smith. She added that the law does not allow them to remain in the classroom past 30 days for any one teacher.

Elias Napa, student, spoke about his perceived imbalance between accomplished and non-accomplished students and the importance for all students to recognize that attending college is achievable.

Richard Determan, principal, shared that February 1<sup>st</sup> marked Mar Vista's 50<sup>th</sup> anniversary and the school had a well-attended celebration that included staff who had opened the school.

## **9.0 EMPLOYEE ORGANIZATIONS COMMENTS – PVFT, CSEA, PVAM, CWA**

Jack Carroll, PVFT, addressed the many changes that teacher will face, including the end of QEIA, School Improvement Grant, the Migrant Education Planning. While categorical funds ended with Local Control Accountability Plan, the district still has the usual functions with Adult Education, Regional Occupational Programs, and through the Workforce Investment Act.

## **10.0 CONSENT AGENDA**

Trustee DeRose moved to approve the consent agenda. Trustee De Serpa seconded the motion. The motion passed 6/0/1 (Orozco absent).

### **10.1 Purchase Orders February 5 - 18, 2015**

### **10.2 Warrants January February 5 -18, 2015**

**10.3 Approve Award of Bid #BT-15-01-28-099-8612, CCTV Surveillance Camera Additions to Various District School Campuses.**

**10.4 Approve RFP #BT15-01-28-099-8603 TV's, Classroom Audio Amplification System, Installation and Training.**

**10.5 Approve Nomination of George Wylie to CSBA's Delegate Assembly.**

**10.0 DEFERRED CONSENT ITEMS**

None.

**11.0 REPORT AND DISCUSSION ITEMS**

**11.1 Report and discussion on Local Control and Accountability Plan (LCAP) Progress Update.**

***Report by Susan Perez, Assistant Superintendent, C&I***

Susan Perez reported that the LCAP is developed with the eight state priorities which have been lumped into three areas: conditions of learning, pupil outcomes, and engagement. Under conditions of learning, students would receive equitable access to A-G courses, increased visual and performing arts, adequate teacher credentialing, effective learning environment, and access to standards-aligned instructional materials. Pupil outcomes includes improvement in scores, college readiness, increase of English Language Learners' growth, and reduction of long-term English Learners. Engagement focuses on increasing attendance and graduation rates, decreasing drop-out rates, and increasing parent participation. Ms. Perez outlined how the district is progressing in each of the three areas that include hiring staff to meet the need, professional development, additional courses and programs, and the move of Extended Learning under Educational Services. Ms. Perez commented on how the needs are being met in Language Arts, and Mathematics. She added that the Science standards were adopted a year ago and it is in a roll out stage; training at the secondary level is taking place. Elementary training at in Science is on hold as teachers at that level have a lot with the implementation of Mathematics and Language Arts. Training for administrators is an important component of the process as they are offer staff support. The addition of coaches to the LCAP has been beneficial to have grade-level teams, content-area teams, for planning support, and classroom management support. In addressing engagement, Ms. Perez stated that all departments are coming together to ensure they best collaboration for the benefit of students, parents and staff.

The district uses Illuminate DnA (a Data and Assessment Management System) to monitor student progress. In reference to attendance, there is still improvement needed to meet the 96.45% rate and is currently (after the first semester) at 95.56%. Suspension rate at 10% and expulsion rate at under 1% are kept well under the target rates with 3.1% and .19% respectively. Graduation rate target for all students is 88.6% for 2013-14 and the rate based on 2012-13 graduation is 87.2%, with English Learners graduating at 79.2%.

In terms of next steps, the district is gathering input from required groups, in March the revised LCAP will be brought to the Board, in May the Board will have an opportunity to review and hold a public hearing for additional input, and in May the Board will have a final draft for approval and then the plan will be submitted to the County Office of Education.

Board participated with comments and questions.

**11.2 Report and discussion on Safety Canine Program Update.**

***Report by Murry Schekman, Assistant Superintendent***

Murry Schekman spoke of the two-year old program that is now in effect in Aptos High, Watsonville High, Pajaro Valley High, Academic Vocational Charter Institute, New School and all middle schools. The district continues to receive positive feedback from staff, students and the

community about the program and have received requests to use the canine for specific events, including grad night.

Marci Keller of AVCI, Deanna Young of PVHS were present and offered their testimonials on the effectiveness of the program.

Julia Ford of ProActiv and the dog, Karma, were also present at the meeting. Ms. Ford stated that she and the dog are respected by students and all enjoy working with safety dogs. There has been no negative feedback from parents or students and ProActive is pleased to get into the new schools this year.

Mr. Schekman stated that data shows that the program is being effective and is deterring students from taking illegal substances into campus. For the 2013-14 year, data shows that out of 321 searches at all the school, only 21 were confirmed and 8 of them were at AVCI where the same student triggered the alerts. For the year 2014-15 (as of February and with data for two additional middle schools) the total number of searches was 174 and a total number of confirmed alerts of 31.

Board participated with comments and questions.

## **12.0 REPORT, DISCUSSION AND POSSIBLE ACTION ITEMS**

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

#### ***Report given under Item #7.0***

Bill Beecher, community member, acknowledged a mistake with the figures he had earlier.

Trustee DeRose moved to approve this item. Trustee Osmundson seconded the motion. The motion passed 6/0/1 (Orozco absent).

### **12.2 Report, discussion and possible action to approve a Memorandum of Understanding between PVUSD and PVFT for Tuition Reimbursement.**

#### ***Report by Sharon Roddick, Assistant Superintendent, HR***

Sharon Roddick reported that recruiting and hiring for certain positions, such as teachers for mild, moderate and severe classrooms, Speech and Language Specialists, and Orthopedic Impairment Specialists is difficult. In an effort to provide incentives for these positions, PVFT and the district have reached an agreement to contribute with tuition costs for staff who wish to pursue higher education in those positions. In consultation with SELPA it was determined that an amount of \$2,500 per staff and estimating to attract 20 candidates, for a total impact of \$50,000 to the budget would be expected with this MOU.

Public Comment:

Jack Carroll, PVFT, supports the MOU. During the time of the first interim report, we called attention to the special education cost. HR, the Union and SELPA have been cooperating in this process with the goal to provide SELPA specialists for the district as they are difficult to come by.

Board participated with comments or questions.

Trustee Yahiro moved to approve this item. Trustee De Serpa seconded the motion. The motion passed 6/0/1 (Orozco absent)

### **12.3 Report, discussion and possible action to approve the following updates and revisions to Regulations (AR) - 4112.4, 4212.4, 4312.4 AR, Health Examinations** ***Report by Dorma Baker, Superintendent***

This item was pulled.

### **13.0 ACTION ON CLOSED SESSION**

#### **2.1 Public Employee Appointment/Employment, Government Code Section 54957**

##### **a. Certificated Employees**

Trustee DeRose moved to approve the certificated employee report with the following changes: 3 teachers under Leaves of Absence; 4 Teachers under Separations. Trustee Rivas seconded the motion. The motion passed 6/0/1 (Orozco absent).

##### **b. Classified Employees**

Trustee DeRose moved to approve the certificated employee report with the following changes: 1 Behavior Technician and 1 Instructional Assistant Moderate-Severe under Leaves of Absence; 1 Instructional Assistant Moderate-Severe under Rescinded Leaves of Absence. Trustee Rivas seconded the motion. The motion passed 6/0/1 (Orozco absent)

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

##### **a. Resolution #14-15-15, Possible Reassignment or Release for Certain Certificated Management Employees.**

Trustee DeRose reported that the board had voted 6/0/1 (De Serpa absent) to approve the possible reassignment or release of the following certificated management employees (identified by employee number): #6964, #8874, #10331 and #7986.

##### **b. Resolution #14-15-16, Non-Reelection of Certain Probationary Certificated Employees**

Trustee DeRose reported that the board had voted 6/0/1 (De Serpa absent) to approve the non-reelection of the following certificated employees (identified by employee number): #10485, #11499, #10986, #115555, #10241, #9449, #11061, #10713, #11545 and #5982.

#### **2.8 3 Expulsions**

##### **Action on Expulsions:**

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

##### **14-15-023**

Trustee DeRose seconded the motion. The motion passed 5/0/1/1 (De Serpa abstained; Orozco absent).

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

##### **14-15-032**

Trustee DeRose seconded the motion. The motion passed 4/1/1/1 (Yahiro dissented; De Serpa abstained; Orozco absent).

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

##### **14-15-034**

Trustee DeRose seconded the motion. The motion passed 6/0/1 (De Serpa abstained; Orozco absent).

### **14.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2015**

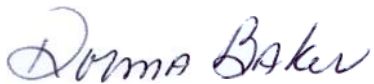
All meetings, unless otherwise noted, take place at the District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session begins at 6:00 pm; Open Session begins at 7:00 pm.



		<b>Comment</b>
<b>March</b>	<ul style="list-style-type: none"> <li>▪ 11</li> <li>▪ 18</li> <li>▪ 25</li> </ul>	<ul style="list-style-type: none"> <li>▪ Approve 2<sup>nd</sup> Interim Report</li> <li>▪ MSHS Training – Special Mtg.</li> </ul>
<b>April</b>	<ul style="list-style-type: none"> <li>▪ 15</li> <li>▪ 29</li> </ul>	
<b>May</b>	<ul style="list-style-type: none"> <li>▪ 13</li> <li>▪ 27</li> </ul>	<ul style="list-style-type: none"> <li>▪ Approve 3<sup>rd</sup> Interim Report</li> </ul>
<b>June</b>	<ul style="list-style-type: none"> <li>▪ 10</li> <li>▪ 24</li> </ul>	<ul style="list-style-type: none"> <li>▪ 2015-2016 Budget Adoption</li> </ul>
<b>July</b>	No Meetings	
<b>August</b>	<ul style="list-style-type: none"> <li>▪ 12</li> <li>▪ 26</li> </ul>	
<b>September</b>	<ul style="list-style-type: none"> <li>▪ 9</li> <li>▪ 23</li> </ul>	<ul style="list-style-type: none"> <li>▪ Unaudited Actuals</li> </ul>
<b>October</b>	<ul style="list-style-type: none"> <li>▪ 14</li> <li>▪ 28</li> </ul>	
<b>November</b>	<ul style="list-style-type: none"> <li>▪ 18</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>
<b>December</b>	<ul style="list-style-type: none"> <li>▪ 9</li> </ul>	<ul style="list-style-type: none"> <li>▪ Annual Organization Mtg.</li> <li>▪ Approve 1<sup>st</sup> Interim Report</li> </ul>

**15.0 ADJOURNMENT**

There being no further business to address, the meeting was adjourned at 9:58 PM.



Dorna Baker, Superintendent