



October 26, 2011
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

Acting president Keegan called the meeting of the Board to order at 6:06 pm at 292 Green Valley Road, Watsonville, CA.

1.2 Public comments on closed session agenda.

Bernice Anaya, caregiver, spoke regarding the experience of a student with an expulsion case and asked the Board to give her an opportunity to return to school and complete her high school. She stated that the student has learned from her error.

Maria de Jesus Ramirez, students, asked for another opportunity to remain at her current school and apologized for the error. She learned that violence is not the way to resolve conflict.

Amy Ramirez, sister of student, asked the Board for another opportunity for her sister to return to the high school to complete her credits and graduate.

2.0 CLOSED SESSION (AND AFTER REGULAR SESSION IF NECESSARY)

2.1 Public Employee Appointment/Employment, Government Code Section 54957

a. Certificated Employees

i. Reassignment of One (1) Certificated Employee

b. Classified Employees

New Hires – Probationary	
	None
New Substitutes	
	None
New Hires	
1	Resource Specialist
1	Elementary Teacher
2	Secondary Teachers
Promotions	
1	Migrant Outreach Specialist
Rehires	
1	Elementary Teacher
1	Secondary Teacher
1	Child Development Teacher

Administrative Appointments	
	None
Transfers	
1	Elementary Teacher
Extra Pay Assignments	
5	Athletic Directors
33	Coaches
6	Department Chairs
Extra Period Assignments	
	None
Leaves of Absence	
3	Instructional Assistant II – Special Education
3	Bus Driver
1	Elementary Teacher
Retirements	
	None
Resignations/Terminations	
1	Occupational Therapist
Supplemental Service Agreements	
7	Elementary Teachers
11	Secondary Teachers
1	TOSA
Miscellaneous Actions	
1	Custodian II
1	District Receptionist
3	Instructional Assistant II – Special Education
4	Instructional Assistant – General Education
1	Office Manager
1	Student Services Specialist II
Separations From Service	
	None
Limited Term – Projects	
1	Administrative Secretary I
1	Administrative Secretary II
1	Administrative Secretary III
1	Behavior Technician

13	Cafeteria Assistant
1	Campus Safety Coordinator
1	Community Services Liaison I
1	Community Services Liaison II
2	Data Entry Specialist
1	Dispatcher
15	Enrichment Specialist
38	Instructional Assistant – General Education
1	Information System Support Technician
1	Language Support Technician
1	Office Assistant I
1	Office Assistant II
8	Office Assistant III
1	Office Manager
2	Site Computer Support Technician
1	Student Services Specialist II
1	Testing Specialist
3	Translator
Exempt	
5	Babysitters
5	Childcare
2	Crossing Guards
2	MEES
7	Migrant OWE
3	PUPILS
2	Safety Monitor
3	Spectra Artist
64	Student Helper
31	Workability I
5	Yard Duty
Provisional	
1	Behavior Technician
1	Health Assistant
8	Instructional Assistant - General Education
3	Office Assistant III
1	Payroll Technician

1	Site Computer Support Technician
Limited Term - Substitute	
1	Accounting Specialist II
1	Behavior Technician
1	Cafeteria Assistant
4	Custodian I
2	Delivery Driver
1	Health Services Assistant
1	Instructional Assistant II – Special Education
1	Instructional Assistant I – Special Education
1	Office Assistant III
1	Site Computer Support Technician

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 2 Expulsions

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

Acting president Keegan called the meeting of the Board in public to order at 7:17 pm.

3.1 Pledge of Allegiance

Trustee Nichols led the Board in the Pledge of Allegiance.

3.2 Welcome by Board Acting President

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

3.3 Superintendent Comments

Superintendent Baker commented on a letter received by PVFT, stating that she was encouraged to see the common interests between the union and the Board: restoration of positions and restoration of furlough days. The challenge, Superintendent Baker noted, is how to move forward and the timing of when things should happen. Furlough days must be timely because it involves all staff and students. Furlough days restoration equates to approximately 2.5% salary increase for employees. Superintendent Baker reiterated the interest of the Board in also restoring positions and in class size

reduction. The County Office of Education has asked the district to plan for the worst case scenario until more is known about fiscal matters.

Regarding student trustee reports, Superintendent Baker commented that their reports are important and that staff is listening to the concerns regarding the state of restrooms in all high schools and the issue of lunch at Renaissance High. Given that positions are not able to be restored, the district developed a plan to ensure staff is available to maintain a cleaner environment at the sites.

3.4 Student Recognition

Administrators, staff, family and friends were present to recognize the following students:

- *Damian Quintero – Ann Soldo Elementary School*
- *David Canek Gomez – Alianza Charter School*
- *Daniel Cesar Cabrera – Renaissance High School*
- *Michael Sheely – Aptos High School*

Mark Guerrero also presented an award on behalf of McDonald's and the Register Pajaronian to each student.

4.0 APPROVAL OF THE AGENDA

Acting President Keegan asked to move item #13.0 to after #4.0 or #5.0.

Trustee Nichols moved to approve the agenda moving #13.0 after #4.0. Trustee DeRose seconded the motion. The motion passed unanimously.

13.0 ACTION ON CLOSED SESSION

2.1 Public Employee Appointment/Employment, Government Code Section 54957

a. Certificated Employees

Trustee Nichols moved to approve the certificated employee report as presented. Trustee Yahiro seconded the motion. The motion passed unanimously.

i. Reassignment of One (1) Certificated Employee

Trustee Nichols announced that the Board voted 5/2 to deny the appeal of One Certificated Employee.

b. Classified Employees

Trustee Nichols moved to approve the classified employee report as presented. Trustee DeRose seconded the motion. The motion passed unanimously.

2.8 2 Expulsions

Action on Expulsions

Trustee Osmundson moved to approve the recommendation of the Administrative Panel with the following change: "Board expects district to explore placing student at an alternative program within the district prior to placement in the recommended program" for the following expulsion case:

11-12-013

Trustee DeRose seconded the motion. The motion passed unanimously.

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

11-12-024

Trustee DeRose seconded the motion. The motion passed unanimously.

5.0 APPROVAL OF MINUTES

a) Minutes for October 12, 2011

Trustee Nichols moved to approve the minutes for October 12, 2011. Trustee DeRose seconded the motion. The motion passed unanimously.

6.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT

Mayra Gonzalez and Anthony Barrios of Pajaro Valley High School spoke of the panoramic picture for the senior class, which went well. The mentioned that college application season is nearing its deadline. The cross-country team participated with approximately 22,000 other members and the school did well and team members were able to go to Disneyland to celebrate for their efforts. Halloween activities are taking place at the site and there will be an altar to honor “day of the dead” exhibit at the Pajaro Art League. A fundraising event for cheerleaders will also take place. Principal Rodriguez is working in partnership with Bordeaux France to develop a student teacher program. Lastly, there is training for teachers on how to use cell phones for instructional purposes.

Fernando Crescencio of Renaissance High asked for a moment of silence in memory of student Lorenzo Lopez Fernandez who became a victim of tragedy. Principal organized counseling sessions and there are plans for fundraising to help the family. He will be missed by family, friends and family at RHS. The school is planning a Dia de los Muertos (day of the dead) to remember all who have passed away. He mentioned that small classes are very effective for the students. He finished his comments by stating that there are some issues with restrooms, including a broken sink and needed supplies.

Bianca Salgado and Iliana Reynoso of Watsonville High, commented on pumpkin carving event, an eating contest and an annual food sales activities at the site. They thanked the board for listening to the students regarding the restrooms and noted that students are also trying to help keep a clean school: leadership team is putting posters up to remind students to keep the areas clean and placed recycling bins throughout the campus. They reported that the school has not been able to reach the 75% of free and reduced lunch applicants needed to qualify for specific Title I funding. They invited all to the theatre production at WHS, which is Shakespeare’s *Much Ado About Nothing*. The school has been addressing bullying and its effects. They mentioned that the volleyball team will donate funds to cancer research.

7.0 VISITOR NON-AGENDA ITEMS

Kathleen Kilpatrick, school nurse, commented that PVFT made its priority clear: restoration of teacher student ratio and restoration of furlough days but some have expressed their concern about working conditions before they work the extra five days. Nurses have demonstrated that the lack of an adequate ratio is a dangerous situation, including increased stress.

Laura Azzaro, teacher, spoke about struggle of students in overcrowded classes and how it is affecting their learning environment; she noted that teachers prefer smaller classrooms versus furlough days.

Andy Hsia-Coron, teacher, stated that teachers are stressed and students are not performing as well in overcrowded classrooms. He noted that it seems clear that there was a miss-counting of monies, which affected decisions made on the district’s budget. The district needs to show more humility, he said, so that teachers feel that the district is listening.

Jack Carroll, teacher, commented on budget and how it was improved. Although the improvement has been known since June, it is not clear how the extra monies came about. The union is informed that positions cannot be restored because they are one time monies; there is a \$20 million amount and teachers are looking for effective ways to use these funds.

Lowell Hurst, retired teacher, requested that the board restores position at WHS and strengthen the agricultural education program. He asked the board to tie in to the community and find out what the real needs are.

Joanne Katzen, teacher, commented that it is a stressful time to be a teacher, morale is low and that it’s important for the Board to hear from teachers. It’s difficult to do the work required with all the pressures to improve test scores and relief is needed.

Eileen Clarke Nagaoka, teacher, spoke about the importance of smaller class sizes and the long hours that many teachers have to put in to provide the right environment for the students. Union has voted to not have our furlough days reinstated in order to have better conditions for the students.

Mamiche Young, teacher, supports teachers who have large numbers in their classrooms and need smaller class sizes. Students in her classroom are okay because her school qualifies for QEIA funds and it calls for 20 or less students. Test scores are going up at Freedom because we have small numbers in the school. She asked the Board to reinstate CSR even if it's only one-time money because students only have one opportunity to learn well.

Laura Zucker, teacher, read a letter in support of smaller class size from Amesti Elementary teachers. Letter also asked for clarification on where the additional funds came from. Research supports efficacy of smaller classrooms, and it is clear that large classrooms are not working.

Kate Freels, teacher, stands behind PVFT's proposal to reduce class sizes because students deserve better. This is not the way to retain quality staff. She urged the Board to spend these additional funds as soon as possible to restore smaller classes.

Jenn Laskin, teacher, supports smaller class sizes and agricultural education. Commented on methyl iodide and how there are no other solutions to use on the fields; this may be tied to lack of education. She announced the peace and unity march that will take place on Sunday.

Bill Beecher, community member, commented that CSR is only for K-3 and said that PVFT is asking the district to increase financial risk. PVFT does not want staff to know the entire story. Picture framed to union members is only with one alternative but there are more alternatives. Regarding comments on lack of information on budget from district are incorrect; CBO has been presenting information they are seeking but it is not being heard.

President Keegan asked when the Board can expect to hear more about the budget.

Brett McFadden noted that PVFT will hear that information next week and information on budget will be brought to the November 16 meeting.

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

Jack Carroll, PVFT, reported that the union will honor the letter and spirit of contract. Business office prepared a list of possibilities and recommended one item requesting union's approval. The union wants nurses, counselors, adult education and CSR restored. He presented a chart on entering students on second grade. Ms. Risa Schwartz found data from previous years showing how CSR matters because scores have dropped significantly. Board did not vote to authorize negotiations regarding furlough days. Look at the information and rethink what the Board's job is. He stated that there seems to be plenty of money for restoration of staff and furlough days as well.

Ylda Noguera noted that the chart presented did not account for different benchmarks.

Sylvia Mendez, PVAM, commented that teachers have been working hard to meet the needs of students since the beginning of the school year. However, in the last month, teachers have had to administer the many assessments but it is challenging to process the data given all the responsibilities that have to take place, including parent/teacher conferences. She asked that in the future all stakeholders, teachers and administrators be included in developing the assessment calendars so that there is sufficient time to process data.

9.0 CONSENT AGENDA

Trustee Nichols moved to approve the consent agenda deferring item #9.4 to listen to a speaker and item #9.5 for clarification. Trustee Yahiro seconded the motion.

Trustee DeRose thanked the Silicon Valley Students Recycling Used Technology program for the great donation.

The motion passed 5/0/2 (Ursino, De Serpa away from their seat).

9.1 Purchase Orders October 6 - 19, 2011.

9.2 Warrants October 6 - 19, 2011.

9.3 Accept with Gratitude Donation from Richard Grotegut of Silicon Valley Students Recycling Used Technology Program (SV StRUT) of 30 (thirty) Laptops for Watsonville High School's Language Lab, an Estimated Value of \$10,500.

9.4 Approve Migrant Head Start Refunding Application: Budget for March 1, 2012 – February 28, 2013 and Training/Technical Assistance Plan.

This item was deferred.

9.5 Approve 2011 Migrant & Seasonal Head Start Self Assessment Report and Corrective Plan of Action for Out of Compliance Findings.

This item was deferred.

9.6 Approve Award of Construction Contract and Notice of Completion for Aptos High School Ramp and Seatwall Improvements.

10.0 DEFERRED CONSENT ITEMS

9.4 Approve Migrant Head Start Refunding Application: Budget for March 1, 2012 – February 28, 2013 and Training/Technical Assistance Plan.

Public comment:

Francisco Rodriguez, PVFT president, noted that within the item there are reductions that have not been presented to the union for negotiations.

Kathy Lathrop explained that in preparation for the budget they were running short on funds and the majority was due to health and benefit increase and there were no places to cut other than reducing service days. The program is comprehensive program which has family service plans in addition to the preschool programs.

Superintendent Baker spoke of the time essence of the item, stating that it's important to avoid placing MHS in a difficult situation. If there are issues to be addressed with the union, HR will work through those.

Trustee Nichols moved to approve the budget as presented with the understanding that discussions will take place regarding negotiating what's negotiable. Trustee DeRose seconded the motion. The motion passed unanimously.

9.5 Approve 2011 Migrant & Seasonal Head Start Self Assessment Report and Corrective Plan of Action for Out of Compliance Findings.

Trustee Nichols noted that there was only one finding in the program and that is remarkable; the finding is related to shared governance responsibility between the program and the Board. Trustee Nichols noted the finding was that the Board was not aware of the food served in the program.

Superintendent Baker commented on how the finding can be corrected, including through the Friday Board Update.

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

11.0 REPORT AND DISCUSSION ITEMS

Brett McFadden, CBO, requested to present on item #11.2 before #11.1 due to time restraints of guest speaker.

Trustee Nichols moved to hear item #11.2 before #11.1. Trustee De Serpa seconded the motion. The motion passed unanimously.

11.2 Report and discussion on Alternative Map Options for Decennial Trustee Area Realignment.

Report by Brett McFadden, CBO.

Brett McFadden introduced the item and noted that Michael Regele of DecionInsite would present two map options for the Board to consider and provide feedback.

Michael Regele commented that the redrawing of trustee areas is based on number of people and not on space. The district is large, 157 square miles, and has a population of 109,654, the majority (51%) of which resides within a two-mile radius near the center of the city. Mr. Regele commented on the company's approach to looking at the possible alternatives to reaching "ideal" population numbers in each of the trustee areas, including leaving boundaries close to where they are but smoothing out alignments when possible. The ideal population per area would be 15,665. The following two scenarios were introduced: 1) focus on maintaining current boundaries where possible while bringing population within 5% of the ideal and smoothing out boundary lines; 2) continue focus on maintaining current boundaries but pushing more to get to the ideal population in each area, smoothing out boundaries, and consider growth or decline in the prior 10 years to foresee future growth or decline. Mr. Regele at this point presented digital maps of current trustee areas and how the distribution of population currently looks. The current demographics show significant variances from the ideal in population in each of the seven trustee areas: TA1 is -239; TA2 is +2155; TA3 is -1169; TA4 is +18; TA5 is +2630; TA6 is +1109; and TA7 is -23. Scenario 1 and 2 were presented and the variance from the ideal in Scenario 2 were very close to the ideal population per trustee area. Trustees were shown how the maps looked for each of the two scenarios and how those compared to the current boundaries.

Mr. Regele noted that based on the data, they would recommend Scenario 2 as it would result in the best population balance while also minimizes changes to current boundaries and considers future population growth/decline.

In conclusion of his presentation, Mr. Regele also presented the Board with information on the racial/ethnicity makeup of the current and proposed scenarios as well as voting age profiles. Findings show that proposed profiles are similar to current area boundaries.

Trustee DeRose left the meeting at 9:45 pm.

The Board participated with comments and questions regarding each of the scenarios.

11.1 Report and discussion on Early Childhood Education.

Report by Kathy Lathrop, Director, Child Development Department.

Kathy Lathrop began her presentation with some information regarding early childhood education (ECE) programs: they serve over 2,190 children ages 0 to 5; the programs receive over \$10 million dollars, which covers employment of over 234 staff and operations in 13 sites. ECE programs are also in conjunction with other district programs, such as Adult, Migrant and Special Education. The programs align with district goals and they prepare children to enter Kindergarten with a strong early start. The programs give opportunities to the socio and economically disadvantaged students and it helps close the achievement gap. There is much research that points to the academic and social benefits for students who participate in a high quality preschool program. PVUSD is the largest provider of early education services in this county and the community reaps those benefits. Kathy presented data

on each of the programs in EDE: Migrant and Seasonal Health Start, where about 683 children are served in 5 centers and in family childcare homes – poverty level of migrant families determines eligibility; Child Development Programs serve about 550 children ages 0 – 6 and about 80 -100 pregnant and parenting teens – this program is offered on three calendars and eligibility is based on income; the Migrant Education School Readiness program serves about 750 children 3 – 5 years old and migrant families are eligible; the Adult Education program serves about 311 children 0 – 5 and it is open for all to participate; the Special Education programs serves about 140 students through their early start, preschool special day class, and the speech and language services. In conclusion, Kathy noted that the programs are all driven by various funding sources and work well because of the understanding there is of the needs of the families served.

The Board participated with questions and comments.

12.0 REPORT, DISCUSSION AND POSSIBLE ACTION ITEMS

12.1 Report, discussion and Possible Action to Approve Award Contract RFP #RB-07-20-11, Medical, Dental, Vision Consulting Services.

Report by Brett McFadden, CBO.

Brett McFadden reported that staff recommends a change from Keenan & Associates to Alliant Insurance Services. The recommendation comes after interviews and reference checks of companies that responded to the RFP. Awarding the contract to Alliance Insurance Services also results in some savings. To clarify, Mr. McFadden stated that the benefits and plan providers remains the same; this is a change on the consultants.

Board participated with comments and questions.

Trustee Yahiro moved to approve the recommendation of staff. Trustee Nichols seconded the motion.

The Board participated with additional comments.

The motion passed 6/0/1 (De Rose absent).

12.2 Report, discussion and Possible Action to Approve Updated Board Policy #6164.4, Identification and Evaluation of Individuals for Special Education.

Report by Dorma Baker, Superintendent.

Trustee Nichols moved to approve updated policy #6164.4. Trustee Osmundson seconded the motion. The motion passed 6/0/1 (DeRose absent).

14.0 GOVERNING BOARD COMMENTS/REPORTS

Trustee Nichols reported that she had attended a rehab facility and heard about the services they provide. The facility offers tours and speakers regularly; she invited other members to tour the facility.

Trustee Yahiro commented on the benefits of supporting such rehab services.

Acting president Keegan reported that he and trustee Yahiro had attended the Adopt-a-School celebration, noting that this is an excellent program.

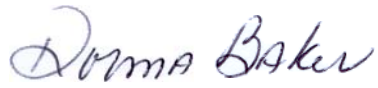
15.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2011

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.

		Comment
November	▪ 16	▪
December	▪ 7 Annual Organization Mtg. ▪ 10 – Special Meeting (Sat.)	▪ Approve 1 st Interim Report ▪ Re: TA III Residency (if necessary)

16.0 ADJOURNMENT

There being no further business to discuss, the meeting of the Board was adjourned at 10:30 pm.

A handwritten signature in cursive script that reads "Dorma Baker".

Dorma Baker, Superintendent