



March 14, 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 CLOSED SESSION OPENING CEREMONY IN OPEN SESSION – 6:00 P.M.

1.1 Call to Order

President DeRose called the meeting of the Board to order at 6:01 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	
11	Substitutes
New Hires	
1	Primary Teacher
Promotions	
1	Heavy Equipment Mechanic II
Rehires	
	None
Administrative Appointments	
	None
Transfers	
	None
Extra Pay Assignments	
11	Coaches
Extra Period Assignments	
	None
Leaves of Absence	
4	Primary Teacher

1	Secondary Teacher
1	Behavior Technician
2	Cafeteria Assistant
1	Campus Safety Coordinator
1	Custodian II
1	Health Services Assistant
1	Instructional Assistant II
1	Lead Custodian I
Other	
9	Assistant Teacher
1	Pre School Teacher
Retirements	
7	<i>Secondary Teacher</i>
1	Migrant Education Teacher
Resignations/Terminations	
2	Primary Teachers
Supplemental Service Agreements	
4	Primary After School Teachers
24	Secondary After School Teachers
3	Transitional to Kinder Teacher
7	Education and English Language Services Teacher
22	English Language Development Services Teacher
5	Migrant Education
2	Extended Learning Program
Miscellaneous Actions	
2	Instructional Assistant I
2	Instructional Assistant II
Separations From Service	
1	Instructional Assistant II
Limited Term – Projects	
1	Administrative Secretary I
1	Campus Safety Coordinator
3	Community Services Liaison I
1	CWA Analyst
22	Enrichment Specialist
14	Instructional Assistant – General

1	Instructional Assistant II
2	Library Media Tech
1	Office Assistant I
5	Office Assistant II
3	Office Assistant III
1	Office Manager
1	Parent Education Specialist
1	Staff Accountant
Exempt	
3	Childcare
3	Migrant OWE
2	Safety Monitor
51	Student Helper
1	SPECTRA Artist
2	Yard Duty
Provisional	
1	Payroll Technician
1	Office Assistant III
Limited Term - Substitute	
2	Cafeteria Assistant
1	Instructional Assistant – Migrant/Childcare
1	Office Manager
1	Instructional Assistant – General Ed

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 Pending Litigation

2.6 Anticipated Litigation

2.7 Real Property Negotiations

2.8 5 Expulsions

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

3.1 Pledge of Allegiance

The Watsonville High School soccer team led the board in the Pledge of Allegiance.

3.2 Welcome by Board President

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

3.3 Superintendent Comments

- Recognizing Watsonville High School Soccer Team's 9th Central Coast Section Division I Championship.

Dorma Baker introduced the WHS soccer team and their head coach, Mr. Roland Hedgepeth.

Mr. Hedgepeth noted that the accomplishment of the WHS team is unprecedented. He added that the team worked very hard to win 18 out of 19 games. Mr. Murry Schekman stated that, in addition to the athletic accomplishments, the team's academic performance is also commendable; eight of the nine seniors on the team have been accepted to a California State University. He offered a certificate of appreciation to Mr. Hedgepeth.

Superintendent Baker noted that the agenda included a change that indicated a presentation time as well as total discussion time. This is an effort to ensure meetings do not run too long.

3.4 Jacob Young Financial - Teacher of the Month Award for February 2012

- Gerardo Palafox, Radcliff Elementary School

John Weaver of Jacob Young Financial commented a bit about the award and the process for selecting nominated educators and classified staff.

Ulli Kummerow, Radcliff principal, was present and commented on Mr. Palafox's work with the students and his valued teamwork with the rest of the staff.

Teacher Judite Dutra, who nominated Mr. Palafox, said a few words about the exemplary work he does as a teacher and his professionalism as a colleague.

Mr. Palafox commented on his arrival to this country at the age of 17, his love for his work, and the influence his mother, Mercedes Palafox, had in his career choice. He was honored with the recognition.

3.5 Jacob Young Financial – Classified Employee of the Month Award for February 2012

- Vince Cendejas, Head Custodian, Watsonville High School

Elaine Legorretta, WHS principal, spoke about the work of Mr. Cendejas, stating that he always managed to have a professional and positive attitude with staff and students alike. She noted that he would be retiring and that the award is a great way to acknowledge his work.

Mr. Cendejas was not at the meeting.

4.0 APPROVAL OF THE AGENDA

Trustee Ursino moved to approve the agenda. Trustee Yahiro seconded the motion and requested that item #15.4 be placed after item #7.0. Trustee Ursino amended his motion to include this request. The motion passed 6/0/1 (De Serpa absent).

5.0 APPROVAL OF MINUTES

a) Minutes for February 22, 2012

Trustee Keegan moved to approve the minutes for February 22, 2012. Trustee Nichols seconded the motion. The motion passed 6/0/1 (De Serpa absent).

6.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT

Rachel Riddick and Karla Munoz of Aptos High, reported on March Madness and other events and activities to promote community spirit. They are participating in a campaign to catch Kony of *Invisible Children*. They noted that WASC has a scheduled visit to the school and invited board members to join in the visit.

Bianca Salgado of Watsonville High School, commented on the event to honor the accomplishment of the soccer team. She noted that Monterey Bay Academy would offer courses for students who wish to get ahead. She offered a sports update, noting that the boys' volleyball team is doing well.

Mayra Gonzalez and Anthony Barrios of Pajaro Valley High School, reported that WASC visited their campus. Spring sports are in session now. The Pennies for Patients fundraiser is going well. They noted that the Ivy League Project is doing many events and working hard to fundraise to visit schools in the east coast. Students are planning their prom and graduation night event.

Kimberly Ortiz and Fernando Crescencio of Renaissance High School, reported that 30 students will be graduating. Career day just took place and it was successful. The cafeteria has more food choices and sufficient water to serve students – they thanked the board for their involvement with this issue. They noted that their campus still needs improvements. Teachers are working hard on accreditation. They stated that the Rotary Club gifted the school \$1,500 to support athletics.

7.0 POSITIVE PROGRAM REPORT

7.1 Report on Cultural Council of Santa Cruz County.

Report by Sonia Deetz, Arts Education Manager.

Sonia Deetz, of SPECTRA, presented a positive program report and was thrilled to see all student art work in the boardroom. She commented on two successful, high-quality education programs available for students: Arts Education/SPECTRA and Mariposa's Art Teach and Guitar Teach. Together, they serve about 5,000 students at PVUSD. The Cultural Council granted \$48,000 to PVUSD to bring in professional teaching artists. The organization's concern is that students work only fleetingly in the arts when long term and sequential education is the goal. She stated that Mintie White Elementary is in its 5th year with the program and art is in the school's culture every day.

Three students from the Guitar Teach program at Watsonville High and Pajaro Valley High presented a guitar piece to the board.

Sarah Brothers, arts education and outreach coordinator, commented on the importance of art in youth as it helps develop other qualities in students that are critical in education and as students go on to higher education and work. Art teaches skills, knowledge and expertise that are transferable.

Bertha Torres, Mintie White principal, commented about the benefits of having the program at the site. Third grade student, Jesse Cardenas Toledo, commented on what art means to him and how the program has benefited him.

Board participated with comments and thanked Ms. Deetz for the organization's continued support of students.

15.0 REPORT, DISCUSSION AND POSSIBLE ACTION ITEMS

15.4 Report, discussion and possible action to approve Resolution # 11-12-12, Recognizing Adult Education Week, March 12-16, 2012.

Report by Albert Roman, Assistant Superintendent, HR.

Albert Roman noted that the state of California recognizes Adult Ed week. He noted some of the reasons that this is an important item, including teaching English to many members of our community.

Nancy Bilicich, Director of Adult Education, stated that English as a Second Language (ESL) classes are crowded. She commended Tila Guerrero of McDonald's who was present at the meeting and who has been a long-time supporter of Adult Education in this community.

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

President closed the regular Board meeting and opened the Public Hearings.

8.0 PUBLIC HEARING SELPA ANNUAL SERVICE AND BUDGET PLAN, 2011-2012

8.1 Report by Ray Houser, SELPA Director

Ray Houser introduced the item stating the reports are to be approved by the governing board following a public hearing and would be submitted as part of the SELPA plan. He noted that the budget plan is an explanation of all of all expenses and costs for the program.

8.2 Public Comment

Kathleen Kilpatrick, school nurse, spoke about the loss of 15 nurses in the district since 2000, increasing the workload for each nurse. This causes retention problems and unreasonable expectations for nurses. She asked the board to closely consider salary to retain school nurses as the budget is reviewed.

8.3 Board Comment

Board participated with comments and questions.

9.0 PUBLIC HEARING PAJARO VALLEY FEDERATION OF TEACHERS (PVFT) SUNSHINE PROPOSAL.

9.1 Report by Francisco Rodriguez, PVFT President

Francisco Rodriguez noted that the sunshine proposal from PVFT indicates what will be negotiated for the contract for the next three years.

Jack Carroll presented a comparison with 43 like districts and PVUSD in the following categories: revenue per ADA, where is ranked 4th; expense of education per ADA, ranking 4th; teacher salaries, ranking 43rd; cost of employee benefits, it ranked 1st; and total teacher cost, ranked 42nd. He noted that students do not benefit from the current way of allocating funds. In API results, PVUSD ranked 40th. He stated that the following items were on the Sunshine proposal: 1) compensation to correct contract language; 2) preparation time, to make it more equitable across the district; 3) workload; 4) workplace bullying; and 5) early childhood education.

9.2 Public Comment

Kathleen Kilpatrick, school nurse, spoke of the futility of attempting to cap benefits because the United States has the highest cost health care system in the world.

Bill Beecher, community member, PVFT has negotiated the most expensive benefits package of any school district. Their members only pay 4% towards the premiums. Yearly increases will cost the district \$6 million each year; that's the deficit spending of the district. Given the changes, PVFT needs to give up and share more in the cots. The board cannot cut any more people. Wages and benefits is what is left, which is 94% of the budget. Board needs to renegotiate benefits and wages to balance the budget.

9.3 Board Comment

No comments or questions from the board.

President closed the Public Hearings and resumed the regular Board meeting.

10.0 VISITOR NON-AGENDA ITEMS

Kendra Stone-Hinds, parent, spoke about school lunches and how they are heated in plastics, which have toxic elements which are endocrine destructors and can cause many health issues.

Ramiro Medrano, community member, family coordinator for the Gear Up program of Watsonville High and Pajaro Valley High families, the Parent Academy. The program's charge is to inform parents how their students can attend college. He introduced members of the academy. He suggested that meetings start earlier so that community members who attend the meetings do not have to stay so late.

Sarah Henne, teacher, commented about her concern for the Breakfast in the Classroom program, noting that students starting their day chatting, getting food on the carpet and losing on instructional minutes. Regarding assessments, Ms. Henne asked to evaluate what is needed to evaluate and to have those evaluations be timely and valuable assessments to help teachers assess teaching.

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

Francisco Rodriguez, PVFT president, noted that PVSUD has a long ways to go to catch up with other districts in the state. He mentioned that excessive number of meetings at the schools take time away from teaching. Breakfast in the classroom takes time away from instruction. Specialists are all over the recommended caseloads for their fields. Recommendations for changes to the contract will be made and it is the hope that there is support from the board.

Robyn Butterworth, CSEA representative, reported on a recent meeting with Assembly member Bill Monning about what can be done at the state level to support and protect students. Transportation was addressed and importance of this piece in our district was made very clear to him.

Guillermo Ramos of PVAM began by stating that CST testing will soon take place and administrators and teachers are working diligently to get students ready for this. We are promoting the importance of doing well on the tests. Great things are happening at all schools to prepare. He commented on layoffs and how notices affect morale at the site. It is the hope that the district rescinds notices as quickly as possible. Successful Student Improvement Grant (SIG) negotiations have taken place. He congratulated the adult education program as they celebrate their week.

12.0 CONSENT AGENDA

Trustee Keegan moved to approve the consent agenda. President DeRose requested that item #12.9 be deferred. Trustee Nichols seconded the motion, requesting that items #12.10 – 12.13 be deferred as well. Trustee Keegan amended his motion to include deferring those items. The motion passed 6/0/1 (De Serpa absent).

12.1 Purchase Orders February 16 – March 7, 2012

12.2 Warrants February 16 – March 7, 2012

12.3 Approve CAHSEE Passage Waiver for Student #11-12-26, Math, Watsonville High School.

12.4 Approve CAHSEE Passage Waiver for Student #11-12-27, Math, Pajaro Valley High School.

12.5 Approve CAHSEE Passage Waiver for Student #11-12-28, Math, Pajaro Valley High School.

12.6 Approve CAHSEE Passage Waiver for Student #11-12-29, Math, Pajaro Valley High School.

12.7 Approve CAHSEE Passage Waiver for Student #11-12-30, English Language Arts, Pajaro Valley High School.

12.8 Approve CAHSEE Passage Waiver for Student #11-12-31, English Language Arts, Pajaro Valley High School.

12.9 Approve Travel to Costa Rica for 24 Aptos High School Students Beginning March 30, 2012 through April 7, 2012.

This item was deferred.

12.10 Approve Removal of Wood Steps and Replacement with Concrete Stairs with Railings at Rio del Mar Elementary School.

This item was deferred.

12.11 Approve Remodeling and Upgrade of Boys' and Girls' Bathrooms to Upgrade to DSA Standards at EA Hall Middle School.

This item was deferred.

12.12 Approve Remodeling and Upgrade of Boys' and Girls' Bathrooms to Upgrade to DSA Standards at Hall District Elementary School.

This item was deferred.

12.13 Approve Removal of Wood Steps and Replacement with Concrete Stairs with Railings and Chain Link Fencing at Aptos Jr. High School.

This item was deferred.

13.0 DEFERRED CONSENT ITEMS

12.9 Approve Travel to Costa Rica for 24 Aptos High School Students Beginning March 30, 2012 through April 7, 2012.

President DeRose said that she was excited that students were going to Costa Rica and learn more about that country.

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

12.10 Approve Removal of Wood Steps and Replacement with Concrete Stairs with Railings at Rio del Mar Elementary School.

12.11 Approve Remodeling and Upgrade of Boys' and Girls' Bathrooms to Upgrade to DSA Standards at EA Hall Middle School.

12.12 Approve Remodeling and Upgrade of Boys' and Girls' Bathrooms to Upgrade to DSA Standards at Hall District Elementary School.

12.13 Approve Removal of Wood Steps and Replacement with Concrete Stairs with Railings and Chain Link Fencing at Aptos Jr. High School.

Trustee Nichols asked for clarification on whether these items were part of the Facilities Needs Analysis.

Brett McFadden, CBO and Rick Mullikin, Director of Maintenance and Operations, noted that some of those projects may be on the plan.

Trustee Nichols moved to approve items #12.10, #12.11, #12.12 and #12.13. Trustee Yahiro seconded the motion. The motion passed 5/0/2 (Keegan away from his seat; De Serpa absent).

14.0 REPORT AND DISCUSSION ITEMS

14.1 Report and Discussion on Complaint Procedures.

Report by Albert Roman, Assistant Superintendent, HR.

Albert Roman stated that each school district must have a compliance officer responsible for processing complaints; for PVUSD, he is the compliance officer. He noted that there are three types of complaints: grievances, which is related to contract violations; uniform complaint procedures, related to a violation

of a state or federal law or regulation with a categorical program; and discrimination complaints, related to equal employment opportunities at the federal level and related to fair employment and housing at the state level. He explained each of the complaints and their processes. In addition, there is a Williams Complaint, which is a type of uniform complaint, which is related to sufficiency of instructional materials, emergency or urgent facilities conditions and teacher vacancies or missassignments. Mr. Roman stated that the district has not had a significant number of complaints relating to Williams and it is doing well with compliance. Other complaints are related to complaints from students, parents or community members. Each type of complaint has its own process and any required forms are available on the internet or at the sites. He noted that recently the District had been audited by the State in its uniform complaint practices and no findings were noted.

Board participated with comments.

15.0 REPORT, DISCUSSION AND POSSIBLE ACTION ITEMS (continued)

15.1 Possible action on SELPA Annual Service and Budget Plan, 2011-12.

Report given under item 8.1.

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

15.2 Possible action on PVFT's Sunshine Proposal to PVUSD.

Report given under item 9.1.

Trustee Nichols moved to accept PVFT's sunshine proposal. Trustee Keegan seconded the motion. The motion passed 6/0/1 (De Serpa absent).

15.3 Report, discussion and possible action to approve 2nd Interim Budget Report.

Report by Brett McFadden, CBO.

Brett McFadden reported that the assumptions continue the same as the in the prior report: possible failure or the governor's November initiative; loss of home-to-school transportation; increase of benefits; step and column increases per contract; elimination of furloughs; and the current tier 3 categorical fund shifts to the general fund. The multi-year projection includes a \$15.54 million dollars reserve to prepare for triggers. He reported that the variance report is for the first time included in the interim materials. The recommendation is to approve the 2nd Interim report as qualified.

Public comment:

Bill Beecher, community member, commented on how board cannot reduce personnel and on how State revenues will be short and will trigger cuts. The district's benefits and self-insurance policy is what is causing deficit spending. The district options in his opinion are to cut wages and benefits, or increase contribution rate for possible savings. He recommends renegotiating benefits and wages to reduce budget deficit by \$12 million.

Board participated with questions.

Trustee Keegan moved to extend the meeting until 10:45 pm. Trustee Nichols seconded the motion. The motion passed 6/0/1 (De Serpa absent).

Trustee Yahiro moved to approve the 2nd interim report as recommended. Trustee Keegan seconded the motion. The motion passed 6/0/1 (De Serpa absent).

15.5 Report and Discussion on Student Calendar for 2012-13 School Year, First Reading .

Report by Albert Roman, Assistant Superintendent, HR.

Albert Roman introduced the student calendar for the 2012-2013 school year. He reported that the union or district has 10 days for any contentions after the first reading of the calendar is accepted by the board. Regarding specific details, he noted that the calendar committee opted to have August 20, 2012 as the first day of school, winter break was left at 3 weeks to obtain highest attendance, and 2 additional

SBC days were placed after the winter break. It was also noted that spring break is short one day to ensure the year can end on Friday, June 7th.

Board participated with questions.

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

16.0 ACTION ON CLOSED SESSION

2.1 Public Employee Appointment/Employment, Government Code Section 54957

a. Certificated Employees

Trustee Nichols moved to approve the certificated report with the addition of 1 secondary teacher under retirements. Trustee Keegan seconded the motion. The motion passed 6/0/1 (De Serpa absent).

b. Classified Employees

Trustee Nichols moved to approve the classified report as presented. Trustee Keegan seconded the motion. The motion passed 6/0/1 (De Serpa absent).

2.8 5 Expulsions

Action on Expulsions:

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

11-12-050

Trustee Keegan seconded the motion. The motion passed 6/0/1 (De Serpa absent).

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

11-12-053

Trustee Keegan seconded the motion. The motion passed 6/0/1 (De Serpa absent).

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

11-12-055

Trustee Keegan seconded the motion. The motion passed 6/0/1 (De Serpa absent).

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

11-12-056

Trustee Keegan seconded the motion. The motion passed 6/0/1 (De Serpa absent).

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

11-12-057

Trustee Keegan seconded the motion. The motion passed 6/0/1 (De Serpa absent).

17.0 GOVERNING BOARD COMMENTS/REPORTS

Trustee Yahiro commented that the Central Coast Section is larger than the whole state of Oregon and it shows what a wonderful soccer program we have.

President DeRose noted that she volunteered for the Reading Across America Day at Landmark and was very impressed with the first grade class she read to.

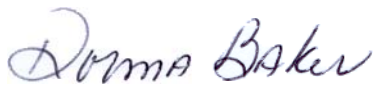
18.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2012

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	<ul style="list-style-type: none"> ▪ 21 ▪ 28 	<ul style="list-style-type: none"> ▪ Special Meeting: Migrant Head Start
April	<ul style="list-style-type: none"> ▪ 11 ▪ 25 	
May	<ul style="list-style-type: none"> ▪ 9 ▪ 23 	<ul style="list-style-type: none"> ▪ Approve 3rd Interim Report
June	<ul style="list-style-type: none"> ▪ 13 ▪ 27 	<ul style="list-style-type: none"> ▪ 10-11 Budget Adoption
July	<ul style="list-style-type: none"> ▪ 	<ul style="list-style-type: none"> ▪ No Meetings Scheduled
August	<ul style="list-style-type: none"> ▪ 8 ▪ 22 	
September	<ul style="list-style-type: none"> ▪ 12 ▪ 26 	<ul style="list-style-type: none"> ▪ Unaudited Actuals
October	<ul style="list-style-type: none"> ▪ 10 ▪ 24 	
November	<ul style="list-style-type: none"> ▪ 14 	<ul style="list-style-type: none"> ▪
December	<ul style="list-style-type: none"> ▪ 5 Annual Organization Mtg. 	<ul style="list-style-type: none"> ▪ Approve 1st Interim Report

19.0 ADJOURNMENT

There being no further business to discuss, the meeting of the board was adjourned at 10:37 pm.



Dorma Baker, Superintendent